



February 7, 2025

Company name:	SUBARU CORPORATION
Name of representative:	Atsushi Osaki, Representative Director, President and CEO (Securities code: 7270; Tokyo Stock Exchange Prime Market)
Inquiries:	Masayuki Miyamoto, General Manager of Investor Relations Department (Telephone: +81-3-6447-8825)

Notice Concerning Organizational and Management Changes and Changes in Board Members
(Effective April 1, 2025 and June 2025)

SUBARU CORPORATION hereby announces organizational and management changes, as well as changes to the Board of Directors and Corporate Auditors. Please refer to the attached news releases for details.

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Subaru Corporation Announces Organizational and Management Changes (Effective April 1, 2025)

Subaru Corporation announces the following organizational and management changes, effective April 1, 2025. In the rapidly and non-linearly changing business environment, Subaru is committed to achieving "Manufacturing Innovation" and "Value Creation" as a top priority, as outlined in the New Management Policy announced in August 2023. The company will reorganize its organizational structure to enable the execution of bold initiatives, free from the constraints of traditional functions and roles within the existing organization, while enhancing its executive management structure.

1. Organizational Changes

(1) Establishment of Chief Logistics Officer (CLO) and the Logistics Division

The company will newly establish the Chief Logistics Officer (CLO) position to respond swiftly and flexibly to changes in the environment surrounding the supply chain and accelerate the realization of "Monozukuri (Manufacturing) Innovation." In addition, the company will establish the Logistics Division by integrating the logistics-related functions of the Monozukuri Division and each of the regional sales divisions. This aims to strengthen and optimize logistics-related functions and build a structure that responds to various logistics challenges in an optimal manner with a company-wide perspective.

(2) Establishment of the Customer First Innovation Division

In order to further enhance the customer experience value, which is the source of "Value Creation," the Customer Service Division, Quality Assurance Division, and Parts and Accessories Division will be integrated to establish the Customer First Innovation Division.

(3) Reorganization of the Sales Organization (Establishment of the Overseas Sales & Marketing Division and the Global Sales & Marketing Strategy Office)

In order to optimize the allocation of resources in the overseas sales organization and further improve business efficiency with the aim of enhancing the competitiveness of Subaru's overseas business, the Overseas Sales & Marketing Division will be established by integrating the Overseas Sales & Marketing Division 1 and the Overseas Sales & Marketing Division 2. In addition, the Global Sales & Marketing Strategy Office will be newly established with the aim of further strengthening overseas sales & marketing functions through initiatives including the development of optimal strategies from a medium- to long-term, global, and company-wide perspective.



(4) Establishment of the CHRO (Chief Human Resources Officer)

The Chief Human Resources Officer (CHRO) position will be newly established to accelerate efforts in human capital management, centered on individual growth and organizational growth.

2. Promoted Officers

Senior Managing Executive Officer

Tadashi Yoshida

Current title:

Managing Executive Officer

Chief General Manager of Overseas Sales & Marketing Div.1

Chairman of Subaru of America, Inc.

Managing Executive Officer

Yoichi Hori

Current title:

Executive Officer

General Manager of CTO Strategy Office

Senior General Manager of Corporate Planning Div.

General Manager of Value Strategy Office, Corporate Planning Div.

3. Newly-appointed Officers

Executive Officer

Hidemasa Tabata

Current title:

Senior General Manager of Overseas Sales & Marketing Div.1

General Manager of North America Business Planning Dept.

Executive Officer

Takayuki Sano

Current title:

Executive Vice President of Subaru Indiana Automotive, Inc.

Executive Officer

Kazuki Okamoto

Current title:

Senior General Manager of CTO Strategy Office

Executive Officer

Takatomo Watamori

Current title:

Senior General Manager of Engineering Div.

