

For Immediate Release

December 6, 2024

DENSO Announces Organizational and Executive, Executive Officer and Senior Director Changes

KARIYA, Japan. (Dec. 6, 2024) – DENSO Corporation, a leading mobility supplier, today announced changes to its organizational structure, executives’ and senior directors’ responsibilities and personnel, effective January 1, 2025.

Aiming to resolve social issues with respect to DENSO’s Great Causes of Green and Peace of Mind, the company is working to address three challenges it faces today: the “evolution of mobility,” “creation of new value,” and “strengthening foundational technology.” DENSO is taking on these issues as global trends like vehicle electrification, the introduction of more intelligent vehicles, such as SDVs*¹, and advancements in semiconductor and software technologies continue to progress. In these times of change, to actively anticipate what’s next with a sense of urgency and to challenge our goals, the following organizational and executive changes will be implemented.

I. Organizational Changes

1. As the electrification of vehicles continues, BEVs*² and PHEVs*³, which are expected to become more widespread, will be equipped with large capacity batteries, making it increasingly important they operate safely and efficiently. Aiming to develop the business within power system products, which play a role in optimizing charging, monitoring battery conditions, and managing current, **the “Electric Power Source Control Business Unit” will be established.**

2. Aiming to advance energy management that comprehensively manages the heat and electric power of the entire vehicle, **the “Air-Conditioning Systems Business Unit” “Thermal Component Business Unit” and “Thermal Management Systems Business Unit” will be established** as specialized divisions for each product to further strengthen the competitiveness of the heat management system and each component.

3. The evolution of mobility has made significant change to in-vehicle electronic platforms and adoption of SDV in automobiles has accelerated. SoC*⁴ is one of the semiconductors responsible for improving vehicle intelligence such as environmental recognition and AI processing, and is an important device that influences the practical application of SDV. In order to accelerate the development of in-vehicle SoC technology, our company has **newly established the “SoC Development Div.”**, which specializes in SoC development, and will promote rapid development.

4. As the value of Intellectual Property (IP) held by the company increases, **Intellectual Property Div. will be transferred from Research & Development Center to Legal, External Affairs & Communications Center** aiming to strengthen IP strategy functions and to effectively integrate business and IP strategies through collaboration between Legal and IP functions. Legal, External Affairs & Communications Center will be renamed **“Legal, Intellectual Property, Communications & Government Affairs Center”**.

*1 SDV(Software Defined Vehicle): Creating vehicles which value and function can be converted by software changes

*2 BEV(Battery Electric Vehicle) :Electric vehicles that runs on electricity without using gasoline

*3 PHEV(Plug-in Hybrid Electric Vehicle) : Vehicles that runs using both gasoline and electricity

*4 SoC(System On Chip) :Semiconductor chip that integrates multiple electronic circuits

II. Changes to Executive Structure and Executive, Executive Officer and Senior Director Changes

1. Executive

(1) New appointment of Executive

Name	New	Current
Naoto Inuzuka	Senior Executive Officer	Executive Officer
Tsuneo Maebara	Senior Executive Officer	Executive Officer

(2) Resignation of Executive

Name	New	Current
Yoshifumi Kato	Mission Executive*5	Senior Executive Officer

*5 In charge of special assignment

Operating Executives' areas of responsibility effective January 1, 2025

Changes are underlined and highlighted in bold, ○Newly-appointed

Title	Name	New	Current
Representative Member of the Board, Chairman	Koji Arima	–	–
Representative Member of the Board, President	Shinnosuke Hayashi	CEO	CEO
Representative Member of the Board, Executive Vice President	Yasushi Matsui	Support of President, CRO, CCO, CFO, Group Companies of Japan, North America area, China area	Support of President, CRO, CCO, CFO, Group Companies of Japan, North America area, China area
Representative Member of the Board, Executive Vice President	Yasuhiko Yamazaki	Support of President, CIO, CQO, CHRO, Head of General Administration & Human Resources Center, Korea	Support of President, CIO, CQO, CHRO, Head of General Administration & Human Resources Center, Asia-Oceania area, Korea
Senior Executive Officer	Yasuhiro Iida	CEO of India, President of DENSO INTERNATIONAL INDIA PVT. LTD	CEO of India, President of DENSO INTERNATIONAL INDIA PVT. LTD
Senior Executive Officer	Kenichiro Ito	CEO of Europe, President of DENSO INTERNATIONAL EUROPE B.V., South America area	CEO of Europe, President of DENSO INTERNATIONAL EUROPE B.V., South America area

