



February 7, 2022

Name of company: MABUCHI MOTOR CO., LTD.
 Representative: Hiroo OKOSHI
 Representative Director, President
 and CEO
 (Securities code: 6592)
 Contact: Tadahito IYODA
 Director, Executive Officer, General
 Manager - Corporate Communication
 Department
 (Tel: +81-47-710-1127)

**Notice Regarding Changes in Representative Directors (including Change in President) and
 Executive Officers**

MABUCHI MOTOR CO., LTD. (the “Company”) hereby announces that the Board of Directors meeting held on February 7, 2022 resolved the preliminary approval of changes in its Representative Directors (including change in President) and its Executive Officers as follows, based on the results of deliberations by the Nominating Committee, an advisory committee to the Board of Directors.

These changes will officially come into effect upon approval at the 81st Ordinary General Meeting of Shareholders, which is scheduled to be held on March 30, 2022, 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 and CEO	Representative Director, President and CEO
Masato ITOKAWA	Retirement*	Representative Director and COO
Shinichi TANIGUCHI	Representative Director, President and COO	Director

* Masato ITOKAWA will provide advice to a new management team as requested as a senior advisor after his retirement. He will not be involved in the management and decision-making of the Company.

(2) Reason for Changes

The current President, Hiroo OKOSHI, was appointed as the fourth President counting from the founder, Kenichi MABUCHI, in March 2013, the 60th anniversary of our founding. Since his assumption, the Company achieved sales growth and improvement of profitability, and established our market position in the automotive electronics field by evolving the existing standardization strategy and developing an application-specific standardization in the field of motors for medium-sized automotive electronics such as power windows, power seats and parking brakes, etc. The Company also made significant progress in shifting its product portfolio to high value-added fields through the development of brushless motors and motor units, and M&A of medical motor manufacturers. In addition, the Company established its first production base outside of Asia in Mexico, followed by the establishment of a production base in Poland and a regional control company in China. We believe the Company is making a positive progress on the establishment of the world 5 polar business system, which we had considered as our mission. Aiming for continuing these reform efforts and realizing the long-term management policy toward 2030, we have acknowledged the necessity to move forward with the transition to a management structure in which the next generation plays a central role in management. Therefore, we have decided to pass the baton to the next generation regarding the President, and Mr. OKOSHI, the new Chairman, will continue to serve as CEO. Shinichi TANIGUCHI, who will take over the responsibilities of the President, has been supporting the reformation by Mr. OKOSHI from the aspect of technology, while gradually increasing his role: he had been in charge of the manufacturing subsidiary in China since 2013, became an Executive Officer and General Manager of the manufacturing division in 2018, and became a Director in 2019. In addition to his knowledge of product development and production technology, Mr. TANIGUCHI has a global perspective and insight through his more than 10 years of experience working overseas. We believe, therefore, he is the right person to lead the Company's management in the future, when accurate and prompt decisions are required in a rapidly changing business environment.

After the transition to the new management structure in March this year, under the leadership of Mr. OKOSHI, the new Chairman and CEO, and Mr. TANIGUCHI, the new President and COO, we will mobilize the full power of the Mabuchi Group and aim to put into practice the "Contributing to International Society and Continuously Increasing our Contribution" set in our Corporate Principle, as well as 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 and Supervisory Committee members)

Name	New Position	Present Position
Hiroo OKOSHI	Representative Director, Chairman and CEO	Representative Director, President and CEO
Shinichi TANIGUCHI	Representative Director, President and COO	Director
Hirotarō KATAYAMA	Director	Same as left
Tadahito IYODA	Director	Same as left
Kazuaki MIYAJIMA	Director	Newly appointed
Toru TAKAHASHI	Director	Newly appointed
Naoki MITARAI	Outside Director	Same as left
Kazuhiko TSUTSUMI	Outside Director	Same as left
Jody L. ONO	Outside Director	Same as left

