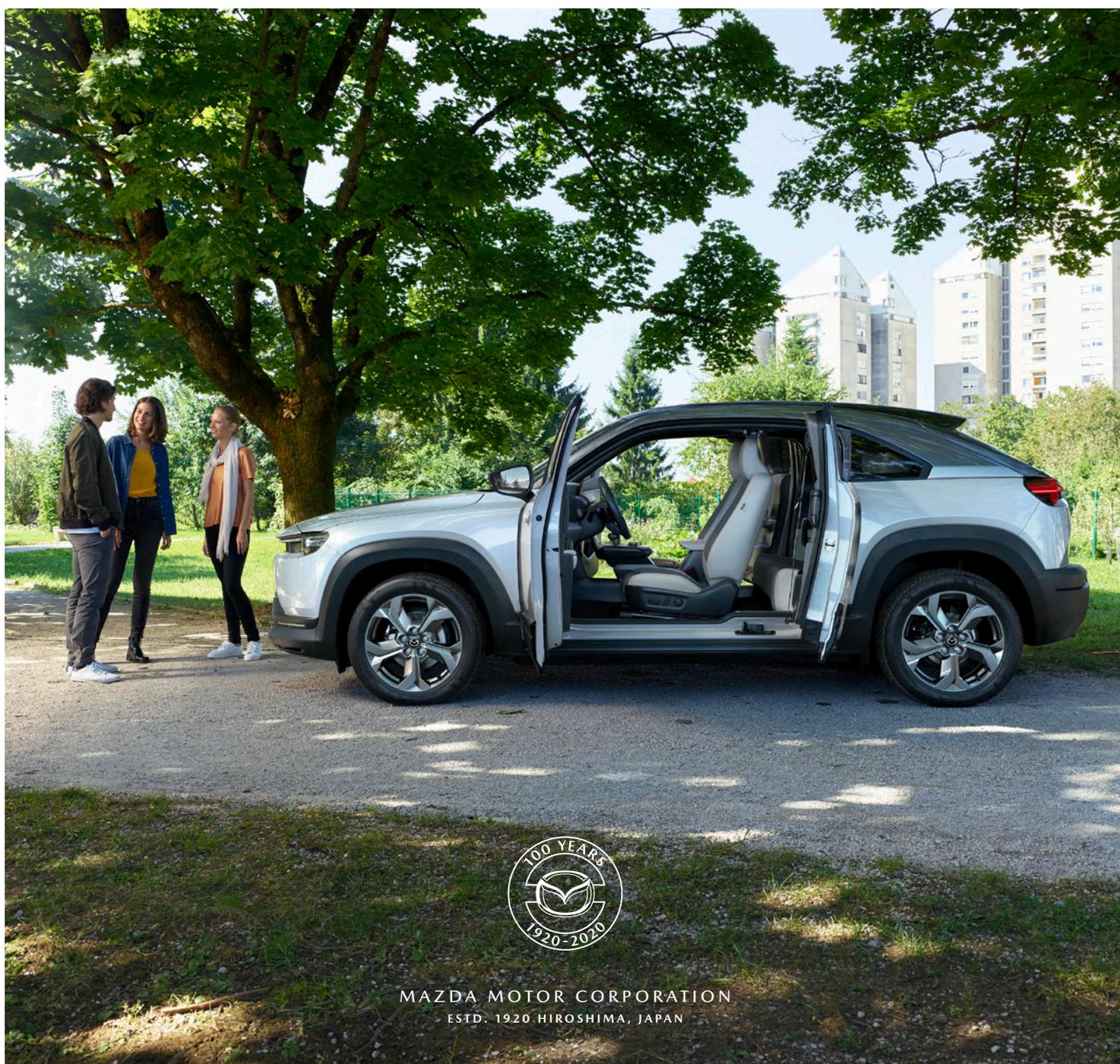




# SUSTAINABILITY REPORT 2020

(IN-DEPTH VERSION)



MAZDA MOTOR CORPORATION  
ESTD. 1920 HIROSHIMA, JAPAN

## Corporate Vision\*

We love cars and want people to enjoy fulfilling lives through cars.  
We envision cars existing sustainably with the earth and society,  
and we will continue to tackle challenges with creative ideas.

1. Brighten people's lives through car ownership.
2. Offer cars that are sustainable with the earth and society to more people.
3. Embrace challenges and seek to master the Doh ("Way" or "Path") of creativity.

\* Mazda revised its Corporate Vision in April 2015, with the following objectives, aiming to be recognized as a corporate group gaining sincere trust of its stakeholders.

- Clarify the attributes of the Mazda brand, and make concerted efforts across the Mazda Group to realize the Corporate Vision.
- Promote the Group-wide dialogue process to share, understand and agree the goal of the Corporate Vision through the continuous thorough discussions.
- Closely link the Corporate Vision to our daily business activities.

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## About Mazda

### The Origin and Meaning of "Mazda"

The Company's name, "Mazda," derives from Ahura Mazda, a god of the earliest civilizations in western Asia. The Company has interpreted Ahura Mazda, the god of wisdom, intelligence, and harmony, as a symbol of the origin of both Eastern and Western civilizations, and also as a symbol of automotive culture. It incorporates a desire to achieve world peace and the development of the automobile manufacturing industry. It also derives from the name of the Company's founder, Jujiro Matsuda.

### Mazda Brand Symbol

The brand symbol expresses Mazda's dedication to continuous growth and improvement. It is a symbolic development of the Mazda "M", and shows the Company stretching its wings as it soars into the future (Established in June 1997).



### Mazda Corporate Mark

Mazda developed its corporate mark as a symbol for Mazda's communications in 1975. It was later positioned as an easy-to-read corporate mark, in line with the establishment of the brand symbol in 1997 (Established in January 1975).



### Mazda Brand Slogan, "Zoom-Zoom"

Mazda's creativity and innovation continuously delivers fun and exhilarating driving experiences to customers who remember the emotion of motion first felt as a child (Announced in April 2002).

## Editorial Policy

- This report presents Mazda's CSR initiatives in the six areas—Customer Satisfaction, Quality, Safety, Environment, Respect for People, and Social Contributions—primarily regarding the targets and results of these initiatives.
- Aiming to satisfy the needs of readers, Mazda studied the editorial policy and content of this report in reference to the third party opinion and stakeholders' ideas and views obtained through the questionnaire survey and engagements with stakeholders.

## Report Coverage

**Organizations Covered:** The entire Mazda Group, including Mazda Motor Corporation and its Group companies, is covered in this report. (Where the reporting item is not applicable to the entire Mazda Group, the organizations covered are specified.)

**Period Covered:** The report primarily covers the period from April 2019 through March 2020, although some activities after April 2020 are included.

**Scope of the Report:** Social, environmental, and economic data are included in this report.

\* For more details about economic data, see Mazda's website Investor Relations & Annual Report.

## Referenced Guidelines

This report has been prepared in accordance with the GRI Standards: Core option.

Other guidelines referenced: Japanese Ministry of the Environment's Environmental Reporting Guidelines (2018 Edition), Japanese Ministry of the Environment's Environmental Accounting Guidelines (2005 Edition), ISO26000

## Date of Publication (In-depth version)

Japanese version: October 2020 (The previous report was published in October 2019; the next report will be published in the summer of 2021).

\* The 2020 digest version (PDF / Booklet) was published in November 2020.

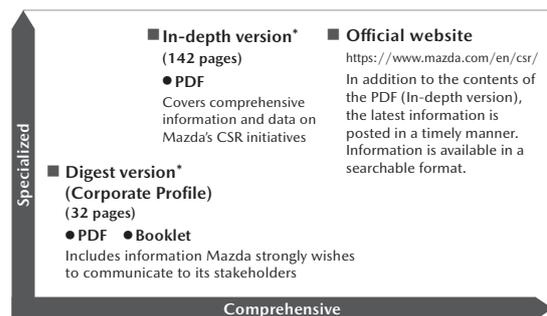
English version: December 2020 (The previous report was published in November 2019; the next report will be published in the autumn of 2021).

\* The 2020 digest version (PDF / Booklet) will be published in December 2020.

## Approach to Reporting Information

Mazda discloses information in the following formats.\*

\* If any content errors are found after publication, a list of errata will be posted on Mazda's official website.



\*Available on our website at <https://www.mazda.com/en/csr/report/download/>

Disclaimer: This report includes future projections for Mazda Motor Corporation and its Group companies' performance based on plans, forecasts, management plans, and strategies at the time of publication, in addition to actual past and present facts. Such forward-looking statements are predictions based on information or assumptions available at the time of edit, and may differ from future operational results due to changes in circumstances.



**Inspiring People through Cars**  
**Sustainable with the Earth and Society**

**Akira Marumoto**  
 Representative Director,  
 President and CEO  
 Mazda Motor Corporation

## Cherishing Mazda's uniqueness to continue to thrive and grow

The automotive industry is currently experiencing a once-in-a-century transformation. Reform is required in numerous areas including product planning, development, production, sales and services in order to respond to the demands of this period as represented by CASE—an acronym used to designate the new technologies of Connected technology, Autonomous driving technology, Shared services, and Electrification technology. To ensure that Mazda overcomes this time of great change, and continues to thrive and grow, we must cherish and co-create Mazda's uniqueness together with everyone involved with Mazda.

## Promoting initiatives for three priority areas defined under the Medium-Term Management Plan

We announced our Medium-Term Management Plan in November 2019, based on the philosophy of "co-creation of uniqueness with others." As the first stage for the next 100 years, we defined three focus areas: investment in unique products, technologies and customer experience; curbing expenses that depreciate our brand value; and investment in areas in which we need to catch up. In FY March 2020, steady progress was made in our initiatives for these priority areas, including the commercialization of new technology in response to CASE.

Status of initiatives for priority areas (As of October 2020)

1. Investment in unique products, technologies and customer experience	2. Curbing expenses that depreciate our brand value
<ul style="list-style-type: none"> <li>■ Commercialization of new technology in response of CASE                             <ul style="list-style-type: none"> <li>•Environmental technologies                                     <ul style="list-style-type: none"> <li>- Mazda EV battery system developed in-house</li> <li>- New-generation gasoline engine, Skyactiv-X</li> <li>- Mild hybrid system, Mazda M Hybrid</li> </ul> </li> <li>•Connected technologies and services                                     <ul style="list-style-type: none"> <li>- Starting services in Japan, the United States and Europe</li> </ul> </li> <li>•Advanced safety technologies linked to automated driving technology</li> </ul> </li> <li>■ New-generation products—1st: MAZDA3, 2nd: CX-30, 3rd: MX-30</li> <li>■ Continuing and strengthening investments to reinforce sales networks</li> </ul>	<ul style="list-style-type: none"> <li>■ Improving sales quality by curbing marketing expenses</li> <li>■ Reducing marketing expenses by improving product quality</li> </ul>
	3. Investment in areas in which we need to catch up*
	<ul style="list-style-type: none"> <li>■ Initiatives to address social issues                             <ul style="list-style-type: none"> <li>•Testing of a shared mobility service in Miyoshi City, Hiroshima Prefecture (since December 2018)</li> </ul> </li> <li>■ Establishing a next-generation biodiesel fuel value chain (Since August 2020)</li> <li>■ Continuing and strengthening industry-academia-government collaboration promoted by the Hiroshima Council of Automotive Industry-Academia-Government Collaboration</li> </ul>

\* Investment in infrastructure, building partnerships, and environment and safety (related to people, local community, SDGs and CSR)

In September of FY March 2021, Mazda launched in Europe its first mass-production EV model, the MX-30. In Japan, a mild hybrid model of the MX-30 was launched in October, while the EV model is due to be released in January 2021.

## Capitalize on learning from the COVID-19 pandemic to reform our business structure and make it more resilient to future crises

Since March 2020, the global pandemic has significantly impacted management at Mazda. However, we have learned and reflected over things by taking the COVID-19 pandemic as an opportunity to look back on the past, analyze the present, and contemplate the future. We have been undertaking efforts to speed up reforms of work style, review and optimize operations, accelerate the streamlining of fixed costs, balance inventories and production, and review our investment methods and efficiency.

Making the most of these trying times, we will revise the Medium-Term Management Plan, and will look to reform our business structure to become more resilient.

## Carrying forward stakeholder initiatives, despite current harsh conditions

Despite the current harsh conditions of the COVID-19 pandemic, Mazda strives to contribute to resolving social issues, and proactively promote stakeholder initiatives.

The Company places the highest priority on the health and safety of its employees, their families and the local community, and is making efforts to prevent the spread of COVID-19. Specifically, Mazda ensures employees' health and safety by avoiding close-contact settings through such measures as increasing the number of employees working from home, and staggering employee working hours. We have also opened an internal portal for infection response that provides information regarding infectious diseases. As a vehicle manufacturer, Mazda is providing as much support as possible to all the people on the frontline, working tirelessly day and night, including members of the central and local governments, healthcare professionals, and members of local communities. Additionally, keeping true to the spirit of coexistence and mutual prosperity, Mazda is offering assistance to suppliers affected by the novel coronavirus pandemic.

Besides our actions to curb the spread of COVID-19, Mazda continues to support natural disaster-affected areas as part of its efforts to contribute to local communities. For example, to support recovery work in the areas stricken by the heavy rain of July 2020, we made monetary donations and provided vehicles and relief supplies, including gloves, surgical masks, sandbags and kits of Mazda original items useful for spending the night in a car.

## Carry forward CSR initiatives to contribute toward achieving SDGs

Mazda will strengthen its investment in safety and the environment, in order to fight climate change and enhance road traffic safety, primary issues for all automobile manufacturers. We will also promote activities to help enrich people's lives by capitalizing on Mazda's technologies and resources.

In regard to the environment, we strive to establish a value chain of next-generation biodiesel fuel, aiming to spread carbon neutral biofuels as alternatives to fossil fuels. In collaboration with the government and other companies, Mazda began a project to conduct a virtual power plant demonstration test for reusable technology of EV drive batteries. As exemplified by these activities, Mazda is working to reduce environmental impact, from both the perspective of well-to-wheel CO<sub>2</sub> emissions, and the perspective of life cycle assessment that evaluates the environmental impact of vehicles across their entire life cycle, from the purchase of materials to final disposal.

Looking at safety, Mazda launched an acceleration suppression device in Japan that activates when the driver pushes the wrong pedal, to help prevent accidents caused by drivers mistakenly stepping on the accelerator instead of the brakes. With the goal of realizing a motorized society free of traffic accidents, we strive to develop more advanced safety technologies under the Mazda Proactive Safety Philosophy.

Mazda vehicles have been highly acclaimed by external organizations for their outstanding safety performance. For example, many Mazda 2020 models currently on sale in the United States received the highest safety ratings from the U.S. Insurance Institute for Highway Safety (IIHS), as a result of the IIHS evaluation of safety performance, which includes crashworthiness, crash avoidance and mitigation.

In terms of our initiatives for people, we are vigorously implementing initiatives for the purpose of creating a society where people can live healthy peaceful lives. As part of its support activities during the global pandemic, Mazda has offered local governments in Japan vehicles for the transportation of carriers of COVID-19 showing mild or no symptoms. In the United States, Mazda offered the Essential Car Care program, which provides free oil changes and car cleaning services for eligible healthcare workers.

We will clarify the relationship between our Medium-Term Management Plan and the targets of the SDGs, to make it easier to understand both our initiatives to address social issues through our business activities and our contributions toward the achievement of the SDGs.

We will make continuous efforts to take up the challenge of attaining our ideal for the Mazda brand, seeking enhancement of corporate value, while also promoting CSR activities to contribute to the achievement of the SDGs even within the significantly changing external environment.

## Looking ahead to the next 100 years

Mazda Motor Corporation celebrated its 100th anniversary on January 30, 2020.

We would like to express our sincere appreciation to the customers, dealers, suppliers, business partners and the local community, who have all supported us over the years, and to whom we owe our 100 years of existence. As we look ahead to the next 100 years, we will continue to put people first and cherish our "uniqueness of co-creating with others". As we strengthen co-creation with all those connected to the Company, we will continue to challenge ourselves to create unique products, technologies and experiences that our customers love, and continue to grow as a sustainable company.

October 2020

# Mazda's Actions against the Spread of the Novel Coronavirus\*1

Mazda Motor Corporation would like offer our deepest condolences to those whose lives were taken away by the symptoms caused by the novel coronavirus (COVID-19), and their families and loved ones. We would also like to express our sincerest sympathies to all those affected by the global pandemic that continues to spread around the world.

In response to the spread of COVID-19, as a car manufacturer we are making concerted efforts to support all the people who are on the frontline, working tirelessly day and night, including members of the central and local governments, healthcare professionals, members of local communities, and all those who stay put to prevent the further spread of the pandemic. We are committed to make a contribution in every way we can by listening to the voices of the recipients to address their concerns, thereby living up to their expectations.

## Activities in response to the spread of the novel coronavirus (As of October 2020)

### [Major examples in Japan]

<Support for medical frontline health workers and provision of medical supplies>

- Provision of medical face shield frames  
Mazda has supplied medical face shield frame that can be used in the medical field, in cooperation with Hiroshima prefectural government, JMS Co., Ltd. and Ishii Hyoki Co., Ltd. This protective gear uses polypropylene, a material Mazda uses to make bumpers for vehicles, to offer durability and good fitting capability, while ensuring that users can wear this protective gear for prolonged periods of time with little discomfort.
- Development of vehicles for the transportation of COVID-19 patients with mild symptoms  
We have provided vehicles to Hiroshima and Yamaguchi Prefectures for the transportation of COVID-19 patients with mild or no symptoms. Mazda designed the vehicles using the Mazda CX-8 as a base model, and Mazda Engineering & Technology Co., Ltd. mounted accessories catering to the various needs of the governmental body and medical institutions.
- Joining the IP Open Access Declaration Against COVID-19 (see p.114)

<Support for local communities>

- Provision of items donated by Mazda employees: Waterproof clothing & raincoats,\*2 cloth for making waste cloths\*3
- Provision of stockpiles at Mazda: Surgical masks\*4
- Support for business partners (see p.120)

<Suggestion for those who stay home (general public)>

- Provision of Mazda vehicle paper craft kits and coloring pictures\*5

### [Major examples overseas]

<United States>

- Essential Car Care program  
From April 16 to June 1, the Essential Car Care was carried out in partnership with Mazda's U.S. dealer network. The program was to provide free oil changes and car cleaning services for healthcare workers nationwide. Not only Mazda owners but also for most makes and models from other manufacturers were covered by the program.
- Mazda Heroes: Honoring the Human Spirit program  
Mazda Heroes: Honoring the Human Spirit program was launched, aiming to place a spotlight on individuals who have selflessly dedicated themselves to their communities. Mazda North American Operations will select 50 deserving people and provide each local hero with a Mazda MX-5 (Roadster in Japan) 100th Anniversary Special Edition vehicle.\*6

<Europe>

- A national sales company and dealers work together to implement initiatives that are best-matched to the situations in each country (Example) Netherlands: Participation of Mazda Motor Netherlands in a program that provides transportation services to health care workers who commute public transport.