4. Changes to Executive Officers' Areas of Responsibility

Name	Effective April 1, 2025	Current
Fumiaki Hayata Executive Vice President	- Chief Risk Management Officer (CRMO) - Secretarial Office - Human Resources Dept. - Cost - Purchasing	- Secretarial Office - Human Resources Dept. - Sales - Marketing - Cost - Purchasing
	—	—
Katsuyuki Mizuma Senior Managing Executive Officer	—	- Chief Financial Officer (CFO) - Chief Risk Management Officer (CRMO) - Finance & Accounting Dept.
	—	—
Tetsuo Fujinuki Senior Managing Executive Officer	- Chief Technology Officer (CTO) - CTO Strategy Office - Engineering Div. - Technical Research Center	- Chief Technology Officer (CTO) - CTO Strategy Office - Engineering Div. - Technical Research Center

	- Product and Business Management Div.	
	—	—
Tadashi Yoshida Senior Managing Executive Officer	- Japan Sales & Marketing Div. - Overseas Sales & Marketing Div. - Global Sales & Marketing Strategy Office	- Overseas Sales & Marketing Div.1 - Subaru Canada, Inc. - North American Subaru, Inc.
	Chief General Manager of Overseas Sales & Marketing Div.	Chief General Manager of Overseas Sales & Marketing Div.1 Chairman of Subaru of America, Inc.
Jinya Shoji Managing Executive Officer	—	- Overseas Sales & Marketing Div.2
	—	Chief General Manager of Overseas Sales & Marketing Div. 2
Osamu Eriguchi Managing Executive Officer	- Chief Quality Officer (CQO) - Customer First Innovation Div.	- Chief Quality Officer (CQO) - Quality Assurance Div. - Customer Service Div.
	Chief General Manager of Customer First Innovation Div. General Manager of Quality Assurance Management Office	Chief General Manager of Quality Assurance Div. General Manager of Quality Assurance Management Office Chief General Manager of Customer Service Div.
Tamotsu Inui Managing Executive Officer	- Engineering Div. - Technical Research Center	- Purchasing Div.
	Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center	Chief General Manager of Purchasing Div.
Shinsuke Toda Managing Executive Officer	- Chief Financial Officer (CFO) - Finance & Accounting Dept. - Corporate Communications Dept. - Investor Relations Dept.	- Overseas Sales & Marketing Div.2 - Corporate Planning Div. - Corporate Communications Dept. - Investor Relations Dept.
	Representative Director and President of Subaru Finance Co., Ltd.	- Senior General Manager of Overseas Sales & Marketing Div.2 - Senior General Manager of Corporate Planning Div.
Hiroshi Watahiki Managing Executive Officer	- Purchasing Div.	- Engineering Div. - Technical Research Center
	Chief General Manager of Purchasing Div.	Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center
Shimpei Ago Managing Executive Officer	- Risk Management Group - External Relations Dept. - Intellectual Property Dept. - Sustainability Promotion Dept.	- Overseas Sales & Marketing Div.2 - Corporate Planning Div.
	—	Senior General Manager of Overseas Sales & Marketing Div.2 Senior General Manager of Corporate Planning Div.
Yoichi Hori Managing Executive Officer	- Overseas Sales & Marketing Div. - Subaru of America, Inc. - Subaru Canada, Inc. - North American Subaru, Inc.	- CTO Strategy Office - Corporate Planning Div.

	Senior General Manager of Overseas Sales & Marketing Div. Chairman of Subaru of America, Inc.	General Manager of CTO Strategy Office Senior General Manager of Corporate Planning Div. General Manager of Value Strategy Office
Shinichi Murata Executive Officer	- Chief Logistics Officer - Logistics Div. - General Administration Dept.	- Risk Management Group - External Relations Dept. - Intellectual Property Dept. - General Administration Dept. - Sustainability Promotion Dept.
	Chief General Manager of Logistics Div.	—
Kazuki Uejima Executive Officer	- Product and Business Div. - Corporate Planning Div.	Product Business Div.
	Chief General Manager of Product Business Div. Senior General Manager of Corporate Planning Div.	Chief General Manager of Product Business Division.
Akihiro Kato Executive Officer	Customer First Innovation Div.	Parts & Accessories Div.
	Senior General Manager of Customer First Innovation Div.	Chief General Manager of Parts & Accessories Div.
Hideyuki Kusabuka Executive Officer	- Chief Human Resources Officer (CHRO) - Human Resources Dept.	- Human Resources Dept.
	General Manager of Human Resources Dept.	General Manager of Human Resources Dept.
Hidemasa Tabata Executive Officer (Newly appointed)	Overseas Sales & Marketing Div.	Senior General Manager of Overseas Sales & Marketing Div.1
	Senior General Manager of Overseas Sales & Marketing Div.	General Manager of North America Business Planning Dept.
Takayuki Sano Executive Officer (Newly appointed)	Subaru of Indiana Automotive, Inc.	Executive Vice President of Subaru of Indiana Automotive, Inc.
	Executive Vice President of Subaru of Indiana Automotive, Inc.	
Kazuki Okamoto Executive Officer (Newly appointed)	CTO Strategy Office	Senior General Manager of CTO Strategy Office
	General Manager of CTO Strategy Office	
Takatomo Watamori Executive Officer (Newly appointed)	Engineering Div.	Senior General Manager of Engineering Div.
	Senior General Manager of Engineering Div.	