3. Directors to be Retired

Name	Present Position
Masato ITOKAWA	Representative Director and COO
Takashi KAWAMURA	Director

4. Changes in Executive Officers

(1) Change of Responsibility

Name	New Position	Present Position
Shinichi TANIGUCHI	President and COO, in charge of Internal Controls	Managing Executive Officer, Chief Technology Officer
Hirotarō KATAYAMA	Senior Managing Executive Officer, Chief Officer of Subsidiaries, Senior General Manager - Consumer and Industrial Product Business Unit	Managing Executive Officer, Assistant President, Chief Officer of Subsidiaries, Chief Administrative Officer and in charge of Purchasing
Tadahito IYODA	Managing Executive Officer, Chief Administrative Officer, in charge of Corporate Strategy	Executive Officer, Senior General Manager – Corporate Planning Headquarters, General Manager – Corporate Communication Department
Tsuyoshi NAKAMURA	Managing Executive Officer in charge of Sales, Senior General Manager – Automotive Product	Managing Executive Officer in charge of Sales, Senior General Manager – Automotive Product

	Business Unit 2	Business Unit 2, Chief Regional Officer in Europe
Satoshi SUZUKI	Executive Officer in charge of Information Technology, Senior General Manager – Business Platform Innovation Headquarters	Executive Officer in charge of Information Technology, Senior General Manager – Business Platform Innovation Headquarters, General Manager – Engineering Management Department
Tomofumi IMAMURA	Group Executive Officer, Chief Regional Officer in Europe (As Chief Regional Officer, continued to serve as Chairman of Electromag SA)	Group Executive Officer, Chairman of Electromag SA

(2) Newly Appointed

Name	New Position	Present Position
Kazuaki MIYAJIMA	Executive Officer, Chief Technology Officer	Associate Director, Manufacturing Headquarters
Toru TAKAHASHI	Executive Officer, Senior General Manager – Purchasing and Operations Control Headquarters	Senior General Manager – Purchasing and Operations Control Headquarters
Katsumi KOBAYASHI	Executive Officer, Deputy Chief Administrative Officer, Senior General Manager – Human Resources and General Affairs Headquarters	Senior General Manager – Human Resources and General Affairs Headquarters
Hiroaki WATANABE	Executive Officer, Senior General Manager – Corporate Planning Headquarters	Deputy Senior General Manager – Purchasing and Operations Control Headquarters
Makoto KIMURA	Group Executive Officer, Mabuchi Motor Mexico S.A.DE.C.V President	Mabuchi Motor Mexico S.A.DE.C.V President

(3) Retirement

Name	Present Position
Masato ITOKAWA	Senior Managing Executive Officer in charge of Internal Controls, Chief Quality and Environmental Officer

Takashi KAWAMURA	Executive Officer, Assistant COO, Senior General Manager – Consumer and Industrial Product Business Unit
------------------	--

(4) Change in Associate Director

Name	New Position	Present Position
Seiichi WATANABE	Associate Director, General Manager – Mabuchi Learning Institute	Associate Director, Corporate Planning Headquarters

5. Other

Please refer to “Appendix 2” for the new board organization as of March 30, 2022.

<Appendix 1> Profile of candidate for new Representative Director and President

[Candidate for new Representative Director and President]

New Position	Representative Director, President and COO	
Name	Shinichi TANIGUCHI	
Date of birth	February 16, 1965	
Place of birth	Chiba prefecture	
Academic Background	March 1987	Bachelor of Science and Technology, Nihon University
Career	April 1987	Joined MABUCHI MOTOR.CO., LTD.
	December 1987	Production Engineering Department, MABUCHI TAIWAN CO., LTD.
	January 1997	Manager, Manufacturing Engineering Section, Mabuchi Motor Vietnam Ltd.
	April 2005	Assistant General Manager, Business Administration Department, Power Unit Motor Division
	October 2005	General Manager, Research and Development Department ² , Research and Development Headquarters
	December 2013	President, MABUCHI MOTOR(JIANGSU) CO., LTD.
	January 2018	Deputy Senior General Manager, Product Development Headquarters
	March 2018	Executive Officer, Deputy Senior General Manager - Product Development Headquarters
	July 2018	Executive Officer, Senior General Manager - Manufacturing Headquarters
	March 2019	Director, Executive Officer, Chief Technology Officer, Senior General Manager - Manufacturing Headquarters
	March 2020	Director, Managing Executive Officer, Chief Technology Officer, Senior General Manager - Manufacturing Headquarters
	March 2021	Director, Managing Executive Officer, Chief Technology Officer (present)
Number of Company's shares held	14,912 (as of December 31, 2021)	