<South Africa>

- Support activities for medical professionals are implemented, out of gratitude for their dedication.  
During the lockdown period, a free vehicle inspection service was offered to Mazda vehicle owners working in the medical profession.

Supply of face shield frames



Mazda CX-8 for transportation of COVID-19 patients with mild or no symptoms



A partition wall installed between the front and second row seats



United States: Essential Car Care program



Netherlands: Vehicle for healthcare heroes



South Africa: Advertisement of the medical worker support program



\*1 For the latest information, please visit the following URL: <https://www.mazda.com/en/covid-19/>

\*2 Between April and May 2020, a total of 745 items were donated (Hiroshima Prefecture: 306; Hiroshima City: 379; Hofu City: 60).

\*3 In June 2020, about 220 kg of items (equivalent to about 2,640 pieces of waste cloth) were donated to the Hiroshima City Council of Social Welfare.

\*4 In April 2020, a total of 30,000 surgical masks were donated (Hiroshima Prefecture: 10,000; Hiroshima City: 10,000; Yamaguchi Prefecture: 5,000; Hofu City: 5,000)

\*5 Refer to the following URL: <https://www.mazda.com/en/csr/social/kids/papercraft/>

\*6 The honorees will be announced in December 2020.

# MEDIUM-TERM MANAGEMENT PLAN

\*Contents are as announced in November 2019. Due to the impact of the COVID-19 outbreak, we are reconsidering the scale and timing of the initiatives and targets.

As we begin the first stage of the next 100 years, we have defined three priority areas under the Medium-Term Management Policy. We have also announced our Medium-Term Management Plan, reflecting major initiatives in each area and financial targets, and we have been promoting the initiatives. Due to the significant impact of the COVID-19 crisis on management, we are reconsidering the scale and timing of the Medium-Term Management Plan's initiatives and targets, while maintaining the Medium-Term Management Policy.

## Major Initiatives

### 1 Investment in Unique Products, Technologies and Customer Experience—Investment for Brand Value Improvement

#### 1. Technology and Products

- Steadily promote technology and product plans for CASE
- Cover diverse customer usages and preferences around the world through the global rollout of a wide range of powertrains, including electrification technology with the minimum number of models
- Strive to increase pricing coverage by expanding powertrain lineup, including electrification, and advanced technologies
- Offer the "large" product group that does not simply aim for a high price, but provides extremely high product value at a reasonable price

#### 2. Sales, Customer Experience, and Networks

- Invest in both digital and real-world tools so that customers can experience our product/brand value
  - Invest in freeing up front-line staff to spend more time with customers
  - Invest in spaces for customers to feel comfortable
  - Invest in the enhancement of events and experiences for customers

Products	
Maturing Kodo—Soul of Motion design	
Small Architecture	
<ul style="list-style-type: none"> <li>Skyactiv-G / D upgrade, Skyactiv-X</li> <li>Mild hybrid</li> <li>Mazda-unique battery Electric Vehicle (EV)</li> </ul>	
Large Architecture	
<ul style="list-style-type: none"> <li>In addition to straight-four engines,                             <ul style="list-style-type: none"> <li>Straight-six Skyactiv-X engine</li> <li>Straight-six Skyactiv-D (2nd generation diesel engine)</li> </ul> </li> <li>Longitudinal engine layout (incl. i-Activ AWD)</li> <li>48V mild hybrid / Plug-in hybrid</li> </ul>	

New Technologies and Infrastructure	
Connected	<ul style="list-style-type: none"> <li>Introduce Mazda Connect with on-board communication device</li> <li>Start connected services</li> </ul>
Autonomous	<ul style="list-style-type: none"> <li>Evolve and offer advanced safety technologies</li> <li>Deliver Mazda Co-Pilot Concept</li> </ul>
Shared	<ul style="list-style-type: none"> <li>Study participation in sharing business</li> <li>Jointly pilot shared mobility in rural area</li> </ul>
Electrification	<ul style="list-style-type: none"> <li>Introduce EVs</li> <li>Develop multiple electrification technology</li> <li>Introduce plug-in hybrids</li> </ul>

### 2 Curbing Expenses That Depreciate Our Brand Value

#### 1. Variable and Fixed Marketing Expenses

- Curb spending by improving the quality of sales
- Maintain a high residual value of cars, which are an asset to the customer
- Respond competitively to diversification of payment methods

#### 2. Reduce Quality Issues

While automotive technology is becoming more complex, we are striving to prevent quality issues, and reducing quality expenses through early detection and swift resolution of problems.

### 3 Investment in Areas in Which We Need to Catch Up

- Invest in infrastructure: building a new plant in the U.S., investment in IT, etc.
- Invest in building partnerships: collaboration with alliance partners, etc.
- Invest in environment and safety

## Financial Targets

Net sales	About ¥4.5 trillion
Profitability	Stable earnings ROS <sup>*1</sup> : 5% or higher / ROE <sup>*2</sup> : 10% or higher
Investment for the future	Capital investment + R&D investment: 7%-8% of net sales (on average) Sales network, customer experience, infrastructure, employees & work environment, etc.

Financial structure	Maintain net cash position
Shareholder returns	Sustainable payout ratio at 30% or higher
Sales volume	About 1.8 million units

\*1 Operating income ratio

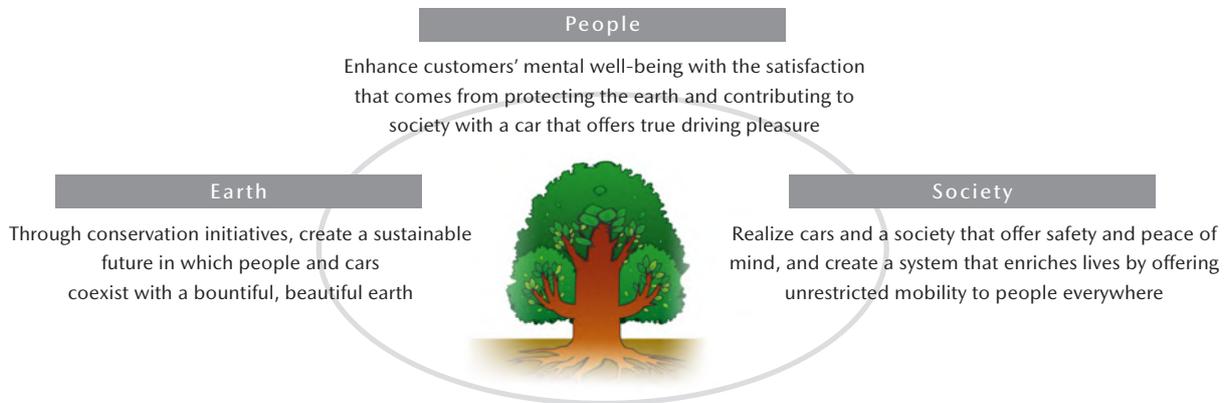
\*2 Return on equity

## Feature Story :Long-Term Vision for Technology Development

In 2007, Mazda announced the “Sustainable Zoom-Zoom” long-term vision for technology development. Based on that vision, Mazda has worked to provide both driving pleasure and outstanding environmental and safety performance. In August 2017, Mazda announced “Sustainable Zoom-Zoom 2030,” its long-term vision for technology development that looks ahead to the year 2030. In light of the significant changes in the global automobile industry, the new vision takes a longer-term perspective and sets out how Mazda will make use of driving pleasure—the fundamental appeal of the automobile—to help resolve issues facing the earth, society, and people.

### Sustainable Zoom-Zoom 2030

**At Mazda, we see it as our mission to bring about a beautiful earth and to enrich people’s lives as well as society. We will continue to seek ways to inspire people through the value found in cars.**



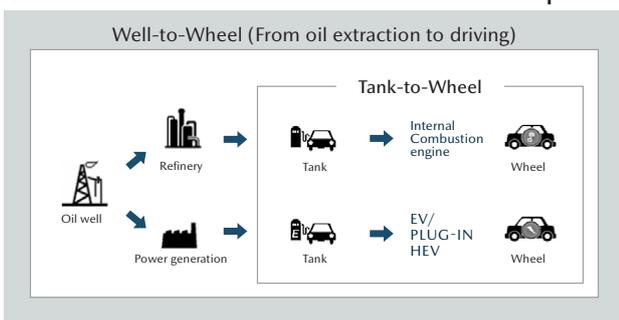
#### Earth

**Through conservation initiatives, create a sustainable future in which people and cars coexist with a bountiful, beautiful earth**

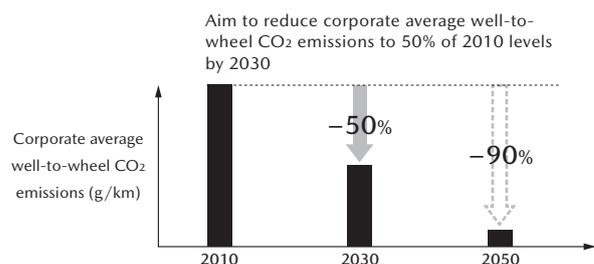
Our greatest challenge lies in reducing CO<sub>2</sub> emissions to curb global warming. In order to stop global warming and preserve this beautiful earth for future generations, we are working to reduce CO<sub>2</sub> emissions throughout a vehicle’s life cycle. Accordingly, we are promoting the reduction of CO<sub>2</sub> emissions not just from the conventional perspective, which evaluates CO<sub>2</sub> emissions while driving, but also from a well-to-wheel perspective, which evaluates CO<sub>2</sub> emissions from oil extraction to product manufacture and shipping as well. Specifically, we aim to reduce our corporate average well-to-wheel CO<sub>2</sub> emissions to 50% of 2010 levels by 2030 with a view to achieving a 90% cut by 2050.

This approach and its goals are in alignment with the Paris Agreement, an international agreement to combat climate change and reduce greenhouse gas emissions, and the Strategic Commission for the New Era of Automobiles, under Japan’s Ministry of Economy, Trade and Industry (METI).

#### CO<sub>2</sub> Emissions Reduction from Well-to-Wheel Perspective



#### Targets

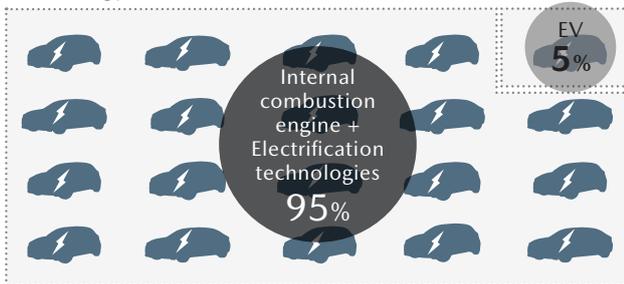


To achieve these objectives, we are developing multiple solutions that enable us to offer appropriate powertrains that take into consideration each region's energy situation and power generation mix.

We will continue to pursue advances in the internal combustion engine, which is widely expected to help power the majority of cars worldwide well into the future, while deploying compact, lightweight electrification technologies. Meanwhile, we will introduce electric vehicles (EVs) as the optimal solution in regions that generate a high ratio of electricity from clean energy sources or restrict certain vehicle types to reduce air pollution. We plan to equip all cars with some form of electrification technology by 2030. We expect that by 2030, internal combustion engines combined with some form of electrification technology will account for 95% of the vehicles we produce and that battery EVs will account for 5%.

In addition, aiming to make fuels themselves as carbon neutral as possible, we will step up collaborative efforts with other companies and between industry, academia, and government to encourage the spread of renewable liquid fuels such as microalgae biofuels.

### Composition of Mazda Vehicles with Electrification Technology in 2030



### Launching an EV as one of the multiple solutions



Mazda MX-30, Mazda's first mass-production EV

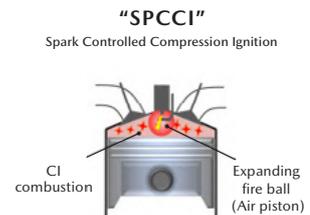
### Means to Achieve Our Targets

To protect the earth, we will implement the following initiatives in order to maximize the effect of reduced greenhouse gas emissions under real-world conditions.

1. Aspire to make the best internal combustion engine in the world
2. Combine the ideal internal combustion engine with efficient electrification technologies
3. Introduce electric vehicles (EVs) and other electric-powered technologies in regions that use clean energy to curb global warming and in regions that implement government policies to reduce air pollution

#### SKYACTIV-X

Skyactiv-X is an innovative internal combustion engine that combines the distinctive high-revving performance of a gasoline engine with the fuel efficiency, torque, and response of a diesel. Using Mazda's proprietary combustion method called Spark Controlled Compression Ignition (SPCCI), Skyactiv-X uncompromisingly achieves outstanding environmental performance, power, and acceleration performance. Skyactiv-X is an engine that stands by the earth and people while supporting the *Jinba-ittai* "sense of oneness between driver and car" enjoyment that we strive to offer our customers. Furthermore, the deployment of the mild hybrid system, Mazda M Hybrid, provides a smooth drive and fuel efficiency. From 2019, Skyactiv-X has been included in our new-generation models, the Mazda3 and Mazda CX-30.



#### Using the Life Cycle Assessment (LCA) to Evaluate Electric Vehicles (EVs)

Regarding the CO<sub>2</sub> emissions of EVs, Mazda uses LCA to calculate and evaluate the environmental impact of each stage of the vehicle's life cycle, including material procurement, manufacturing, use, recycling, and disposal. Mazda desires to contribute to substantive reduction of global environmental impact from an LCA perspective by installing batteries with appropriate capacities.

In general, while driving range increases in proportion to battery capacity, the bigger the battery is, the more CO<sub>2</sub> is emitted when it is produced. To counteract this, instead of making batteries bigger than necessary, it is important to equip cars with batteries that correspond to how they are used. Our first mass-production EV, the Mazda MX-30, which we unveiled at the 46th Tokyo Motor Show, uses a 35.5 kWh battery that has a driving range of approximately 200km\* on a single charge, in order to balance both the reduction of CO<sub>2</sub> emissions and maintain a practical driving range that customers can use with peace of mind.

\* Measured in the European WLTP mode. The driving range of EVs vary depending on a variety of factors, including driving style, use of features, and driving environment.

Society

Realize cars and a society that offer safety and peace of mind, and create a system that enriches lives by offering unrestricted mobility to people everywhere

There has been an emergence of new causes of traffic accidents, especially in developed nations, for example distracted driving due to the increase in volume of information from devices such as smartphones. There has also been an emergence of issues accompanying changes in the structure of society, for example the weakening or disappearance of public transport in depopulated areas. Regarding these problems, we will realize cars and a society that offer safety and peace of mind and create a system that enriches lives by offering unrestricted mobility to people everywhere.

With the goal of realizing a motorized society without traffic accidents, we are striving to develop more advanced safety technologies under the Mazda Proactive Safety Philosophy.

Means to Achieve Our Targets

1. Continuously evolve fundamental safety technologies and standardize them across all models

- Driving position
- Pedal layout
- Visibility
- Active Driving Display

2. Promote standardization of i-Activsense advanced safety technology, which helps drivers recognize and assess potential hazards

Technologies to reduce accidents involving rear-end collisions, pedestrians, pedal mix-ups, and lane changes

- FY March 2018: Standardize in Japan
- 2018 and onward: Standardize globally

The Mazda Co-Pilot Concept centers on people and leverages automated driving technologies

- By 2025: Aim for standardization

3. Utilize connectivity technologies

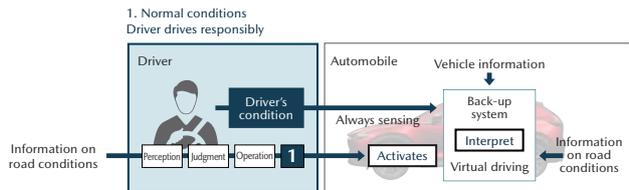
Using an advanced version of Mazda Connect, we will create a new business model that enables car owners to help fulfill the mobility needs of people in depopulated areas that have dilapidated public transportation systems.

- 2018: Mobility service trial with an eye on future shared mobility in Miyoshi City, Hiroshima Prefecture.

Mazda Co-Pilot Concept

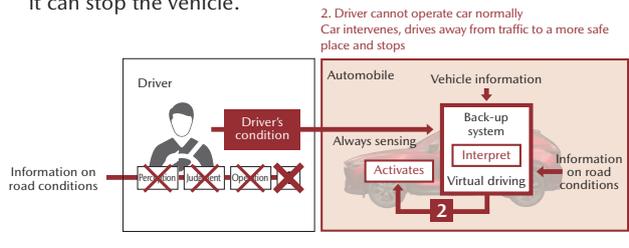
When the driver's condition is normal

Under normal conditions, drivers can enjoy driving themselves while the car constantly monitors their condition and conducts "virtual driving," meaning it is ready to drive itself at any time.



When the driver cannot operate the vehicle in a normal manner

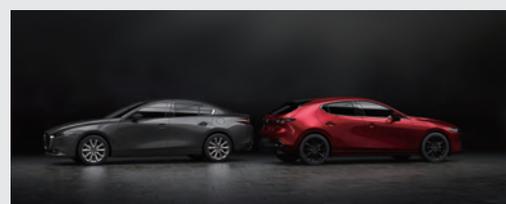
When it is determined that the driver cannot operate the vehicle normally, the car intervenes in an attempt to avoid collisions and moves the vehicle away from traffic to a more safe location where it can stop the vehicle.



Mazda Earns Six IIHS TSP+ Awards, the Most Among Automakers Tested for 2020

Six Mazda U.S. specification models\*1, including the 2020 model year's Mazda3 and Mazda CX-5, tested by the U.S. Insurance Institute for Highway Safety (IIHS) have been awarded the nonprofit organization's highest safety rating. In addition to crashworthiness tests, headlight performance and frontal crash prevention by means of auto-braking and forward collision warning systems are evaluated. The IIHS reported that among all automakers, Mazda won the most 2020 Top Safety Pick+ (TSP+) awards, with six vehicles receiving the organization's highest safety ratings. The results were possible because the Mazda models performed well not only in the crashworthiness evaluation categories but also in the preventive safety performance categories with standard advanced headlight features and auto emergency braking with pedestrian detection, aimed at mitigating damage of or preventing collisions.

