

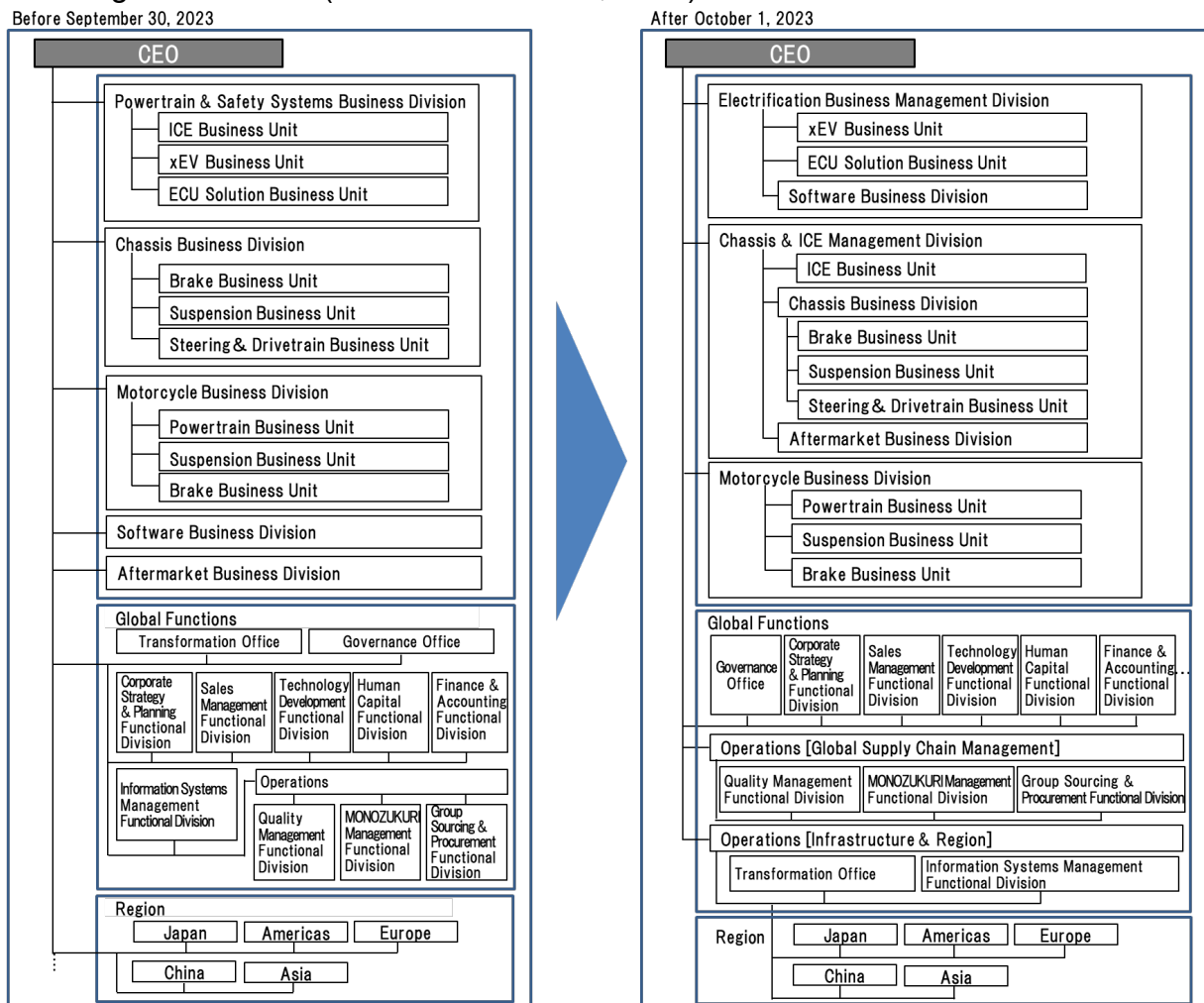
News Release

FOR IMMEDIATE RELEASE

Changes in executive officers and organization, with operational structure reform for sustainable business growth

Tokyo, September 29, 2023 – Hitachi Astemo, Ltd. ("Hitachi Astemo") will make organizational changes and executive officer transfers to promote a strategic business operation structure for technological innovation, and enhance the business portfolio for sustainable growth. The changes are as follows:

1. Change of structure (effective October 1, 2023)



Hitachi Astemo is shifting from a five-division structure—consisting of the Powertrain & Safety Systems Division, Chassis Division, Motorcycle Division, Software Division and Aftermarket Division—to a strategic business management structure with a business portfolio divided into three divisions. They consist of the Electrification Business Management Division, the Chassis & ICE¹ Management Division, and the Motorcycle Division.