Senior Executive Officer	Hirotsugu Takeuchi	<u>CTO</u> , CDO, Head of IT Digital Center, Head of Research & Development Center, Social Innovation Business Development Function Unit, President of SOKEN	CDO, Head of IT Digital Center, Head of Research & Development Center, Social Innovation Business Development Function Unit, President of SOKEN
Senior Executive Officer	Hidehiro Yokoo	<u>Head of Legal, Intellectual Property, Communications & Government Affairs Center</u> , Tokyo Office, Audit Dept., Managing of Japan Region Dept.	Head of Legal, External Affairs & Communications Center, Tokyo Office, Audit Dept., Managing of Japan Region Dept. Food Value Chain Business Development Div.
Senior Executive Officer	Jiro Ebihara	CMzO, Head of Production Innovation Center, Head of Purchasing Group	CMzO, Head of Production Innovation Center, Head of Purchasing Group, FA Business Development Div.
Senior Executive Officer	Hisashi Iida	Head of Powertrain Systems Business Group, Environment Neutral Systems Development Div., Hydrogen Business Development Div., <u>Energy Management Testing & Evaluation Div.</u>	Head of Powertrain Systems Business Group, Head of Injection Components Business Unit, Environment Neutral Systems Development Div., Hydrogen Business Development Div.
Senior Executive Officer	Katsuhiko Takeuchi	Head of Thermal Systems Business Group	Head of Thermal Systems Business Group
Senior Executive Officer	Yasuhisa Sakurai	Head of OEM Sales & Marketing Group, Head of Solution Sales & Marketing Group, Corporate Strategy Div.	Head of OEM Sales & Marketing Group, Head of Solution Sales & Marketing Group, Corporate Strategy Div.
Senior Executive Officer	ONaoto Inuzuka	CEO of Asia-Oceania, President of DENSO INTERNATIONAL ASIA CO., LTD.	CEO of Asia-Oceania, President of DENSO INTERNATIONAL ASIA CO., LTD.
Senior Executive Officer	OTsuneo Maebara	Head of Electrification Systems Business Group, Powertrain Systems Management Div., <u>Powertrain Control Design Div.</u> , Electric Powertrain Systems Advanced Development Div.	Head of Electrification Systems Business Group, Powertrain Systems Management Div., Powertrain Control Software Design Div., Electric Powertrain Systems Advanced Development Div.

2. Executive Officer

(1) New appointment of Executive Officer

- Katsuhiko Sugito
- Chitaka Kambe

(2) Resignation of Executive Officer

- Yoshinobu Tao

Operating Executive Officers' areas of responsibility effective January 1, 2025

Changes are underlined and highlighted in bold, ○ Newly-appointed

Name	New	Current
Hisaaki Sato	Solution Sales & Marketing Planning Dept., Automotive & Life Solutions Div.	Solution Sales & Marketing Planning Dept., Automotive & Life Solutions Div., President of DENSO AUTOMOTIVE SYSTEMS AUSTRALIA PTY LTD.
Yasushi Mukai	Food Value Chain Business Development Div., FA Business Development Div.	Food Value Chain Business Development Div., FA Business Development Div., Production Innovation Center FA Group Company Business Management Dept.
Tomoyuki Arakawa	CEO of North America, President of DENSO INTERNATIONAL AMERICA, INC.	CEO of North America, President of DENSO INTERNATIONAL AMERICA, INC.
Hiroshi Kondo	Head of Mobility Electronics Business Group	Head of Mobility Electronics Business Group
Seiji Maeda	Head of Corporate Strategy Center	Head of Corporate Strategy Center
Eiji Inoue	CEO of China, President of DENSO (CHINA) INVESTMENT CO., LTD.	CEO of China, President of DENSO (CHINA) INVESTMENT CO., LTD.
Shinichi Nakamizo	<u>Executive Advisor of Manufacturing of North America</u>	Manufacturing of North America
Masanori Sugiura	<u>Deputy Head of Legal, Intellectual Property, Communications & Government Affairs Center</u>	Legal, External Affairs & Communications Center
Eiichi Kurokawa	Head of Advanced Devices Business Group	Head of Advanced Devices Business Group, Head of Sensing Systems Business Unit
Hideshi Takemura	Head of Safety, Quality & Environment Center, President of DENSO Abashiri Test Center Corporation	Head of Safety, Quality & Environment Center, President of DENSO Abashiri Test Center Corporation
Atsushi Hayashida	CSwO, General Manager of Software Innovation Management Dept., <u>Software Function Unit</u>	CSwO, General Manager of Software Innovation Management Dept., Head of Software Function Unit
Naoki Matsuoka	Head of Semiconductor Business Unit	Head of Semiconductor Business Unit