\*1 2020 model year Mazda3 sedan and hatchback, Mazda6, Mazda CX-9 (built after December 2019), Mazda CX-5 and Mazda CX-3 currently on sale in the U.S.



MAZDA3 (U.S. specification)

People

**Enhance customers' mental well-being with the satisfaction that comes from protecting the earth and contributing to society with a car that offers true driving pleasure**

People today benefit from mechanization and automation in many ways. However, stress levels have also been rising due to issues such as a lack of exercise. To address these issues, through our vehicles, we aim to offer driving pleasure and an enriched life to an even greater number of customers. We will build on our strengths by further pursuing a *Jinba-ittai*—or “horse and rider as one”—driving feel, which unlocks people’s potential and revitalizes them mentally and physically, and further maturing our Kodo design language, which is grounded in a philosophy of bringing cars to life and raises car design to the level of art to enrich people’s emotional lives.

**New-Generation Skyactiv-Vehicle Architecture Platform**

Mazda’s Skyactiv-Vehicle Architecture was developed with an increased focus on the human-centered design philosophy to maximize the human body’s inherent ability to balance itself. In this way, it offers all occupants a more comfortable and less tiring ride and enables them to respond quickly to environmental changes. As the human body is easily able to balance itself in response to driving inputs, the new vehicle architecture provides responsive driving and the ultimate *Jinba-ittai* driving feel. In order to realize these advancements, we pursued development from the perspective of optimizing the entire vehicle by reviewing various functions, including the seats, body, chassis, and NVH (Noise, Vibration, Harshness) performance.



SKYACTIV-VEHICLE ARCHITECTURE

**Kodo—Soul of Motion Design Philosophy: A Step Further**

Since 2010, Mazda has striven to create cars that embody the dynamic beauty of life through application of its Kodo—Soul of Motion design philosophy. Going deeper, the matured Kodo design pursues the expression of a “new elegance” based on Japanese aesthetic sensibilities. This further evolved Kodo design focuses on a “less is more” aesthetic that cherishes space and eliminates non-essential elements to create simplicity of form. The challenge then is to bring the car to life via carefully honed reflections on the body surface.



MAZDA VISION COUPE

**Mazda Designs That Engage People**

**Mazda3 Wins 2020 World Car Design of the Year**

The Mazda3 won the 2020 World Car Design of the Year award, one of the special awards of the World Car Awards\*. The Mazda3’s design pursues the Mazda design philosophy, Car as Art. Taking inspiration from Japanese aesthetics, Mazda adopted a “less is more” approach when designing the Mazda3 and stripped away superfluous elements from the car’s form. The result is a unique design that creates subtle undulations of light and shadows gliding over the car’s smooth body, giving birth to a natural and powerful expression of vitality.

\* The World Car Awards was established in 2004 by an international group of automotive journalists.



MAZDA3

**Mazda CX-30 and Mazda MX-30 Each Win Germany Red Dot Award for Product Design 2020**

The CX-30 and MX-30 each won a Red Dot Award for Product Design 2020, one of the world’s most prestigious design awards. (Organized by Design Zentrum Nordrhein Westfalen )

The CX-30 was designed to be the most beautiful crossover SUV in the world, combining its elegant, unconstrained beauty with the boldness and power of an SUV. The curved surface of the vehicle’s body reflects ambient light and shadows, creating beautiful “transitions” that breathe life into the CX-30.

The MX-30 was designed based on a concept of we call “Human Modern.” The design stays grounded in the beautifully honed and handcrafted forms of Kodo yet aligns itself with changing values and new lifestyles.



MAZDA CX-30 (European specification)



MAZDA MX-30 (European specification)

## NEW-GENERATION PRODUCTS

The Second New-Generation Model—Crossover SUV

# MAZDA CX-30



In response to the globally growing SUV market, we added the CX-30 as a new core model to our product lineup. The CX-30 is a completely new crossover SUV that combines the bold proportions of an SUV with elegant styling that embodies Mazda's Kodo design language. Using the concept of a crossover that broadens life's possibilities for customers and enriches how they see the world, the CX-30 was developed with the hope of enriching customers' lives by helping them and their loved ones make new and stimulating discoveries within their daily lives.

The Third New-Generation Model—Mazda's First Mass-Production EV

# MAZDA MX-30



The MAZDA MX-30 aims to offer an experience that lets customers relax and be themselves, and it deepens the bond between car and owner. The model also offers a creative use of time and space that invites new ways of using a vehicle.

Based on the concept of "Human Modern," spaces in and around the center console give the cabin an open feel. The MX-30 adopts freestyle doors\* so customers can invent new and creative ways of using the car. Furthermore, the MX-30 delivers the same *Jinba-ittai* "sense of oneness between driver and car" driving joy to an electric vehicle that every Mazda offers. It also adopts Mazda's new electric-drive technology, e-Skyactiv, and combines outstanding response with smooth dynamic behavior to achieve performance that drivers can enjoy naturally.

The MX-30 was released starting from Europe in September, 2020. A gasoline powered mild hybrid model equipped with Mazda M Hybrid technology was introduced in Japan from October, and EV model will be introduced in January, 2021.

\* Center-opening double doors

## Feature Story: Mazda's First Mass-Production Electric Vehicle, Mazda MX-30

A human-centric car that offers creative time and space.

Under its long-term vision for technology development "Sustainable Zoom-Zoom 2030," Mazda has strived to develop a car that will match the lifestyles and wishes of our customers while addressing issues facing people, the earth and society.

Through such endeavors, Mazda has created a new model with relaxing but challenging features.



**Tomiko Takeuchi**

Mazda MX-30 Program Manager, Product Division

### People

#### To embody the theme of "Living true to yourself"

The theme of the MX-30 is "Living true to yourself." The development team first came up with it four years ago, in the course of a meeting with many customers around the world at the time of the preparatory stages of the MX-30's development.

What especially impressed us was that an unexpectedly large number of customers we met had no television in their living rooms. This may be because they were so busy that they would try making time to switch off their minds. We also heard some customers point out that the cabin of their car gave them a "special space and time to get back to being themselves." The development team concluded such needs would only be greater by the time they would release the car they were developing. That is why we decided to create a car that would offer time and space to fulfill our customers' wishes.

To materialize the now-established theme of "Living true to yourself," the team first studied living rooms—where customers spend their downtime. The findings regarding the living room interior and furniture were helpful in designing the cabin interior of the car. Numerous ideas were incorporated into the form and materials of the seats, materials of door trims, as well as the height and shape of the console on which the shift lever and the touch panel are placed, to enhance comfort and ease of use.

## Kodo design explores a new expression—Human Modern

In the present age, when AI\*1 and IoT\*2 technologies are finding increasing applications in our daily lives, there is a tendency to employ a simple “High-tech Modern” concept in designing products around us. Nevertheless, while meeting with customers, the team wanted to pursue a “Human Modern” design concept, which helps people discover their natural selves and provides human warmth. To this end, we explored an expressive dimension more in touch with new lifestyles. It was a new challenge involving human and time factors, in addition to a two-dimensional range of expression. The flat doors and the sophisticated lines flowing from the front end to the mirror are among the notable examples of designs realized by Mazda’s “less is more” ideal, and they represent advanced techniques based on elaborate calculation. I am confident that the MX-30 features defiantly new expression—which enabled us to further evolve the Kodo design.

The idea of adopting the freestyle doors for the MX-30 derived from the sense of openness embodied by the Mazda MX-5, my favorite car. We also aimed to create a relaxing space, seamlessly connecting the vehicle interior and outdoor, just like the external corridors running along the outer side of a traditional Japanese house. These doors are practical because by simply opening the front and rear doors, you can quickly place luggage on the rear row seats and quickly get into the car. We believe that making the flow path of such interactions as short as possible will help produce that sense of openness, which can lighten the burden of customers who are pressed for time.

\*1 Artificial Intelligence

\*2 The Internet of Things, which consists of smart devices that communicate with each other via the Internet.



## An Electric Vehicle that offers the same *Jinba-ittai* driving feel as our combustion engine-powered cars

While the MX-30 is our first mass-production electric vehicle (EV), first and foremost, we focused our efforts to pursue excellent driving performance that makes drivers feel more comfortable and relaxed.

I myself love to drive, and feel excited when I get into a car. However, this is not always the case. Sitting behind the wheel, when you feel exhausted after a busy day, may pull you down.

In such a case, the above-mentioned cabin interior provides an environment conducive to settling your mind. Once inside, the first thing to come in sight is the 7-inch touch panel, which displays graphics that change looks depending on the driver’s action, the time of day and the temperature outside. When you open the door and get into the car, the graphics will change as if the panel is welcoming the driver, to help keep you positive over time. In this way, the cabin was designed to help you feel focused and positive so that you can feel a greater joy of driving. Next, the development team intended to make effective use of the EV features to yet further evolve Mazda’s *Jinba-ittai* driving performance.

Driving an EV with a larger battery than that installed in mild hybrid models can be likened to running with a heavy weight. For this reason, when turning the steering wheel, EV drivers tend to feel like the vehicle body lags behind. However, a battery should not be a heavy obstacle to achieving enhanced driving performance with EVs. As a countermeasure, the battery case of the MX-30 is joined to the body to effectively help increase overall rigidity. Furthermore, the MX-30 is equipped with electric G-Vectoring Control Plus (e-GVC Plus), Mazda’s unique vehicle motion control technology, which realizes smooth and comfortable vehicle motions in various driving situations, including low- or high-speed driving and going up or down a slope.

In addition to natural and comfortable motions, the MX-30 features an EV sound system that enables drivers to perceive the motor torque conditions, thereby assisting more accurate speed control.

Earth

**Sustainable materials found anywhere in our daily lives**

A customer showed me a cutting board made of a single wooden block handed down from her grandmother. The customer said, "Since this board is truly convenient, I can continue to use it for many years to come." Her way of speaking was so natural that I could well understand that the customer enjoyed using goods carefully for a long time. Similarly, many other customers who live life simply, create comfortable spaces suited to their respective lifestyles. They are mindful of the environment and society, willingly selecting daily commodities made from natural materials.

By contrast, a vehicle is a product made of steel and plastic. Not allowing themselves to be constrained by conventional ideas, the team considered introducing sustainable materials sourced from nature. However, cars may be exposed to high temperatures, ultraviolet rays, and other damaging elements in harsh outdoor conditions. For this reason, materials that could be used for vehicles were limited. Nevertheless, from the stage of material development we held many discussions with suppliers and finally decided to adopt cork and fibers made from recycled plastic bottles as materials for the MX-30.

Regarding the cork in particular, the material's hygroscopic and vibration-damping properties makes it highly functional but also lightweight. Despite these advantages, cork lacks durability, which proved to be the greatest problem we had to address. Around that time, coincidentally, we came across a TV program that introduced techniques to enhance the durability of cork. Our team members obtained the information and then shared it with suppliers, which enabled us to achieve at a stroke quality that satisfied Mazda's standards. Cork is made of the bark of cork oak trees and is a sustainable material. It is possible to continue to harvest the bark of trees that live for between 200 and 300 years while absorbing large amounts of CO<sub>2</sub>. Furthermore, the MX-30 uses cork made of wood waste generated from the production of wine corks. Mazda was in fact founded as a cork manufacturer. For this reason, suppliers associated with our founder's business participated in the development process. It was a surprising but happy encounter that our developers come across, at a time when the Company was going to mark its 100th anniversary.



**Battery capacity for the environment and customers' daily routine**

Production of car batteries requires a large amount of electricity. On top of this, as the battery capacity becomes greater, the sizes of the brake and tires also become larger, having greater impact on the environment. Mazda strives to contribute to CO<sub>2</sub> reduction at all stages, from procurement of materials for batteries and other components, manufacturing and the disposal of vehicles. In the early stage of the development, the team identified the appropriate battery capacity on a life-cycle assessment basis and decided not to use a large-capacity battery for the MX-30.

The MX-30 is powered by a battery with a capacity of 35.5 kWh and travels approximately 200 km\*<sup>1</sup> on a single charge. We judge the capacity to be suitable for customers who choose the MX-30 for their daily commuting and going shopping in town. The development team also aimed to make the most of the convenience of EVs, which can be charged overnight by a household power supply. Therefore, for the greater benefit of customers, we decided that the MX-30 would not be equipped with an unnecessarily heavy battery, which would have made the car needlessly expensive. Consequently, I am confident that the MX-30 was able to strike a good balance between environmental friendliness and daily convenience.

\*<sup>1</sup> Measured in the European WLTP mode. The driving range of EVs vary depending on a variety of factors, including driving style, use of features, and driving environment.

Society

**With greater passion for safety and people**

In consideration to traffic safety, one of the social issues addressed by Mazda, we aim to contribute to society via our technological strengths. Which is why new advanced technologies are effectively incorporated into the MX-30.

New functionality was added to Smart Brake Support (SBS), with the intention to help prevent accidents where a car turning right collides with an oncoming car at an intersection (in the case of right-hand drive units). The MX-30 also introduces the Emergency Lane Keeping system, comprising two assist functions. One is Road Keep Assist, which helps keep the car on the right track on roads with grass, curbs or discernable edges, even in the absence of lane markings. The other is Blind Spot Assist, which helps prevent collisions when changing lanes by issuing an alarm to alert the driver to the presence of vehicles in the areas behind and to the side of the car and by providing steering assistance to return the car toward the center of the lane. All of these technologies adopted by the MX-30 have been developed based on the analysis of many potential accident-prone situations.

In addition to considering safety, we applied our inventiveness to the freestyle doors in response to diverse customer needs. For example, when Mazda adopted the freestyle doors on the RX-8 previously, wheelchair users were among customers who purchased the car. Based on this experience, the MX-30's front doors were designed to have a greater degree of opening than that of other Mazda models, to enable wheelchair users to get behind the wheel in a priority parking place without the need to turn their wheelchair around.



The MX-30 development project was launched four years ago. Many participants including not only planners but also designers and sales representatives joined the project from the planning stage, in which we conducted interviews with customers. As such, the project was characterized by particularly strong bonds between team members. While encouraging one another, project members were able to enhance their skills in their respective fields. It's from this teamwork that the MX-30 was born.

A car should be more than a mere means of transportation. We hope that vehicles can serve as a place that provides functionality and space always sought after by customers. This is also the source of my passion, which has driven me to create a car that will be loved by its owner, as if it were part of their family or their partner. I believe that through the development of the MX-30, we were able to embody Mazda's challenger spirit. This challenge marked the first step toward the next 100 years for Mazda, which celebrated its centennial this year. I would like to take this opportunity to reaffirm my determination to play an active role in promoting Mazda's strategy of offering multiple solutions by continuously challenging myself.

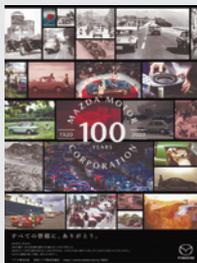
## Feature Story: Mazda Marks its 100th Anniversary —We would like to express our sincere appreciation to all stakeholders

Mazda Motor Corporation celebrated its 100th anniversary on January 30, 2020. We would like to express our sincere appreciation to our customers, dealers, suppliers, business partners and the local community, who have supported us over the years. As we look ahead to the next 100 years, we will continue to put people first and cherish "our unique co-creation with others." As we strengthen co-creation and cooperation with all those connected with the Company, we will continue to challenge ourselves to create unique products, technologies, and experiences that our customers love.

### Various initiatives to express our gratitude to those who have supported us

#### Opening of the Mazda 100th Anniversary website

On December 18, 2019, the Company launched the Mazda 100th Anniversary website in advance of commemorating its centennial. Through the website, Mazda will illustrate from various angles its history of 100 years, during which the Company has advanced side by side with all those connected, along with expressing our sincere gratitude to them. We also hope that the participatory contents of the website will help strengthen our ties with you all. For example, the "with Mazda Stories" section introduces the personal stories and photographs posted by people who have supported us.



#### Photographic advertisement that expresses our appreciation for celebrating our 100th anniversary

On January 30, 2020, the day on which Mazda marked its 100th anniversary, the Company placed a newspaper advertisement. It was prepared in the hope of expressing sincere gratitude to all those who have supported us and raising their expectations for Mazda, which is embarking on its next 100 years. Since Mazda's century-long history is also the history of each individual Mazda supporter, the advertisement was designed by collaging various photographs, including those of vehicles and their surrounding landscapes.

#### 100th Anniversary Special Edition series

Mazda released its 100th Anniversary Special Edition models, which were prepared as a token of our appreciation for those who have supported Mazda thus far, along with our determination to always remember the origin of Mazda's car development philosophy. The R360 Coupe was Mazda's first passenger car, launched in 1960. It was developed in keeping with our founder's strong aspiration to create a car that enables many people to enjoy driving and to go where they want to, thereby enriching people's lives. Making a pledge to continue carrying on founder's aspiration, we designed these Special Edition models in the motif of the R360 Coupe.



#### Mazda official merchandise "Mazda Collection"

In commemoration of its 100th anniversary, the Company released its official merchandise "Mazda Collection," which allows customers to enjoy Mazda's view of the world in various situations in their everyday life. Each official merchandise item was created with our hope to convey our deep appreciation to all those who have supported Mazda.

# FY March 2020 Highlights

Number of sales countries/regions

More than **130** countries/regions

Number of tier 1 suppliers

**1,071**

Global sales volume

**1,419** thousand units Down 9.1% YoY

Global sales share

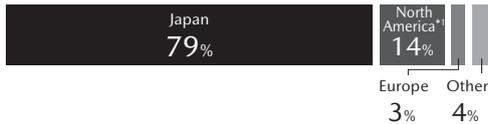


Number of employees

**50,479**\*2

Overseas local employment rate for management\*3 **74%**

Rate of employees by region (consolidated)



Net sales

**3,430.3** billion yen Down 3.8% YoY

Operating income

**43.6** billion yen Down 47.0% YoY

Domestic production volume

**970** thousand units

Overseas production volume

**460** thousand units

CO<sub>2</sub> emissions per unit of sales revenue from production (Four principal domestic sites\*4)

**16.3** t-CO<sub>2</sub>/100 million yen Reduced by 56.6% compared with FY March 1991 levels

Total amount of landfill waste (Four principal domestic sites\*4)

**0** t Maintained since FY March 2009

Rate of reinstatement after childrearing leave (Non-consolidated)

**99%**

Percentage of employees with special needs (Non-consolidated)

**2.22%**

\*1 Including Mexico.

