

Reorganization, change in duties of executive officers and other personnel

Isuzu Motors Limited (headquartered in Yokohama, Kanagawa, Japan; President and COO: Shinsuke Minami; hereinafter "Isuzu") announces the following reorganization and changes in duties of executive officers and other personnel effective April 1, 2026.

Objective

Aiming to become a leader in the global commercial vehicle industry, Isuzu has been strengthening its management structure and governance framework to create further growth opportunities and ensure stable business operations through unified Group-wide efforts. To achieve its mid-term business plan, ISUZU Transformation – Growth to 2030 (IX), Isuzu will newly appoint a CTO*¹, CLO*², and CDXO*³. By further strengthening the executive leadership team, Isuzu will enhance its ability to respond swiftly to changes in the business environment and better execute key management initiatives.

*¹ Chief Technology Officer: Responsible primarily for the execution of operations in the technology domain.

*² Chief Logistics Officer: Responsible primarily for the execution of operations in the logistics domain.

*³ Chief Digital Transformation Officer: Responsible primarily for the execution of operations in the AI and DX domains.

Key organizational changes

To accelerate decision-making in addressing key management challenges, Isuzu will make changes to its organizational structure. The current 15 divisions will be reorganized into 11 divisions, namely *Enterprise Risk Management, Quality Assurance, Product & Technology Strategies, Corporate, HR, Japan Sales, International Sales, Industrial Solutions & Powertrain Business, Purchasing, Engineering, and Manufacturing*. Through this reorganization, Isuzu aims to establish a more responsive and integrated management structure.

Changes at the division level

Enterprise Risk Management Division [New]

- To centrally manage risk information and strengthen preventive risk management, certain functions of the Administration Division and the Product & Technology Strategies Division will be integrated to establish the *Enterprise Risk Management Division*.

Product & Technology Strategies Division

- To accelerate decision-making, alliance-related functions will be consolidated within the Product & Technology Strategies Division. In addition, the Carbon Neutral (CN) new business planning function of the Carbon Neutral Strategy Division will be transferred to the Product & Technology Strategies Division.

Corporate Division [New]

- To optimize the allocation of management resources and accelerate decision-making, Isuzu will integrate the Corporate Strategy Division, Corporate Planning & Finance Division, Systems Division, and certain functions of the Administration Division to establish the *Corporate Division*.



International Sales Division

- To enhance alignment with markets and enable faster decision-making, the shipment control function of the Business Process Development Division will be transferred to the International Sales Division.

Engineering Division

- To optimize engineering functions, the CN Technology Management and the xEV System Development functions of the Carbon Neutral Strategy Division will be transferred to the Engineering Division.

Manufacturing Division

- To streamline supply-demand adjustments and strengthen logistics management functions, the production planning and logistics management functions of the Business Process Development Division will be transferred to the Manufacturing Division.

Divisions to be discontinued: Administration Division; Corporate Strategy Division; Corporate Planning & Finance Division; Systems Division; Business Process Development Division; and Carbon Neutral Strategy Division

As a result of these changes, the number of divisions will be reduced by 4 from 15 to 11.

Changes at the department level

Enterprise Risk Management Division

- To centrally manage risk information and strengthen preventive risk management, the Legal Dept., Enterprise Risk Management Dept., and Health & Safety Promotion Dept. of the Administration Division, together with the IP Management Dept. of the Product & Technology Strategies Division, will be transferred to the Enterprise Risk Management Division.

Product & Technology Strategies Division

- To consolidate alliance-related functions and accelerate decision-making, the CV Alliance Planning Dept. and the CJP Strategic Planning Dept., a department within the Corporate Strategy Division, will be transferred to the Product & Technology Strategies Division.
- To streamline development planning functions and expedite decision-making, the CN Business Planning Dept. will be transferred from the Carbon Neutral Strategy Division to the Product & Technology Strategies Division.

Corporate Division

- To optimize the allocation of management resources and accelerate decision-making, the departments of the Corporate Strategy Division, Corporate Planning & Finance Division, and Systems Division, together with the General Affairs & Governance Dept. will be transferred to the Corporate Division.

Japan Sales Division

- To integrate and enhance the efficiency of vehicle sales functions, the Special Vehicle Sales Dept. of the Industrial Solutions & Powertrain Business Division will be transferred to the Japan Sales Division.

International Sales Division

- To foster closer collaboration between the CV and LCV businesses, the LCV Business Dept. will be transferred to the International Sales Division.



