

People

STRENGTHENING HUMAN CAPITAL

Recognizing Social Issues

As the working population continues to decline, it is expected to become increasingly challenging to recruit human resources in Japan. In particular, competition for human resources with digital skills is intensifying. The way people think about work is also changing. It is necessary to promote measures to retain employees, such as introducing new workstyles and offering an opportunity to work globally.

Mazda's Approach to Resolving Issues

Reasons for Addressing Social Issues

On the path to 2030, our business initiatives must keep pace with our activities for the sustainability of the Earth and society as they are an inseparable part of corporate sustainability. Mazda's contribution to tackling environmental and societal issues, and its efforts to create unique value, are fueled by the power of the people who work for the Mazda Group.

Mazda recognizes that people are its most important resource and aims to be a company staffed by people who are uplifted by work. In accordance with Mazda's approach of "co-creation with others," Mazda respects the diversity of its employees from various backgrounds, including race, nationality, faith, gender, social status, family origin, age, mental or physical disability, sexual orientation, and gender identity. By pursuing positive and rewarding work environment to respond to changes in the working population and working styles, Mazda aims to be an attractive company where each employee can work with pride and energy.

Approach to Resolving Social Issues

To create a virtuous cycle of growth, employment, and distribution, Mazda shares returns—the outcomes of growth—with stakeholders while ensuring sustained employment and equitable returns for its employees. Specifically, Mazda will share equitable return with its employees, including raising wages in a flexible manner, in consideration of the latest state of the Company, from the perspectives of employment stability, quality of life, and human resources development. Another form of sharing returns that is currently being planned and implemented is investment in employees, such as through training, alongside better compensation and benefits. One example that is already underway is investment in training our employees to develop digital skills. Going forward, Mazda will continue investing in its people, through supporting their development of new capabilities that will lead to corporate growth, and will continue encouraging employee success and growth.

People Development Concept and Future Vision

Passion: Uplifted Employees

Mazda firmly believes that energizing each and every employee, holding discussions to convince them all of the positive emotions associated with creativity, growth, diversity, and empathy—and the ideas that come from these—and having them think for themselves about how to achieve those, is how it can maximize the potential of its employees, and that this will tie in to corporate growth.

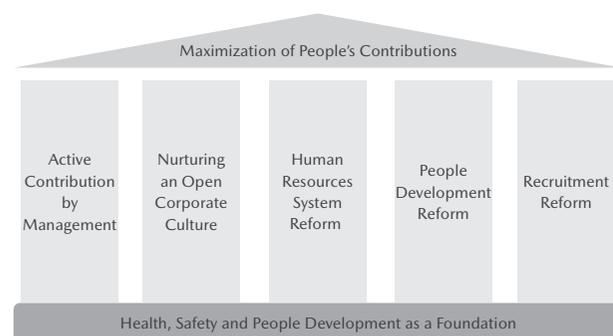
Ideal: Employees Who Co-create Uplifting Experiences with others from Outside the Company

Mazda's Purpose is to "enrich life-in-motion for those we serve," and in line with this, all employees try to deliver uplifting experiences through their business activities, such as those related to Monozukuri (engineering and manufacturing) or Tsunagarizukuri (creating human connections), through enjoyment and emotion for customers and everyone else connected to the Company. To that end, employees who want to gain a deeper understanding of societal norms and expectations so that they can provide value that will awe by going even further, are more needed than ever before. Specifically, through an uplifting atmosphere for employees, it is vital that Mazda creates a culture of listening to opinions, considering what can be done, and taking on challenges. In short, expanding upon the "Tomoiku" concept in the Mazda Way—is indispensable. In both Monozukuri and Tsunagarizukuri, Mazda's efforts are human-centered. The Company's approach to Hitozukuri, meanwhile, places added emphasis on a human-focused philosophy that forms the basis for fostering a culture like the one described above.

Initiatives for Maximizing People's Contributions

Mazda believes that new value is created when all employees are working while feeling motivated and energized based on mutual understanding and trust. Mazda has established five pillars for maximizing people's contributions and has defined measures for each of the pillars and is implementing them. Mazda supports employee success and growth as well as development of employees' skills and capabilities, which lead to corporate growth.

Five pillars of efforts to maximize people's contributions



Active Contribution by Management

One of the foundations for maximizing employee contribution is ensuring an environment where management can support all of its people one-on-one for their growth and success. At Mazda, management roles and responsibilities are defined in a management handbook and shared with all managers through role-specific training.

Management Support Program*1

Under this six-month-long, workplace-focused program, all members of management learn and put into practice their management roles. During the program, there is a targeted approach to enhance the quality of dialogue, and to establish vertical and horizontal connections based on takeaways from coaching with divisional and departmental general managers and open and honest dialogue among middle managers so that they can collectively address issues in their workplace by approaching them from the "people aspects" of Mazda's defined management roles. Between July 2019 and June 2023, the program has been carried out in 11 divisions and 49 departments.