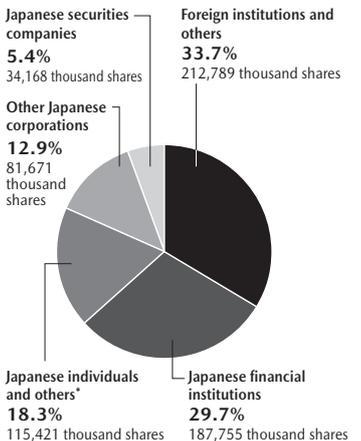
\*2 Excluding the number of Mazda Group employees dispatched to companies outside the Group, but including the number of employees dispatched to Mazda Group companies from outside the Group.

\*3 Executive officers/divisional general managers

\*4 Head Office (Hiroshima); Miyoshi Plant; Hofu Plant, Nishinoura District; and Hofu Plant, Nakanoseki District (including R&D and other indirect areas)

## Financial Information

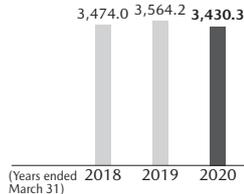
Breakdown of Shareholders by Type (as of March 31, 2020)



\* Treasury stock is included in "Japanese individuals and others"

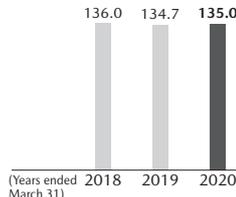
Net Sales

(Billions of yen) ■ Net sales



R & D Costs

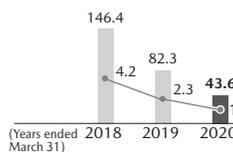
(Billions of yen) ■ R & D Costs



Operating Income / Operating Income Ratio

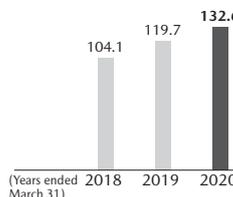
(Billions of yen / %) ■ Operating Income

↔ Operating Income Ratio



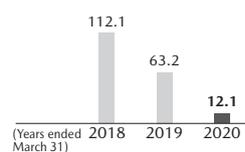
Capital Expenditures

(Billions of yen) ■ Capital Expenditures



Net Income Attributable to Owners of the Parent Company

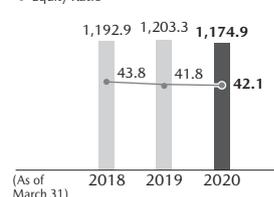
(Billions of yen) ■ Net income



Equity / Equity Ratio

(Billions of yen / %) ■ Equity

↔ Equity Ratio



# MAJOR PRODUCT LINEUP

Mazda provides attractive products that provide driving pleasure and outstanding environmental and safety performance. Since 2019, the Company has been introducing new-generation products that adopt a matured Kodo—Soul of Motion Design and Skyactiv Technology.

## MAZDA CX-3



Global Sales Volume 120 thousand units  
Sales markets J N E O  
Production bases J O

## MAZDA CX-30



Global Sales Volume 73 thousand units  
Sales markets J N E C O  
Production bases J N C O

\* Started production in China in April 2020, and sales in May 2020.

## MAZDA CX-4



Global Sales Volume 45 thousand units  
Sales markets C  
Production bases C

## MAZDA CX-5



Global Sales Volume 416 thousand units  
Sales markets J N E C O  
Production bases J E C O

## MAZDA CX-8



Global Sales Volume 27 thousand units  
Sales markets J C O  
Production bases J C O

## MAZDA CX-9



Global Sales Volume 61 thousand units  
Sales markets N E O  
Production bases J E

## MAZDA 2



Global Sales Volume 139 thousand units  
Sales markets J N E O  
Production bases J N O

## MAZDA 3



Global Sales Volume 309 thousand units  
Sales markets J N E C O  
Production bases J N C O

## MAZDA 6



Global Sales Volume 120 thousand units  
Sales markets J N E C O  
Production bases J E C O

## MAZDA MX-5

(Japanese name: Mazda Roadster)



Global Sales Volume 27 thousand units  
Sales markets J N E O  
Production bases J

## MAZDA BT-50



Global Sales Volume 32 thousand units  
Sales markets O  
Production bases O

## MAZDA MX-30



Launched globally starting from Europe in autumn 2020

Sales markets and production bases  
J Japan N North America E Europe  
C China O Other markets

\* Global sales volume is for fiscal year March 2020; sales markets and production bases are as of March 31, 2020.  
\* Vehicle specifications differ by market.

# GLOBAL NETWORK (As of March 31, 2020)

Mazda is based in Hiroshima Prefecture and has major production sites in Japan, Mexico, Thailand, and China. The Company conducts sales in more than 130 countries and regions around the world. Mazda has established a global network of headquarters, R&D bases, production facilities, dealerships, and other facilities.

## Japan

(Number of dealerships: 946)

- 1 Headquarters
- 2 Headquarters R&D Divisions
- 3 Mazda R&D Center (Yokohama)
- 4 Miyoshi Proving Ground
- 5 Mine Proving Ground
- 6 Hokkaido Kenbuchi Proving Ground
- 7 Hokkaido Nakasatsunai Proving Ground
- 8 Hiroshima Plant
- 9 Hofu Plant
- 10 Miyoshi Plant
- 11 Press Kogyo Onomichi Plant<sup>\*1\*</sup>

## Asia

(Number of dealerships: 856)

- 12 Mazda Motor (China) (MCO) / MCO China Engineering Support Center
- 13 China FAW <sup>\*1\*</sup>
- 14 Changan Mazda Automobile
- 15 Changan Mazda Engine
- 16 AutoAlliance (Thailand)
- 17 Mazda Powertrain Manufacturing (Thailand)
- 18 Thaco Mazda Automobile Manufacturing Company<sup>\*1</sup>
- 19 Mazda Malaysia
- 20 FAW Mazda Motor Sales
- 21 Changan Mazda Automobile Sales
- 22 Mazda Motor Taiwan
- 23 Mazda Sales (Thailand)

## Oceania

(Number of dealerships: 191)

- 24 Mazda Australia
- 25 Mazda Motors of New Zealand

<sup>\*1</sup> Consignment production facilities  
<sup>\*2</sup> Changed name from FAW Car in June 2020  
<sup>\*3</sup> Started production in April 2020  
<sup>\*4</sup> Started production in May 2020  
<sup>\*5</sup> Ended production in May 2020  
<sup>\*6</sup> Ended production in August 2020



## North America

(Number of dealerships: 778)

- 26 Mazda North American Operations
- 27 Mazda Toyota Manufacturing, U.S.A.\*<sup>1</sup>
- 28 Mazda de Mexico Vehicle Operation
- 29 Mazda Motor of America
- 30 Mazda Canada
- 31 Mazda de Mexico Sales & Commercial Operation



26 Mazda North American Operations  
Location: California, USA



28 Mazda de Mexico Vehicle Operation  
Location: Guanajuato, Mexico  
Production capacity: 250,000 units per year  
Models in production: CX-30, Mazda2, Mazda3, Compact vehicles for Toyota

## Europe

(Number of dealerships: 1,978)

- 32 Mazda Motor Europe / European R&D Centre
- 33 Mazda Motor Logistics Europe
- 34 Mazda Sollers Manufacturing Rus
- 35 Mazda Motors (Deutschland)
- 36 Mazda Motors UK
- 37 Mazda Motor Russia  
19 distributors in other main markets



32 Mazda Motor Europe  
Location: Leverkusen, Germany

## Caribbean, Central and South America, Middle East, Africa

(Number of dealerships: 415)

- 38 Mazda de Colombia
- 39 Mazda Southern Africa



### Main Business Lines

- Regional headquarters / R&D
- Production facilities
- Distributors

<sup>1</sup> Start of operations planned for 2021

# MAZDA CSR

Mazda will grow and develop together with society through the realization of its corporate vision.

While striving to meet the requests and expectations of all of Mazda's stakeholders, each employee pursues corporate social responsibility (CSR) initiatives in the course of their daily business activities.

## CONTENTS

23 CSR Management

28 Stakeholder Engagement

### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

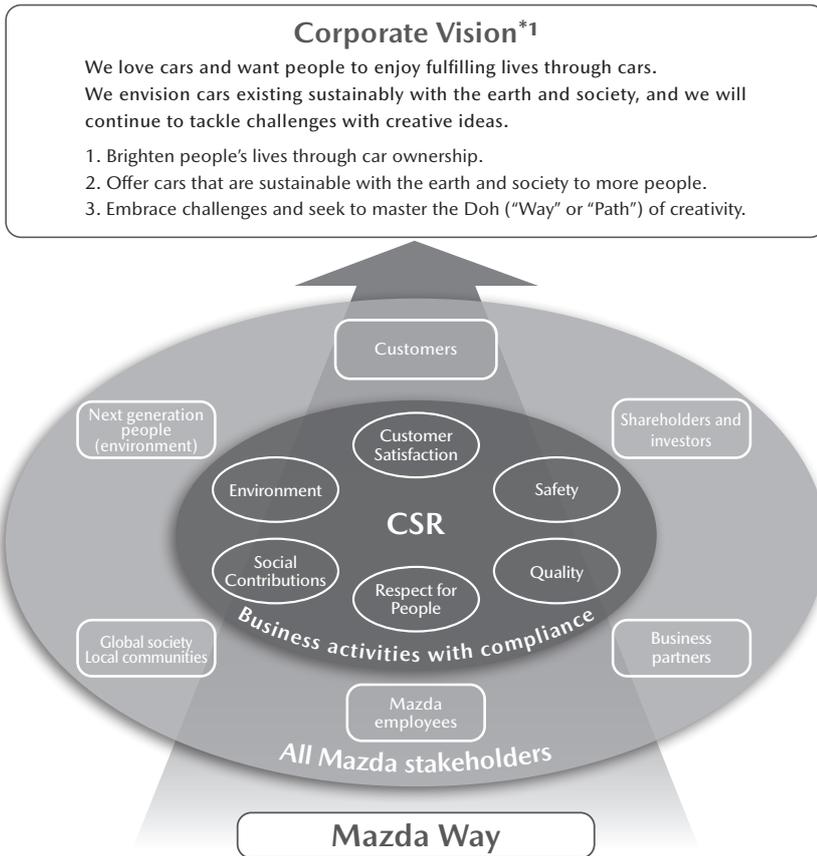
Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
CSR management	<ul style="list-style-type: none"> <li>① Review key CSR issues (materiality) in view of changes inside and outside the Company.</li> <li>② Continue to secure coordination between related divisions to reinforce CSR initiatives on a global basis, in line with international CSR norms.</li> <li>③ Implement optimization of the contents and opportunities for activities to raise employees' CSR awareness by level.</li> </ul>	<ul style="list-style-type: none"> <li>① To review key CSR issues (materiality), held discussions to clarify the relationship between the Company's initiatives that are promoted under the Medium-Term Management Plan as matters of great significance to Mazda and the SDGs, which the Company works to help achieve in response to social expectations.</li> <li>② Implemented CSR initiatives based on international CSR norms by participating in working group meetings of the United Nations Global Compact as well as the TCFD Consortium to obtain information and knowledge, which were shared with related departments in the Company.</li> <li>③ Enriched the content of awareness-raising programs by introducing new examples, and expanded CSR education opportunities by launching e-learning programs.</li> </ul>	○	<ul style="list-style-type: none"> <li>① Complete the review of key CSR issues (materiality) and specify the targets/ indicators for addressing materiality.</li> <li>② Strengthen and maintain coordination between related divisions to reinforce CSR initiatives on a global basis, in line with international CSR norms.</li> <li>③ Implement optimization of the contents of and opportunities for activities to raise employees' CSR awareness, and consider expanding the scope of employees to be involved in such activities.</li> </ul>	6.2 Organizational governance
Stakeholder engagement	Continue and strengthen stakeholder engagement.	Executed stakeholder engagement initiatives as planned.	○	Continue stakeholder engagement initiatives, taking into account the impact of the novel coronavirus (COVID-19) pandemic.	6.2 Organizational governance

# CSR MANAGEMENT

## Basic Approach

Mazda aims to achieve its Corporate Vision through the actions of each individual, based on the Mazda Way (see p. 85). While striving to meet the requests and expectations of all of Mazda's stakeholders, each employee pursues CSR initiatives in the course of their daily business activities, in order to achieve the sustainable development of both society and the Company itself.

### Sustainable Development of Society and the Company



#### Corporate Vision\*1

We love cars and want people to enjoy fulfilling lives through cars.  
We envision cars existing sustainably with the earth and society, and we will continue to tackle challenges with creative ideas.

1. Brighten people's lives through car ownership.
2. Offer cars that are sustainable with the earth and society to more people.
3. Embrace challenges and seek to master the Doh ("Way" or "Path") of creativity.

## Areas of CSR Initiatives

Referencing the Charter of Corporate Behavior issued by the Japan Business Federation (Keidanren)\*2, etc., Mazda classifies and evaluates its CSR initiatives. The areas of CSR initiatives are periodically reviewed and revised in the light of issues in the business activities of the automotive industry and Mazda, as well as social issues to which stakeholders attach particular importance. The most recent review was made in July 2016, by which the Company defined the following as the key areas of its CSR initiatives: Customer Satisfaction, Quality, Safety, Environment, Respect for People, and Social Contributions.

Customer Satisfaction	Providing a Mazda brand experience that exceeds customer expectations •Commitment to customers./• Sales and customer service, etc.
Quality	Offering products and services that please our customers •Establishing stable pat quality./• Achieving quality that exceeds customer expectations./• Cultivating human resources capable of thinking and acting for the happiness of customers
Safety	Promoting safety initiatives to achieve a safe and accident-free automotive society •Safety initiatives based on the three viewpoints; vehicles, people, and roads and infrastructure
Environment	Reducing environmental impact throughout the entire vehicle life cycle •Environmental management, efforts regarding product and technology development, efforts regarding manufacturing and logistics, recycling, biodiversity, communication, etc.
Respect for People	Developing human resources, who are the foundations of the Company and society, and respecting for human rights •Initiatives with employees (including occupational safety and health)/• Respect for human rights, etc.
Social Contributions	Contributing to local communities as a good corporate citizen •Activities based on the three pillars (environment and safety performance, human resources development, and community contributions), etc.

\*1 Mazda revised its Corporate Vision in April 2015, with the following objectives, aiming to be recognized as a corporate group gaining sincere trust of its stakeholders.

- Clarify the attributes of the Mazda brand, and make concerted efforts across the Mazda Group to realize the Corporate Vision.
- Promote the Group-wide dialogue process to share, understand and agree the goal of the Corporate Vision through the continuous thorough discussions.
- Closely link the Corporate Vision to our daily business activities.

\*2 Mazda actively supports the Charter of Corporate Behavior issued by the Japan Business Federation (Keidanren).

## CSR Promotion Organization

Each department carries out its operations based on goals and plans formulated with an understanding of the policies and guidelines determined by the CSR Management Strategy Committee, which the president chairs, and in cooperation with other Group companies. From FY March 2016, the Board of Directors holds discussions on issues concerning sustainability.

### CSR Management Strategy Committee

Deliberate the CSR activities that are expected of Mazda from a global perspective, in consideration of changes in social environment.

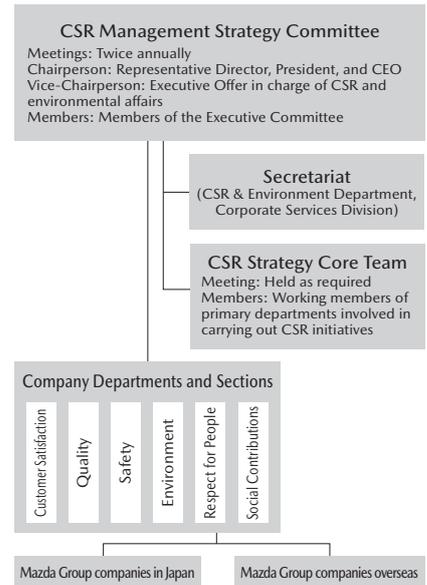
- Establishment of CSR targets and follow-up of the progress in CSR efforts (see p. 27)
- Performance evaluation of the mid-term environmental plan (Mazda Green Plan) (see pp. 54-55)
- Reviewing and identifying key CSR issues (materiality) (see p. 25)
- The present status of social needs and trends regarding CSR and the results of external evaluations of CSR initiatives

### b History of the CSR Structure

FY March 2005	<ul style="list-style-type: none"> <li>• Began company-wide CSR initiatives</li> <li>• CSR Committee established</li> </ul>
FY March 2008	<ul style="list-style-type: none"> <li>• Mazda evaluates its CSR initiatives in the six areas referencing the Charter of Corporate Behavior issued by the Japan Business Federation (Keidanren), etc.</li> <li>• CSR Promotion Department established as a permanent structure</li> </ul>
FY March 2009	<ul style="list-style-type: none"> <li>• Integrated CSR initiatives and management</li> <li>• Reinforced global perspective</li> <li>• CSR Committee reorganized as the CSR Management Strategy Committee</li> </ul>
FY March 2010	<ul style="list-style-type: none"> <li>• Promoted initiatives both globally and across departments</li> <li>• CSR &amp; Environment Department established as a permanent structure</li> <li>• Former CSR Promotion Department reorganized as a supervising compliance body and renamed as the Compliance Administration Department</li> </ul>
FY March 2013	<ul style="list-style-type: none"> <li>• CSR Targets established</li> <li>• Started to implement the PDCA cycle to promote CSR initiatives based on ISO 26000</li> <li>• Compliance supervision functions transferred to the Office of General &amp; Legal Affairs</li> </ul>
FY March 2014	<ul style="list-style-type: none"> <li>• Started study to review and identify key CSR issues (materiality)</li> </ul>
FY March 2015 - FY March 2016	<ul style="list-style-type: none"> <li>• Disclosed the process of reviewing and identifying materiality</li> <li>• Continued to conduct interviews with interested parties in the Company and with external experts and specialists</li> </ul>
FY March 2017	<ul style="list-style-type: none"> <li>• Disclosed the results of the materiality review, and the items that were identified</li> <li>• Reviewed the areas of CSR initiatives</li> </ul>
FY March 2018-	<ul style="list-style-type: none"> <li>• Continued the process of reviewing and identifying materiality</li> <li>• Discussions under way to clarify the relationship between the Company's initiatives based on the Medium-Term Management Plan and the SDGs</li> </ul>

a b

### a CSR Promotion Organization



## Collaboration with Local Governments, Industrial Organizations, etc.

To fulfill its social responsibility, Mazda is actively collaborating with external organizations, including local governments and industrial organizations. The Company has participated in activities conducted by industrial organizations, such as the Japan Business Federation (Keidanren) and the Japan Automobile Manufacturers Association, while also being involved in government-led activities, such as the Strategic Commission for the New Era of Automobiles set up by Japan's Ministry of Economy, Trade and Industry. In addition, Mazda signed the United Nations Global Compact<sup>\*1</sup> and declared its support for the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD<sup>\*2</sup>), as part of its efforts in line with the international social initiatives.

