

## Hitachi Astemo Announces Executive Changes

Tokyo, January 30, 2025 --- Hitachi Astemo, Ltd. today announced the following executive changes to further improve corporate value.

### 1. Executive Officer transfers <sup>\*1\*2</sup>

\*1 Executives listed by position, then by alphabetical order of surname

\*2 Changes are underlined

\*3 Planned as of January 30, 2025

| Name                    | Position (as of April 1, 2025) <sup>*3</sup>   | Position (as of March 31, 2025) <sup>*3</sup>   |
|-------------------------|--|---|
| Yoshikado Nakao         | Senior Executive Vice President<br><u>Head of Vehicle Business Division</u>  | Senior Executive Vice President<br>Head of Chassis & ICE Business Division  |
| Charles Douglas Bowling | <u>Executive Vice President,</u><br><u>Head of Europe Region Operation</u><br><u>Division</u>  | Executive Vice President<br>Head of Operations [Global Supply Chain Management] and CPO   |
| Taro Kobayashi          | Executive Vice President,<br>Head of Japan Region Operation Division   | Executive Vice President,<br>Head of Japan Region Operation Division,<br><u>Operations [Infrastructure &amp; Region]</u>  |
| Timothy Hoover Clark    | Senior Vice President,<br>Head of Americas Region Operation Division   | Senior Vice President,<br>Head of Americas Region Operation Division,<br><u>Operations [Infrastructure &amp; Region]</u>  |
| Mathieu Devillard       | Senior Vice President,<br><u>Deputy Head of Electrification</u><br><u>Business Division</u><br><u>and Head of Business Strategy</u><br><u>Group,</u><br><u>Electrification Business Division</u> | Senior Vice President,<br>Head of ICE Business Unit,<br>Chassis & ICE Business Division   |
| Hideo Hatagi            | Senior Vice President,<br><u>Head of Asia Region Operation</u><br><u>Division</u>  | Senior Vice President,<br>Head of Europe Region Operation Division,<br><u>Operations [Infrastructure &amp; Region]</u>  |
| Takeshi Mitamura        | Senior Vice President,<br>CEO of Astemo Cypremos, Ltd.,<br>and Head of Out-Car System Business Promotion Office,<br>Electrification Business Division  | Senior Vice President,<br>CEO of Astemo Cypremos, Ltd.<br><u>and Head of SDV Platform Functional</u><br><u>Division,</u><br>and Head of Out-Car System Business Promotion Office,<br>Electrification Business Division, |
| Takaki Nakagawa         | <u>Senior Vice President,</u><br>Head of xEV Business Unit,<br>Electrification Business Division   | Vice President,<br>Head of xEV Business Unit,<br>Electrification Business Division  |

| Name                       | Position (as of April 1, 2025) <sup>*3</sup>  | Position (as of March 31, 2025) <sup>*3</sup>   |
|----------------------------|---|---|
| Jean-Baptiste Pellefigures | Senior Vice President,<br>Head of Aftermarket Business Unit,<br><u>Vehicle Business Division</u>                                    | Senior Vice President,<br>Head of Aftermarket Business Unit,<br>Chassis & ICE Business Division   |
| Koichi Tamura              | Senior Vice President,<br><u>CSO &amp; CDO &amp; CSuO and Head of<br/>Corporate Strategy &amp; Planning<br/>Functional Division</u> | Senior Vice President,<br>CTrO & CDO and Head of<br>Transformation Office,<br><u>Operations [Infrastructure &amp; Region]</u>                   |
| Tsuyoshi Ariishi           | Vice President,<br>Head of MONOZUKURI Management<br>Functional Division   | Vice President,<br>Head of MONOZUKURI Management<br>Functional Division,<br><u>Operations [Global Supply Chain<br/>Management]</u>              |
| Jens Peter Heuer           | Vice President,<br>CIO and Head of Information<br>Systems Management Functional<br>Division   | Vice President,<br>CIO and Head of Information<br>Systems Management Functional<br>Division,<br><u>Operations [Infrastructure &amp; Region]</u> |
| Tetsuya Katsumata          | Vice President,<br><u>Head of Chassis Business Unit,</u><br>Motorcycle Business Division  | Vice President,<br>Head of Brake Business Unit,<br>Motorcycle Business Division   |
| Tetsuya Matsumura          | Vice President,<br>Head of Steering & Drivetrain<br>Business Unit,<br><u>Vehicle Business Division</u>                              | Vice President,<br>Head of Steering & Drivetrain<br>Business Unit,<br>Chassis & ICE Business Division   |
| Soichi Sairenji            | Vice President,<br>Head of Suspension Business Unit,<br><u>Vehicle Business Division</u>  | Vice President,<br>Head of Suspension Business Unit,<br>Chassis & ICE Business Division   |
| Norio Sekiguchi            | Vice President,<br>CQO & CPSO and Head of Quality<br>Management Functional Division   | Vice President,<br>CQO & CPSO and Head of Quality<br>Management Functional Division,<br><u>Operations [Global Supply Chain<br/>Management]</u>  |