Global Leader Development Committee*2

In this committee, senior leaders of Mazda Motor Corporation and its Group companies discuss and decide on people exchange and development plans with the aim of developing and optimizing the assignment and contribution of people who will lead business globally in every field of Mazda business over the medium and long term.

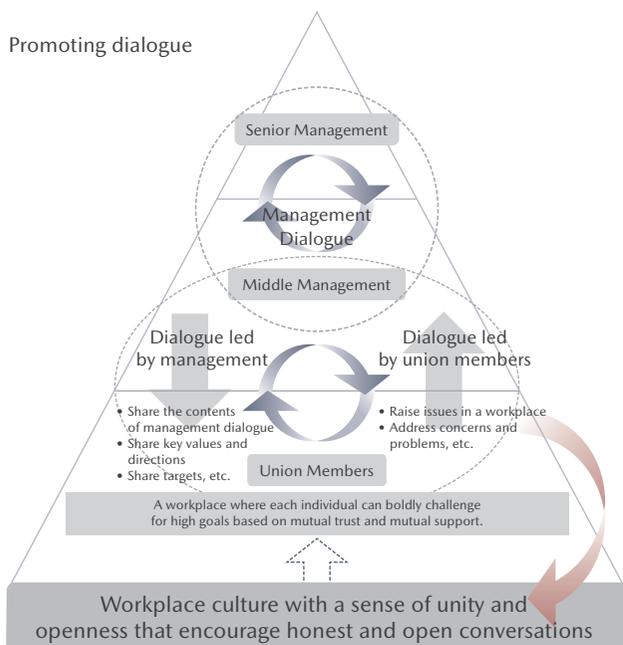
*1 Initiatives at Mazda Motor Corporation

*2 The Personnel Development Committee (PDC) comprises three committees: PDC1, which covers personnel in domestic and overseas global companies; PDC2, which covers the personnel in middle management of Mazda Motor Corporation; and PDC3, which covers employees of Mazda Motor Corporation excluding PDC1 and PDC2 level.

Nurturing an Open Corporate Culture

The foundation of Mazda's people-related initiatives is good communication. This can only be achieved if employees are working toward the same goals and targets, are determined to have open dialogue with one another, and have an attitude of trusting, helping, and understanding one another. Mazda is driving efforts to create an open corporate culture where people have open and honest consultations, so that there is mutual understanding, trust, and support.

Promoting dialogue



Dialogue between Labor and Management*1

At Mazda, labor unions and management work together to create opportunities for dialogue. The Company also thinks that psychological safety is created when management and employees recognize each other and continue to see and address the same issues. It is important to accelerate and elevate such two-way dialogue, which will lead to the nurturing of an open workplace culture.

Management Dialogue

Since April 2020, a total of 35 sessions have been held for dialogue between corporate officers and managers with the following aims:

- Ensure efforts for process re-assessment and improvements take root as a strength of Mazda's culture instead of making it a one-off activity during the pandemic through repeated initiatives to strengthen dialogue (as a strengthening of the Mazda Way).
- Share senior leaders' points of view on the corporate message, announcements, and media coverage to mitigate employee's anxieties, questions and doubts so as to nurture environments and a culture in which they can focus on what they can and should do through repeated and enhanced dialogue between managers and officers.

Initiatives toward Organizational Culture Reforms

In order to foster an organizational climate where every employee is excited to work, in March 2023 Mazda started initiatives to turn the current top-down organizational culture to one that shines a light on the frontlines and where the higher echelons of management support them. Through these initiatives, Mazda is driving cultural reforms throughout the Company.

Global Employee Survey

Mazda conducts employee surveys on a continual basis to identify employees' work motivation and working environments. The feedback is used to make further improvements.

The survey results are reported to top managements of Mazda and its Group companies at home and abroad, and the key outcomes are disclosed to employees. The results for each division/company are fed back to its management-level members, who are thereby encouraged to develop improvement plans as part of the PDCA (plan-do-check-act) cycle.

To more accurately grasp the state of people and organizations that contribute to the delivery of its Corporate Vision,*2 Mazda revised the survey items in FY March 2018. The revised survey was commenced in May 2018. (P121)

*1 Initiative at Mazda Motor Corporation
*2 https://www.mazda.com/globalassets/en/assets/sustainability/policy/corporate_vision_e.pdf

Human Resources System Reform

| Extending the Retirement Age*¹

Mazda has overhauled its retirement system and, beginning in April 2022, raised the retirement age in stages, eventually extending it to 65 in FY March 2031, and has implemented related measures.*²

Through these measures, the Company has established a system in which all employees of all generations can make the most of their ability and continue to make a full contribution with full motivation and energy. Seasoned employees use the experience, expertise, and skills they have built up to expand their opportunities both in the Company and in their communities and society. Mazda has developed an environment that can support autonomous career development and choices for employees who have reached the age of 60 through discussions with workplace supervisors about their current works and future career opportunities. In FY March 2023, more than 1,000 employees aged 60 or over had discussions with their supervisors.

| Remote-work System*¹

As part of workstyle changes triggered by the pandemic, Mazda reviewed its conventional work-from-home system, and in October 2020 introduced a new remote-work system. Mazda aims to achieve a highly efficient, high-performance workstyle by skillfully combining workplace attendance and remote working as a workstyle that can maximize organizational and workplace performance.