<sup>\*1</sup> UNGC: United Nations Global Compact  
The UNGC is a voluntary effort by corporations and organizations to be good corporate citizens by exercising responsible, creative leadership, and to build a global framework for sustainable growth. More than 13,000 corporations and organizations in approximately 160 countries worldwide are participants or signatories to the compact.  
Mazda joined the Global Compact Network Japan (GCNJ) comprising Japanese signatory companies and organizations to the UNGC. As a member of GCNJ, the Company participates in workshops and gathers information on such themes as ESG, the environment, supply chains, labor and human rights.

<sup>\*2</sup> TCFD: Task Force on Climate-related Financial Disclosures  
A private sector-led organization set up by the Financial Stability Board (FSB), in response to the request from the G20 Finance Ministers and Central Bank Governors.

### External Evaluations of CSR (as of August 31, 2020)

Mazda identifies key external ratings and evaluations both from within Japan and overseas. By analyzing the results, Mazda evaluates its own initiatives. Mazda continuously makes active efforts to disclose information by responding to both domestic and global surveys and evaluations, such as those by socially responsible investment (SRI) and environmental, social and governance (ESG) rating organizations.

- Inclusion in the Dow Jones Sustainability Index (DJSI) Asia Pacific Index (Selected since September 2017)
- Inclusion in the FTSE4Good Index series (Selected since March 2011)
- Inclusion in the FTSE Blossom Japan Index (Selected since the index was established in July 2017).
- Inclusion in the MSCI ESG Leaders Indexes (Selected in June 2020)
- Inclusion in the MSCI Japan Empowering Women Index (WIN) (Selected since December 2019)
- Inclusion in the Ethibel EXCELLENCE Investment Register (Selected since October 2013)
- In the CDP Climate Change Report 2019, Mazda's score was A-.
- Inclusion in the S&P/JPX Carbon Efficient Index (Selected since the index was established in September 2018).
- In FY March 2020, Mazda received a Silver Medal in a supply chain assessment conducted by EcoVadis.

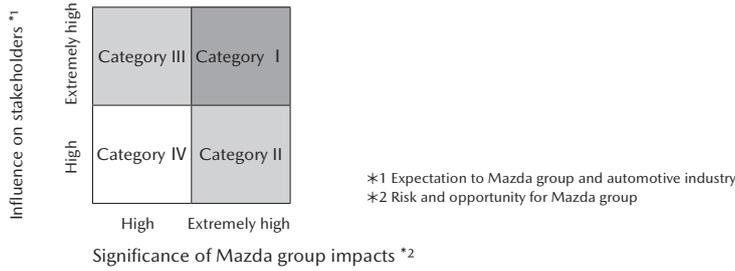


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### Key CSR Issues (Materiality)

Mazda has been implementing a four-phase process (Step 1–Step 4) to extract the social issues that the Company should address, so as to identify the key CSR issues (materiality). In identifying materiality, Mazda reflects the external opinions of experts and various other stakeholders, while taking into account opinions from both management and the relevant divisions. During the materiality identifying process, Mazda has also referenced the Sustainable Development Goals (SDGs)\*1 adopted by the United Nations. In the future, Mazda will continue to review materiality, while further clarifying the relationship between SDG-related issues and key CSR issues.

### Mazda Group's Key CSR Issues (Materiality) (as of August 2020)



#### C C Materiality Review Process

**[Step 1] Extraction of social issues**  
Extract aspects of greatest importance from the following perspectives, and clarify the scope of expected impact (boundary) of each aspect.  
 ■ Social issues in the business activities of the automotive industry and Mazda  
 ■ Social issues to which stakeholders attach particular importance or that have substantive influence when stakeholders evaluate Mazda

**[Step 2] Prioritization**  
Evaluate the importance of the social issues extracted in Step 1, grade them and show the graded scores by mapping according to the following two axes, so as to identify the aspects with greatest importance (the status was reported to CSR Management Strategy Committee.)  
 ■ Horizontal axis: Significance of Mazda group impacts (graded by Mazda's relevant divisions, from such viewpoints as the possibilities for existing risks and opportunities at Mazda, and the significance of their impact)  
 ■ Vertical axis: Influence on stakeholders (graded by external experts and institutional investors, from such viewpoints as the relationship with the business activities of the automotive industry and Mazda, and of the possibilities for having impact)

**[Step 3] Validation**  
Reconfirm the validation of the boundaries of aspects identified in Step 2 based on the business plan, etc. The CSR Management Strategy Committee approved the validation.

**[Step 4] Disclosure of identification results and development of the PDCA cycle**  
Disclose the materiality aspects identified in Steps 1-3 and the management reporting results for the first time in the Mazda Sustainability Report 2016. Continuously collect the opinions of stakeholders inside and outside the Company and carry out periodic reviews, so as to develop the PDCA (plan-do-check-act) process.

Category	Items	Outline	Related item(s) in Mazda Sustainability Report 2020 [In-Depth Version]	Target	Boundary of Impact
I	Indirect Economic Impacts	• Indirect economic impact and the degree of contribution in the country/region where Mazda conducts business	• Top Message*3	See Securities Report*4	Inside and outside the organization
	Energy	• Impact of energy use throughout the value chain on the entire society	• Environment (energy / global warming)	See Mazda Green Plan 2020 (p. 54)	Inside and outside the organization
	Water Source in Community	• Impact of water use on the entire society by water source	• Environment (cleaner emissions, resource recycling, biodiversity)	See Mazda Green Plan 2020 (pp. 54-55)	Inside and outside the organization
	Emissions	• Impact of greenhouse gases (such as CO <sub>2</sub> ) and NOx on the atmosphere	• Environment (energy / global warming, cleaner emissions)	See Mazda Green Plan 2020 (pp. 54-55)	Inside and outside the organization
	Effluents and Waste	• Impact of factory waste/wastewater on ecosystems and on the entire society	• Environment (cleaner emissions)	See Mazda Green Plan 2020 (p. 55)	Inside and outside the organization
	Products and Services from Environmental Aspect	• Environmental impact when a product is in use, and impact of waste from end-of-life vehicles	• Environment (efforts regarding product and technology development)	See Mazda Green Plan 2020 (pp. 54-55)	Inside and outside the organization
	Occupational Health and Safety	• Health and safety of employees, etc., and impact on their health	• Respect for People (initiatives with employees)	See CSR Targets (p.84)	Inside the organization
	Diversity and Equal Opportunity	• Providing an opportunity and working environment where a diverse range of employees can succeed, regardless of race, gender, age, religion, etc.	• Respect for People (initiatives with employees)	See CSR Targets (p.84)	Inside the organization
II	Customer Health and Safety	• Providing vehicles that customers can use safely	• Quality (in general) • Safety (in general)	See CSR Targets (pp. 36, 41)	Inside and outside the organization
	Economic Performance	• Stable distribution of generated profits • Risks and opportunities brought by climate change and changes in external environments, such as social conditions	• Respect for People / Social Contributions / Management*3		
	Transport	• Significant environmental impacts of transporting products and purchased materials, and of transporting members of the workforce	• Environment (efforts regarding manufacturing and logistics)		
	Employment	• Providing employment opportunities (stably securing human resources with diverse qualities, and promoting a life-work balance)	• Respect for People (initiatives with employees)		
	Training and Education	• Human resources development by improving training programs and establishing career development programs	• Respect for People (initiatives with employees)		
	Market Presence	• Appointing personnel coming from countries/regions where the Company's business sites are located, as managers and above	• Respect for People (initiatives with employees)		
	Materials	• Promoting effective use of raw materials and recycling (reducing the level of dependence on natural resources)	• Environment (resource recycling)		
	Supplier Environmental Assessment	• Environmental impact assessment in the supply chain	• Environment (environmental management) • Management (supply chain)		
III	Supplier Assessment for Labor Practices	• Working environment assessment in the supply chain	• Management (supply chain)		
	Social Community	• Understanding the impact of conducting business on the country/region, and taking relevant measures	• Top Message • Social Contributions (in general)		
	Supplier Assessment for Impacts on Society	• Compliance evaluation in the supply chain	• Management (Supply chain)		
	Product and Service Labeling	• Product labeling that enables customers to select a vehicle to purchase based on correct information	• Customer Satisfaction (in general)		
	Compliance of Product Area	• Compliance with regulations and rules in vehicle development / manufacturing / sales / after-sales service	• Management (compliance)		
	Purchasing practices	• Transactions with suppliers in countries/regions where production sites are located	• Management (supply chain)		
	Compliance of environmental area	• Compliance with environment-related regulations and rules	• Environment (environmental management) • Management (compliance)		
	Labor/Management Relations	• Labor-management dialogue held in a timely and appropriate manner	• Respect for People (initiatives with employees)		
IV	Equal Remuneration for Women and Men	• Closing wage disparity between men and women	• Respect for People (in general)		
	Forced or Compulsory Labor	• Preventing and eliminating all forms of forced or compulsory labor	• Respect for People (human rights)		
	Assessment	• Evaluation of human rights protection	• Respect for People (human rights)		
	Anti-corruption	• Preventing bribery, money laundering, abuse of power, etc.	• Management (compliance)		
	Compliance of social area	• Compliance with regulations and rules in areas other than those related to the environment and products	• Management (compliance)		
	Marketing Communications	• Publicity and advertisement that enable customers to select a vehicle to purchase, based on correct information	• Customer Satisfaction (in general)		
	Customer Privacy	• Protection of customer privacy (personal information, etc.)	• Management (risk management)		

\*3 Financial materials (described in the Security Report and other documents)  
\*4 [https://www.mazda.com/globalassets/ja/assets/investors/library/s-report/files/f\\_repo200625.pdf](https://www.mazda.com/globalassets/ja/assets/investors/library/s-report/files/f_repo200625.pdf) (Japanese only)

\*1 Adopted in September 2015. The SDGs call on member states of the United Nations to mobilize efforts to achieve sustainable development, by accomplishing such targets as ending poverty and hunger, ensuring access to affordable and clean energy, combating climate change, and promoting peaceful and inclusive societies between 2015 and 2030. The SDGs comprise 17 goals with 169 targets.

## Promoting Initiatives Based on the SDGs

The Mazda Group pushes forward with various initiatives to contribute to the achievement of the Sustainable Development Goals (SDGs),\*1 adopted by the United Nations. The Group's initiatives to contribute to the achievement of the SDGs are presented in each section of Mazda Sustainability Report 2020 [In-Depth Version]. In FY March 2021, discussions are under way to clarify the relationship between Mazda's initiatives based on its Medium-term Management Plan and the SDGs.

\*1 Adopted in September 2015. The SDGs call on member states of the United Nations to mobilize efforts to achieve sustainable development by accomplishing such targets as ending poverty and hunger, ensuring access to affordable and clean energy, combating climate change, and promoting peaceful and inclusive societies between 2015 and 2030. The SDGs comprise 17 goals with 169 targets. For Details of the SDGs, refer to the following URL: <https://sdgs.un.org/>

	Initiatives based on Medium-Term Management Policy/Medium-Term Management Plan/other published plans		Major 17 goals/169 targets of the SDGs
Customer Satisfaction	Product/ technology	<ul style="list-style-type: none"> <li>• Maturing Kodo-Soul of Motion design</li> <li>• Small/Large architecture</li> </ul>	3 Ensure healthy lives and promote well-being for all at all ages.
	Customer experience	<ul style="list-style-type: none"> <li>• Development of dealer stores</li> <li>• Invest in the enhancement of events and experiences for customers</li> <li>• Develop networks</li> </ul>	9.1 Develop sustainable and resilient infrastructure to support economic development and human well-being.
	Sales	<ul style="list-style-type: none"> <li>• Innovate the communication of product values to customers</li> <li>• Interactive communication media</li> <li>• Minimize inventory/Annual product updates to properly meet the changing needs</li> </ul>	
Quality	Prevention of quality issues Early detection and swift resolution of problems	<ul style="list-style-type: none"> <li>• A common architecture for software development</li> <li>• Expand scope of model-based development</li> <li>• Use connectivity to detect problem warning signs</li> </ul>	9.1 Develop sustainable, resilient and inclusive infrastructure to support economic development and human well-being.
Safety	Autonomous driving	<ul style="list-style-type: none"> <li>• Evolve and offer advanced safety technologies</li> <li>• Deliver Mazda Co-Pilot Concept</li> </ul>	3.6 Halve the number of global deaths and injuries from road traffic accidents.
Environment	Technology/Products	<ul style="list-style-type: none"> <li>• Introduce electric vehicles (EVs)</li> <li>• Develop multiple electrification technologies</li> <li>• Introduce plug-in hybrids</li> </ul>	3.9 Reduce illnesses and death from hazardous chemicals and pollution
			7.3 Double the improvement in energy efficiency.
			7.a Enhance international cooperation to facilitate access to clean energy research and technology, and promote investment in clean energy technology.
			9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.
			11.6 Reduce environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
	Market/Responding to Customers	<ul style="list-style-type: none"> <li>• Expand the powertrain lineup, including electrification</li> </ul>	12.6 Encourage companies to integrate sustainability information into their reporting cycle.
			13.2 Integrate climate change measures into national policies, strategies and planning.
	Environmental technologies for production, logistics and offices	<ul style="list-style-type: none"> <li>• Reduce the global total CO<sub>2</sub> emissions from plants/offices and logistics operations</li> <li>• Achieve zero emissions in manufacturing and logistics processes on a global basis</li> <li>• Implement an optimal approach to water resources recycling and circulation at model plants in Japan</li> </ul>	7.2 Increase global percentage of renewable energy
			7.a Enhance international cooperation to facilitate access to clean energy research and technology, and promote investment in clean energy technology.
			12.4 Achieve the environmentally sound management of chemicals and all wastes, and significantly reduce their release in the air, water and soil.
		12.5 Substantially reduce waste generation.	
		6.3 Improve water quality through various measures.	
Respect for People	Work processes	<ul style="list-style-type: none"> <li>• IT investment for business efficiency</li> </ul>	8.4 Decouple economic growth from environmental degradation in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production.
	Work environment	<ul style="list-style-type: none"> <li>• Improve and develop work environment for employees</li> </ul>	
	Human resources system	<ul style="list-style-type: none"> <li>• Returns from efficiency gains go to employees</li> </ul>	8.5 Achieve full and productive employment and decent work for all women and men, and achieve equal pay for work of equal value.
Social Contributions	Contribution to local community	<ul style="list-style-type: none"> <li>• Study participation in sharing business</li> <li>• Jointly pilot shared mobility in rural areas</li> </ul>	9.1 Develop sustainable and resilient infrastructure to support economic development and human well-being.
			11.2 Provide access to sustainable transport systems for all, improving road safety.
			11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas.
			11.6 Reduce environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
Innovation	Connected	<ul style="list-style-type: none"> <li>• Introduce Mazda Connect with on-board communication device</li> <li>• Start next-generation connected services</li> </ul>	9.1 Develop sustainable and resilient infrastructure to support economic development and human well-being.
			17.17 Encourage and promote effective public, public-private and civil society partnerships.
	Building partnerships	<ul style="list-style-type: none"> <li>• Promote joint development of EV base technologies</li> <li>• Partnership for connectivity fundamentals</li> <li>• Begin study of collaboration programs for autonomous driving partnership</li> <li>• Provide a co-creation opportunity for MBD*1/MBR*2 and digital technologies</li> </ul>	17.16 Enhance the global partnership for sustainable development.
			17.17 Encourage and promote effective public, public-private and civil society partnerships.
			8.2 Achieve higher levels of economic productivity.
	Production base	<ul style="list-style-type: none"> <li>• Collaboration in sales finance</li> </ul>	8.10 Strengthen and expand access to banking, insurance and financial services.
			12.4 Achieve the environmentally sound management of chemicals and all wastes, and significantly reduce their release in the air, water and soil.
IT investment	<ul style="list-style-type: none"> <li>• Enhanced IT for MBD*1 and MBR*2</li> </ul>	9.5 Enhance scientific research and upgrade the technological capabilities of industrial sectors.	

\* 1 Model-based development (MBD)  
\* 2 Model-based research

### Development of PDCA Cycle in Line with CSR Targets

Mazda has established its CSR targets for each year starting in FY March 2014. In establishing these targets, CSR initiatives are reaffirmed in reference to the seven core subjects of the ISO 26000 social responsibility guidelines, and each division envisions the ideals that Mazda aims to achieve in the future, and summarizes them in these targets. The targets for FY March 2021 and the results for FY March 2020 were established and then approved by the CSR Management Strategy Committee. Mazda will continue to implement the PDCA (plan-do-check-act) process, so as to carry out CSR management in line with global standards.

### d CSR Targets

Mazda CSR (see p. 22) / Customer Satisfaction (see p. 30) / Quality (see p. 36) / Safety (see p. 41) / Environment (see p. 51) / Respect for People (see p. 84) / Social Contributions (see p. 100) / Management (see p. 106)  
All areas  
[https://www.mazda.com/globalassets/en/assets/csr/download/2020/2020\\_csrtarget.pdf](https://www.mazda.com/globalassets/en/assets/csr/download/2020/2020_csrtarget.pdf)

### Raising Executive and Employee Awareness

Mazda endeavors to deepen awareness and understanding of CSR among all its executive officers and employees, and to promote the undertaking of CSR initiatives in the course of their daily business activities. The level of employees' CSR awareness is confirmed through Global Employee Survey. To ensure constant improvement of the CSR awareness level, Mazda will continue a range of initiatives.

