

Panasonic Automotive Systems Announces Personnel Changes

Yokohama, Japan, January 16, 2026 – Panasonic Automotive Systems Co., Ltd. (Headquarters: Yokohama, Kanagawa, Japan; President: Masashi Nagayasu) today announced the following organizational restructuring and executive appointments, effective **April 1, 2026**.

1. Organizational Restructuring (Effective April 1)

Since April 2025, we have been advancing global efficiency initiatives while accelerating business growth through strengthened regional operations and enhanced management governance. Under a new organizational framework aimed at achieving a global best-in-class structure, we have implemented a series of transformation initiatives across the company.

Building on the progress achieved to date and taking into account the challenges that remain, we will further evolve our organizational structure. This change is intended to accelerate customer-centric value creation and technology-driven corporate transformation, optimize resource allocation to support these priorities, and address one of our most urgent challenges ahead of the IPO—early improvement of profitability in the Japan region.

The key changes are outlined below.

(1)Establishment of the Business & Product Development Division

We will integrate the Infotainment Systems Business Division, the Mobility UX Business Division, the Charger Business Unit, and related organizations to establish the Business & Product Development Division.

This new division will be responsible for the full value chain—from planning and development through mass production—based on a unified business perspective. By breaking down organizational silos and integrating skills and resources across the former divisions, we aim to accelerate customer value creation while further improving operational efficiency.

(2)Establishment of the R&D Division

We will integrate the R&D Planning Center and the Development Division to establish a new R&D Division.

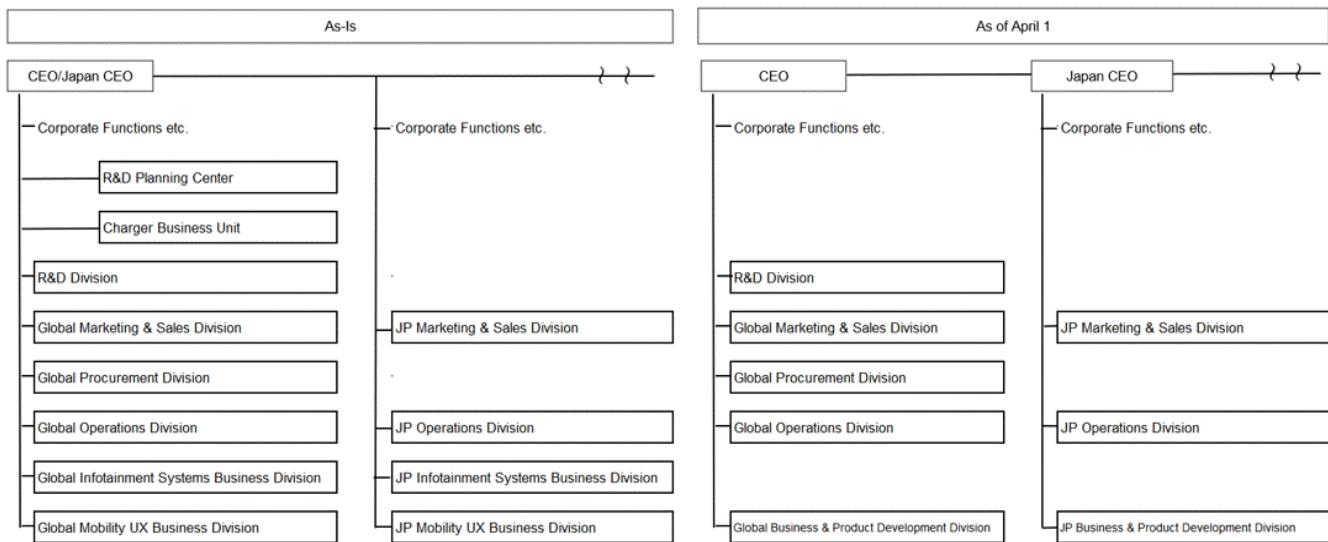
In an automotive industry where competition is increasingly technology-driven, this division will lead the creation of technology-led transformation strategies and the development of strategic, game-changing technologies to bring those strategies to life. Through these efforts, we will strengthen our foundation for sustainable growth and enhance our business competitiveness through advanced and forward-looking development initiatives.

(3)Appointment of a Dedicated Japan CEO

We will appoint a dedicated Japan CEO who will assume full responsibility for management of the Japan region.

This role is intended to accelerate profitability improvement in Japan and to build a stronger and more resilient management foundation as we move toward our IPO.

(Organization Chart)



*The Charger Business Unit will be transferred to the Business & Product Development Div.