Yoshimasa Shinoda	Deputy Head of Mobility Electronics Business Group(Business Planning, Mobility Electronics Business Planning Div.)	Deputy Head of Mobility Electronics Business Group(Business Planning, Mobility Electronics Business Planning Div.)
Tsunenobu Hori	Head of Motor Business Unit, <u>Electric Sora-Mobi Business Promotion Div.</u>	Head of Motor Business Unit
Yusuke Hara	<u>Head of Air-Conditioning Systems Business Unit</u>	Deputy Head of General Administration & Human Resources Center, Human Resources Development
Katsuhiko Sugito	Head of Electric Components Business Unit, <u>Powertrain Digital Transformation Promotion Dept., Powertrain Systems Safety & Quality Assurance Div.</u>	Head of Electric Components Business Unit
Chitaka Kambe	<u>Deputy Head of General Administration & Human Resources Center</u>	Deputy Head of Legal, External Affairs & Communications Center, Director of Public Relations Div.

Reference: Official names of CxO

CEO: Chief Executive Officer

CRO: Chief Risk Officer

CIO: Chief Innovation Officer

CCO: Chief Compliance Officer

CQO: Chief Quality Officer

CFO: Chief Financial Officer

CTO: Chief Technology Officer

CHRO: Chief Human Resources Officer

CMzO: Chief Monozukuri Officer

CSwO: Chief Software Officer

CDO: Chief Digital Officer

3. Senior Director

(1) New appointment of Senior Director

Hideki Imai	Hiroyasu Ogino	Tomoaki Shirai
Satoshi Hasegawa	Kenichi Murata	Natsuki Nozawa
Shigeyuki Nozawa	Hiroataka Yamamoto	Mitsuo Ota
Martin Deschenes	Theerawat Limpibuntrng	

(2) Resignation of Senior Director

Hiroataka Yato	Takeshi Narisako ^{*6}
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^{*6} Appointed as Senior Advisor

Operating Senior Directors' areas of responsibility effective January 1, 2025

Changes are underlined and highlighted in bold, ○ Newly-appointed

Name	New	Current
Kazuoki Matsugatani	Technology Planning Div., Intellectual Property Div., Design Div., Engineering Development Promotion Div.	Technology Planning Div., Intellectual Property Div., Design Div., Engineering Development Promotion Div.
Kazuhiro Iwai	Director of Tokyo Office, <u>Legal, Intellectual Property, Communications & Government Affairs Center</u> (Japan Auto Parts Industries Association)	Director of Tokyo Office, Legal, External Affairs & Communications Center(Japan Auto Parts Industries Association)
Tatsushi Nakashima	Head of Engine Components Business Unit	Head of Engine Components Business Unit
Kazutada Yamada	Chubu Sales Div. , Hiroshima Sales Div.	Director of Chubu Sales Div., Hiroshima Sales Div.
Atsushi Aratake	President of DENSO SOLUTION JAPAN CORPORATION, Customer Service Engineering Div.	President of DENSO SOLUTION JAPAN CORPORATION, Customer Service Engineering Div.
Stephen Milam	Corporate/Purchasing of North America	Corporate/Purchasing of North America
Shinya Sugiura	Product Design Key Technology R&D Div., Advanced Testing & Evaluation Div., Corporate R&D Div.	Product Design Key Technology R&D Div., Advanced Testing & Evaluation Div., Corporate R&D Div.
Norio Fujimori	Electronics Platform Technology/ <u>SDV</u> Development of Mobility Electronics Business Group	Electronics Platform Technology Development of Mobility Electronics Business Group
Takatoshi Fukui	Sales Planning Dept., Sales Strategy Promotion Div., Sales of China and Korea	Sales Planning Dept., Overseas Business Development Dept., Sales Strategy Promotion Div., Osaka Sales Div., Sales of China and Korea
Yoshio Naka	Head of Manufacturing in Electrification Systems Business Group(<u>Clean & Safety Systems</u>)	Head of Manufacturing in Electrification Systems Business Group(Kosai/Toyohashi Higashi)
Takashi Kurosaka	Head of Tokyo Sales Div., Sales Strategy Promotion Div., Osaka Sales Div.	Head of Tokyo Sales Div., Sales Strategy Promotion Div.
Koji Watanabe	President of J-QuAD DYNAMICS Inc.	President of J-QuAD DYNAMICS Inc.
Takayuki Takai	Quality Core Technology, Quality Control Div.	Quality Core Technology, Quality Control Div.
Jose Manuel Gimenez Gonzalez	Production Innovation Center, Quality, Safety and Environment of Europe	Production Innovation Center, Quality, Safety and Environment of Europe
Tomoyuki Hatano	Head of Manufacturing in Electrification Systems Business Group (Anjo/Hirose)	Head of Manufacturing in Advanced Devices Business Group, Director of Mechatronics Systems Manufacturing Div.