#### Examples of Awareness-Raising Activities

- Distribution of the Mazda Sustainability Report to Group companies in Japan and overseas (once a year)
- Particular training and enlightenment for specific issues including quality, environment, human rights and compliance (around 20 times a year)
- Implementation of CSR training programs by level (lecture-type training, group discussions, and e-learning)  
Number of training participants in FY March 2020: around 4,500\*1
- Communication about CSR efforts via the Company's Intranet, the in-house newsletter My Mazda, Mazda Workers' Union newsletter, etc. on an as needed basis\*1

### e Global Employee Survey (Positive Answer Percentage)

	Non-consolidated	
	FY March 2019	FY March 2020
My workplace is engaged in CSR through their day-to-day activities. (Local item)	45%*1	46%*1

\*1 Percentage of positive responses from indirect employees (The survey was conducted on both direct and indirect employees.)

### f Mazda Workers' Union newsletter reporting CSR initiatives in FY March 2020



### CSR Promotion throughout the Entire Value Chain

In cooperation with suppliers and dealerships, Mazda has established a CSR initiative promotion system throughout the entire value chain. The Company places emphasis on dialogues with stakeholders, to ensure that its CSR initiatives not only comply with international rules as well as the laws and regulations of each country/region, but also respect local history, culture, and customs.

#### Research and Development



Research and development in Japan, North America, Europe and China for providing innovative products tailored to the markets

#### Purchasing



Implementation of a broad range of initiatives, in tandem with 1,071 major suppliers in Japan and overseas, aiming for harmonious coexistence and co-prosperity

#### Manufacturing



Pursuit of high-level manufacturing in a total of 7 countries, including Japan, Thailand, China and Mexico

#### Logistics



Pursuit of high-quality, safe and environmentally conscious transportation on a global basis

#### Sales and services



Provision of vehicles and services to customers in more than 130 countries and regions

#### Recycling end-of-life vehicles



Pursuit of end-of-life vehicle recycling and waste reduction

\*1 Unconsolidated activities of Mazda

# STAKEHOLDER ENGAGEMENT

## Basic Approach

Mazda clarifies key responsibilities and issues that the Mazda Group should accomplish, through dialogue with stakeholders which are important for a company's sustainable development\*1, and carries out daily business activities while making efforts for improvement.

To ensure effective communications with customers and other respective stakeholders, Mazda has defined its key stakeholders, and determined the frequencies of providing opportunities for dialogue and information disclosure. The information obtained is reported to the relevant departments or committee meetings attended by the Company's management, and used for planning and improving Mazda's daily business activities.

In the brand value management which the Company has been promoting in earnest since 2013, Mazda is pushing ahead with various initiatives, aiming to continue to grow as a corporate group that earns the trust of all its stakeholders. By establishing indicators for its relationships with its stakeholders, Mazda implements the PDCA (plan-do-check-act) cycle.

## a Examples of Indicators

Customers	Degree of customer satisfaction, brand likeability, loyalty (retention), net promoter score, (unaided) awareness level, brand recommendation level
Shareholders and investors	Evaluations by external research organizations
Business partners	Stakeholder Survey
Employees	Global Employee Engagement Survey
Global society and local communities	Stakeholder Survey
Next-generation people	Evaluations by external research organizations

## Key Stakeholder Relationships and Opportunities for Key Dialogue and Information Disclosure (as of March 31, 2020)

Key Stakeholder	Mazda Group's Key Responsibilities and Issues	Opportunities for Key Dialogue and Information Disclosure (Frequency)
Customers	<ul style="list-style-type: none"> <li>Improving customer satisfaction</li> <li>Providing safe, reliable and attractive products and services</li> <li>Appropriate disclosure and explanation of information regarding products, services and technical terms</li> <li>Providing customer support in a timely and appropriate manner</li> <li>Appropriate management of customer information</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of call centers (always)</li> <li>Mazda Official Website and social media (always)</li> <li>Day-to-day sales activities (always)</li> <li>Customer satisfaction surveys (as needed)</li> <li>Holding events (as needed)</li> <li>Interviews with customers (as needed)</li> <li>Meetings with Mazda vehicle owners (as needed)</li> </ul>
Shareholders and investors (see the website for shareholders and investors*)	<ul style="list-style-type: none"> <li>Timely and appropriate information disclosure</li> <li>Maximizing corporate value</li> <li>Strict exercise of voting rights (at the general meeting of shareholders)</li> <li>Active investor relations activities</li> </ul>	<ul style="list-style-type: none"> <li>Website for shareholders and investors (always)</li> <li>Publication of the asset securities report and the quarterly financial reports (four times a year)</li> <li>Publication of the summary of financial results (four times a year)</li> <li>Quarterly presentation of financial results (four times a year)</li> <li>Holding ordinary general meetings of shareholders (once a year)</li> <li>Publication of the Annual Report (once a year)</li> <li>Publication of corporate governance reports (as needed)</li> <li>Presentations and plant tours for investors (as needed)</li> </ul>
Business partners <ul style="list-style-type: none"> <li>Suppliers</li> <li>Domestic dealerships</li> <li>Overseas distributors</li> </ul>	<ul style="list-style-type: none"> <li>Fair and equitable trading</li> <li>Open and transparent business opportunities</li> <li>Support for requests for collaboration on CSR implementation</li> <li>Appropriate disclosure and sharing of information</li> </ul>	<ul style="list-style-type: none"> <li>Hotlines linking Mazda with dealerships (always)</li> <li>Day-to-day purchasing activities (always)</li> <li>Supplier communication meetings (once a month)</li> <li>Conferences with representatives of dealerships (once a year)</li> <li>Conferences with supplier executives (once a year)</li> <li>Commendation of outstanding suppliers and dealerships (once a year, respectively)</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Respect for human rights</li> <li>Choice and self-accomplishment</li> <li>Promoting a healthy work-life balance</li> <li>Optimum matching of people, work and placement</li> <li>Promotion and improvement of employee health and safety</li> <li>Promotion of diversity</li> <li>Mutual understanding and trust between labor and management</li> </ul>	<ul style="list-style-type: none"> <li>Labor-Management Council (as needed)</li> <li>Direct communication with senior management (MBLD) (as needed)</li> <li>Global Employee Engagement Survey (as needed)</li> <li>Career meetings (four times a year)</li> <li>Career Challenge System (in-house recruitment and "Free Agent") (as needed)</li> <li>Group and optional training (as needed)</li> <li>Lectures (as needed)</li> </ul>
Global society and local communities <ul style="list-style-type: none"> <li>Community people</li> <li>Government and administrative agencies</li> <li>NGOs/NPOs</li> <li>Experts and specialists</li> <li>Educational institutions</li> </ul>	<ul style="list-style-type: none"> <li>Respect for local cultures and customers</li> <li>Prevention of workplace accidents and disasters</li> <li>Activities contributing to local communities (including cooperative work)</li> <li>Disaster-relief activities in regions in which Mazda does business</li> <li>Compliance with laws and regulations</li> <li>Payment of taxes</li> <li>Cooperation with government policies</li> <li>Cooperative work and support in search of solutions to global social issues</li> <li>Foundation activities</li> </ul>	<ul style="list-style-type: none"> <li>Opening to the public of the Mazda Museum and plant tours (always)</li> <li>Execution of social contribution activities and participation in and promotion of volunteer activities (as needed)</li> <li>Dialogue through economic and industry organizations (as needed)</li> <li>Interaction/exchange of views with the local community (as needed)</li> <li>Response to hearings, information disclosure, etc. (as needed)</li> <li>Dialogue, cooperation and support through collaboration of industry, academia and government (as needed)</li> </ul>
Next generation people (environment)	<ul style="list-style-type: none"> <li>Consideration for the environment</li> <li>Energy-/ global-warming-related issues</li> <li>Promoting resource recycling</li> <li>Cleaner emissions</li> <li>Environmental management</li> </ul>	<ul style="list-style-type: none"> <li>Holding and participating in environmental events (as needed)</li> <li>Setting targets and reporting the results under Mazda Green Plan 2020, midterm environmental plan (once a year)</li> </ul>

\* <https://www.mazda.com/en/investors/>

\*1 Parties who are directly or indirectly related to the business of the Mazda Group

## Conducting the Stakeholder Survey

Since FY March 2014, Mazda has conducted a Stakeholder Survey (once a year), inviting opinions from stakeholders outside the Company regarding employee conduct and attitudes toward the promotion of brand value management.

The submitted opinions and their analysis results are shared with top management. After clarifying the actual situations and issues to be addressed, the results are announced to Mazda employees and employees of the entire Group in Japan and abroad through MBLD (see p. 88).

This provides these employees with opportunities to review their own actions and practices, from the perspective of implementing the corporate vision and strengthening connections with stakeholders.

To generate frank opinions and guarantee objectivity of the analysis, Mazda has commissioned a third party organization (research firm) to conduct the survey.

b

b Those Covered by Stakeholder Survey  
(Only in Japan)

Suppliers, distributors/dealerships, local autonomous entities, academic societies, industrial associations, etc.
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## Communication through Publication of the Mazda Sustainability Report

The Mazda Sustainability Report has been published with the aim of informing stakeholders of Mazda's CSR initiatives, in accordance with GRI Reporting Principles for Defining Report Content. To obtain the opinions and evaluations regarding the report's content and editorial method, Mazda has conducted a questionnaire survey and applied for CSR related awards. The submitted opinions and evaluations are fed back to executive officers, external directors, and each division's employees in charge of producing the Mazda Sustainability Report, and are utilized for designing the next year's initiatives and for considering the information to be disclosed in the report.

# CUSTOMER SATISFACTION

Mazda is striving to improve customer satisfaction through providing a Mazda brand experience that exceeds customer expectations.

## CONTENTS

### 31 Providing the Mazda Brand Experience to Customers

#### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Sales and services	<ul style="list-style-type: none"> <li>Strengthen efforts to increase awareness of customer value among staff on the sales floor, through activities to communicate the value that Mazda offers to society, to enable the staff to offer their smiles to customers.</li> <li>Implement measures to impart the value offered by Mazda directly to customers.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthened efforts to increase knowledge and awareness of customer value among staff on the sales floor by implementing measures through cooperation between Mazda and local dealerships so that their customers experience the pleasure and comfort offered by Mazda vehicles at various fan events.</li> <li>Reinforced measures to impart the value offered by Mazda directly to customers (e.g., by holding fan events at two locations in Tohoku and Western Japan, with 10,769 participants, and by implementing a total of 11 Driving Academy programs in various regions).</li> </ul>	○	<ul style="list-style-type: none"> <li>Implement measures to impart the value offered by Mazda directly to customers in order to make customers happy.</li> </ul>	6.7 Consumer issues
Products	Develop products incorporating specific technologies that make "Sustainable Zoom-Zoom 2030" a reality.	Introduced the CX-30 into the market, which is equipped with Skyactiv-X, i-Activsense, Skyactiv-Vehicle Architecture and other features, in line with the principles of "Sustainable Zoom-Zoom 2030".	○	Develop products incorporating specific technologies that make "Sustainable Zoom-Zoom 2030" a reality.	6.7 Consumer issues

## PROVIDING THE MAZDA BRAND EXPERIENCE TO CUSTOMERS

The Mazda Group promotes brand value management. By enhancing its brand value, the Group aims to increase the number of enthusiastic Mazda fans and attain its business growth, thereby consequently enhancing its corporate value. With a view to building special bonds with customers in more than 130 countries and regions where Mazda vehicles are sold, Mazda pushes forward with various initiatives in cooperation with local distributors/dealerships to provide customers with a Mazda brand experience in all stages of their car ownership.

### Three Approaches to Establish an Emotional Connection with Customers a

To establish an emotional connection with customers, Mazda considers it necessary to take into account all touch points, i.e., not only the period during which customers are in possession of a Mazda vehicle, but also the periods before they purchase the vehicle and after they let go of it. Under this belief, the Company has determined three approaches that sales, marketing, customer services, and other relevant divisions should jointly pursue, based on which the Group companies of each country/region implement specific measures appropriate for their local cultures and environment.

#### Three approaches

- View customers from a lifelong perspective. In childhood, people ride in their family vehicle, and after growing up, they enjoy owning their own vehicle. Then at an advanced age, they return to riding in someone else's vehicle. It is important to have customers continue to feel close to Mazda and Mazda vehicles over all these years.
- Continuously maintain the relationship. Always provide customers with excitement and stimulation so that customers can feel a stronger connection to Mazda as time proceeds.
- Place particular emphasis on Mazda's uniqueness (e.g., strong attachment to Hiroshima, where Mazda Head Office is located, enthusiasm for offering driving pleasure).

### Approach to Developing Products

In 2017, in light of the rapid changes taking place in the global automotive industry, Mazda announced "Sustainable Zoom-Zoom 2030." This new vision for technology development takes a longer-term perspective and sets out how Mazda will use driving pleasure, the fundamental appeal of the automobile, to help solve issues facing people, the earth and society (see pp. 8–12). To achieve this, Mazda is engaged in research and development aimed at creating the world's best functions with the maximum efficiency.

#### a Every touch point



## Responding to the Diverse Customer Needs

Mazda has been establishing a system to deliver products and services to customers in the most appropriate way taking into consideration the cultures and trends of each country and region. At its R&D centers in Japan, North America, Europe and China, Mazda gathers information about markets and customers around the globe. Through local testing, Mazda develops products and provides services to suit its customers' wide-ranging needs.

To effectively enhance its brand awareness, Mazda focuses on promoting an understanding of the Mazda brand's common visions and the Company's spirit of product development and manufacturing, rather than on awareness of individual models.

### Examples to Meet Specific Customer Needs

#### <Research and Product Planning Conducted by Female Members>

To respond to the increasingly diverse needs of female drivers, a team composed of female members from various departments conducts planning and research on the vehicles which are convenient for them to use.

#### <Customizing Business (in Japan)>

Believing that the development of vehicles serving people with specific needs is essential to a more open and accessible automotive society, Mazda produces a wide range of vehicle types, as described below.

Vehicles for people with special needs	In 1995, Mazda became the first Japanese automaker to launch a vehicle for people with special needs. It was developed with top priority placed on "ease of use and comfort for both care givers and receivers." The Company has expanded the lineup to four types. <span style="float: right;">b</span>
Instructional vehicles	Mazda offers its instructional vehicles equipped with various unique features. As the first car that trainees drive in their life, it can help them to feel driving pleasure and to acquire correct driving techniques. <span style="float: right;">c</span>
Commercial and specially equipped vehicles	Mazda offers a wide commercial vehicle lineup to respond to various business needs. To satisfy highly specialized needs, the Company has developed the TESMA line, adapting the Bongo Van and Titan Truck for use as dry van trucks, refrigerator and freezer trucks, etc.

## Co-Creation of Product Training by Mazda Motor Corporation and Distributor/Dealership Staff d

Mazda offers training for sales staff to enable them to provide customers with correct and detailed information on the attractive features of Mazda vehicles. As part of the initiatives to enhance brand value, the training is aimed at globally communicating the ideas and efforts employed in development and manufacturing, as well as stories behind the technology, in addition to basic information on functions and equipment.

## Product Information, Display, and Advertising

For product information and display, Mazda not only complies strictly with each law and regulation of each country and region, but also places strong emphasis on safety, human rights, environmental issues, and ethical standards, giving careful attention to information display and expression appropriate for a company that manufactures and sells automobiles. Moreover, Mazda conducts studies on advertising on a periodic basis to check whether information provided to customers is correct and understandable.

Video and animated computer graphics are used to provide customers with easily understandable explanations of products' features and functions.

## Establishing Bonds with Customers through Mazda Official Merchandise e

Mazda has moved forward together with customers over the past 100 years. Hoping to express its sincere appreciation to all those who have supported the Company, Mazda released its official merchandise on the theme of "Heritage & Vision." Two collections are offered. One is a collection comprising mainly easy-to-use items, such as T-shirts and mugs, which make users feel close to Mazda in their everyday life. The other is a collection of model cars that have been carefully selected from among Mazda vehicles in the past, present and future. These items have been designed to allow all customers to enjoy their own "with MAZDA" stories, regardless of their age brackets.

### b Lineup for vehicles for people with special needs (as of June 30, 2020)

#### ● Vehicles with a swivel passenger seat:

Vehicle with a powered passenger seat that rotates (Mazda2)



#### ● Vehicles with a lift-up passenger seat:

Vehicles with a powered lift-up passenger seat that elevates and rotates (CX-5)

#### ● Wheelchair-ramp-equipped vehicle:

Vehicle with a ramp that enables people in a wheelchair to get in and out while remaining in a wheelchair (Flair Wagon)

#### ● Vehicle with hand-operated controls:

A welfare model that allows the driver to enjoy driving pleasure by only using both hands (Roadster [MX-5 overseas])

### c Mazda instructional vehicle

Mazda instructional vehicles (released in May 2019) pursue the ideal features for instructional vehicles, i.e. being easy to operate for both trainees and trainers, and able to help trainees acquire correct driving techniques and drive more safely and with peace of mind.



### d Seminar targeted at training staff of distributor/dealership



### e Product example

Items from Mazda 100th Anniversary Collection and Model Car Collection



## Communicating the Mazda Brand and Providing the Brand Experience

Mazda promotes initiatives to provide customers with opportunities to communicate with the Mazda brand and strengthen bonds with Mazda throughout their car ownership. To convey globally consistent visual impressions, the VI (Visual Identity) Guidelines have been established and shared within the entire Mazda Group.

### New Concept in Sales Outlets “New-Generation Showrooms” f g

Starting in FY March 2015, Mazda has been developing a new concept in sales outlets both in Japan and overseas, which is called New-Generation Showrooms, to allow customers to experience the attractiveness of Mazda and its vehicles. Under the supervision of Mazda’s Design Division, the showrooms are built in accordance with guidelines specifying three values to provide\*1 and four showroom design concepts\*2. Interiors and exteriors are designed using colors of black, white and silver, with black-based facility signs\*3, and as accents, wood is used to form a comfortable space where dignity, high quality and warmth are well-balanced. In FY March 2016 in Japan, Mazda Brand Space Osaka, a showroom directly run by Mazda, was opened and has attracted many visitors. Mazda is also developing New-Generation Showrooms overseas in collaboration with local sales-related Group companies.

