

## Daihatsu Announces Organizational Changes and Personnel Transfer

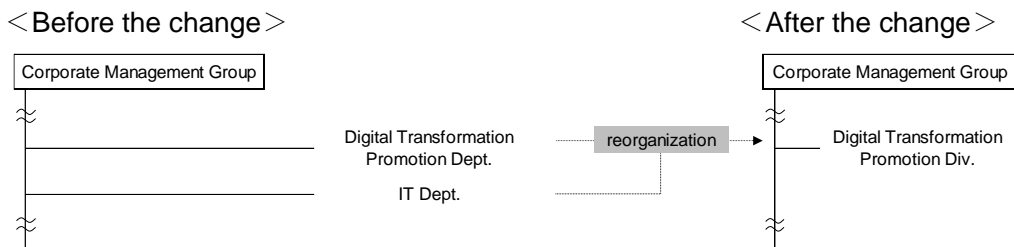
Daihatsu Motor Co., Ltd. announced it has reviewed its systems for officers and executives, and will be carrying out organizational changes and reform with effect from May 1, 2024.

### 1. Main Points of Changes

- Implementing appropriate span of control management in divisions and departments, allowing management to engage with each person, thereby activating two-way communication.
- Eliminating the Executive Manager/Deputy Executive Manager positions, streamlining the organization from five levels to three (President -> Executive Vice President -> Chief Officer), and revising the executive and management structure based on the principle of putting the right person in the right place, promoting measures to prevent recurrence with frank honesty based on the "Three Pledges".