- To advance initiatives reflecting regional characteristics, the Regional Management Office No. 1 will be divided into *Regional Management Office No. 1 (North America and Latin America)* and *Regional Management Office No. 2 (ASEAN)*. In addition, the current Regional Management Office No. 2 will be renamed *Regional Management Office No. 3*, and the Regional Management Office No. 3 will be renamed *Regional Management Office No. 4*.
- To strengthen strategic planning and management control functions for international sales, the Sales Planning Dept. will be divided into the *International Business Planning Dept.* and the *International Business Management Dept.*
- To enhance strategic planning functions for international parts operations, the International Parts Sales Dept. will be renamed the *International Parts Business Dept.*

Industrial Solutions & Powertrain Business Division

- To strengthen and improve the efficiency of performance testing for multi-fuel engines powered by hydrogen, gasoline, and CNG, a new *Powertrain Experiment Dept. No. 3* will be established.
- To enhance after-sales service initiatives for industrial engines, the Industrial Engine Quality Dept. will be renamed the *Industrial Engine Technical Service Dept.*

Purchasing Division

- To centralize and strengthen strategic planning functions, the Sourcing Planning & Strategy Dept. and the Alliance Dept. will be integrated to establish a new *Purchasing Project Management Dept.*

Engineering Division

- To streamline development planning functions and enable faster and more effective decision-making, the CN Technology Management Dept. and the xEV System Development Dept. No. 1 of the Carbon Neutral Strategy Division will be transferred to the Engineering Division.
- To strengthen equipment design for motors and related components, a new *xEV System Development Dept. No. 2* will be established.

Manufacturing Division

- To streamline supply-demand adjustments and strengthen logistics management functions, the Production Control & Logistics Dept. and Logistics Control Dept. of the Business Process Development Division will be transferred to and integrated within the Manufacturing Division and renamed the *Production and Logistics Management Dept.*

As a result of these changes, the number of departments will increase by 2 from 120 to 122.

[Changes in Directors of the Board as of April 1]

New position	Current position	Name
Chairman and Director of the Board	Chairman and Representative Director, CEO	Masanori Katayama
Vice Chairman and Director of the Board	President and Representative Director, COO	Shinsuke Minami
President and Representative Director, CEO	Director of the Board Managing Executive Officer CSO EVP, Corporate Strategy Division EVP, Corporate Planning & Finance Division EVP, Systems Division	Naohiro Yamaguchi



Senior Executive Vice President, and Director CHRO	Senior Executive Vice President, and Director CMzO	Shinichi Takahashi
Director of the Board Managing Executive Officer CTO EVP, Product & Technology Strategies Division	Director of the Board Managing Executive Officer EVP, Product & Technology Strategies Division EVP, CV Alliance Planning Dept.	Shun Fujimori

[Changes in Executive Officers as of April 1]

New position	Current position	Name
Senior Executive Officer CRMO EVP, Enterprise Risk Management Division	Senior Executive Officer CRMO EVP, Administration Division	Kenichi Asahara
Senior Executive Officer CSO CDXO EVP, Corporate Division	Executive Officer Chairman and CEO, Isuzu North America Corporation	Noboru Murakami
Senior Executive Officer EVP, Japan Sales Division	President and Representative Director, Isuzu Motors Syutoken Co., Ltd.	Osamu Nakamura
Senior Executive Officer CLO EVP, Manufacturing Division	Senior Executive Officer EVP, Manufacturing Division	Masayuki Umeda
Senior Executive Officer CFO SVP, Corporate Division VP, Corporate Division	Executive Officer CFO VP, Corporate Planning & Finance Division	Fumiya Yamakita
Senior Executive Officer SVP, Engineering Division VP, Engineering Division	Senior Executive Officer SVP, Corporate Strategy Division SVP, Chief Officer for External Affairs	Satoshi Okuyama
Senior Executive Officer SVP, Chief Officer for External Affairs SVP, Engineering Division VP, Engineering Division	Senior Executive Officer SVP, Chief Officer for External Affairs VP, Engineering Division	Hiroshi Sato
Senior Executive Officer Japan Sales Transformation Officer	Senior Executive Officer EVP, Japan Sales Division	Hidekazu Noto
Senior Executive Officer President and Representative Director, Isuzu Logistics Co., Ltd.	Senior Executive Officer EVP, Business Process Development Division President and Representative Director, Isuzu Logistics Co., Ltd.	Tsuguo Fukumura
Executive Officer SVP, Manufacturing Division VP, Manufacturing Division	Executive Officer VP, Manufacturing Division	Jun Konnai