### Information Service for Customers through Websites h

Mazda makes efforts to enhance the usability of its website to enable the website visitors to easily obtain the information they need. The website is designed to communicate to many people, not only the facts, but also the underlying principles and philosophy. The website also provides easily understandable information useful for customers at all stages from considering a purchase to the ownership of their vehicles. At the same time, Mazda uses Facebook, blogs, and Twitter, to enhance interactive communications with its customers. Many opinions and messages of encouragement have been posted in response to the articles on the Company’s official Facebook pages.

### Promoting Activities to Enable Customers to Experience “Driving Pleasure” i

Mazda promotes activities in which both beginners and advanced drivers can easily participate, to experience “driving pleasure” and learn about driving considering safety and the environment. Various events for multiple needs are offered. For example, at circuit events sponsored by Mazda, the Company holds lessons to learn advanced techniques useful in daily driving, and races in which everyone from beginners to advanced drivers can participate. These activities are designed to communicate the concept of Mazda’s *monotsukuri* and its latest technologies to customers, and offering them opportunities to dialogue with employees. Through these various approaches, Mazda strives to establish special bonds with customers, while striking a balance between providing customers with driving pleasure and raising their safety and environmental awareness.

#### Examples of Mazda-Sponsored Events:

##### Mazda Fan Endurance (organizer: Circuit where the event is held, main administrator: B-Sports Corporation)

A circuit event held by Mazda vehicle users. Regular vehicles without any special modifications can participate in this race. To promote safety and environmental awareness, professional driving advisors are stationed at the circuit to give participants advice regarding safe driving, and refueling is prohibited during the race, as a way to encourage better fuel economy.

##### Mazda Fan Festa 2019 in OKAYAMA (organizer: Okayama International Circuit, main administrator: B-Sports Corporation)

One of Mazda’s largest fan events in Japan. In addition to a car race among Mazda vehicle users, the Festa was highlighted by experience-based programs, with the aim of deepening bonds with customers. For example, Mazda engineers delivered a lecture on *jinba-ittai* (oneness between car and driver) driving performance and offered customers the chance to test drive Mazda vehicles. Participants also enjoyed a hands-on manufacturing experience.

f [Japan] Mazda Brand Space Osaka



g [United States] New-Generation Showroom



h Example of information services through websites  
Mazda CX-30 digital owner’s manual (website version)  
(Japanese only)  
<https://www.mazda.co.jp/carlife/manual/>



Digital magazine “Mazda Stories”  
<https://www.mazdastories.com/>



i Examples of Mazda-sponsored events

Mazda Fan Endurance  
(With a total of 664 participants [in five races] in FY March 2020)



Mazda Fan Festa in OKAYAMA  
(With 6,549 participants in FY March 2020)



\*1 Shop designed with sense of exhilaration and Mazda uniqueness, new vehicle showroom that highlights the attractive features of Mazda vehicles, and shop layout that can help strengthen bonds with people  
\*2 Dignified presence, power to attract people, showing vehicle as attractive and beautiful, with comfortable furniture  
\*3 Mazda brand symbol and showroom name that are used at each showroom

## Realizing Customer Services Relied on by Customers for Life

To provide a safer, more secure and comfortable ownership experience and to realize customer services that will be relied on by customers for life, Mazda has established a system to promptly and certainly support customers with its high maintenance skills.

The Company, seeing the period between purchase of a new vehicle and the next purchase as an important and valuable time to deepen the special bonds between Mazda and customers, has been promoting reform of operation sites, not only to simply resolve customer complaints but also to provide customers with services that exceed their expectations.

Through developing and providing service/repair tools and service manuals, establishing parts supply networks, and offering training for service trainers and service staff, Mazda supports dealers in Japan and overseas, aiming at building up systems to enable them to provide close and proper support for customers.

### Providing Tools/Service Manuals

Hoping that customers can use Mazda vehicles more safely and with peace of mind that they can make better use of increasingly multifunctional devices, Mazda distributes digital owner's manuals, which enable customers to easily search and obtain the information they need by using their PC or smart phones.

Mazda also promotes the initiatives to ensure a constant high service quality at Mazda Group dealers in Japan and overseas.

- Establishing an internet-based support system, which enables quick and efficient access to the latest service manuals, as well as efficient search for and ordering of parts
- Deploying unique malfunction diagnostic devices that are compatible with the sophisticated electronic control systems adopted in a wide range of safety and environmental technologies
- Providing information on special tools dedicated to Mazda vehicles and their usage

### Developing Service Trainers/Staff

Mazda aims to enrich individual customers' car ownership through the realization of the highest level of services from the customers' viewpoint. To this end, the Company strives to develop service professionals with excellent maintenance skills and customer service skills.

Mazda operates dedicated training centers in major countries. In each of the fast-growing areas of ASEAN, the Middle East, and Latin America, instructors are stationed who are well-versed in the local culture.

With an eye toward an age of increasing diversification, The Company promotes training of service staff by continuously developing and introducing programs suitable for the aptitude of individual trainees. Mazda has also hosted Service Skills Competitions in each country and region, as a venue where service staff can demonstrate their maintenance skills and customer service skills that they have acquired. The best service engineers of each country and region are invited to the world competition. By holding these events, the Company supports service staff members in developing their individual sense of fulfilment and pride through friendly competition.

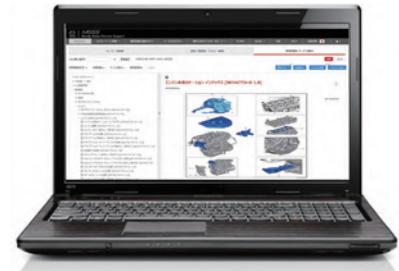
In addition, Mazda globally offers training for service staff on new model vehicles and new technologies. The training uses videos of interviews with developers and other tools to enable staff members to communicate the ideas and efforts employed in development and manufacturing, as well as stories behind the technology, to customers in an easy-to-understand manner.

#### j Examples of tools in use

Digital owner's manual (Mazda Connect version)



Maintenance service information system (that provides information on various maintenance services for Mazda vehicles)



Mazda's unique malfunction diagnostic device



#### k Customer Service Skills World Competition



## Communication with Customers and Business Partners

### Responding to Expectations and Opinions of Customers

At distributors/dealerships in each country and region, systems have been established to listen to the opinions and requests of customers, to respond to them honestly, accurately and quickly, and to reflect them in sales and services in cooperation with Mazda Head Office.\*1

The contacts of each market area and FAQ (frequently asked questions)\*2 are available on the Mazda website for the convenience of customers.

To strengthen bonds with customers, Mazda conducts global surveys focusing on "Mazda brand experience," "sales and after-sales services," "ownership cost," "product attractiveness," and other specific items. Through these surveys, the Company identifies problems in each market and addresses them in cooperation with local distributors/dealerships. With the indicators to measure customer satisfaction (see p. 28) applied, the PDCA (plan-do-check-act) cycle process has been established.

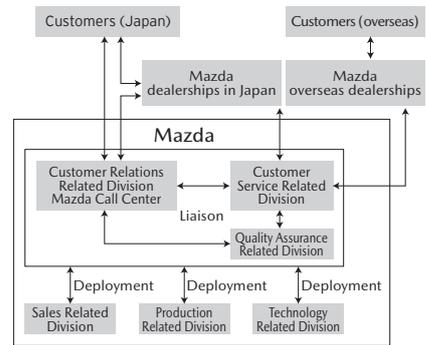
### Sharing and Recognition of Best Practices at Distributors/Dealerships

To boost the level of sales and CS\*3 efforts throughout the distributors and dealerships, a system of sharing and awarding best practices, selected based on such viewpoints as achievements in CS activities and remarkable contribution to vehicle sales, has been put in place.

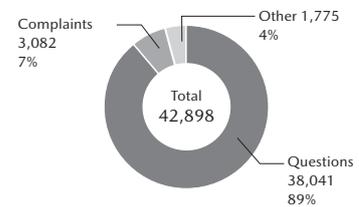
#### Examples of initiatives in Japan

Measures	Frequency	Objective/Contents
Staff Awards/ Shop Awards	Once a year	To encourage staff self-improvement, meetings are held on a periodic basis to award sales and service staff members according to their degrees of achievement of targets, improvement of technical skills, and contribution to improved vehicle quality. Awards are also given to dealerships that have achieved their targets as a result of all staff's customer-oriented activities, demonstrating excellent teamwork. In particular, best practices from the shops producing outstanding results are shared and commended at the presentation meetings hosted by the Mazda Dealership Association in each region across Japan.
Walk-Around Contest	Once a year	The Walk-Around Contest, a competition of customer-service roleplaying, is held with the aim of encouraging sales staff to acquire product knowledge and improve their customer service skills.

#### Framework



FY March 2020 Breakdown of Mazda Call Center Customer Responses by Type (In Japan) (April 2019–March 2020)



Voices of the customers who purchased or testdrove Mazda vehicles are presented on the website (Japanese only).

<https://www.mazda.co.jp/experience/voice/>

### Communication with Dealerships

Mazda works to provide its all dealerships in Japan and overseas with information on mid- and long-term strategies, products, and services in a timely manner, and also makes proactive efforts to collect information from them.

#### Communication Opportunities with Distributors/Dealerships in Japan

Participants	Frequency	Objective/Contents	
Conferences for dealership representatives	Representatives of dealerships and Mazda directors	Once a year	To communicate Mazda policies
Mazda Dealership Association in Japan Executive board of directors meeting	Executive board members and others from Mazda Dealership Association in Japan	Twice a year	Opinions are exchanged concerning sales strategies, product planning, used car policies, services, quality concerns, and other topics.
Mazda Dealership Association in Japan Specialized committees	Committee members from Mazda Dealership Association in Japan and Mazda representatives	As needed	

#### Communication Opportunities with Overseas Group Companies and Distributors

Participants	Frequency	Objective/Contents	
Product Launch Events	Representatives from major overseas bases of operation, such as the United States, Europe, China and Australia	Indetermined	To share information and exchange opinions globally upon the product launch. In FY March 2020, these events were held in April and September, with around 60 participants in each event.
Global Brand Events	Representatives from major operation bases, such as the United States, Europe, China, Australia and Japan	4 times a year	Representatives of major regions meet to build common understanding and consensus on brand strategies, and share initiatives. In FY March 2020, a total of 200 representatives participated.
Regional Brand Events	Representatives from major operation bases, such as the United States, Europe, China, ASEAN and Japan	3 to 4 times a year	Discussions are held and opinions are exchanged for each region to determine practical actions for implementing the brand strategies. In FY March 2020, a total of 200 representatives participated.
4A*1 Distributor Events	Representatives from Southeast Asia, Central and South America, Middle East, and Africa regions	Once a year	Discussions covering a wide range of topics including business, marketing, product launches, etc. In FY March 2020, the event was held from October to November, with around 150 participants.

\*1 Areas except North America, Europe, China, Taiwan and Japan

\*1 Distributor List in each country  
<https://www.mazda.com/en/about/d-list/>  
\*2 Inquiries from Japan / FAQ (Japanese only)  
<https://www.mazda.co.jp/inquiry/>  
\*3 Customer Satisfaction

# QUALITY

Mazda enriches the lives of its customers by providing products and services that reflect steady and uncompromising work.

## CONTENTS

37 Commitment to Quality

### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Quality	Establish a quality assurance system that covers production sites in Japan and overseas, ports and dealerships, to globally enable delivery of products of the same quality.	Introduced a vehicle evaluation (MQIC) system, in which quality comparison and improvement can be made using the same standards on a global basis. All the production sites (nine sites) and shipping ports had completed the introduction of the system by FY March 2019. In FY March 2020, the system's introduction at major arrival ports was completed. The system is also being introduced at major dealerships in Japan.	○	Establish a quality assurance system that covers production sites in Japan and overseas, ports and dealerships, to globally enable delivery of products of the same quality.	6.7 Consumer issues

# COMMITMENT TO QUALITY

## Basic Approach

Toward the realization of its Corporate Vision, Mazda believes that it is important to enhance the quality of “all things offered outside the Company,” including products and services, to satisfy customers. The Company defines the Five Types of Mazda Quality: “quality of work,” “quality of management,” “quality of work environment,” “quality of behavior,” and “quality of all things offered outside the Company,” which is underpinned by the preceding four. In line with its quality policy, Mazda further advances the efforts it has made and promotes united collaboration among all areas, continuing to enhance Mazda’s unique value.

## Approach to Quality Improvement

To deliver customers safety, trust and excitement through automotive lifestyles, and to have customers continuously realize the value of its products, Mazda makes Group-wide efforts based on the three principles below:

1. Establishing consistent quality, from planning to production:
2. Early detection and early solution of market problems
3. Building special bonds with customers—cultivating human resources capable of considering and acting toward the happiness of customers

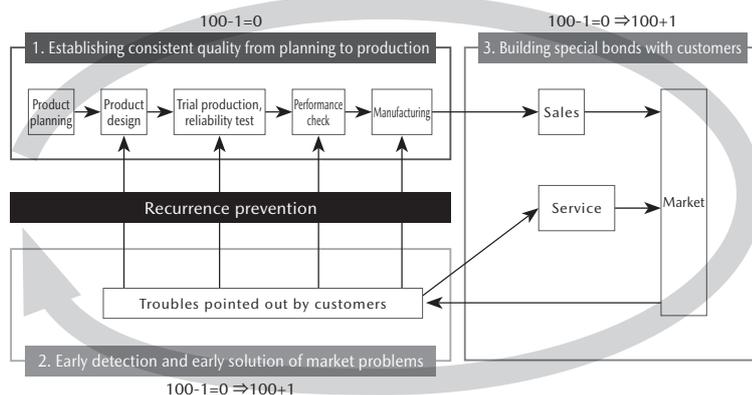
### Vision for Quality Assurance

Vehicle production based on the “100–1=0” belief

1. Establishing consistent quality from planning to production:  
 “100–1=0” expresses Mazda’s strong desire to provide good quality to all customers under the belief that if even only one out of 100 vehicles is found to be defective, the car has no value for the customer. Mazda pursues a kind of vehicle production that respects each vehicle as a certain customer’s “one-and-only,” and aims to achieve “zero defects.” In keeping with the basic principles of manufacturing and based on a full understanding of its mechanisms, all related departments work in close collaboration to establish consistent quality in all processes, from planning to production.

Initiative for the process to change “100–1=0” to “100+1”

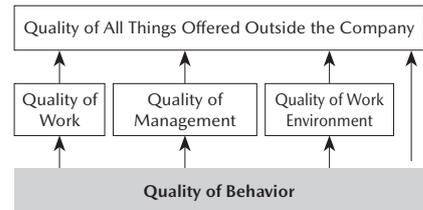
2. Early detection and early solution of market problems  
 If an unpredictable problem arises in the market, it may result in loss of trust from customers (“100–1=0”). To avoid this, Mazda promotes quality assurance activities for the early detection and early solution of any trouble pointed out by customers.
3. Building special bonds with customers  
 Mazda aims to build special bonds of ever-lasting trust with its customers by keeping contact with customers in good faith and with a sense of commitment to them (“100–1=0” ⇒ “100+1”). Toward this goal, the Company promotes human resource development by encouraging every employee to think about what they should do to make customers happy and to act accordingly.



## a Mazda Quality Policy



### [Five Types of Mazda Quality]



### [Mazda Way]

Integrity, Basics/Flawless Execution, Continuous Kaizen, Challenger Spirit, Self Initiative, Tomoiku, One Mazda

## Mazda Quality Management System (M-QMS\*1)

To make faithful and unceasing efforts and constantly ensure quality in products, sales and after-sales services that can always satisfy the expectations and trust of customers, Mazda has established the Mazda Quality Management System (M-QMS) based on ISO 9001\*2, and has applied it to the series of processes from product development to production, sales and after-sales services. At overseas production sites, Mazda also promotes the establishment of systems that encourage local employees of new sites to make self-reliant efforts to improve quality, and encourages them to acquire ISO 9001, thereby promoting the quality improvement of Mazda vehicles, which are produced and sold worldwide.

### 1. Establishing consistent quality, from planning to production

To satisfy the diverse needs of customers and offer greater trust, joy and excitement, Mazda is engaged in establishing a consistent quality level to be assured at all stages from planning/development to the delivery of products to customers.

#### Establishing Stable Quality

Not only to improve the performance of products but also to enhance the quality of new technologies including the initiatives to address environment issues, Mazda is committed to “process assurance.” Process assurance is the approach of ensuring a consistent quality level at all stages from engineering (planning, product development) to manufacturing (purchasing, vehicle production, logistics, after-sales services). Based on the correct understanding of customer needs and expectations, the important elements necessary to ensure each function and performance are identified. The Company has established a system to maintain and manage them in every stage from engineering to manufacturing. Furthermore, to allow customers feel driving pleasure through its products, Mazda identifies the functions and performance that embody “driving pleasure” for each stage from before getting in the car to after starting driving, so as to enhance consistency in establishing quality

#### Global Quality Assurance

To ensure the same quality on a global scale, Mazda has adopted the “global common” concept, under which overseas production sites establish the same quality by employing the same indicators, the same operations, and the same structures as those of the Mazda Head Office. With the aim of achieving and maintaining the same quality into the future, the roles and responsibilities of the Mazda Head Office and overseas production sites have been clarified for management. As part of its efforts to secure the same quality on a global basis, Mazda works to establish common indicators of quality achievements and processes (standards and procedures) to be shared when conducting quality control of purchased parts or quality evaluation of finished vehicles. At the same time, initiatives are under way to develop human resources who can properly operate these processes. In cooperation with Mazda North American Operations, Mazda is currently in the process of developing a quality assurance system toward the commencement of mass production at a new joint-venture plant that will start operations in Alabama, the United States, in 2021.

