

Subaru Corporation Announces Organizational and Management Changes (Effective March 31, 2022 and April 1, 2022)

Tokyo, March 3, 2022 – Subaru Corporation announces the following organizational and management changes.

1. Organizational changes (Effective April 1, 2022)

- **Discontinuation of the Cost Planning & Management Div.**
- **Incorporation of the cost reduction function of the Cost Planning & Management Div. into the Purchasing Div.**
- **Establishment of the Cost Innovation Promotion Dept. that will take on the cost planning function previously assumed by the Cost Planning & Management Div.**

With significant changes in the market environment of the automobile and other industries, there is a need to address new challenges in the area of cost management, including the increasing difficulty of each task, the development of cost and purchasing strategies based on a bird's-eye view of the overall supply chain, the electrification of automobiles, and the strengthening of BCP.

In response to this situation, we will incorporate the cost reduction function into the Purchasing Div. so we can develop purchasing strategies based on anticipated changes, optimize the roles of the purchasing and cost management functions, and raise the efficiency of the organization as a whole, with the aim of further enhancing our competitiveness.

In addition, we will establish the Cost Innovation Promotion Dept. which will assume the cost planning function. The new department will specialize in costs-related tasks and planning while maintaining its neutrality in the automotive unit as an independent organization that does not belong to any particular division.

2. Promoted Officers (Effective April 1, 2022)

Senior Vice President **Tamotsu Inui**
Current title:
Vice President
Chief General Manager of Cost Planning & Management Div.
Senior General Manager of Corporate Planning Div.
Senior General Manager of Purchasing Div.

Senior Vice President **Kazuhiro Abe**
Current title:
Vice President
Chief General Manager of Product & Portfolio Planning Div.

3. Newly-appointed Officers (Effective April 1, 2022)

Vice President **Ikuo Watanabe**
Current title:
Senior General Manager of Gunma Plant
Senior General Manager of Corporate Planning Div.

Vice President **Akihiro Kato**
Current title:
Senior General Manager of Japan Sales & Marketing Div.
General Manager of Sales Promotion Dept., Japan Sales & Marketing Div.

4. Retiring Officers (Effective March 31, 2022)

- Eiji Ogino

Current title: Senior Vice President

Appointed as President of Ichitan Co., Ltd., effective April 1, 2022.

- Yoichi Sato

Current title: Senior Vice President

Appointed as President of Tokyo Subaru Inc., effective April 1, 2022.

- Takeshi Seiyama

Current title: Vice President

To begin a new assignment at Chiyoda Industries Co., Ltd., effective April 1, 2022.

Appointed as President of Chiyoda Industries Co., Ltd., effective May 2022.

5. Changes to areas of responsibility of Executive Officers (Effective April 1, 2022)

Name	Effective April 1, 2022	Current
Jinya Shoji Senior Vice President	- Overseas Sales & Marketing Div. 2 - Parts & Accessories Div.	- Overseas Sales & Marketing Div. 2
	Chief General Manager of Overseas Sales & Marketing Div. 2 and Parts & Accessories Div.	Chief General Manager of Overseas Sales & Marketing Div. 2
Tamotsu Inui Senior Vice President	- Purchasing Div. - Cost Innovation Promotion Dept.	- Cost Planning & Management Div. - Corporate Planning Div. - Purchasing Div.
	Senior General Manager of Purchasing Div.	Chief General Manager of Cost Planning & Management Div. Senior General Manager of Corporate Planning Div. and Purchasing Div.
Ikuo Watanabe Vice President (Newly-appointed)	- Manufacturing Div.	Senior General Manager of Gunma Plant and Corporate Planning Div.
	Senior General Manager of Manufacturing Div. Chief General Manager of Gunma Plant	
Akihiro Kato Vice President (Newly-appointed)	- Japan Sales & Marketing Div.	Senior General Manager of Japan Sales & Marketing Div. General Manager of Sales Promotion Dept., Japan Sales & Marketing Div.
	Chief General Manager of Japan Sales & Marketing Div.	