## 2. New appointments<sup>\*1\*2</sup>

\*1 Executives listed by position, then by alphabetical order of surname

\*2 Changes are underlined

\*3 Planned as of January 30, 2025

| Name             | Position (as of April 1, 2025) <sup>*3</sup>  | Position (as of March 31, 2025) <sup>*3</sup>   |
|------------------|---|---|
| Nobuhiro Akasaka | <u>Vice President,</u><br><u>Head of SDV Solution Business Unit,</u><br>Electrification Business Division | General Manager, Deputy Head of<br>SDV Platform Functional Division<br>and General Manager, SDV Platform<br>Strategy Group,<br>and General Manager, SDV<br>Development Group, SDV Platform<br>Functional Division, Electrification<br>Business Division<br>and Senior Chief Engineer, R&D<br>Strategy Office, Technology<br>Development Functional Division |

| Name                | Position (as of April 1, 2025) <sup>*3</sup>  | Position (as of March 31, 2025) <sup>*3</sup>  |
|---------------------|---|--|
| Bonggoo Kang        | <u>Vice President,</u><br><u>CPO and Head of Procurement</u><br><u>Functional Division</u>        | Corporate Officer,<br>Procurement Functional Division<br>Head,<br><u>Operations [Global Supply Chain</u><br><u>Management]</u>   |
| Yasunori Oku        | <u>Vice President,</u><br><u>Head of Brake Business Unit,</u><br><u>Vehicle Business Division</u> | Executive Chief Engineer, Business<br>Planning Department,<br>Corporate Strategy Division<br>Honda Motor Co., Ltd.   |
| Satoru<br>Yamaguchi | <u>Vice President,</u><br><u>Head of ICE Business Unit,</u><br><u>Vehicle Business Division</u>   | General Manager,<br>Head of Business Strategy Group,<br>Electric Business Division,<br>and General Manager, Head of<br>Strategy Group, xEV Business Unit,<br>and General Manager, Head of<br>Strategy Group, Mobility Solutions<br>Business Unit |

### 3. Departing Executive Officers<sup>\*1\*2</sup>

\*1 Executives listed by position, then by alphabetical order of surname

\*2 Changes are underlined

\*3 Planned as of January 30, 2025

| Name                 | Position (as of April 1, 2025) <sup>*3</sup> | Position (as of March 31, 2025) <sup>*3</sup>  |
|----------------------|--|--|
| Nobuyuki<br>Sugiyama | —  | Executive Vice President,<br>Head of Operations [Infrastructure &<br>Region]                                 |
| Hirohisa Amano       | —  | Senior Vice President,<br>Head of Asia Region Operation<br>Division,<br>Operations [Infrastructure & Region] |
| Hiroshi<br>Hasegawa  | —  | Senior Vice President,<br>CSO and Head of Corporate Strategy<br>& Planning Functional Division               |
| Bernd Schemer        | —  | Senior Vice President,<br>Head of Brake Business Unit,<br>Chassis & ICE Business Division                    |
| Ryosuke<br>Muneoka   | —  | Vice President,<br>Head of Mobility Solution Business<br>Unit,<br>Electrification Business Division          |
| Kazuhiro<br>Nishioka | —  | Vice President,<br>Head of Suspension Business Unit,<br>Motorcycle Business Division                         |

CPO : Chief Procurement Officer

CSO : Chief Strategy Officer

CDO : Chief Digital Officer  
CSuO : Chief Sustainability Officer  
CTrO : Chief Transformation Officer  
CIO : Chief Information Officer  
CQO : Chief Quality Officer  
CPSO : Chief Product Security Officer