With ICE and chassis as the foundational core businesses, the new business management structure facilitates optimal resource allocation and speedy decision making in the growth areas of xEV² and AD/ADAS³, as well as in the motorcycle business. This will enable us to provide products and technologies that enhance vehicle value to our customers as quickly as possible. In addition, we will reorganize corporate functions that support our business activities, which will strengthen operational functions, further enhance governance, promote green

transformation throughout the supply chain, and accelerate optimization of our footprint through regional collaboration.

*1 ICE: Internal Combustion Engine

*2 EV: Electric Vehicles

*3 AD/ADAS: Autonomous Driving / Advanced Driver Assistance System

2. Change of Directors

*4 Planned as of September 29, 2023.

*5 Effective September 30

*6 Effective October 1

Category	Name	New Assignment ^{*4}	Current Assignment
Resignation ^{*5}	Keiichi Aida	—	Board Director
New Appointment ^{*6}	Yoshikado Nakao	Board Director	Operating Executive, Honda Motor Co., Ltd. Senior Vice President, Honda Development and Manufacturing of America, LLC

2. Change of executive officers (effective October 1, 2023) ^{*7}

*7 Listed in alphabetical order by surname for each position.

*8 Planned as of September 29, 2023.

*9 ECU: Electronic Control Unit

Category	Name	New Assignment ^{*8}	Current Assignment
Responsibility Change	Toru Kamioke	Senior Executive Vice President Head of Electrification Business Management Division	Executive Vice President, Head of Powertrain & Safety Systems Business Division
New Appointment	Yoshikado Nakao	Senior Executive Vice President Head of Chassis & ICE Management Division	Operating Executive, Honda Motor Co., Ltd. Senior Vice President, Honda Development and Manufacturing of America, LLC
	Doug Bowling	Executive Vice President Head of Operations [Global Supply Chain Management] and CPO	Executive Vice President, Head of Operations and CPO
New Appointment	Yoshiaki Kawakami	Executive Vice President, Head of Motorcycle Business Division	Corporate Officer, Deputy Head of Motorcycle Business Division
	Brad Maggart	Executive Vice President, Head of Chassis Business Division, Chassis & ICE Management Division	Executive Vice President, Head of Chassis Business Division

Responsibility Change	Nobuyuki Sugiyama	Executive Vice President Head of Operations [Infrastructure & Region]	Executive Vice President, Head of Motorcycle Business Division
	Mathieu Devillard	Senior Vice President, Head of ICE Business Unit, Chassis & ICE Management Division	Senior Vice President, Head of ICE Business Unit, Powertrain & Safety Systems Business Division
	Takeshi Mitamura	Senior Vice President, Head of Software Business Division, Electrification Business Management Division	Senior Vice President, Head of Software Business Division
	Jean B. Pellefigues	Senior Vice President, Head of Aftermarket Business Division, Chassis & ICE Management Division	Senior Vice President, Head of Aftermarket Business Division
	Bernd Schemer	Senior Vice President, Head of Brake Business Unit, Chassis Business Division, Chassis & ICE Management Division	Senior Vice President, Head of Brake Business Unit, Chassis Business Division
	Tetsuya Matsumura	Vice President, Head of Steering & Drivetrain Business Unit, Chassis Business Division, Chassis & ICE Management Division	Vice President, Head of Steering & Drivetrain Business Unit, Chassis Business Division
	Ryosuke Muneoka	Vice President, Head of ECU ⁹ Solution Business Unit, Electrification Business Management Division	Vice President, Head of ECU Solution Business Unit, Powertrain & Safety Systems Business Division
	Takaki Nakagawa	Vice President, Head of xEV Business Unit, Electrification Business Management Division	Vice President, Head of xEV Business Unit, Powertrain & Safety Systems Business Division

	Soichi Sairenji	Vice President, Head of Suspension Business Unit, Chassis Business Division, Chassis & ICE Management Division	Vice President, Head of Suspension Business Unit, Chassis Business Division
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CPO: Chief Procurement Officer

Information contained in this news release is current as of the date of the press announcement, but may be subject to change without prior notice.