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Subaru Corporation Announces Changes to Board of Directors and Auditors (Effective June 2025)

Tokyo, February 7, 2025 – The Board of Directors of Subaru Corporation today resolved the nominees for the Board of Directors and the Board of Corporate Auditors as follows.

The election of new directors and a new auditor will be proposed at the Company's 94th General Meeting of Shareholders scheduled for June 2025.

1. Nominees for Directors

All of the current Directors will retire upon the expiration of their term of office.

Nominees for new Directors are as follows:

	Representative Director of the Board	Member of the Executive Nomination Meeting and the Executive Compensation Meeting	Atsushi Osaki (Current position: Representative Director of the Board)
	Representative Director of the Board	—	Fumiaki Hayata (Current position: Representative Director of the Board)
	Director of the Board	Chairman of the Board of Directors Chairman of the Executive Nomination Meeting and the Executive Compensation Meeting	Tomomi Nakamura (Current position: Director of the Board)
	Director of the Board	—	Tetsuo Fujinuki (Current position: Director of the Board)
◎	Director of the Board	—	Shinsuke Toda (Current position: Managing Executive Officer)
	Outside Director	Member of the Executive Nomination Meeting and the Executive Compensation Meeting	Miwako Doi (Current position: Outside Director)
	Outside Director	Member of the Executive Nomination Meeting and the Executive Compensation Meeting	Fuminao Hachiuma (Current position: Outside Director)
	Outside Director	Member of the Executive Nomination Meeting and the Executive Compensation Meeting	Shigeru Yamashita (Current position: Outside Director)

◎: Newly appointed

2. Retiring Director

- Katsuyuki Mizuma

(Current position: Director of the Board)

3. Nominee for Corporate Auditor

The nominee for the new Corporate Auditor is as follows:

◎	Corporate Auditor	Jinya Shoji (Current position: Managing Executive Officer)
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◎: Newly appointed

The total number of Corporate Auditors will be four, as current Corporate Auditors, Hiromi Tsutsumi, Yuri Furusawa, and Yasumasa Masuda will continue to serve their terms.

4. Retiring Auditor

- **Yoichi Kato**

(Current position: Standing Corporate Auditor)

5. Retiring Executive Officer

- **Katsuyuki Mizuma**

(Current position: Senior Managing Executive Officer)

- **Jinya Shoji**

(Current position: Managing Executive Officer)

6. List of Executive Officers (June 2025)

Name	Areas of Responsibility
Tomomi Nakamura Chairman	—
	—
Atsushi Osaki President	- Chief Executive Officer (CEO)
	—
Fumiaki Hayata Executive Vice President	- Chief Risk Management Officer (CRMO) - Secretarial Office - Human Resources Dept. - Cost - Purchasing
	—
Tetsuo Fujinuki Senior Managing Executive Officer	- Chief Technology Officer (CTO) - CTO Strategy Office - Engineering Div. - Technical Research Center - Product and Business Management Div.
	—
Tomoaki Emori Senior Managing Executive Officer	Corporate Planning Div.
	Chief General Manager of Corporate Planning Div.
Tadashi Yoshida Senior Managing Executive Officer	- Japan Sales & Marketing Div. - Overseas Sales & Marketing Div. - Global Sales & Marketing Strategy Office
	Chief General Manager of Overseas Sales & Marketing Div.
Tatsuro Kobayashi Managing Executive Officer	CBBO (Chief Battery Business Officer) Battery Business Promotion Office
	—
Osamu Eriguchi Managing Executive Officer	- Chief Quality Officer (CQO) - Customer First Innovation Div.

