



February 9, 2024

Name of company: MABUCHI MOTOR CO., LTD.
Representative: Shinichi TANIGUCHI,
Representative Director and
President, COO
(Securities code : 6592)
Contact: Hiroaki WATANABE,
Executive Officer, Head of Corporate
Planning Headquarters
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Announcement of Changes in Representative Directors (including a Change of its President) and Executive Officers

Mabuchi Motor Co., Ltd. (the “Company”), hereby announces that based on the results of deliberations by the Nominating Committee, an advisory committee to the Board of Directors, at the Board of Directors meeting held on February 9, 2024, the Company resolved the preliminary approval of changes to its Representative Directors (including a change of its President) and its Executive Officers as follows.

The composition of the Board of Directors has been reduced by two internal directors in order to balance the management, speed, and execution of its decision-making. As a result, outside directors will now make up the majority of the Board of Directors, resulting in a far more effective system that has independence in its supervisory functions.

These changes will officially come into effect upon approval at the 83rd Ordinary General Meeting of Shareholders, which is scheduled to be held on March 28, 2024, and the Board of Directors meeting to be held after such Ordinary General Meeting of Shareholders.

1. Changes in Representative Directors (including change in President)

(1) Changes in Representative Directors

Name	New Position	Present Position
Hiroo OKOSHI	Representative Director, Chairman	Representative Director, Chairman & CEO
Shinichi TANIGUCHI	Vice Chairman (Non-Director)	Representative Director, President & COO
Tohru TAKAHASHI	Representative Director, President	Member of the Board

(2) Reason for Changes

The current President, Shinichi TANIGUCHI, was appointed as the fifth President from the founder, Kenichi MABUCHI, in March 2022. After taking office, he began work on the first phase of the long-term management policy. Here he has completed solidifying various aspects of the foundation as well as formulating a future vision for realizing the long-term management policy that aims to contribute to all stakeholders.

As we enter the second phase of realizing the long-term management policy, the implementation phase, we have decided to transition to a management structure under a new president in order to more quickly and efficiently promote management reforms in an increasingly difficult and complex business environment.

Mr. Takahashi, who will soon take over the responsibilities of President, originally was in charge of a manufacturing subsidiary in China for six years starting in 2012, then in 2018, he became the General Manager - Operations Control Department at Mabuchi, before becoming the Head of Purchasing and Operations Control at the Headquarters in 2021. Presently, he is a Member of the Board and an Executive Officer. His career path has naturally led to a gradual and persistent expansion of his roles and responsibilities leading to this point. In addition to having a high level of knowledge in purchasing and production, Mr. Takahashi also has a global perspective and insight through his experience working overseas. In the coming days, where accurate and quick decisions are required in a rapidly changing business environment, Mr. Takahashi is a person suitable for leading the management of the Company. We will mobilize the collective strength of the Mabuchi Group under the leadership of the new President Takahashi, and will strive to achieve the management philosophy of "contributing to international society." We shall aim to continuously improve our competitiveness and corporate value.

- (3) Profile of New Representative Director and President
Please refer to "Appendix 1".

2. Candidates for Directors (excluding Audit & Supervisory Committee members)

Name	New Position	Present Position
Hiroo OKOSHI	Representative Director, Chairman	Representative Director, Chairman & CEO
Tohru TAKAHASHI	Representative Director, President	Member of the Board
Hirotarō KATAYAMA	Representative Director, Executive Vice President	No Change
Tadahito IYODA	Member of the Board	No Change
Naoki MITARAI	Member of the Board*	No Change
Akira OKADA	Member of the Board*	No Change
Seiji SAKATA	Member of the Board*	Newly Appointed

* Outside Board Members

3. Directors to be Retired

Name	Present Position
Shinichi TANIGUCHI	Representative Director, President & COO
Kazuaki MIYAJIMA	Member of the Board
Kazuhiko TSUTSUMI	Member of the Board* ¹

*1 Outside Board Members

*2 After his retirement, Kazuaki MIYAJIMA is scheduled to become the Managing Executive Officer, Chief Technology Officer, Head of Manufacturing Headquarters.

4. Changes in Executive Officers

(1) Changes of Responsibility

Name	New Position	Present Position
Tohru TAKAHASHI	President and Executive Officer	Executive Officer, Head of Purchasing and Operations Control Headquarters
Hirotaro KATAYAMA	Executive Vice President and Executive Officer, Chief Officer of Mabuchi Group Subsidiaries	Executive Vice President and Executive Officer, Chief Officer of Mabuchi Group Subsidiaries, Head of Life and Industrial Product Business Unit, Head of Smart Transformation Headquarters, General Manager - Mabuchi Group Management Dept.
Tadahito IYODA	Senior Managing Executive Officer, Responsible for Internal Controls and Business Development, Head of Corporate Planning Headquarters and Smart Transformation Headquarters	Managing Executive Officer, Chief Administrative Officer, Responsible for Internal Controls, Corporate Strategy and Business Development
Tsuyoshi NAKAMURA	Managing Executive Officer, Responsible for Global Sales	Managing Executive Officer, Responsible for Global Sales, Head of Automotive Product Business Unit 2
Kazuaki MIYAJIMA	Managing Executive Officer, Chief Technology Officer, Head of Manufacturing Headquarters	Executive Officer, Chief Technology Officer, Head of Manufacturing Headquarters
Tomofumi IMAMURA	Executive Officer, Head of IT Headquarters	Group Executive Officer, Chief Regional Officer in Europe
Hiroaki WATANABE	Executive Officer, Head of Purchasing and Operations Control Headquarters	Executive Officer, Head of Corporate Planning Headquarters

