



April 25, 2025

Organizational and Personnel Changes

Mazda Motor Corporation has announced the following organizational and personnel changes, effective May 1, 2025.

1. Organizational Change

Human Resources Domain

Aim

- To establish a structure that enables the formulation of HR strategies and the flexible and rapid implementation of HR initiatives in order to steadily implement the company's 'Management Policy up to 2030' as the pace of change in the business environment accelerates. The goal is to facilitate a vibrant organizational culture that promotes co-creation and maximizes the potential of each and every employee.

Description of change

- Transfer some functions of the HR Reform Dept. to the HR Div.
- Transfer some functions of the HR Reform Dept. to the HR Partner Dept.
- Reorganize some functions of the Cultural Transformation Promotion Dept. and the HR Reform Dept. into the newly established Strategic HR Dept. As a result, the Cultural Transformation Promotion Dept. and the HR Reform Dept. will be eliminated.

2. Personnel changes

General Managers and above

New post	Current post	Name
Supreme Manager Cost Planning Innovation Office	Program Manager Direct report to Managing Executive Officer in charge of Cost Reduction	Kenji Aratani
General Manager Design Div.	Senior Creative Expert Design Div.	Eiji Kimoto
Staff Manager Design Div.	General Manager Design Div.	Masashi Nakayama
Expert Engineer MBD Innovation Dept.	Senior Principal Engineer MBD Innovation Dept., and Senior Principal Engineer Vehicle Development Div.	Naokazu Kaneshina

General Research Manager Technical Research Center, Senior Principal Engineer Electrification Business Div., and Senior Principal Engineer Integrated Control System Development Div.	General Research Manager Technical Research Center	Masanori Honda
Senior Expert Hiroshima Plant	Dispatched to Mazda Toyota Manufacturing U.S.A., Inc.	Takayuki Seto
General Manager Human Resources Div.	General Manager Human Resources Div. and General Manager HR Reform Dept.	Satoshi Nishikawa
BLUEPRINT Ambassador Human Resources Div.	BLUEPRINT Ambassador Culture Transformation Promotion Dept.	Hiroshi Shiomi
General Manager Strategic HR Dept.	General Manager Culture Transformation Promotion Dept.	Kazuhiro Kogomori

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