People Development Reform

The key concepts behind Mazda's people development reform are autonomy, growth, and support.

It aims to transform the company into a workplace and learning environment where each employee is respected and where they can grow and succeed even more than before, using their work at Mazda as a stage to shine, with a smile on each face.

| Developing Human Resources with Digital/IT Skills*¹

Mazda is investing in company-wide training for human resources with digital skills that can take full advantage of AI, and will work to raise its overall digital literacy.

Utilizing programs from Aidemy Inc. and working with other partners,*³ Mazda is pressing forward with reforms to ensure that by 2025 all indirect employees will have a certain degree of proficiency in AI and IT and can take on more advanced AI applications. The Company also aims to double productivity by 2030 by re-evaluating and redefining work processes, without just applying tools, and is moving ahead with a shift to work that will add even more value.

| Mazda Business Leader Development (MBLD)

MBLD is a business meeting unique to Mazda, one in which top management shares messages from senior leaders with all employees, and opinions and ideas are exchanged on Mazda's business path. In June 2023, the meeting was held for the first time in 4 years, and 159 members of management (of division general manager class and above) attended from within and outside Japan. At the meeting, the participants discussed various challenges that Mazda is faced with and the directions of the initiatives by re-confirming where Mazda currently stands and asking what it takes to deliver Mazda's 2030 Vision. In the future, through the active participation of all employees in MBLD, Mazda will link these efforts into encouraging understanding and actions, and to transforming awareness and behavior.

Recruitment Reform

The recruitment environment is becoming more challenging, and so Mazda is reforming to recruitment activities that focus on being selected by those who empathize with the Company's desired direction. In terms of mid-career recruitment, Mazda is bolstering its recruitment activities in the greater Tokyo metropolitan area, and as well as holding workshops and briefing sessions, in areas where the need for specialist human resources is particularly high, the Company is allowing workstyles that don't tie employees down to a set working location. As part of new graduate recruitment activities, Mazda is running summer and winter internship programs, calling attention to the appeal of a job at Mazda.

*¹ Initiative at Mazda Motor Corporation
 *² Review of the re-employment system for the employees reaching the retirement age, introduction of retirement age options, etc.
 *³ Udacity, Inc., Secondmind Ltd. and so on.

Fundamental Human Resources Development

To maximize the performance of its human resources, Mazda is promoting their development. It will do this through measures such as creating an organizational culture based on shared values, developing human resources systems that offer optimal work and environments that support employee growth and active participation, implementing human resources development on a global basis, and promoting diversity.

Mazda Way

In FY March 2009, Mazda summarized seven basic principles and values handed down within the Company over time and defined these as the Mazda Way.

Employees' attitude and behavior based on the Mazda Way are utilized as competency evaluation items to encourage their further growth. On the occasion of celebrating its 100th anniversary, Mazda provided all employees with an opportunity to look back on the Company's history, which constitutes the foundation of the Mazda Way. The Company continues to promote measures to ensure that the Mazda Way can easily be put into practice by employees.

Seven Principles of the Mazda Way

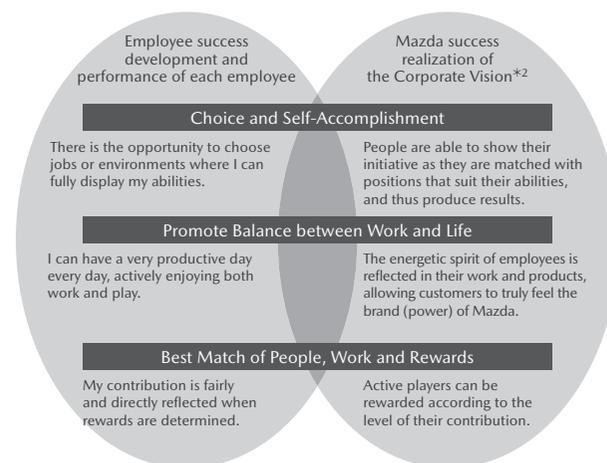
- **INTEGRITY**
We keep acting with integrity toward our customers, society, and our own work.
- **BASICS/FLAWLESS EXECUTION**
We devote ourselves to the basics, and make steady efforts in a step-by-step fashion.
- **CONTINUOUS KAIZEN**
We continue to improve with wisdom and ingenuity.
- **CHALLENGER SPIRIT**
We set a high goal, and keep challenging to achieve it.
- **SELF INITIATIVE**
We think and act with "self initiative."
- **TOMOIKU**
We learn and teach each other for our mutual growth and success.
- **ONE MAZDA**
We think and act with the view of "Global" and "One Mazda."