Hidemasa Takahashi	Thermal Systems Business of Europe, Engineering of Europe	Thermal Systems Business of Europe, Engineering of Europe
Koji Ishizuka	Environment Neutral System Development Div., <u>Hydrogen Business Development Div.</u>	Environment Neutral System Development Div., Director of Hydrogen Business Development Div.
Mitsuru Kato	Head of Social Innovation Business Development Function Unit	Head of Social Innovation Business Development Function Unit, General Manager of Social Innovation Business Development Planning Dept.
Koji Kondo	<u>Head of Quality in Mobility Electronics Business Group</u>	Head of Electronics Business Unit
Giuseppe Zippo	Thermal Systems Business of Europe(Deputy), President of DENSO THERMAL SYSTEMS S.p.A., DTSP, DTPO, DTMO, J.DEUS, CEO of South America Region	Thermal Systems Business of Europe(Deputy), President of DENSO THERMAL SYSTEMS S.p.A., DTSP, DTPO, DTMO, J.DEUS, CEO of South America Region
Hisashi Yanase	Purchasing Group(<u>Mechanical Components & Materials Purchasing</u> /Purchasing Strategy)	Purchasing Group(Purchasing Strategy)
Hidetoshi Uchiyama	President of BluE Nexus Corporation, Alliance of Electrification Systems in Electrification Systems Business Group	President of BluE Nexus Corporation, Alliance of Electrification Systems in Electrification Systems Business Group
Mikito Kidokoro	<u>Deputy Head of IT Digital Center, Director of Global IT Management Div.</u>	Head of IT Digital, Director of Business Infrastructure Process Innovation Div., Director of IT Digital Management Div.
Miho Ito	Director of Advanced Research and Innovation Center	Director of Advanced Research and Innovation Center
Naohisa Kuriyama	<u>Head of Thermal Management Systems Business Unit</u>	Head of Development in Passenger Vehicle Thermal Systems Business Unit
Minoru Okada	Director of Advanced Mobility Systems Development Div., <u>Cloud Services R&D Div.</u>	Director of Advanced Mobility Systems Development Div.
OHideki Imai	Director of Corporate Strategy Div.	Director of Corporate Strategy Div.
OHiroyasu Ogino	Director of Quality Control Div., <u>Safety Health & Environment Div.</u>	Director of Quality Control Div.,
OTomoaki Shirai	<u>Director of IT Infrastructure Promotion Div., Digital Transformation Promotion Div.</u>	Director of Digital Transformation Promotion Div.
OSatoshi Hasegawa	<u>Sales & Marketing, New Business Development of North America, Executive Vice President of DENSO INTERNATIONAL AMERICA, INC.</u>	Senior Vice President of DENSO INTERNATIONAL AMERICA, INC.

○Kenichi Murata	<u>Head of Corporate/Business Planning in Electrification Systems Business Group</u>	Head of Business Planning in Electrification Systems Business Group, Director of Electrification Systems Corporate Planning Div.
○Natsuki Nozawa	<u>Head of Electric Power Conversion Business Unit</u>	Head of Electric Components Business Unit
○Shigeyuki Nozawa	<u>Head of Electric Power Source Control Business Unit</u>	Head of PCU in Electric Components Business Unit
○Hirota Yamamoto	Head of Electronics Systems Function Unit	Head of Electronics Systems Function Unit, Director of Electronics Systems Engineering Div.
○Mitsuo Ota	<u>Head of Manufacturing in Advanced Devices Business Group</u>	President of DENSO MANUFACTURING VIETNAM CO.,LTD.
○Martin Deschenes	<u>Manufacturing of North America</u>	President of DENSO MANUFACTURING ATHENS TENNESSEE, INC.
○Theerawat Limpibunternng	<u>Manufacturing of Asia</u> , President of SIAM DENSO MANUFACTURING CO.,LTD.	President of SIAM DENSO MANUFACTURING CO.,LTD.

About DENSO CORPORATION

Globally headquartered in Kariya, Japan, DENSO is a \$47.2 billion leading mobility supplier that develops advanced technology and components for nearly every vehicle make and model on the road today. With manufacturing at its core, DENSO invests in around 180 facilities worldwide to provide opportunities for rewarding careers and to produce cutting-edge electrification, powertrain, thermal and mobility electronics products, among others, that change how the world moves. In developing such solutions, the company's 162,000 global employees are paving the way to a mobility future that improves lives, eliminates traffic accidents, and preserves the environment. DENSO spent around 7.7 percent of its global consolidated sales on research and development in the fiscal year ending March 31, 2024. For more information about DENSO's operations worldwide, visit <https://www.denso.com/global>.