### 2. Overview of Organizational Changes<sup>※1</sup>

#### (1) Corporate Management Group

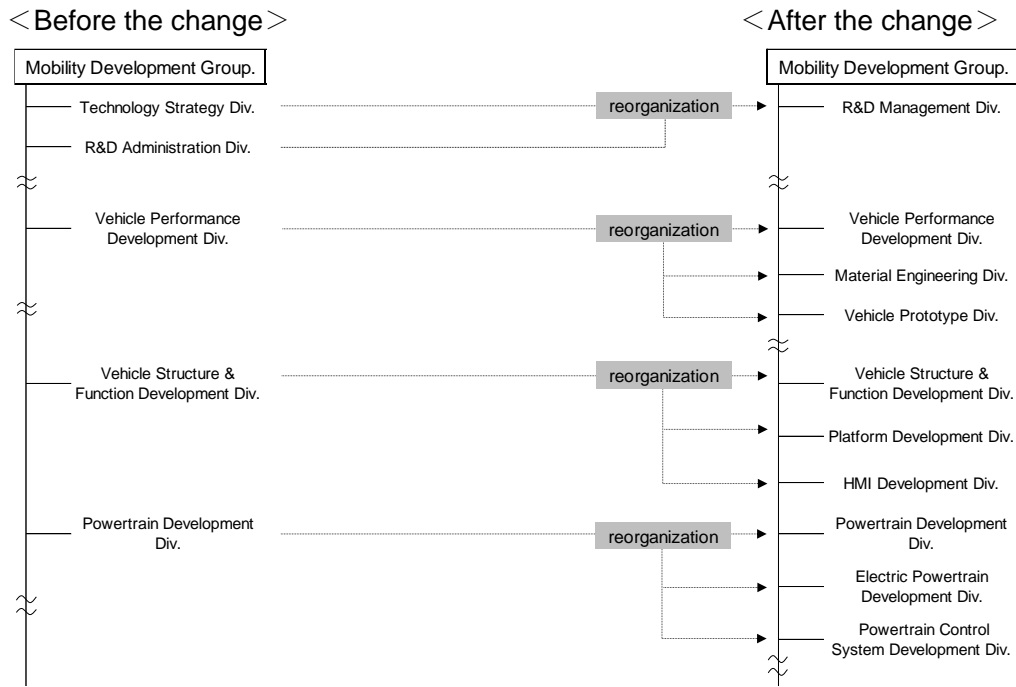


#### (2) Quality Management Group

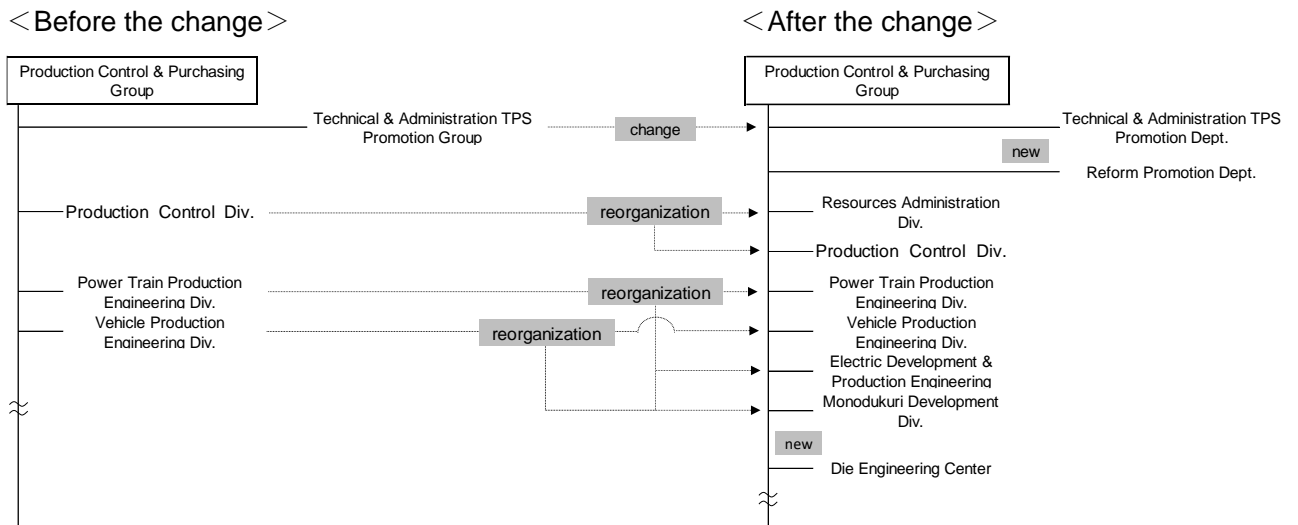


※1 : Only changes to groups, divisions, and those departments, teams, etc. directly under groups are shown in the organizational charts.

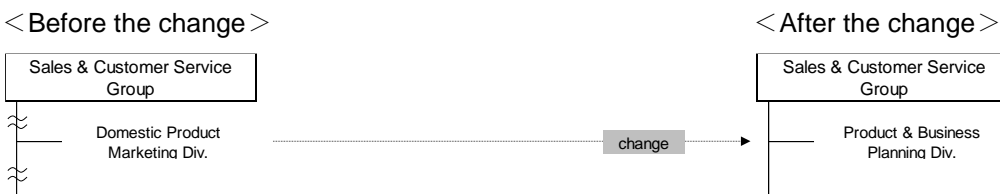
(3) Mobility Development Group.



(4) Production Control & Purchasing Group



(5) Sales & Customer Service Group



(6) Emerging-market Compact Car Company Group

- Abolish the Emerging-market Compact Car Company Group and establish the Overseas Business Planning Division.

### 3. Transfer of Operating Officer

#### 1) Change of Audit & Supervisory Board Member

##### (1) New appointment (two)

Name	Current Title
Kouji Kobayashi※	Toyota Motor Corporation Executive Fellow (forman)
Takaaki Tsubouchi※	Aichi Daihatsu Motor Co.,Ltd. President

##### (2) Retiring (two) (as of April 30, 2024)

Name	Current Title
Masaki Nakatsugawa※	Audit & Supervisory Board Member
Masanao Tomozoe※	Audit & Supervisory Board Member

※non-resident

#### 2) Change in Director's Role

Name	New Areas of Responsibility	Current Areas of Responsibility
Masanori Kuwata	Executive Vice President Chief Officer, Corporate Management Group	Executive Vice President

#### 3) Change in Executive Officer's Role

Name	New Areas of Responsibility	Current Areas of Responsibility
Toshinori Edamoto	Operating Officer Special assignment	Operating Officer Chief Officer, Corporate Management Group
Hideki Teramae	Operating Officer Special assignment	Operating Officer Chief Officer, Mobility Development Group
Yasutoshi Sugimoto	Operating Officer Chief Officer, Overseas Business Planning Div.	Operating Officer Chief Officer, Emerging-market Compact Car Company Group

### 4. Transfer of Executive Position (Head of Headquarters)

Name	New Areas of Responsibility	Current Areas of Responsibility
Masahiro Tanaka	Chief Officer, Mobility Development Group.	Deputy Executive Manager, Mobility Development Group

## 5. Transfer of Executive Position

Name	New Areas of Responsibility	Current Areas of Responsibility
Tomoyo Horio	General Manager, Audit Div.	Project Manager, Corporate Management Group
Masaaki Miyata	General Manager, Digital Transformation Promotion Div.	Executive Manager, Corporate Management Group
Shougo Harada	General Manager, R&D Management Div.	Project Manager, Mobility Development Group.
Eiji Fujibayashi	General Manager, Product Planning Div.	Executive Manager, Emerging market Compact Car Company Group General Manager, Emerging-market Compact Car Company Product Planning Div.
Yasuhiro Sakakibara	Executive Chief Engineer, Product Planning Div.	Executive Chief Engineer, Emerging-market Compact Car Company Product Planning Div.
Hideyuki Kamino	Executive Chief Engineer, Product Planning Div.	Executive Chief Engineer, Emerging-market Compact Car Company Product Planning Div.
Yuuji Shibuya	Chief Engineer, Product Planning Div.	Chief Engineer, Emerging-market Compact Car Company Product Planning Div.
Masaaki Watakabe	General Manager, Vehicle Performance Evaluation Div.	Project Manager, Vehicle Performance Development Div.
Hiromitsu Tsuboi	Chief Engineer, Electric Powertrain Development Div.	Project Manager, Powertrain Development Div. Powertrain R&D Management Dept.
Kobayashi Hidenori	General Manager, Electric Powertrain Development Div.	General Manager, Powertrain Development Div. Electric System Development Dept.
Katsumi Uchida	Chief Engineer, Electric Powertrain Development Div.	Chief Engineer, Powertrain Development Div. Powertrain R&D Management Dept.
Mitsuhito Naka	Chief Engineer, Powertrain Control Development Div.	Chief Engineer, Product Planning Div. Fuel Efficiency Planning Dept.
Hajime Hashimuko	General Manager, Production Control Div.	General Manager, Production Control Div. Production Planning Dept.
Yukihito Hosoya	General Manager, Purchasing Div.	Executive Manager, Production Control & Purchasing Group