Human Resources System That Supports Employee Growth and Active Participation Tobiuo*¹

Mazda uses the Tobiuo human resources system to provide the appropriate jobs and environments where each employee can demonstrate their best performance and to support their development and success.

Specifically, a wide variety of human resources measures are actively deployed based on the system's three pillars of "Choice and Self-Accomplishment," "Promote Balance between Work and Life," and "Best Match of People, Work and Rewards."

The Three Pillars of Tobiuo



Choice and Self-Accomplishment

Mazda provides various opportunities for employees to take the initiative in setting their own growth and performance goals and doing their best to achieve them, so that ultimately, such efforts will bring great results to the Company. Mazda offers a range of education and training programs to support employees develop their careers and improve their skills according to their job types and positions. These programs are for Mazda and its Group companies in Japan and overseas to manufacture and sell products of the same quality in all countries and regions, by sharing the same objectives.

Promote Balance between Work and Life*¹

Mazda is working on a variety of programs to enable its employees—a diverse range of people with different values and lifestyles—to enjoy their works and find a healthy balance between their works and personal lives.

- Promotion of understanding of various measures to help employees achieve a better life-work balance (📄 P118): To promote understanding of various measures, the Company provides explanations in management skills training programs, and in the section "Compass for Work and Rewards of Employees" on the intranet about support measures designed for each life event.
- Review of the contents of the working regulations: The contents are reviewed in accordance with changes in the social environment. Amid the novel coronavirus (COVID-19) pandemic, taking into account changes in infection status, the Company has taken various infection prevention measures, including easing conditions for working from home.
- Efforts to reduce excessive working hours: With the aim of making conscious efforts to reduce excessive working hours by streamlining operations, the Company has implemented various measures targeting divisions not directly connected with production, including the designation of no-overtime days and mandatory lights-out times since 2007.

Best Match of People, Work and Rewards

Mazda has put in place a system to ensure that each employee understands his/her work evaluation results and ability level assessments, and feels that his/her growth and performance are appropriately reflected in his/her compensation. Specifically, since 2003, instead of using gender, age, nationality, or years of service as criteria, employees are graded according to their ability level (production and medical staff) and work level (administrative and engineering staff), so that individual employee's performances are directly reflected in his/her base salaries and bonuses. In wage determination, Mazda is in compliance with local laws and regulations in each region both in Japan and overseas. Moreover, it also takes the Company's current circumstances and societal trends into consideration—from the perspectives of employment stability, improvements to quality of life, and human resources development—when making decisions.

*1 Initiatives at Mazda Motor Corporation

*2 https://www.mazda.com/globalassets/en/assets/sustainability/policy/corporate_vision_e.pdf

Competency Evaluation System*¹

Once a year, Mazda carries out a competency evaluation, to evaluate the work attitude and behavior of administrative and engineering staff. Based on the seven principles of the Mazda Way, a subjective evaluation is carried out to assess the work attitude and behavior that the employee is expected to improve (competency evaluation items), from the employee's own perspectives and from the perspectives of his/her supervisors, and for managers and above, also from the perspective of subordinates/colleagues/partner companies (multidimensional feedback). Feedback on the evaluation results is given to the employee by supervisors at the career meetings, at which they discuss future issues to be addressed.

The competency evaluation system is used as an effective tool for supporting the employee's personal development and successful performance. The evaluation results are used as a reference for effective company-wide positioning of personnel.

Career Challenge (In-House Recruitment/FA) System*¹

As part of the Career Challenge System, Mazda advertises for the requisite work experience and skills it requires and runs an in-house recruitment system for employees who want to take on the challenge of a new position.

Briefing sessions on in-house recruitment are held, with many employees considering applying for the system participating online. They actively exchange information with the personnel from various departments that called for applicants for specific assignments. Each time applications are invited, there are a large number of applicants. Mazda will continue to periodically implement this system to provide employees with an opportunity to think about their own career development.

Personnel Development Initiatives

Mazda Technical College (Two-Year Course)*¹

Mazda Technical College, approved by the Ministry of Health, Labour and Welfare, is an in-house education institution offering courses to high school graduates and selected employees in order to cultivate human resources that can play a central role in manufacturing at Mazda. Those who complete the two-year program are assigned to various divisions, from research and development to manufacturing, and thrive at various vehicle manufacturing sites.

- Number of present students: 101 (as of April 1, 2023)*²
- Total number of graduates (among present employees): 1,590 (from April 1988 to March 2023)

Recruitment Approach

Maintaining Global Employment and Recruitment

The Mazda Group conducts recruitment activities to employ the personnel suited to each country and region. Particularly production sites strive for the maintenance and management of appropriate employment, with an understanding that such practices have great impact on the local economies. In Japan, the Company has maintained the production volumes and related employment at manufacturing sites in Hiroshima and Yamaguchi prefectures. Overseas, initiatives are under way to improve the operation rate of plants in Mexico and Thailand. In addition, amid the commencement of operations by Mazda Toyota Manufacturing (MTM) in the United States, each of the Group companies promotes employment maintenance and recruitment activities tailored to the labor practices of each country/region.