2. Resignation of Executive Officers

(Effective March 31)

Name	Current Responsibilities
Susumu Ibaraki	Director, R&D Division
Yasuyuki Nagira	Chief Procurement Officer (CPO)
Tomoka Ohashi	Chief Human Resources Officer (CHRO), In charge of General Affairs
Keita Sasaki	Chief Legal Officer (CLO), Chief Risk Management Officer (CRO)
Takayuki Tanabe	Director, Infotainment Systems Business Division, In charge of Service Business
Yoshinori Tokuda	Japan Chief Operation Officer (Japan COO)
Tomoaki Yamaguchi	Director, Chief Marketing Officer (CMO)

3. Appointment of Executive Officers

(Effective April 1)

Title	Name
President	Masashi Nagayasu
Executive Vice President	Scott Kirchner
Executive Vice President	Masahige Mizuyama
Executive Officer	Takashi Kumagai
Executive Officer	Daisuke Matsuura (New)
Executive Officer	Hisayoshi Nakao
Executive Officer	Keiko Ohta
Executive Officer	Tsunoda Daisuke (New)

4. Responsibilities as Executive Officer

(As of April 1)

Name	Current Responsibilities	New Responsibilities
Masashi Nagayasu	President, Chief Executive Officer (CEO), <u>Chief Financial Officer (CFO)</u> , <u>In charge of DEI Promotion</u>	President, Chief Executive Officer (CEO), <u>Chief Digital Transformation Officer(CDXO)</u>
Scott Kirchner	Executive Vice President, Chief Global Operation Officer (Global COO), President, Panasonic Automotive Systems America, LLC.	Executive Vice President, Chief Global Operation Officer (Global COO), <u>In charge of Procurement</u> , President, Panasonic Automotive Systems America, LLC.
Masashige Mizuyama	Executive Vice President, Chief Technology Officer (CTO) , Chief Information Security Officer (CISO), In charge of Intellectual Property	Executive Vice President, Chief Technology Officer (CTO) , Chief Information Security Officer (CISO), In charge of Intellectual Property
Susumu Ibaraki	<u>Executive Officer,</u> <u>Director, R&D Division</u>	<u>Retirement (Scheduled to be appointed as PAS Audit & Supervisory Board Member effective April 1.)</u>
Takashi Kumagai	Executive Officer, Chief Transformation Officer (CTRO)	Executive Officer, Chief Transformation Officer (CTRO)
Yasuyuki Nagira	<u>Executive Officer,</u> <u>Chief Procurement Officer (CPO)</u>	<u>Retirement (Will continue to serve as CPO)</u>
Hisayoshi Nakao	Executive Officer, Chief Strategy Officer (CSO), Chief Information Officer (CIO), In charge of Brand Strategy and ESG Promotion	Executive Officer, Chief Strategy Officer (CSO), Chief Information Officer (CIO), In charge of Brand Strategy, ESG Promotion, <u>Human Resources</u> , and General Affairs
Tomoka Ohashi	<u>Executive Officer,</u> <u>Chief Human Resources Officer (CHRO)</u> , In charge of General Affairs	<u>Retirement</u>
Keiko Ohta	Executive Officer, <u>Director, Mobility UX Division</u>	Executive Officer, <u>Japan Chief Executive Officer (Japan CEO)</u> , In charge of MaaS Business
Keita Sasaki	<u>Executive Officer,</u> <u>Chief Legal Officer (CLO)</u> , Chief Risk Management Officer (CRO)	<u>Retirement (Will continue to serve as CLO)</u>
Takayuki Tanabe	<u>Executive Officer,</u> <u>Director, Infotainment Systems Business Division</u> , In charge of Service	<u>Retirement</u>
Yoshinori Tokuda	<u>Executive Officer,</u> <u>Japan Chief Operation Officer (Japan COO)</u>	<u>Retirement (Will continue to serve as Japan COO)</u>
Tomoaki Yamaguchi	<u>Executive Officer,</u> <u>Director, Chief Marketing Officer (CMO)</u>	<u>Retirement</u>

Name	Current Responsibilities	New Responsibilities
Daisuke Matsuura (New)	<u>Associate Director,</u> <u>Global Marketing & Sales</u> <u>Division</u>	<u>Executive Officer,</u> <u>Chief Marketing Officer (CMO), In</u> <u>charge of India Business Strategy</u>
Daisuke Tsunoda (New)	<u>Director,</u> <u>Charger Business Unit</u>	<u>Executive Officer,</u> <u>Director, Business & Product</u> <u>Development Division</u>
To be appointed externally effective March 1.	-	<u>Executive Officer,</u> <u>Chief Financial Officer (CFO), In</u> <u>Charge of Legal and Risk</u> <u>Management</u>

Underline: Changed responsibilities

5. Appointment of CxO and Related Personnel
(Effective April 1)

Name	New Responsibilities
Eriko Tochitani *1	Chief Human Resources Officer (CHRO), In charge of DEI Promotion
Koichiro Togao *2	Director, R&D Division

Current Responsibilities

- * 1: Human Resources Management Department
- * 2: R&D Planning Center

6. Appointment of Audit & Supervisory Board Member
(Effective April 1)

Title	Name
Audit & Supervisory Board Member	Susumu Ibaraki

The appointment of corporate auditors on April 1 will be formally decided at the extraordinary general meeting of shareholders.

About Panasonic Automotive Systems Co., Ltd.

Headquartered in Japan, Panasonic Automotive Systems Co., Ltd., (PAS) is a global company with subsidiaries in eight other countries and, as a Tier 1 company, it provides advanced proprietary technologies such as infotainment systems to automakers in Japan and overseas, helping to create comfortable, safe, and secure automobiles. PAS is committed to meeting the expectations of its customers around the world with technologies that stand by people in pursuit of its corporate vision of becoming the “Joy in Motion” design company.

We are changing our company name and brand to Mobitera Inc., effective April 1, 2027.
To learn more about our company, please visit <https://automotive.panasonic.com/en>

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