



Organizational Changes and Personnel Transfer of Executives

Daihatsu Motor Co., Ltd. (Daihatsu) announces its organizational changes and personnel transfer of executives as of April 1, 2024.

1. Main Points

- As part of efforts to prevent the recurrence of procedural irregularities, two new functions will be established under the direct control of the company.
In addition to steadily promoting the “action items in measures to prevent recurrence,” Daihatsu will strengthen its audit system and promote initiatives to ensure proper car manufacturing.

2. Overview of New Organization

(1) “Three Commitments” and Reform Advancement Division

- To strongly promote the prevention of recurrence, the division will take on the role of “pacemaker,” encouraging cooperation between groups that transcend functional boundaries and driving the implementation of prevention measures while incorporating the perspectives of external members such as lawyers.
- The division will cooperate with Toyota Motor Corporation (Toyota) on measures to prevent recurrence, as well as promote mutual learning activities with the Toyota Group and others.
(Executive Vice President Hiromasa Hoshika will serve as the chief officer)

(2) Governance, Risk and Compliance management Division

- To strengthen the internal audit function across the entire company, the division will promote cross-departmental comprehensive management of governance, risk management, and compliance. In addition, the division will evaluate and analyze information gathered from each internal department, report and submit it to the GRC Committee which will be newly established, and take action based on the decisions made by the committee.
- The division will further promote cooperation with Toyota in terms of personnel, business, and information, and strengthen the governance function of the company as a whole.

3. Transfers of Executives

Name	New	Current
Takeo Kobayashi	Project Manager, “Three Commitments” and Reform Advancement Div.	Project Manager, Technology Strategy Div. General Manager, Technology Strategy Dept.
Michiyuki Wakabayashi	Project Manager, “Three Commitments” and Reform Advancement Div.	Project Manager, Styling Div.
Keita Ide	General Manager, Governance, Risk and Compliance management Div.	Executive Manager, Corporate Management Group
Masato Harada	Project Manager, Audit Div.	Project Manager, Emerging-market Compact Car Company Group
Yasuaki Yamazaki	Project Manager, Audit Div.	Project Manager, Power Train Production Engineering Div.
Emi Yoshino	Executive Manager, Corporate Management Group	Executive Manager, Sales & Customer Service Group General Manager, Sales Development Div.
Yasuhiko Okunaka	Project Manager, Power Train Production Engineering Div.	Project Manager, Head(Ikeda) - Kyoto(Oyamazaki) Plant
Naohiro Tamura	General Manager, Sales Development Div.	General Manager, Digital Planning & Development Dept.