Systems to Enable Limited-Term Employees in Manufacturing Operations to Become Fulltime Employees and Mazda Workers' Union Members*¹

Achievement of a workplace in which limited-term employees can feel fulfilled with their work. A system has been put in place for limited-term employees who have worked for six months or more at Mazda to become full-time employees. In addition, limited-term employees who have worked for six months or more and had their contracts renewed can become members of the Mazda Workers' Union. Through these and other initiatives, the Company is cultivating a sense of oneness among employees with different employment styles as it aims to cultivate a vibrant environment where employees can enjoy their work.

*¹ Initiatives at Mazda Motor Corporation

*² Including 11 students from Group companies or suppliers

Realization of Diversity

Mazda respects the diversity of its employees, and the Company aims to foster a corporate culture in which every employee can express his/her individuality while working alongside others to contribute to the Company and society. Mazda also works on a variety of programs to enable its employees—a diverse range of people with different values and lifestyles—to enjoy their work by finding a healthy balance between their work and personal lives.



Initiatives for Sexual Minorities (P61)

Promoting Female Advancement*1,2

Through enhancement of measures promoting work-life balance and other initiatives, Mazda is striving to cultivate a workplace in which women can work comfortably. In 2021, based on the Act of Promotion of Women's Participation and Advancement in the Workplace, and the Act on Advancement of Measures to Support Raising Next-Generation Children, the Company set the goals of increasing the number of female managers to 100 by the end of FY March 2026 (approximately four times the number in FY March 2015) and increasing the number of male employees taking child-rearing leave to 80 annually the end of FY March 2026 (approximately two times the number in FY March 2021), and it submitted business owner's action plans to the authority concerned. In FY March 2023, the number of female managers totaled 65 (approximately 3.1 times the number in FY March 2015). Mazda has decided that to reform its organizational culture, it is necessary to further promote diversity, which starts with increasing the number of female managers. As such, it has amended its target for FY March 2026 to 100 female managers. In FY March 2023, as part of the Company's efforts to promote female participation, female employees were able to learn about such participation and the need for diversity by speaking to women working as managers at other companies. As well as gaining clues about respective ways of working and growth from participation role models, female employees and their bosses also underwent training to help with their career development. Elsewhere, the number of male employees taking child-rearing paid leave was 117 (3 times the number in FY March 2021), showing steady growth. Mazda also newly established a paternity leave system for immediately after a child's birth, which covers the eight weeks after birth, in line to the October 2022 revision to the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring

for Children or Other Family Members. As this paternity leave system is not mandated, i.e., employees need to request it, whether or not they take it will largely come down to feeling able to do so, and so Mazda is working to publicize internal case studies. In the future, Mazda will continue to draw up and implement individual development plans for female candidates for middle and above management positions and initiate company-wide activities to publicize, review and raise awareness of the child-rearing paid leave system among all staff, including male employees, thus pushing forward with efforts to further promote the opportunities for female employees.

Employment and Empowerment of Those with Special Needs*1

Mazda steadily and continuously recruits employees with special needs. To ensure that each employee can demonstrate his/her best performance, the Company has established the Physical Challenge Support Desk, which offers consultations on various matters to employees with special needs, in support of a comfortable working environment for them. At the same time, Mazda has employed two certified sign-language interpreters to further ensure provision of information to people with hearing impairments (as of April 2023). In FY March 2014, the Company was certified as an Ai Support Company/Organization under the Ai Support campaign,*3 by Hiroshima Prefecture. Mazda participates in this campaign with the aim of helping realize a society where all people can live in harmony and in comfort, regardless of whether they are with or without special needs. Since FY March 2015, the Company has also registered itself with the "special support school employment support unit Hiroshima"*4 to carry out the internship program for intellectually challenged students, as part of its collaboration with the local community to promote employment of people with special needs. As a result of these initiatives, Mazda has seen an increasing number of employees with special needs being recognized as Excellent Workers with Disabilities by the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers. Mazda has also worked to promote active inclusion of people with disabilities, and in January 2021, it joined The Valuable 500, an international initiative to promote disability inclusion. The Valuable 500, launched at the World Economic Forum's Annual General Meeting in January 2019, aims to inspire business leaders to make changes for disability inclusion that will enable people with disabilities to realize their potential value in the areas of business, society

and economy. In support of this aim, the Company will promote and strengthen its efforts in line with the commitments it has established as to Mazda's Corporate Vision,*5 employment and empowerment of people with disabilities, and products and services that consider the needs of people with disabilities.



*1 Initiatives at Mazda Motor Corporation

*2 Data of Mazda shown in the Database on Promotion of Women's Participation and Advancement in the Workplace organized by Ministry of Health, Labour and Welfare <https://positive-ryouritsu.mhlw.go.jp/positivedb/detail?id=754> (Japanese only)

*3 "Ai" is Love in English. The Ai Support campaign is intended to certify companies and organizations that recommend their employees to read the textbook "Let's Learn about and Live with People with Special Needs," and to participate in Ai Supporter training programs.