(2) Newly Appointed

Name	New Position	Present Position
Toshihiro KOMIZO	Executive Officer, Head of Human Resources and General Affairs Headquarters	Head of Human Resources and General Affairs Headquarters
Kazuhiro ABE	Group Executive Officer, Chief Regional Officer in Europe	President - MABUCHI MOTOR(EUROPE)GmbH

(3) Retirement

Name	Present Position
Shinichi TANIGUCHI	President and Executive Officer

5. Other

Please refer to “Appendix 2” for the new board organization as of March 28, 2024.

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<Appendix 1> Profile of candidate for new Representative Director

[Candidate for new Representative Director]

New Position	Representative Director, President
Name	Tohru TAKAHASHI
Date of birth	October 15, 1965
Place of birth	Saitama
Academic Background	March 1988 Graduated from School of Engineering, Tokai University
Career	April 1988 Joined MABUCHI MOTOR.CO., LTD. November 1993 MABUCHI MOTOR DALIAN CO., LTD. January 1998 Operations Control Section, Operations Control Department June 2006 Manager - Operations Control Group, Operations Control Department January 2012 President - MABUCHI MOTOR DONGGUAN DAOJIAO CO., LTD. January 2015 President - MABUCHI MOTOR DALIAN CO., LTD. March 2018 General Manager - Operations Control Department, Manufacturing Headquarters March 2021 Head of Purchasing and Operations Control Headquarters March 2022 Member of the Board, Executive Officer, Head of Purchasing and Operations Control Headquarters (Current Position)
Number of Company's shares held	6,418 (as of December 31, 2023)

(Appendix 2) The board organization as of March 28, 2024 (scheduled)

1. Directors (excluding audit & supervisory committee members)

Representative Director, Chairman	Hiroo OKOSHI
Representative Director, President	Tohru TAKAHASHI (Promoted)
Representative Director, Executive Vice President	Hirotarō KATAYAMA
Member of the Board	Tadahito IYODA
Member of the Board*	Naoki MITARAI
Member of the Board*	Akira OKADA
Member of the Board*	Seiji SAKATA (Newly Appointed)

*Outside Board Members

2. Audit & Supervisory Committee members

Member of the Board, Standing Audit & Supervisory Committee Member	Katsumi KOBAYASHI
Member of the Board*, Audit & Supervisory Committee Member	Takashi ASAI
Member of the Board*, Audit & Supervisory Committee Member	Yoko TOYOSHI
Member of the Board*, Audit & Supervisory Committee Member	Yasuko FUKUYAMA

*Outside Board Members

3. Executive Officers and Responsible Area

President and Executive Officer	Tohru TAKAHASHI (Promoted)
Executive Vice President and Executive Officer, Chief Officer of Mabuchi Group Subsidiaries	Hirotarō KATAYAMA
Senior Managing Executive Officer, Responsible for Internal Controls and Business Development, Head of Corporate Planning Headquarters and Smart Transformation Headquarters	Tadahito IYODA (Promoted)
Managing Executive Officer, Responsible for Global Sales	Tsuyoshi NAKAMURA
Managing Executive Officer, Chief Technology Officer, Head of Manufacturing Headquarters	Kazuaki MIYAJIMA (Promoted)
Executive Officer, Head of IT Headquarters	Tomofumi IMAMURA
Executive Officer, Head of Purchasing and Operations Control Headquarters	Hiroaki WATANABE
Executive Officer, Chief Financial Officer	Keiichi HAGITA
Executive Officer, Head of Human Resources and General Affairs Headquarters	Toshihiro KOMIZO (Newly Appointed)
Group Managing Executive Officer, Chief Regional Officer in China	QUAN Da Yong
Group Executive Officer, President - MABUCHI MOTOR POLAND sp.z o.o.	Toru SHIBASAKI
Group Executive Officer, Deputy Chief Regional Officer in China	SHU Zheng
Group Executive Officer, Chairman & President - MABUCHI MOTOR VIETNAM LTD., Chairman - MABUCHI MOTOR DANANG LTD.	HOANG Son
Group Executive Officer, President - MABUCHI MOTOR MEXICO S.A. DE C.V.	Makoto KIMURA
Group Executive Officer, Chief Regional Officer in Europe	Kazuhiro ABE (Newly Appointed)