[Retirement of Executive Officers as of April 1]



New position	Current position	Name
Retirement	Managing Executive Officer EVP, Carbon Neutral Strategy Division	Takashi Odaira
Retirement	Managing Executive Officer LCV Business Managing Officer EVP, LCV Business Dept.	Satoshi Yamaguchi
Retirement	Senior Executive Officer CHRO EVP, HR Division	Masato Arisawa

Changes in Directors of the Board after the Annual General Meeting of Shareholders to be held in June
[New Candidates for Directors of the Board and Candidates for Retirement]

[New Candidates]

New position	Previous position	Name
Director of the Board Senior Executive Officer CSO CDXO EVP, Corporate Division	Senior Executive Officer CSO CDXO EVP, Corporate Division	Noboru Murakami
Director of the Board Senior Executive Officer CFO SVP, Corporate Division VP, Corporate Division	Senior Executive Officer CFO SVP, Corporate Division VP, Corporate Division	Fumiya Yamakita

[Retirement candidates]

New position	Previous position	Name
Vice Chairman	Vice Chairman and Director of the Board	Shinsuke Minami

[Personnel Changes as of April 1]

VP level

New position	Current position	Name
VP, Corporate Audit Dept.	Mitsubishi Corporation	Satoshi Nakaniwa
VP, Quality Assurance Division	General Manager, Quality Assurance Dept. No. 2	Takao Kudo
VP, Product & Technology Strategies Division	VP, Carbon Neutral Strategy Division	Koji Goto
VP, Corporate Division and General Manager, Public Relations Dept.	VP, Corporate Strategy Division and General Manager, Public Relations Dept.	Takayuki Aikawa
VP, Corporate Division, VP, Manufacturing Division, and General Manager, Production & Logistics Management Dept.	VP, Business Process Development Division and General Manager, Production Control & Logistics Dept.	Daisuke Okada



New position	Current position	Name
VP, Corporate Division	VP, Systems Division	Tetsuro Tamura
VP, Corporate Division and General Manager, Digital Innovation Dept.	VP, Systems Division and General Manager, Digital Innovation Dept.	Akira Yamashita
VP, Japan Sales Division	Isuzu Motors Tohoku Limited	Tetsuji Kotani
VP, International Sales Division	General Manager, CV Alliance Planning Dept.	Yusuke Nozawa
VP, Industrial Solutions & Powertrain Business Division	UD Trucks Corporation	Yoshihide Henmi
VP, Purchasing Division	General Manager, PT Sourcing Dept.	Akira Mizuno

General Manager level

New position	Current position	Name
General Manager, Legal Dept.	Director, Administration Division	Shinji Yoshizawa
General Manager, Quality Assurance Dept.	UD Trucks Corporation	Kazutoshi Yamada
General Manager, International Service Dept.	Senior Manager, Quality Assurance Dept.	Hiroshi Nakaya
General Manager, Quality Assurance Dept. No. 2	Senior Manager, International Service Dept.	Yuzo Kubota
General Manager, CV Alliance Planning Dept.	Manager, CV Alliance Planning Dept.	Ichiro Yawata
General Manager, Accounting Dept.	Senior Manager, Accounting Dept.	Takumi Kadoi
General Manager, Japan Product Marketing Dept.	Senior Manager, Japan Product Marketing Dept.	Yoji Nohara
General Manager, Japan Distribution Control Dept.	Senior Manager, Japan Distribution Control Dept.	Yuji Nakamura
General Manager, Japan Sales Dept.	Senior Manager, Japan Sales Business Planning Dept.	Kohei Sugimoto
General Manager, Fleet Sales Dept. No. 1	Manager, Fleet Sales Dept. No. 1	Yasuhiro Koseki
General Manager, Fleet Sales Dept. No. 2	Senior Manager, CV Application Planning Dept.	Masayuki Suzuki
General Manager, Regional Management Office No. 1	Senior Manager, Regional Management Office No. 1	Shiki Ayata
General Manager, Regional Management Office No. 2	General Manager, Regional Management Office No. 1	Makoto Goto
General Manager, Regional Management Office No. 3	General Manager, Regional Management Office No. 2	Takehiro Ota
General Manager, Regional Management Office No. 3	General Manager, Regional Management Office No. 2	Yoko Nagaoka