*4 A program to promote the employment of special school students through collaboration between local companies and Hiroshima Prefecture.

*5 https://www.mazda.com/globalassets/en/assets/sustainability/policy/corporate_vision_e.pdf

Industrial Relations

Mazda has a standing labor agreement with the Mazda Workers' Union.*1 The Company builds relationships in which everyone thinks and works together with the Union to build environment contributing to all stakeholders. The Company and the Union held discussion on such themes as personnel affairs, production and sales once or twice a month.

A discussion with the Mazda Workers' Union is also held regarding operation changes which may have a significant impact. The information about operation changes should be shared with employees with sufficient lead time. Moreover, various measures for discussion with labor are ready in entire Mazda Group to maintain and develop positive labor relations.

- Group companies in Japan

Regularly exchanges information and engages in active discussions with the Federation of All Mazda Workers' Unions.

- Group companies oversea

Measures for discussion with labor are ready based on the labor practices in each country and region. (There was no collective labor dispute in FY March 2023.)

*1 Membership is around 90% of Mazda employees.

Occupational Safety and Health

Under its Safety and Health Creed, Mazda is making group-wide efforts to develop people, workplaces, and mechanisms that ensure the safety and health of the employees. From FY March 2023, Mazda launched a new three-year plan and globally promoted all participating-type activities under the three pillars that support the realization of a proactive and enjoyable workplace. The Company believes that it will help invigorate employees and improve their work performance, also leading to the fulfillment of Mazda's Corporate Vision.*1

Safety and Health Creed

For workers, safety and health are essential assets.
Our people are our most valuable resource, and we are committed to keeping them safe.

One Mazda Movement for an Enjoyable Workplace The Three-Year Plan

Policy: Realize a proactive and enjoyable workplace* by accomplishing safety and health activities initiated by individuals and divisions.

Slogan: Safety and health first in One Mazda, 24 hours a day

Three pillars of activities

- 1) Development of human resources with heightened sensitivity
- 2) Creating optimal systems (promoting standardization)
- 3) Development of a safe, secure and comfortable working environment

* Proactive and enjoyable workplace: A workplace where intensive problem-solving activities are implemented, taking into account the division's characteristics, and where individual employees work as a team harmoniously led by their manager, so that individual employees and the organization are both invigorated.

Safety and Health Management System

Mazda has established the General Safety and Health Committee, whose members include management (executive officer in charge of safety, general managers of each division and independent department) and labor representatives (Mazda Workers' Union*2 leaders.) The committee members meet to discuss each year's action plan and priority measures concerning safety and health. Based on the decision made by the committee, division/independent department general managers take the lead in promoting occupational safety and health activities taking into account the work characteristics and risks of each workplace.

Coordination with Group Companies

Mazda offers proactive support to its Group companies in Japan and overseas by such means as holding regular meetings, sharing activity plans and information, and providing education materials to resolve health and safety issues. Three overseas plants have obtained ISO 45001 certification and other plants operate an occupational safety and health management system that is based on ISO 45001 or other standards. Mazda works to make continuous improvements throughout the entire Group.

Safety and Health Management System (SMS)

Mazda implements voluntary and continuous safety and hygiene management through its occupational safety and health management system with the aim of reducing the potential risks for work-related accidents, enhancing overall levels of safety and hygiene standards, and achieving the industry's lowest-level workplace accident occurrence in Japan.

Furthermore, Mazda evaluates the severity (hazard level) of risks that may easily lead to a serious accident, creates mechanisms to prevent accidents before they happen, and works to improve the performance of its occupational safety and health management system.

 Lost-time injury frequency rate for the past five years (P120)

Risk Assessments

Mazda conducts risk assessments in all divisions, including manufacturing, product development, administration and office operations, to identify and evaluate the potential risks of disasters, diseases and fire and implement appropriate countermeasures. Through these efforts the Company reviews and identifies risks each year, improving the level of workplace safety. Moreover, in much the same way, Mazda carries out risk assessments when chemical substances and/or machinery and is promoting more substantial safety measures. Particularly for the management of chemicals, the Company has introduced a system to create a database of Safety Data Sheets (SDSs)*3 that enables it to evaluate risks from the perspectives of damage and exposure.

Education and Training Concerning Occupational Safety and Health

To develop human resources with heightened sensitivity toward occupational safety and health, which is one of the three pillars of its activities, Mazda strives to improve safety and health education and training. The Company places particular emphasis on training to enhance employees' risk sensitivity and organizes safety education seminars,*4 risk simulation training*5 and KYT (risk prediction training) for all the divisions, including production, development, management and administration.

Mazda also supports Group companies in Japan and overseas, suppliers (Toyukai Affiliated Corporation*6), and collaborating companies within the Company premises in conducting education and training programs on safety and health in order to develop safety-conscious human resources across the Mazda Group.