6. Areas of responsibility of Executive Officers (Effective April 1, 2022)

Name	Effective April 1, 2022
Kazuo Hosoya Chairman	- Secretarial Office - Human Resources Dept.
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Tomomi Nakamura President	- Chief Executive Officer (CEO) - Aerospace Company - Quality
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Katsuyuki Mizuma Executive Vice President	- Chief Financial Officer (CFO) - Chief Risk Management Officer (CRMO) - Finance & Accounting Dept.
Tetsuo Onuki Executive Vice President	- Purchasing Div. - Product & Portfolio Planning Div. Chief General Manager of Purchasing Div.
Atsushi Osaki Executive Vice President	- Manufacturing - China Project Office Chief General Manager of Manufacturing Div.
Fumiaki Hayata Executive Vice President	- Overseas Sales & Marketing Div. 1 Chief General Manager of Overseas Sales & Marketing Div. 1 Chairman & CEO of Subaru Indiana Automotive, Inc.
Takuji Dai Executive Vice President	- Chief Information Officer (CIO) - IT Strategy Div. - Corporate Planning Div. Chief General Manager of IT Strategy Div. Senior General Manager of Corporate Planning Div.
Shoichiro Tozuka Senior Vice President	- Aerospace Company Company President of Aerospace Company
Tatsuro Kobayashi Senior Vice President	- Human Resources Dept. General Manager of Human Resources Dept.
Jinya Shoji Senior Vice President	- Overseas Sales & Marketing Div. 2 - Parts & Accessories Div. Chief General Manager of Overseas Sales & Marketing Div. 2 and Parts & Accessories Div.
Osamu Eriguchi Senior Vice President	- Chief Quality Officer (CQO) - Quality Assurance Div. Chief General Manager of Quality Assurance Div. General Manager of Quality Assurance Management Office, Quality Assurance Div.
Tomoaki Emori Senior Vice President	- Corporate Planning Div. Chief General Manager of Corporate Planning Div.
Tetsuo Fujinuki Senior Vice President	- Chief Technology Officer (CTO) - Engineering Div. - Technical Research Center Chief General Manager of Engineering Div. and Technical Research Center
Tamotsu Inui Senior Vice President	- Purchasing Div. - Cost Innovation Promotion Dept. Senior General Manager of Purchasing Div.
Kazuhiro Abe Senior Vice President	Product & Portfolio Planning Div. Chief General Manager of Product & Portfolio Planning Div.
Yasushi Nagae Vice President	- Corporate Communications Dept. - Investor Relations Dept. - General Administration Dept. - Sustainability Promotion Dept. General Manager of Investor Relations Dept. and General Administration Dept.
Tatsuya Okuno Vice President	- Customer Service Div. Chief General Manager of Customer Service Div.
Hiroshi Wakai Vice President	- Aerospace Company Company Vice President of Aerospace Company
Hiroshi Watahiki Vice President	- Engineering Div. - Purchasing Div. Senior General Manager of Engineering Div. and Purchasing Div.

Tadashi Yoshida Vice President	- Overseas Sales & Marketing Div. 1 - Subaru Canada, Inc. - North American Subaru, Inc. ----- Senior General Manager of Overseas Sales & Marketing Div. 1 Executive Vice President of Subaru of America, Inc.
Ryota Fukumizu Vice President	- Subaru Indiana Automotive, Inc. ----- President & COO of Subaru Indiana Automotive, Inc.
Shinichi Murata Vice President	- Risk Management Group - External Relations Dept. - Intellectual Property Dept. ----- General Manager of External Relations Dept.
Kazuki Uejima Vice President	- Engineering Div. ----- Senior General Manager of Engineering Div. General Manager of CTO's Office
Ikuo Watanabe Vice President (Newly-appointed)	- Manufacturing Div. ----- Senior General Manager of Manufacturing Div. Chief General Manager of Gunma Plant
Akihiro Kato Vice President (Newly-appointed)	- Japan Sales & Marketing Div. ----- Chief General Manager of Japan Sales & Marketing Div.

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