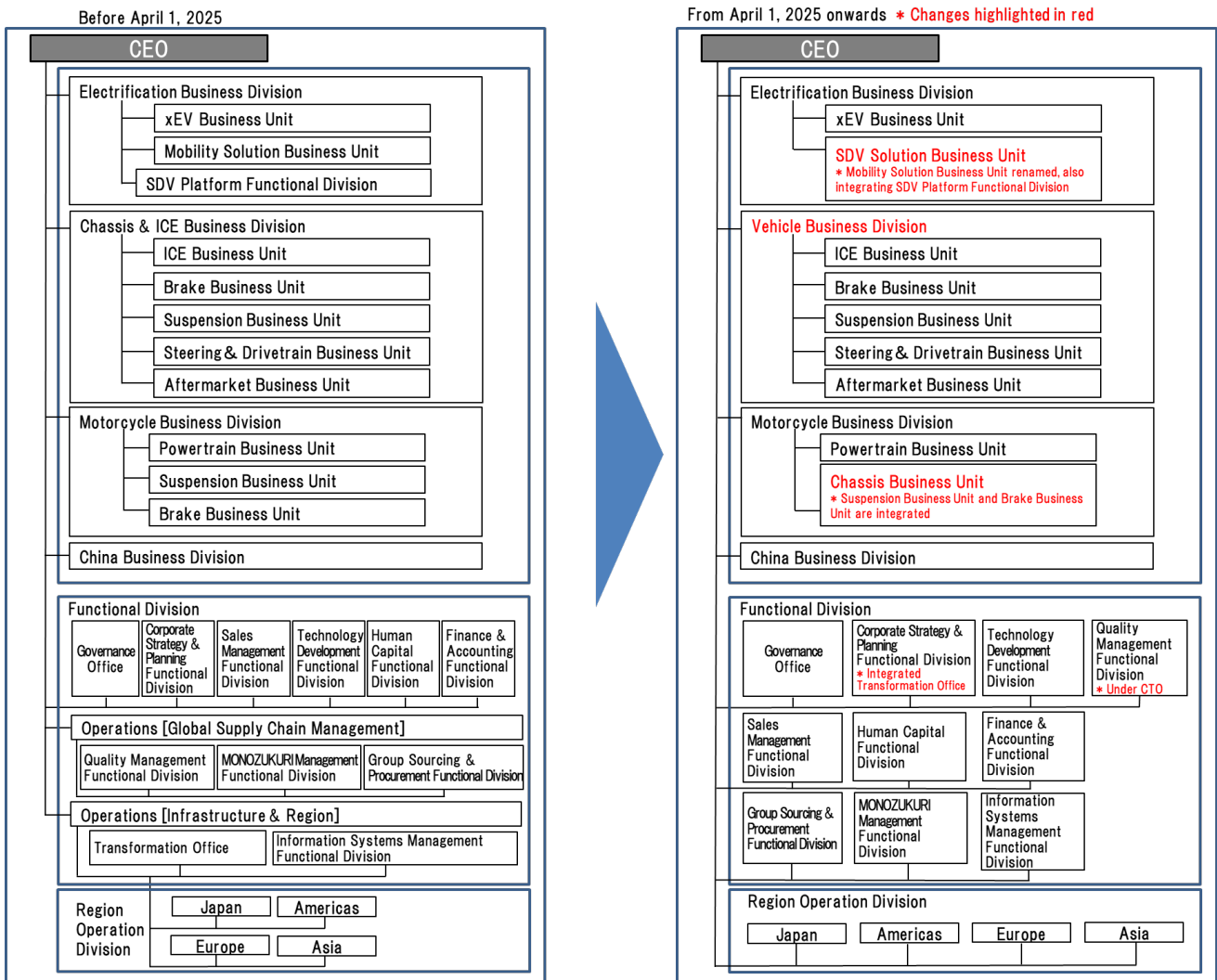


Hitachi Astemo reforms organization to optimize business for electrification and SDV

Tokyo, January 30, 2025 – Hitachi Astemo, Ltd. (hereafter “Astemo”) will implement organizational changes effective April 1 to achieve an optimal business operation structure, aiming to become a leading company of mobility electrification and in the SDV*¹ age. Until now, Astemo has been reviewing various organizational reforms and business processes to adapt to the fast-transforming mobility industry, aiming to establish an optimal business operations structure. Reassessing the roles and authorities of each division, Astemo will implement additional organizational reforms to further optimize business operations.

*1: Software Defined Vehicle

Change of structure



Specifically, Astemo will implement the following Business Division, Region Operation Division, and Functional Division organizational restructuring.

1. Business Division

- (1) SDV Platform Functional Division will be integrated under the control of SDV Solution Business Unit, which was renamed from Mobility Solution Business Unit, aiming to establish a system that strongly promotes the integration of solutions and hardware.
- (2) Chassis & ICE^{*2} Business Division name will be changed to Vehicle Business Division, to clarify roles and functions that drive our core business.
- (3) Motorcycle Business Division will merge the Suspension Business Unit and Brake Business Unit, which handle technically compatible products, to establish the Chassis Business Unit, which will further strengthen our response to customer needs.

*2 ICE: Internal Combustion Engine

2. Region Operation Division

- (1) Operations [Infrastructure & Region] will be dissolved with the aim of streamlining the organizational structure and transferring authority related to production activities to Regional Operation Division, which will report directly to the President & CEO^{*3}.

*3 CEO: Chief Executive Officer

3. Functional Division

- (1) Quality Management Functional Division will be overseen by both the CTO^{*4} and Technology Development Functional Division, to achieve concurrent engineering that simultaneously conducts design, development, and quality control.
- (2) Transformation Office will be transferred to Corporate Strategy & Planning Functional Division, which is highly related in functionality.
- (3) Operations [Global Supply Chain Management] will be dissolved to streamline the organizational structure and enhance functions, and MONOZUKURI Management Functional Division and Group Sourcing & Procurement Functional Division, which were under Operations, will report directly to the President & CEO to further strengthen foundational functions.
- (4) Information Systems Management Functional Division will report directly to the President & CEO to further advance the IT infrastructure and enhance security.

*4 CTO: Chief Technology Officer

Through these organizational reforms, Astemo aims to further strengthen its business operations to respond more swiftly to the fast-transforming mobility industry. It will further strengthen its business as a leading company of mobility electrification and the SDV age, and accelerate efforts to continuously enhance its corporate value.