*1 https://www.mazda.com/globalassets/en/assets/sustainability/policy/corporate_vision_e.pdf

*2 Membership is around 90% of Mazda employees.

*3 A Safety Data Sheet is a document used when chemical substances and chemical mixtures are transferred or offered to others to provide information on their physical properties, potential risks and harmfulness, as well as instructions for safe use of these chemical substances.

*4 The seminars feature panel exhibitions showing Mazda's safety chronology that summarizes past serious accident cases and safety activities that Mazda implemented so far, to help employees reflect on the Company's safety activities and past accidents, raise their awareness and obtain new knowledge, which will be helpful to safety management in the future.

*5 The training is intended to improve employees' sensitivity toward risk, through simulations of various potential risks in their workplaces.

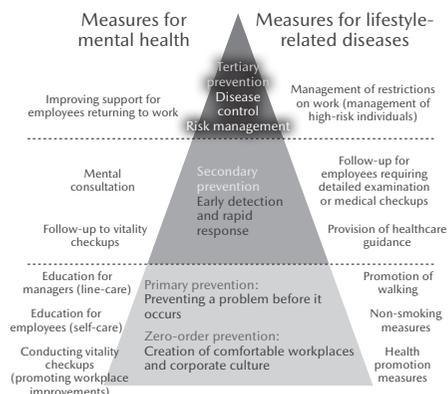
*6 The Toyukai Affiliated Corporation consists of 62 vehicle parts and equipment companies that are direct or indirect trading partners with Mazda, and is a union organization that actively engages in initiatives with a constant awareness of the need to put "quality first." It was founded in 1952 by Mazda and 20 collaborating companies that have trading relationships with the Company, with the aim of promoting friendly relations among members and improving welfare, as well as developing a system for cooperating with Mazda. The Company offers advice and support to this group from a safety viewpoint by introducing safety information and inviting safety training provided by Mazda.

Health Maintenance and Improvement

To maintain and improve the health of its employees, Mazda promotes measures to prevent and mitigate mental health problems and lifestyle-related diseases. Also, company-wide health improvement activities are under way emphasizing the reduction of health risks, by providing guidance and education based on the results of health checkups, taking aging countermeasures, supporting related activities at domestic Group companies, and offering health maintenance support for employees dispatched to other companies overseas.

Mazda is publishing health information throughout the Company with the aim of getting employees to think about their own health, and to give them a chance to act, and has set each monthly pay day as Health Promotion Day.

Measures for Health Risk



■ Mental Health Measures*1

In 2003, Mazda declared its commitment to active cooperation between labor and management to promote employees' mental health and formulated the Mazda Warm Heart Plan. Management, respective divisions, occupational health doctors and advisors, and the Mazda Workers' Union have come together in labor-management cooperation to establish projects and rollout measures throughout the Company.

■ Consultation System

Mazda has established a system to provide consultations by Company doctors and health advisors. Not only for employees at Mazda Head Office, but also for employees dispatched to other companies in Japan and overseas, the Company offers onsite healthcare consultations and consultations via telephone or online conference systems (using web cameras).

■ Education and Training

Mazda holds "listening skills, coaching and assertion training" and "advanced training based on case studies" targeting newly appointed managers, and self-care training targeting third-year employees, on a regular basis. The Company also offers training by division on demand of the workplace. In addition, information is periodically provided to managers regarding the important points of mental health measures.

■ System for Supporting Employees Returning to Work

The Company is also making efforts to support employees who have taken time off from work not to be absent again by improving measures to support them in getting back to work. The measures are such as the reduce work hour system, a system of allowing them to return to workplaces on a trial basis, and follow-up consultations after their reinstatement. In addition, a contact point has been set up in order to help employees manage both their illness and work, and the information is broadly provided within the Company.

■ Vitality Checkups (Stress Check System)

In response to legislation requiring companies to implement the stress check system, Mazda runs occupational stress diagnoses (known as "vitality checkups") for employees, provided by the Ministry of Health, Labour and Welfare. Employees use the results of individual diagnoses to grasp and manage their own health conditions. The result for organization-level is shared with the respective divisions. Based on the results of these diagnoses, each division promotes the complete checkups for workplaces*2 which will facilitate workplace improvements to prevent mental health problems.

■ Measures to Prevent Lifestyle-Related Diseases*1

To alleviate and prevent lifestyle-related diseases, including metabolic syndrome, Mazda carries out various activities, such as non-smoking measures, promotion of walking, and holding seminars on these themes.

■ Promotion of Non-Smoking Measures

Mazda has set a long-term target of reducing the percentage of smokers in the Company to 25%. To achieve this target, Mazda offers full individual support and promotes a nonsmoker-friendly environment.

A Company-wide smoke-free day has been implemented once a month. In addition, the provision of outside smoking areas is promoted to prevent passive smoking.

■ Promotion of Walking

To help employees improve their health, Mazda promotes walking activities using the PepUp*3 personalized website for individuals. The Company has been also introducing the Eco-Walk Commuting Program, which provides those who walk to work with allowance payments.