< Appendix 2> The new board organization as of March 30, 2022 (scheduled)

1. Directors (excluding Directors who are Audit and Supervisory Committee members)

Representative Director, Chairman and CEO	Hiroo OKOSHI (Promoted)
Representative Director, President and COO	Shinichi TANIGUCHI (Promoted)
Director	Hiroto KATAYAMA
Director	Tadahito IYODA
Director	Kazuaki MIYAJIMA (Newly appointed)
Director	Toru TAKAHASHI (Newly appointed)
Outside Director	Naoki MITARAI
Outside Director	Kazuhiko TSUTSUMI
Outside Director	Jody L. ONO

2. Directors who are Audit and Supervisory Committee members

Director Full-Time Audit and Supervisory Committee member	Kazuyuki SOMEYA
Outside Director Audit and Supervisory Committee member	Takashi ASAI
Outside Director Audit and Supervisory Committee member	Kyoko UEMURA
Outside Director Audit and Supervisory Committee member	Yoko TOYOSHI

3. Executive Officers and Responsibility

President and COO, in charge of Internal Controls	Shinichi TANIGUCHI (Promoted)
Senior Managing Executive Officer, Chief Officer of Subsidiaries, Senior General Manager – Consumer and Industrial Product Business Unit	Hiroto KATAYAMA (Promoted)
Managing Executive Officer, Chief Administrative Officer, in charge of Corporate Strategy	Tadahito IYODA (Promoted)
Managing Executive Officer in charge of Product Development, Senior General Manager – Automotive Product Business Unit	Eiji UENISHI
1	
Managing Executive Officer in charge of Sales, Senior General Manager – Consumer and Industrial Product Business Unit	Tsuyoshi NAKAMURA
Executive Officer, Chief Technology Officer	Kazuaki MIYAJIMA (Newly appointed)

Executive Officer, Senior General Manager – Purchasing and Operations Control Headquarters	Toru TAKAHASHI (Newly appointed)
Executive Officer, Senior General Manager – Manufacturing Headquarters	Toru SHIBASAKI
Executive Officer, Deputy Chief Administrative Officer, Senior General Manager – Human Resources and General Affairs Headquarters	Katsumi KOBAYASHI (Newly appointed)
Executive Officer in charge of Accounting and Finance	Takumi TOMITA
Executive Officer in charge of Information Technology, Senior General Manager – Business Platform Innovation Headquarters	Satoshi SUZUKI
Executive Officer, Senior General Manager – Corporate Planning Headquarters	Hiroaki WATANABE (Newly appointed)
Group Managing Executive Officer, Chief Regional Officer in China	QUAN Da Yong
Group Executive Officer, Chief Regional Officer in Europe	Tomofumi IMAMURA
Group Executive Officer, Deputy Chief Regional Officer in China	SHU Zheng
Group Executive Officer, Mabuchi Motor Vietnam Ltd. Chairman and President, Mabuchi Motor Danang Ltd. Chairman	Hoang SON
Group Executive Officer, Mabuchi Motor Mexico S.A.DE.C.V President	Makoto KIMURA (Newly appointed)

4. Associate Director and Responsibility

Associate Director, General Manager – Mabuchi Learning Institute	Seiichi WATANABE
--	------------------