

# I. Company Profile/Members of the board

## Company outline

<b>Name</b>	Daihatsu Motor Co., Ltd.		
<b>Date of establishment</b>	March 1, 1907		
<b>Representative</b>	Soichiro Okudaira, President		
<b>Main business line</b>	Manufacture and sales of automobiles		
<b>Capital</b>	28,404,346,601 yen		
<b>Number of employees (as of Apr 1, 2020)</b>	13,156 persons	12,178 males 978 females	

## Origin of the company name

In March 1907, Hatsudoki Seizo Co., Ltd. was established by Professor Yoshiaki Yasunaga and Seishiro Tsurumi who were the head of Osaka Higher Technical School (presently School of Engineering, Osaka University) and the director of mechanical science department of the same school, as well as a group of businessmen, Saneyasu Oka, Masashi Kuwabara and Zenjiro Takeuchi, for the purpose of achieving domestic production of internal combustion engines. In December 1951, the company changed its name to Daihatsu Motor Co., Ltd. The name "Daihatsu" is a combination of the first kanji character for Osaka and the first kanji character for the word meaning "engines."

## Corporate mark



Daihatsu's corporate design system consisting of the corporate mark, corporate color, logo, etc. was revised on the occasion of the 90th year of the company establishment, with the aim of visually expressing "Daihatsu ways" and attaining closer and smoother relationships with society. The symbol mark shown at the left is the core element of Daihatsu's corporate design system.

## Group slogan

**Light you up**

« "Light you up" the feeling in the logo design »

We grab the customer's YOU in the middle, take the customer's true intention to the center "O", make it the brightest color "Prism light" is expressed.

« Brand vision »

The Daihatsu Group Broadening life's mobility to support various lifestyles around the world in freely enjoying brilliant individual lives.

## Group philosophy

[Main statement]

The DAIHATSU Group aims to establish itself as "a global brand loved around the world" and as "a corporate group with confidence and pride" through meeting the challenge of innovative automobile manufacturing at the forefront of our era.

[Sub-statements]

1. The pleasure of customers worldwide is our reward.
2. Mutual respect and a sense of fairness are our bonds.
3. Harmonious coexistence with the earth and society is our responsibility.
4. Speed, breakthroughs & leadership are our basic concerns.
5. Making the world's finest small car is our challenge.

[Customer-oriented]

[Respect for individuals and fairness]

[Corporate social responsibility (CSR)]

[Structural reform]

[Technological capabilities and product marketability]

## Employees (on a non-consolidated basis)

(As of Apr 1, 2020)

	Number of employees (persons)				Average age			Average number of years with the company (years)		
	Males	Females	Total	Total for consolidated subsidiaries*	Males	Females	Total	Males	Females	Total
<b>2020</b>	12,178	978	13,156	45,146	40.8	38.8	40.6	18.8	16.0	18.6
<b>2019</b>	12,180	934	13,114	44,472	40.6	38.7	40.4	18.7	16.0	18.5
<b>2018</b>	11,896	900	12,796	43,806	40.3	38.5	40.2	18.5	16.3	18.4

(Note) Regular employees, junior employees, part-time employees (including employees on administrative leave)

\* Total for consolidated subsidiaries as of the end of Mar

## Regular recruitment (on a non-consolidated basis)

(Unit: persons)

	Males					Females					Total
	University/graduate school graduates	Specialized vocational high school graduates	Two-year/vocational school graduates	High school graduates	Total	University/graduate school graduates	Specialized vocational high school graduates	Two-year/vocational school graduates	High school graduates	Total	
<b>April 2020</b>	119	9	2	139	269	31	0	2	16	49	318
<b>April 2019</b>	123	3	5	144	275	24	1	2	12	39	314
<b>April 2018</b>	118	7	1	100	226	24	1	0	10	35	261

## Members of the board

### Members of the board

(As of June 11, 2020)

