

**Subaru Corporation Announces Organizational Changes
and Changes in Executive Officers' Areas of Responsibility
(Effective April 1, 2024)**

Tokyo, April 1, 2024 – Subaru Corporation announces the following organizational changes and changes in the areas of responsibility for executive officers, effective April 1, 2024.

1. Organizational Changes

Corporate Planning Div.

Effective April 1, 2024	Previous
Design Dept.* (Newly established)	—

*Reporting to the newly created Value Strategy Office established on April 1, 2024 (the creation of the Value Strategy Office was announced on February 8, 2024).

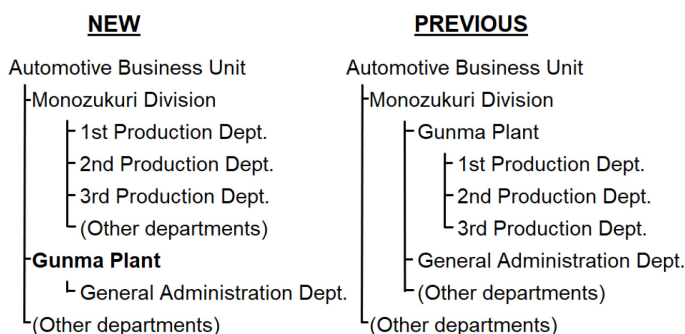
IT Strategy Div.

Effective April 1, 2024	Previous
IT Strategy & Management Dept. (Renamed)	IT Planning & Management Dept.
IT System R&D Dept. (Newly established)	Business Process & Information Dept.
IT System Infrastructure Dept. (Newly established)	
IT System Operation Dept. (Newly established)	
(Functions transferred to be directly under the IT Strategy & Management Dept. and the Automotive Business Unit)	Digital Innovation Dept.
(Functions transferred to be directly under the Automotive Business Unit)	Connected Service & Portfolio Planning Dept.

■ **Automotive Business Unit**

Functional Reorganization of the Gunma Plant and the General Administration Department and Transfer of the 1st, 2nd, and 3rd Production Departments:

In order to reorganize the Gunma Plant and the Gunma General Administration Department, which were previously under the Monozukuri Division, to cover the entire Gunma region (Main Plant, Yajima Plant, Oizumi Plant, Kitamoto Plant, and Subaru R&E Center), the Gunma Plant will report directly to the Automotive Business Unit, while the General Administration Department will be transferred to the Gunma Plant. On the other hand, the 1st, 2nd and 3rd Production Departments, which were previously under the Gunma Plant, will be transferred to report directly to the Monozukuri Division.



Effective April 1, 2024	Previous
Battery Business Promotion Office (Newly established)	—
Cost and Investment Management Office (Newly established)	—
CMzO Strategy office (Newly established)	—
Data Intelligence Advancement Dept. (Newly established)	—
Connected Business Planning and Management (CBPM) (Newly established)	—

Monozukuri Div.

Effective April 1, 2024	Previous
Environmental & Plant Engineering Dept. (Newly established)	—
Quality Management Dept. (Functions transferred from the Engineering Div.)	—

Engineering Div.

Effective April 1, 2024	Previous
BEV Cost Management Dept. (Newly established)	—
(Functions transferred to the External Relations Dept., the Sustainability Promotion Dept. and the Engineering Div.)	Environment & Safety Policy's Strategy Dept.
(Functions transferred to the Monozukuri Div.)	Quality Management Dept.
(Incorporated into the Advanced Engineering Dept.)	CAE Dept.
(Incorporated into the Total Vehicle Development Management Dept.)	Prototype Development Dept.

Product Business Div.*

Effective April 1, 2024	Previous
Product Business Dept. (Newly established)	—
(Functions transferred to the Value Strategy Office of the Corporation Planning Div.)	Design Dept. Advanced Product Planning Dept.

*Renamed from the Product Planning & Portfolio Div. effective April 1, 2024 as announced on February 8, 2024.

■ Aerospace Company

Effective April 1, 2024	Previous
Digital Business-Process Transformation Dept. (Renamed)	Information System Dept.

2. Changes in Executive Officers' Areas of Responsibility

Underlined: Updates from the February 8, 2024 announcement

Name	Effective April 1, 2024	Previous
Tatsuro Kobayashi Managing Executive Officer	- Chief Battery Business Officer (CBBO) - <u>Battery Business Promotion Office</u>	- Human Resources Dept.
	—	General Manager of Human Resources Dept.
Kazuhiro Abe Managing Executive Officer	- Chief Connected Business Officer (CCBO) - <u>Connected Business Planning and Management (CBPM)</u>	- Chief Information Officer (CIO) - IT Strategy Div.
	—	Chief General Manager of IT Strategy Div.
Ryota Fukumizu Managing Executive Officer	- Monozukuri Div. - <u>Gunma Plant</u>	- Subaru of Indiana Automotive, Inc.
	Chief General Manager of Monozukuri Div. Chief General Manager of Gunma Plant	President of Subaru of Indiana Automotive, Inc.
Ikuo Watanabe Managing Executive Officer	- Chief Monozukuri Officer (CMzO) - <u>CMzO Strategy Office</u> - <u>Data Intelligence Advancement Dept.</u> - Engineering Div. - <u>Monozukuri Div.</u>	- Monozukuri Div.
	Senior General Manager of Engineering Div. Senior General Manager of Monozukuri Div.	Chief General Manager of Monozukuri Div. Chief General Manager of Gunma Plant
Shinichi Murata Executive Officer	- Risk Management Group - External Relations Dept. - Intellectual Property Dept. - General Administration Dept. - Sustainability Promotion Dept.	- Risk Management Group - External Relations Dept. - Intellectual Property Dept.
	=	General Manager of Risk Management & Compliance Office
Kosuke Kawai Executive Officer	- Chief Cost Innovation Officer (CCIO) - <u>Cost and Investment Management Office</u> - Cost Innovation Promotion Office - Corporate Planning Div. - Engineering Div. - Product Business Div. - Purchasing Div.	- Cost Innovation Promotion Office - Corporate Planning 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	General Manager of Cost Innovation Promotion Office Senior General Manager of Corporate Planning Div.

	Business Div. Senior General Manager of Purchasing Div.	
--	--	--

Announcement on February 8, 2024:

Subaru Corporation Announces Organizational and Management Changes
(Effective March 31, 2024 and April 1, 2024)

https://www.subaru.co.jp/news-en/2024_02_08_145200/

NOTES:

Subaru Corporation has changed some of the English titles of its Executive Officers as follows, effective April 1, 2024.

New Title	Previous Title
Executive Vice President	Deputy President
Senior Managing Executive Officer	Executive Vice President
Managing Executive Officer	Senior Vice President
Executive Officer	Vice President

###