	Chief General Manager of Customer First Innovation Div. General Manager of Quality Assurance Management Office
Tamotsu Inui Managing Executive Officer	- Engineering Div. - Technical Research Center
	Chief General Manager of Engineering Div. Chief General Manager of Technical Research Center
Kazuhiro Abe Managing Executive Officer	Chief Connected Business Officer (CCBO) Connected Business Planning and Management (CBPM)
	—
Shinsuke Toda Managing Executive Officer	- Chief Financial Officer (CFO) - Finance & Accounting Dept. - Corporate Communications Dept. - Investor Relations Dept.
	Representative Director and President of Subaru Finance Co., Ltd.
Hiroshi Watahiki Managing Executive Officer	- Purchasing Div.
	Chief General Manager of Purchasing Div.
Ryota Fukumizu Managing Executive Officer	- Monozukuri Div.
	Chief General Manager of Monozukuri Div. Chief General Manager of Gunma Plant
Ikuo Watanabe Managing Executive Officer	- Chief Monozukuri Officer (CMZO) - CMZO Strategy Office - Data Intelligence Advancement Dept. - Engineering Div.
	Senior General Manager of Engineering Div.
Shimpei Ago Managing Executive Officer	- Risk Management Group - External Relations Dept. - Intellectual Property Dept. - Sustainability Promotion Dept.
	—
Yoichi Hori Managing Executive Officer	- Overseas Sales & Marketing Div. - Subaru of America, Inc. - Subaru Canada, Inc. - North American Subaru, Inc.
	Senior General Manager of Overseas Sales & Marketing Div. Chairman of Subaru of America, Inc.
Shinichi Murata Executive Officer	- Chief Logistics Officer (CLO) - Logistics Div. - General Administration Dept.
	Chief General Manager of Logistics Div.
Kazuki Uejima Executive Officer	- Product and Business Management Div. - Corporate Planning Div.
	Chief General Manager of Product and Business Management Div. Senior General Manager of Corporate Planning Div.

Akihiro Kato Executive Officer	Customer First Innovation Div.
	Senior General Manager of Customer First Innovation Div.
Katsufumi Nakazawa Executive Officer	Japan Sales & Marketing Div.
	Chief General Manager of Japan Sales & Marketing Div.
Kosuke Kawai Executive Officer	- Chief Cost Innovation Officer (CCIO) - Cost and Investment Management Office - Cost Innovation Promotion Office - Corporate Planning Div. - Engineering Div. - Product and Business Management Div. - Purchasing Div.
	General Manager of Cost Innovation Promotion Office Senior General Manager of Corporate Planning Div. Senior General Manager of Engineering Div. Senior General Manager of Product and Business Management Div. Senior General Manager of Purchasing Div.
Yoshihiro Saito Executive Officer	- Aerospace Company
	Company President of Aerospace Company
Eiji Shibata Executive Officer	- Chief Digital Car Officer (CDCO) - Engineering Div.
	Senior General Manager of Engineering Div.
Nobuyuki Bando Executive Officer	- Subaru of Indiana Automotive, Inc.
	Chairman of Subaru of Indiana Automotive, Inc.
Yuri Tsuji Executive Officer	- Chief Information Officer (CIO) - IT Strategy Div.
	Chief General Manager of IT Strategy Div.
Hideyuki Kusabuka Executive Officer	- Chief Human Resources Officer (CHRO) - Human Resources Dept.
	General Manager of Human Resources Dept.
Hidemasa Tabata Executive Officer	Overseas Sales & Marketing Div.
	Senior General Manager of Overseas Sales & Marketing Div.
Takayuki Sano Executive Officer	Subaru of Indiana Automotive, Inc.
	Executive Vice President of Subaru of Indiana Automotive, Inc.
Kazuki Okamoto Executive Officer	CTO Strategy Office
	General Manager of CTO Strategy Office
Takatomo Watamori Executive Officer	Engineering Div.
	Senior General Manager of Engineering Div.