Title	Name	Area of Responsibility
Chairman	Sunao Matsubayashi	- DNGA Business Unit Supervisor
President	Soichiro Okudaira	
Executive Vice President	Hiromasu Hoshika	- Assistant to President, Corporate Business Unit Supervisor -General Manager, Brand Business Unit Supervisor
Director(Operating Officer)	Noriyoshi Matsushita	- Administration Unit Supervisor
Director(Operating Officer)	Yoshifumi Kishimoto	- Production, Engineering, Purchasing Unit Supervisor
Director(Operating Officer)	Yusuke Takeda	- Brand Business Unit Deputy Supervisor (Domestic) Chief Officer, Domestic Sales Group
Director	Moritaka Yoshida <sup>*1</sup>	
Full-time Audit & Supervisory Board Member	Norihide Bessho	
Audit & Supervisory Board Member	Masaki Nakatsugawa <sup>*2</sup>	
Audit & Supervisory Board Member	Masanao Tomozoe <sup>*2</sup>	
Operating Officer	Katsumi Marutani	- Chief Officer, R&D Management Group
Operating Officer	Masanori Takahashi	- President, Perodua Auto Corporation Sdn. Bhd
Operating Officer	Tatsurou Takami	- Chief Officer, Customer Service Group
Operating Officer	Miki Ibaraki	- Chief Officer, Powertrain R&D Group
Operating Officer	Toshinori Edamoto	- Operating Officer, Overseas Business Group

\*1:Part-Time \*2: Outside auditors as prescribed by the Companies Act.

### ■Emerging-market Compact Car Company

Chairman	Moritaka Yoshida	
President, Chief Technical Officer	Sunao Matsubayashi	

# Company Profile

## Main domestic business sites (including affiliated companies)

Name	Address	Number of employees (persons) (as of Apr 1)	Site area <sup>*6</sup> (m <sup>2</sup> )	Building <sup>*6</sup> (m <sup>2</sup> )	Date of commencement/ establishment	Production capacity		Production items
						FY2019 production record	(thousand units)	
Head Office	1-1 Daihatsu-cho Ikeda-shi, Osaka 563-8651	6,134 <sup>*1</sup>	—	22,000	1965.3	—	(thousand units)	—
Tokyo Office	2-2-10 Nihonbashihoncho, Chuo-ku, Tokyo 103-0023 (Daihatsu Building)	85	1,000	9,000	1933.6	—	(thousand units)	—
Head (Ikeda) Plant 1st District	2-1-1 Momozono, Ikeda-shi, Osaka, 563-0045	—	154,000	137,000	1939.5	—	—	—
Head (Ikeda) Plant 2nd District	1-1 Daihatsu-cho Ikeda-shi, Osaka 563-8651	1,473	146,000 <sup>*2</sup>	145,000	1961.5	198	—	Boon/Passo <sup>5</sup> , Thor/Roomy, Tank <sup>5</sup> / Justy <sup>5</sup> , Copen
Kyoto Plant	1 Koaza Kitahosoike Aza Shimoueno, Ooyamazaki-cho, Otokuni-gun, Kyoto 618-0081	732	154,000	115,000	1973.4	134	—	Press parts, Move Canbus, Probox <sup>4</sup> , Succeed <sup>4</sup> / Familia Van <sup>4</sup>
						60		
Shiga (Ryuo) Plant 1st District	2910 Ooaza Yamanoue, Ryuo-cho, Gamo-gun, Shiga 520-2593	2,346	658,000	319,000	1974.4	1,768	—	Engines, transmissions, cast parts, etc.
						1,507		
Shiga (Ryuo) Plant 2nd District	3000 Ooaza Yamanoue, Ryuo-cho, Gamo-gun, Shiga 520-2593	1,800	1,325,000 <sup>*3</sup>	264,000	1989.1	245	—	Press parts, Tanto/Chiffon <sup>5</sup> , Move Canbus, Rocky/Raize <sup>5</sup>
						276		
Tada Engineer Center	3-21-2 Yato Kawanishi-shi, Hyogo 666-0131	134	42,000	30,000	1970.11	—	—	—
Kita Itami Office	9-37-2 Kitaitami Itami-shi, Hyogo 664-0831	51	—	2,000	2019.5	—	—	—
Nishinomiya Parts Center	1-78-1 Hanshin Distribution Center, Yamaguchi-cho, Nishinomiya-shi, Hyogo 651-1431	263	53,000	75,000	1980.11	—	—	—
						—		
Daihatsu Group Kyushu Development Center	2-1 Yoshimoto, Tanushimaru-machi, Kurume, Fukuoka 839-1206	138	82,000	30,000	2014.3	—	—	—
						—		
Daihatsu Motor Kyushu Co., Ltd. Oita (Nakatsu) Plant	1 Ooaza-Showashinden, Nakatsu-shi, Oita 879-0107	2,436	1,300,000	1st District 110,000	2004.11	230	—	Hijet Truck/Pixis Truck <sup>5</sup> /Sambar Truck <sup>5</sup> , Hijet Cargo/Pixis Van <sup>5</sup> /Sambar Van <sup>5</sup> , Atrai Wagon/Dias Wagon <sup>5</sup> , Wake/Pixis Mega <sup>5</sup> , Hijet Caddie, Tanto
				2nd District 53,000		2007.11		
Daihatsu Motor Kyushu Co., Ltd. Kurume Plant	1 Yoshimoto, Tanushimaru-machi, Kurume, Fukuoka 839-1206	315	112,000	27,000	2008.8	324	—	Engines, Transmissions parts
						403		