New position	Current position	Name
General Manager, Regional Management Office No. 3	General Manager, Regional Management Office No. 2	Tomoya Nagata
General Manager, International Business Planning Dept.	General Manager, Sales Planning Dept.	Yoshitaka Murakami
General Manager, Regional Management Office No. 4	General Manager, Regional Management Office No. 3	Keisuke Shimoyama
General Manager, International Business Management Dept.	Isuzu North America Corporation	Hideki Shide
General Manager, International Parts Business Dept.	General Manager, International Parts Sales Dept.	Yusuke Azuma
General Manager, Industrial Engine Technical Service Dept.	General Manager, Industrial Engine Quality Dept.	Kazuyuki Erikawa
General Manager, Powertrain Sales Dept.	Isuzu Motors International Operations (Thailand) Co., Ltd.	Toshihiko Sasaki
General Manager, Powertrain Experiment Dept. No. 3	Senior Manager, Powertrain Experiment Dept. No. 1	Satoshi Kanekiyo
General Manager, Purchasing Project Management Dept.	Senior Manager, Cost Planning Dept.	Munenori Morimoto
General Manager, PT Sourcing Dept.	Senior Manager, Vehicle Sourcing Dept.	Tatsuya Watanabe
General Manager, Materials Dept.	Senior Manager, PT Sourcing Dept.	Keiko Enomoto
General Manager, CAE Digital Development Dept.	Senior Manager, CAE Digital Development Dept.	Kazumasa Udagawa
General Manager, Design Center	Senior Manager, Design Center	Hiroto Wakasugi
General Manager, Engineering Expertise Center	Senior Manager, Engineering Expertise Center	Hiroshi Ozawa
General Manager, I-MACS Planning Dept.	Isuzu Technical Center of America, Inc.	Hidekazu Minami
General Manager, CN Technology Management Dept.	UD Trucks Corporation	Takayuki Adachi
General Manager, xEV System Development Dept. No. 2	Senior Manager, xEV System Development Dept. No. 1	Masashi Hayasaki
General Manager, Drivetrain Product Planning & Engineering Dept.	Senior Manager, Drivetrain Product Planning & Engineering Dept.	Tsunenori Tanaka
General Manager, AS Engineering Dept.	Senior Manager, AS Engineering Dept.	Kazuya Ogawa
General Manager, xEV Electronics Engineering Dept.	Senior Manager, xEV Electronics Engineering Dept.	Motoyuki Aikawa
General Manager, Manufacturing Engineering Planning Dept.	Senior Manager, Manufacturing Engineering Planning Dept.	Kunihiko Ohira



New position	Current position	Name
General Manager, Vehicle Body Manufacturing Dept.	Senior Manager, Vehicle Body Manufacturing Engineering Dept.	Yuichi Asano
General Manager, Vehicle Manufacturing Engineering Dept.	General Manager, Vehicle Body Manufacturing Engineering Dept.	Takeo Miyazaki
General Manager, Vehicle Body Manufacturing Engineering Dept.	General Manager, Vehicle Body Manufacturing Dept.	Naoki Nishiya
General Manager, Forming Parts Engineering Dept.	Senior Manager, Forming Parts Engineering Dept.	Shogo Omura
General Manager, PT Manufacturing Dept. No. 4	General Manager, Forming Parts Engineering Dept.	Shingo Fujita

End

BIOGRAPHY

Name: Noboru Murakami
Date of Birth: September 19, 1970

[Education]

Mar. 1995 Graduated from the Faculty of Law, Sophia University

[Career Summary]

Apr. 2025 Executive Officer
Chaiman and CEO, Isuzu North America Corporation

Jan. 2023 President and CEO, Isuzu North America Corporation

May. 2022 President, Isuzu Philippines Corporation

Apr. 2020 General Manager, International Sales Dept. No. 3

Apr. 2018 President and CEO, Isuzu North America Corporation

Apr. 2016 Executive Vice President, Isuzu Commercial Truck of America, Inc.

Aug. 2014 Vice President, Isuzu North America Corporation

Apr. 1995 Joined Isuzu Motors Limited

BIOGRAPHY

Name: Fumiya Yamakita

Date of Birth: February 3, 1973

[Education]

Mar. 1996 Graduated from the Faculty of Economics, The University of Tokyo

[Career Summary]

Apr. 2025 Executive Officer

CFO

VP, Corporate Planning & Finance Division

Apr. 2024 VP, Corporate Planning & Finance Division

General Manager, Corporate Planning Dept.

Apr. 2023 VP, Corporate Planning & Finance Division

Apr. 2022 Executive, Corporate Planning Dept., Accounting Dept., and Financial Management Dept.

Jan. 2020 General Manager, Corporate Planning Dept.

Apr. 1996 Joined Isuzu Motors Limited