

## **Subaru Corporation Announces Organizational and Management Changes (Effective March 31, 2023 and April 1, 2023)**

Tokyo, March 3, 2023 – Subaru Corporation announces the following organizational and management changes.

### **1. Organizational Change (Effective April 1, 2023)**

#### **CTO Strategy Office (Renamed from the CTO's Office)**

The CTO Strategy Office, renamed from the CTO's Office, will be made independent of the Engineering Div. with the aim of creating an environment that maintains an appropriate distance from day-to-day operations, enabling it to develop engineering strategies from a position closer to corporate management.

It will conduct strategic planning not only for future technology but from a wider “Mono-zukuri” (car-making) perspective which includes the areas of manufacturing, procurement and other functions.

Part of the functions previously assumed by this organization will be transferred to the Advanced Engineering Dept. of the Engineering Div.

### **2. Promoted Officers (Effective April 1, 2023)**

Executive Vice President	<b>Tetsuo Fujinuki</b> Current title: Senior Vice President Chief Technology Officer (CTO) Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center
Executive Vice President	<b>Tomoaki Emori</b> Current title: Senior Vice President Chief General Manager of Corporate Planning Div.
Senior Vice President	<b>Hiroshi Watahiki</b> Current title: Vice President Senior General Manager of Engineering Div. Senior General Manager of Purchasing Div.
Senior Vice President	<b>Tadashi Yoshida</b> Current title: Vice President Senior General Manager of Overseas Sales & Marketing Div. 1 Executive Vice President of Subaru of America, Inc.
Senior Vice President	<b>Ryota Fukumizu</b> Current title: Vice President President of Subaru Indiana Automotive, Inc.

### 3. Newly-appointed Officers (Effective April 1, 2023)

Vice President	<b>Katsufumi Nakazawa</b> Current title: Senior General Manager of Human Resources Dept.
Vice President	<b>Kosuke Kawai</b> Current title: General Manager of Cost Innovation Promotion Office Senior General Manager of Corporate Planning Div.
Vice President	<b>Yoshihiro Saito</b> Current title: Company Vice President of Aerospace Company General Manager of New Utility Helicopter Engineering Dept.
Vice President	<b>Yoichi Hori</b> Current title: Senior General Manager of Corporate Planning Div. General Manager of Corporate Planning Dept.

### 4. Retiring Officers (Effective March 31, 2023)

**- Takuji Dai**

Current title: Executive Vice President

Appointed as President of Subaru Kohsan Co., Ltd., effective April 1, 2023.

**- Hiroshi Wakai**

Current title: Vice President

Appointed as Vice Director General of Fukushima Robot Test Field, Fukushima Innovation Coast Promotion Organization, effective April 1, 2023.

### 5. Changes to Executive Officers' Areas of Responsibility (Effective April 1, 2023)

Name	Effective April 1, 2023	Current
<b>Kazuo Hosoya</b> Chairman	—	- Secretarial Office - Human Resources Dept.
<b>Tetsuo Onuki</b> Executive Vice President	— President of Subaru Techno Corporation	- Purchasing Div. - Product & Portfolio Planning Div. Chief General Manager of Purchasing Div.
<b>Atsushi Osaki</b> Executive Vice President	—	- Manufacturing Chief General Manager of Manufacturing Div.
<b>Fumiaki Hayata</b> Executive Vice President	- Secretarial Office - Human Resources Dept. - Sales - Marketing —	- Overseas Sales & Marketing Div. 1 Chief General Manager of Overseas Sales & Marketing Div. 1 Chairman of Subaru Indiana Automotive, Inc.

<b>Tetsuo Fujinuki</b> Executive Vice President	- Chief Technology Officer (CTO) - Engineering Div. - Technical Research Center - CTO' s Office	- Chief Technology Officer (CTO) - Engineering Div. - Technical Research Center
	—	Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center
<b>Jinya Shoji</b> Senior Vice President	- Overseas Sales & Marketing Div. 2	- Overseas Sales & Marketing Div. 2 - Parts & Accessories Div.
	Chief General Manager of Overseas Sales & Marketing Div. 2	Chief General Manager of Overseas Sales & Marketing Div. 2 Chief General Manager of Parts & Accessories Div.
<b>Tamotsu Inui</b> Senior Vice President	- Purchasing Div.	- Purchasing Div. - Cost Innovation Promotion Dept.
	Chief General Manager of Purchasing Div.	Senior General Manager of Purchasing Div.
<b>Kazuhiro Abe</b> Senior Vice President	- Chief Information Officer (CIO) - IT Strategy Div.	Product & Portfolio Planning Div.
	Chief General Manager of IT Strategy Div.	Chief General Manager of Product & Portfolio Planning Div.
<b>Hiroshi Watahiki</b> Senior Vice President	- Engineering Div. - Technical Research Center - Purchasing Div.	- Engineering Div. - Purchasing Div.
	Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center Senior General Manager of Purchasing Div.	Senior General Manager of Engineering Div. Senior General Manager of Purchasing Div.
<b>Tadashi Yoshida</b> Senior Vice President	- Overseas Sales & Marketing Div. 1 - Subaru Canada, Inc. - North American Subaru, Inc.	- Overseas Sales & Marketing Div. 1 - Subaru Canada, Inc. - North American Subaru, Inc.
	Chief General Manager of Overseas Sales & Marketing Div. 1 Chairman of Subaru of America, Inc.	Senior General Manager of Overseas Sales & Marketing Div. 1 Executive Vice President of Subaru of America, Inc.
<b>Kazuki Uejima</b> Vice President	- Product & Portfolio Planning Div.	- Engineering Div.
	Chief General Manager of Product & Portfolio Planning Div.	Senior General Manager of Engineering Div. General Manager of CTO's Office
<b>Ikuo Watanabe</b> Vice President	- Manufacturing Div.	- Manufacturing Div.
	Chief General Manager of Manufacturing Div. Chief General Manager of Gunma Plant	Senior General Manager of Manufacturing Div. Chief General Manager of Gunma Plant General Manager of TPM Promotion Office

<b>Katsufumi Nakazawa</b> Vice President (Newly-appointed)	- Parts & Accessories Div. Chief General Manager of Parts & Accessories Div.	Senior General Manager of Human Resources Dept.
<b>Kosuke Kawai</b> Vice President (Newly-appointed)	- Cost Innovation Promotion Office - Corporate Planning Div. General Manager of Cost Innovation Promotion Office Senior General Manager of Corporate Planning Div.	General Manager of Cost Innovation Promotion Office Senior General Manager of Corporate Planning Div.
<b>Yoshihiro Saito</b> Vice President (Newly-appointed)	- Aerospace Company Company Vice President of Aerospace Company	Company Vice President of Aerospace Company General Manager of New Utility Helicopter Engineering Dept.
<b>Yoichi Hori</b> Vice President (Newly-appointed)	- CTO Strategy Office - Corporate Planning Div. General Manager of CTO Strategy Office Senior General Manager of Corporate Planning Div. General Manager of Corporate Planning Dept.	Senior General Manager of Corporate Planning Div. General Manager of Corporate Planning Dept.

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