\*1: Including those in the technology function and dispatched employees \*2: Including Head Office \*3: Including Shiga Technical Center \*4: Consigned vehicles \*5: OEM vehicles \*6: As of the end of April 1 2020

# Company Profile

## Main subsidiaries

Company name	Address	Main products
Daihatsu Motor Kyushu Co.,Ltd.	1 Showashinden, Nakatsu-shi, Oita	Manufacture of Automobiles
Daihatsu Credit Co.,Ltd.	1-1 Daihatsu-cho Ikeda-shi, Osaka	Automobile sales financing business
Daihatsu-Saitama Co.,Ltd.	5-16-6 Negishi Minamiku Saitama-shi, Saitama	Automobile sales
Daihatsu-Chiba Co.,Ltd.	1-17-7 Hirose Chuo-ku, Chiba-shi, Chiba	Automobile sales
PT Astra Daihatsu Motor	JL. Gaya Motor III No5. Sunter II. Jakarta 14330, Indonesia	Manufacture of Automobiles
Perodua Manufacturing Sdn Bhd	Sungai Choh, Locked Bag No.226, 48009 Rawang, Selangor Darul Ehsan, Malaysia	Manufacture of Automobiles
Perodua Global Manufacturing Sdn Bhd	Sungai Choh, Locked Bag No.224, 48009 Rawang, Selangor Darul Ehsan, Malaysia	Manufacture of Automobiles
Daihatsu Perodua Engine Manufacturing Sdn.Bhd.	PT11690 Jalan Techvalley 3/1, Sendayan Techvalley, 71950 Bandar Sri Sendayan, Negeri Sembilan Darul Khusus, Malaysia	Manufacture of vehicles parts
Akashi-Kikai Industry Co.,Ltd.	2337 Innami, Inami-cho, Kako-gun, Hyogo	Manufacture of vehicles parts

(Note) 60 consolidated subsidiaries of Daihatsu (4 automobile manufacturing companies, 13 component manufacturing companies, 35 automobile sales companies, and 8 others)

## Main overseas joint ventures

Country	Company name	Representative	Date of production commencement	Number of employees (persons)	Produced models	Production capacity
						FY2019 production record
Indonesia	PT Astra Daihatsu Motor *	Tetsuo Miura	1992.1	13,340	Xenia/Avanza <sup>*1</sup> , Terios/Rush <sup>*1</sup> , Gran Max/Townace <sup>*1</sup> , Liteace <sup>*1</sup> , Luxio, Ayla/Agya <sup>*1</sup> /Wigo <sup>*1</sup> , Sigra/Calya <sup>*1</sup>	(thousand units) 530
						510 <sup>*2</sup>
Malaysia	Perodua Manufacturing Sdn Bhd *	Masanori Takahashi	1994.8	4,490	Myvi/Sirion, Alza, Aruz/Rush <sup>*1</sup>	320
						116 <sup>*2</sup>
	Perodua Global Manufacturing Sdn Bhd *	Rozunan Che Pa	2014.8	1,990 <sup>*4</sup>	Axia, Bezza	— <sup>*3</sup>
						118

(Note) ●: Consolidated subsidiary, \*1: OEM vehicles, \*2: Including consigned/OEM vehicles, \*3: Including Perodua Manufacturing Sdn Bhd, \*4: As of March 13, 2020