■ Joint Activities with the Mazda Health Insurance Society (Collab Health)*4

Mazda runs the following health-promotion events in cooperation with the Mazda Health Insurance Society:

- Weight Challenge Event: To promote weight management by employees
- Health Quiz Challenge: To deepen employees' understanding on health checkup items

*1 Initiatives at Mazda Motor Corporation

*2 Activities in which all members of a workplace participate to identify points needing improvements and make proposals for improvements, and assess their working environment from a broad perspective, thereby improving it by using clear and simple procedures.

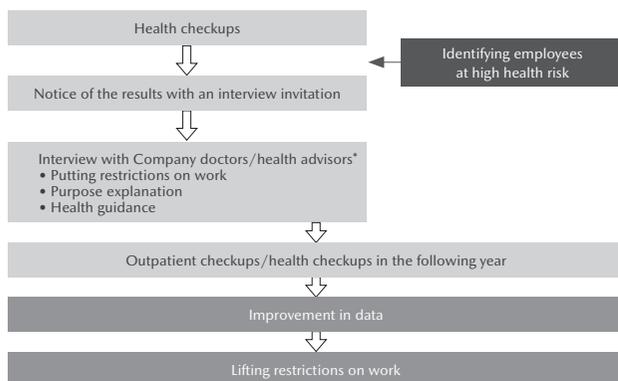
*3 Health website that supports efforts to become healthier, and which is available for use to those insured by the Mazda Health Insurance Society, or dependent spouse.

*4 Collaboration between the health insurance society and the company in promoting preventative health and health improvement for the insured in an efficient and effective manner based on the clear segregation of roles and in a good work environment.

I Health Checkups*1

In addition to legally prescribed health checkups*2 for all employees, Mazda carries out comprehensive medical checkups*3 covering a variety of areas for employees when they reach the ages of 25, 30, and 35, and when they pass the age of 40. Furthermore, the Company conducts complete physical checkups, including gastroscopy and abdominal ultrasonography, for employees when they reach the ages of 50, 54, and 58. Based on the results of these health checkups, Company doctors determine if employees can continue to work or not. Mazda also promotes employees' health by offering personal health guidance by Company doctors and health advisors.

Healthcare Guidance Data



* After the interview results are confirmed by the employee, these results are also reported to the employee's manager.

I Health Risk Measures*1

The business climate has undergone various changes, including the globalization of workplaces and the extension of retirement age. Giving consideration to these changes, Mazda strives to establish a system to appropriately assess and deal with the health risk of employees from the perspectives of risk prevention and management.

Infection Prevention Measures

In view of various risks related to infectious diseases, Mazda takes appropriate measures in accordance with the relevant laws and regulations, including the Infectious Disease Control Law. Mazda also responds to requests by authorities and other bodies, such as on COVID-19 countermeasures, and is continuously striving to prevent infection or the spread of disease. To prevent infectious diseases, Mazda, at its expense, provides employees dispatched to other companies overseas and their accompanying spouses with necessary vaccinations, such as hepatitis A and tetanus, taking into account the risk status of each country or region. The Company also provides pre-overseas assignment education which incorporates information on how to prevent infectious diseases, such as malaria and tuberculosis. Regarding influenza, the Company launched a system to cover part of the expenses paid by employees for flu vaccinations to prevent mass flu infection at workplaces.

[Specific Examples]

- Actions against the Spread of the Novel Coronavirus (COVID-19)
Mazda opened a portal for infection response and prevention on its intranet in order to communicate correct information to all the employees. The Company also provided education to help employees gain a correct understanding of COVID-19 and thoroughly implement basic preventative measures. If an employee was confirmed to be infected, the Company responded individually and quickly to prevent the spread of infection and clusters. Workplace vaccination drives have been also held for employees of Mazda and its Group companies and their families upon request. Vaccination has made progress and people's behavior has changed as they learn to live with the disease. As such, Mazda has undertaken reviews of work conditions in stages. Taking into account, the Japanese government's reclassification of COVID-19 as a weaker Category V Infectious Diseases from previous Category II Infectious Diseases. To response this

change, Mazda has produced internal response regarding Category V Infectious Diseases reclassification, and notified internally.

Measures for Employees at High Health Risk

Mazda has established a system to take appropriate measures for employees at high health risk for heart diseases and cerebrovascular diseases. The Company also promotes activities to clarify the assessment indexes, such as the process of determining high-risk individuals by multiple Company doctors based on relevant data, and to establish a follow-up system to care for high-risk individuals after their health checkups, through collaboration among the person in question, the Company doctor and other members of the workplace.

*1 Initiatives at Mazda Motor Corporation

*2 Checkup items: Height, chest circumference, chest X-ray, blood test, urinalysis, electrocardiogram, etc.

*3 For employees who reach the age of 30, 35, and 40 and above, breast cancer and uterine cancer examinations are available with comprehensive medical checkups upon request. Checkups of the brain, the lungs, etc., are offered as paid options.