



May 12, 2025

## Executive Personnel Change

Mazda Motor Corporation announced the executive personnel lineup (in addition to those announced on 15 January 2025) to be proposed at the 159th Ordinary General Meeting of Shareholders and the subsequent meeting of Board of Directors scheduled for June 2025 as follows:

Director candidate

<Scheduled date of appointment: Date of the 159th Ordinary General Meeting of Shareholders>

New post and assignment	Current post and assignment	Name
Director	—	Miki Oikawa

The outside director candidate Ms. Oikawa meets the Company's criteria for independence as an outside director.

### Brief Personal Record of Candidate for Director

Miki Oikawa	Date of birth: January 11, 1969	
Career:	Apr. 1991	Joined POLA Cosmetics Inc. (currently POLA INC.)
	Jan. 2012	Corporate Officer in charge of Product Planning & Promotion, and General Manager of Product Planning Department, POLA INC.
	Jan. 2013	Corporate Officer in charge of Product Planning, Advertising, Beauty Research and Design Research, POLA INC.
	Jan. 2014	Director in charge of Product Planning, Advertising, Beauty Research and Design Research, POLA INC.
	Jan. 2015	Director in charge of Direct Sales Fashion and Others Business, POLA INC.
	Jan. 2016	Director in charge of Direct Sales, POLA INC.
	Jan. 2017	Director in charge of Total Beauty Business, POLA INC.
	Jan. 2018	Director and Corporate Officer in charge of Business Division, POLA INC.
	Jan. 2020	Senior Corporate Officer, POLA ORBIS HOLDINGS INC. Representative Director and President, POLA INC.
	Jan. 2022	Senior Corporate Officer in charge of Group Diversity, POLA ORBIS HOLDINGS INC. (Until Dec 2024) Representative Director and President, POLA INC.
	Jan. 2023	Representative Director and President, and Executive General Manager of Total Beauty Business, POLA INC. (Until Dec 2024)
	Mar. 2025	Chairperson, General incorporated association Toget-HER (to present)

Number of the Company shares held: 0

Reference;

Board of Directors Lineup after the 159th Ordinary General Meeting of Shareholders to be held in June 2025

Name	Post and assignment
Kiyotaka Shobuda	Representative Director and Chairman of the Board
Masahiro Moro	Representative Director, President and CEO Oversight of Communication and Sustainability
Jeffrey H. Guyton	Representative Director, Senior Managing Executive Officer and CFO Assistant to President; Oversight of Corporate Planning & Development, Operations in North America and Europe, and Cost Innovation
Yasuhiro Aoyama	Director, Senior Managing Executive Officer Oversight of Cost Reduction
Takeshi Mukai	Director, Senior Managing Executive Officer and CSCO Oversight of Monozukuri Innovation, Supply Chain Innovation and Carbon Neutrality Promotion
Takeji Kojima	Director, Senior Managing Executive Officer and CSO Assistant to the Officer overseeing Carbon Neutrality Promotion
Ryuichi Umeshita	Director, Senior Managing Executive Officer and CTO Oversight of R&D; Assistant to the Officer overseeing Monozukuri Innovation
Kiyoshi Sato	Director
Michiko Ogawa	Director
Miki Oikawa	Director
Hironori Tanaka	Director and Audit & Supervisory Committee Member (Full-time)
Akira Kitamura	Director and Audit & Supervisory Committee Member
Hiroko Shibasaki	Director and Audit & Supervisory Committee Member
Masato Sugimori	Director and Audit & Supervisory Committee Member
Hiroshi Inoue	Director and Audit & Supervisory Committee Member

\* The candidates for outside directors, Mr. Sato, Ms. Ogawa, Ms. Oikawa, Mr. Kitamura, Ms. Shibasaki, Mr. Sugimori and Mr. Inoue, meet the Company's criteria for independence as outside directors.

\* The composition of the executive officer lineup remains unchanged from the announcement on 15 January 2025.

###