#### Enhancing Quality Assurance after Shipment

To ensure that the high quality at factory shipment is maintained until delivery to customers around the world, Mazda has introduced the same quality evaluation indicators to be applied, from production plants to distributors and dealers, with the aim of delivering products maintaining high quality to customers around the world under a consistent evaluation system.

b

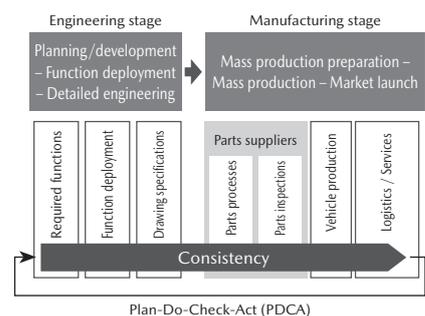
#### b Acquisition of ISO 9000 series

Year of acquisition	Types of ISO certification	Certified organization, product, service, etc.
1994	ISO9002*1	Mazda Motor Corporation: Vehicles produced at Hiroshima Plant and Hofu Plant (First to be certified as Japanese automaker)
1996	ISO9001	Mazda Motor Corporation: Engineering, product development, manufacturing and after-sales service
2001	ISO9001	Mazda Motor Corporation: Accessories, KD, product planning, design Mazda Engineering & Technology Co., Ltd.: Specially equipped vehicles (TESMA), etc. (Application range expanded) Auto Alliance (Thailand) Co., Ltd.
2007	TS16949 (ISO 9001 sector certificate)	Changan Mazda Automobile Co., Ltd., Changan Ford Mazda Engine Co., Ltd. (now Changan Mazda Engine Co., Ltd.)
2015	ISO9001	Mazda de Mexico Vehicle Operation, Mazda Powertrain Manufacturing (Thailand) Co., Ltd.
2016	ISO9001:2015	Mazda Sollers Manufacturing Rus LLC
2018	ISO9001:2015	Mazda Motor Corporation: Head Office, Hiroshima Plant and Hofu Plant, Mazda de Mexico Vehicle Operation, Auto Alliance (Thailand) Co., Ltd.
	IATF16949:2016 (ISO 9001 sector certificate)	Changan Mazda Automobile Co., Ltd., Changan Ford Mazda Engine Co., Ltd. (now Changan Mazda Engine Co., Ltd.)

\*1 International standard for product and service quality assurance

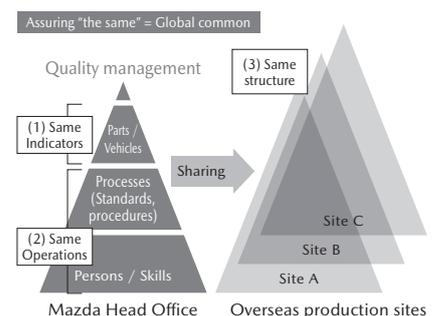
c

#### c Consistent Process Assurance based on Major Characteristics



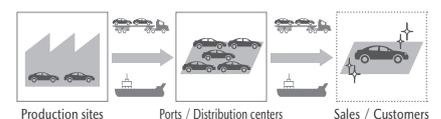
d

#### d Initiative for Global Quality Assurance



e

#### e Consistent evaluation system



\*1 M-QMS: Stands for Mazda Quality Management System

\*2 ISO: Stands for International Organization for Standardization. ISO 9001 is a set of international standards for quality management and assurance.

## 2. Early detection and early solution of market problems

Mazda strives to offer an enriched car ownership experience, in which customers can feel satisfied with the car and realize the value of the product. While respecting each vehicle as a certain customer's "one-and-only," the Company endeavors to ensure stable and speedy quality improvement and enhance the quality of present and future products.

### Comprehensive and Speedy Quality Improvement

To enable early detection and early solution of market problems, Mazda has established a system for unified management of all items of quality information. Such information is gathered from distributors and dealerships in Japan and overseas and by employing the results of surveys by external institutions and conducting the Company's own market research. Under the system, the collected information is shared company-wide in real time. By using the system and closely monitoring daily progress, Mazda investigates quality-related incidents and their causes, determines and implements improvement measures, and confirms the results. In this manner, Mazda works to achieve comprehensive and speedy improvement. The Company also promotes quality improvement, capitalizing on the vehicle information collected through the utilization of connectivity technologies, in addition to conventional initiatives based on customer input.

#### <Examples of Surveys/Analyses>

- Gathering customer voices through Mazda-unique market survey
- Market surveys conducted by third parties
- Analysis of customer voices on social media
- Analysis of vehicle information obtained through connected technologies

### Corporate Activities with Highest Priority on Customer Safety and Comfort

Mazda prioritizes safety and comfort of vehicles above all. Under a strict quality assurance system, Mazda conducts inspections on conformity with laws and regulations of each country and on functions to be used by customers, with a view to manufacturing vehicles that customers feel safe using.

This quality assurance system is maintained and managed by the development, production and quality divisions auditing each other from independent standpoints.

#### Recall Procedures (Overview)\*1

- Registration with authorities in each jurisdiction, according to the laws and regulations of each country and region
- Disclosure to customers via direct mail, telephone, and other methods, and explanations at dealerships
- Disclosure of information on recalls on the Mazda Official Website

## 3. Building Special Bonds with Customers —Cultivating Human Resources Capable of Thinking and Acting for the Happiness of Customers

To encourage every employee to think about what they should do to please customers and to act accordingly, Mazda places emphasis on cultivating a customer-oriented corporate culture/mind. Specifically, the entire Mazda Group is committed to promoting quality awareness-raising activities, quality control education, and QC (Quality Control) circle activities.

#### <Major Activities>

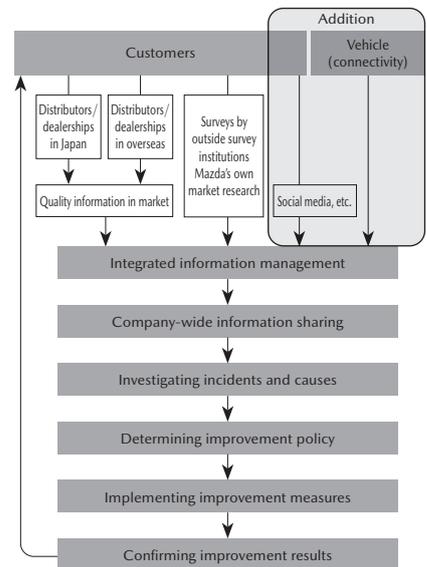
##### Quality Awareness-Raising Activities

Mazda holds quality meetings on a regular basis. At these meetings, top management communicate their commitment to compliance and quality in their own words to all employees. This provides opportunities for individual employees to reflect on and think about their work, thereby enhancing their compliance and quality awareness.

##### Sharing Past Cases

A booth for hands-on exhibition is established to share lessons learned from past cases. This initiative is intended to encourage employees to think about past issues as issues concerning themselves and to improve their attitudes and behavior.

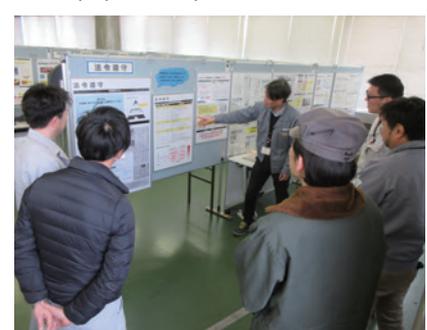
f Quality improvement system



g Quality meeting materials



h Employees share past cases



\*1 Recall procedures may vary among countries/regions.

**Quality Control Education**

For the purpose of developing human resources capable of proactively finding/solving problems from a customer viewpoint and working for continuous improvement, quality control education is provided for employees. Quality education courses taught by internal instructors are offered, and employees take appropriate courses when their job type or management level changes.

**QC (Quality Control) Circle Activities**

Mazda promotes QC circle activities to encourage members of each workplace to find and solve problems by themselves. QC circle activities, which have been implemented for over 50 years as key activities for the company, have evolved into global activities, being conducted not only inside Mazda but also at its suppliers and dealerships. The All Mazda QC Circle Competition held every year at the Mazda Head Office is now participated by QC circles of overseas sites, such as those in China, Thailand, and Mexico.

**Training Program to Deepen Employees' Understanding of the Mazda Brand**

To enable Mazda employees to explain Mazda's products and communicate the concept of Mazda's *monotsukuri*, or product development and manufacturing, with their own words to Mazda's stakeholders, Mazda offers a training program for employees, designed to help them deepen their understanding of the Mazda brand by actually experiencing the products. Through test rides in the latest models, program participants are expected to deepen their understanding of not only each product's characteristics, but also the spirit and philosophy common in all Mazda products. Another initiative is under way to help employees reaffirm Mazda's commitment to and concept of *monotsukuri* that have been handed down since the Company's founding, through restoration of Mazda's historic vehicles.

**4. Results of Quality Improvement Initiatives**

Mazda's initiatives to improve quality have been highly praised worldwide.

FY March 2020 Results (April 2019 – March 2020)\*1

Country	Name of the Study	Vehicle Type and Rankings	Name of Company
U.S.	Reliability/Road Test by Consumer Report	"Recommend" acquired for 6 models Mazda 3, Mazda 6, CX-3, CX-5, CX-9, MX-5	Consumer Reports
Japan	2019 Automotive Performance Execution and Layout (APEAL)*2	CX-3: 1st, CX-5: 2nd	J.D. Power
Thailand	2019 Initial Quality Study (IQS)*3	Mazda 3: 1st Mazda 2: 2nd	J.D. Power

\*1 Details of the studies for other countries by J.D. Power and J.D. Power Asia Pacific are available at the J.D. Power global website (<https://www.jdpower.com/>).

\*2 The J.D. Power 2019 Japan Automotive Performance Execution And Layout (APEAL) is based on responses from around 22,000 purchasers of new cars. The study was fielded between May and June 2019.

\*3 The J.D. Power Asia Pacific 2019 Thailand Initial Quality Study (IQS) is based on responses from around 7,000 purchasers of new cars. The study was fielded between February and August 2019.

**Group-wide Quality Education Courses**

Course	Objective (for FY March 2020)
1 Quality program for freshmen	To understand basic quality control concepts (customer-oriented attitude, continuous improvement efforts)
2 Problem-solving story course	To understand the concept, processes and basic techniques of problem solving
3 Quality management elementary course	To apply the concepts, processes, and basic techniques of problem solving to daily operations, thereby obtaining problem-solving abilities
4 Quality management intermediate course	To become capable of applying and practically implementing specialized quality management techniques
5 Quality Improvement Seminar for Assistant Managers	To reaffirm Mazda's vision for quality assurance, as a team leader

**All Mazda QC Circle Competition President's Award**



**Activities to restore Mazda's historic vehicles**



# SAFETY

Mazda is promoting safety initiatives, aiming to achieve a safe and accident-free automotive society from the three viewpoints of vehicles, people, and roads and infrastructure.

## CONTENTS

### 42 Safety Initiatives

#### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Safety	<p>① Further evolve, and expand the introduction of, i-Activsense, which is a series of advanced safety technologies developed in line with Mazda Proactive Safety, the Company's safety philosophy.</p> <p>② Obtain high ratings in the new car assessment programs (NCAPs) of respective countries.</p>	<p>① Added Driver Monitoring and Front Cross Traffic Alert to i-Activsense as new functions, which were incorporated into the CX-30 following the Mazda3.</p> <p>Driver Monitoring: Detects the driver's fatigue and sleepiness and warns the driver to take a break. Front Cross Traffic Alert (FCTA): Alerts the driver if it detects a vehicle approaching from the right or left front blind spot at an intersection.</p> <p>② Obtained the highest ratings in the new car assessment programs (NCAPs) of each country as follows:</p> <ul style="list-style-type: none"> <li>•US-NCAP: Mazda3, Mazda6, CX-3, CX-30, CX-5 and CX-9 obtained 5 Stars, the highest rating.</li> <li>•IIHS: Mazda3, Mazda6, CX-3, CX-5 and CX-9 obtained "TSP+," the highest rating.</li> <li>•Euro-NCAP safety performance evaluations: CX-30 obtained 5 Stars, the highest rating.</li> </ul>	○	<p>① Further evolve, and expand the introduction of, i-Activsense, which is a series of advanced safety technologies developed in line with Mazda Proactive Safety, the Company's safety philosophy.</p> <p>② Obtain high ratings in the new car assessment programs (NCAPs) of respective countries.</p>	6.7 Consumer issues

# SAFETY INITIATIVES

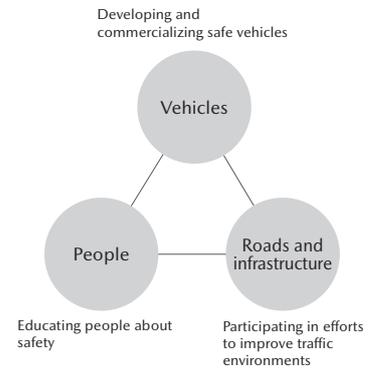
## Mazda's Basic Approach to Safety

Aiming to achieve a safer and accident-free automotive society, Mazda promotes safety initiatives from the three viewpoints of vehicles, people, and roads and infrastructure.

In 2017, Mazda announced “Sustainable Zoom-Zoom 2030” in light of the rapid changes taking place in the automotive industry around the world. This updated vision for technology development takes a long-term perspective and sets out how Mazda will use driving pleasure, the fundamental appeal of the automobile, to help solve issues facing people, the earth and society (see pp. 8–12). Mazda believes its mission is to bring about a beautiful earth and to enrich people's lives as well as society. The company will continue to seek ways to inspire people through the value found in cars. In the realm of society, which encompasses safety, “Sustainable Zoom-Zoom 2030” demonstrates Mazda's determination to leverage cars and a society that provide safety and peace of mind, to create a system that enriches people's lives by offering unrestricted mobility to people everywhere.

a

a Three Viewpoints of Safety Initiatives



## Initiatives in Vehicles

Mazda will address the issue of traffic safety, which requires a multi-faceted, balanced, and comprehensive approach, by providing all its customers with excellent safety performance, through vehicle engineering, the field in which Mazda can take the initiative.

While continuing to keep abreast of the latest safety advancements, Mazda works on technology development with the belief that technologies will demonstrate their true value only when their use becomes widespread.

## Mazda Proactive Safety: Mazda's Safety Philosophy

Mazda's safety philosophy, which guides the research and development of safety technologies, is based on understanding, respecting and trusting the driver.

To drive safely it is essential to recognize potential hazards, exercise good judgment and operate the vehicle in an appropriate fashion. Mazda aims to support these essential functions so that drivers can drive safely and with peace of mind, despite changing driving conditions.

Since drivers are human beings, and human beings are fallible, Mazda offers a range of technologies which help to prevent or reduce the damage resulting from an accident.

What Mazda's safety technologies aim to provide

By providing a good driving environment and excellent handling stability to support the drivers' safer driving, Mazda aims to maximize the range of ordinary driving conditions in which the driver can concentrate on driving without anxiety or stress. If the risk of an accident increases, the sensing functions on the vehicle provide hazard alerts to help the driver avoid danger, thereby supporting safer driving.

Moreover, understanding that human nature means that mistakes cannot be totally eliminated, Mazda offers safety functions on its vehicles that help prevent such human errors as much as possible, and if an error occurs, help prevent an accident or reduce the resulting damage.

While implementing measures appropriate for each accident risk so as to reduce the risk as soon as possible, Mazda places the highest focus on improving ordinary driving conditions to remove possible causes of an accident rather than on a "what if"-based approach (preparing for possible results).

Through providing these safety technologies based on a respect and understanding of human nature, Mazda supports driver's safer and more secure driving.

## Continuously Evolving Basic Safety Technologies as Standard for All Vehicles

Aiming to achieve a safer and accident-free automotive society, Mazda promotes continuous evolution of basic safety technologies, such as the ideal driving position and pedal layout, excellent visibility, and human machine interface, and will install these in all vehicles as standard.

### Ideal Driving Position

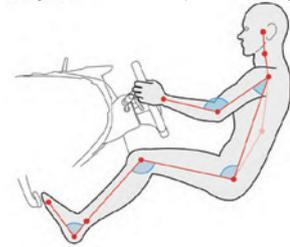
The major driving operation devices, including the pedals and the steering wheel, which are interface between man and vehicle, are located in an ideal position for a driver to operate them with ease and without fatigue.

#### Pursuing the Ideal Joint Angle for Comfortable Driving

The driving position is designed based on the theory of the "comfortable joint-link angle," the joint angle at which the driver of any physical type can exert strength quickly and properly. For Mazda3, which was introduced in 2019, the adjustable range of the telescoping mechanism\*1 has been extended and the driving position adjustment accuracy has been improved to provide the driver with a more comfortable driving position. The above design modification has reduced the tightness a small driver feels when he/she moves the seat forward. The front console layout has also been renewed. In particular, the cup holder position has been moved to the front of the shift lever.

b

b Image of comfortable joint-link angle

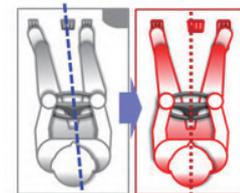


### Ideal Pedal Layout

The front tires and tire houses have been repositioned farther forward to realize an offset-free, ideal pedal layout where the driver can stretch his/her foot forward and naturally rest it on the accelerator pedal when he/she sits in the seat. The distance between the accelerator pedal and the brake pedal has also been reviewed and optimized. As a result, the driver can enjoy driving more comfortably for many hours in a relaxed posture while operating the pedals more smoothly. These design improvements reduce both driving fatigue and the possibility of the driver stepping on the wrong pedal when braking in an emergency.

C

C Comfortable layout enabling easy operation

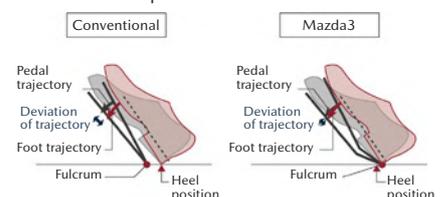


#### Organ-Type Accelerator Pedal

With an organ-type accelerator pedal, the driver's heel is placed on the floor, and the driver's foot and the pedal follows the same trajectory. This makes accelerator pedal control easier because the heel position is stabilized. For the 2019 Mazda3, Mazda has developed a new organ-type accelerator pedal structure in which the pedal fulcrum is positioned more closely to the driver's heel when compared with conventional accelerator pedals of this type. The new accelerator pedal minimizes the deviation of its trajectory when depressed, enabling the driver to use his/her calf muscles more efficiently.

d

d New and conventional organ-type accelerator pedal



\*1 A mechanism to move the steering wheel back and forth.

## Excellent Visibility

Mazda considers it important to secure good visibility to help the driver prevent accidents by supporting his/her ability to predict and react to his/her surroundings, such as road environment, other vehicles, obstacles, and pedestrians including children. To expand the vision through the door mirror so as to improve the visibility of pedestrians and obstacles, door mirrors of all Mazda passenger vehicles currently available on the market are installed on the outer door board in a lower position. For the 2019 Mazda3 and subsequent models, the visibility has been further enhanced by a combination of the inherent slenderness and the well-devised shape of the A-pillar. Visibility for children is especially cared. In recognition of this effort, in August 2019, Mazda received the 13th Kids Design Award\*<sup>1</sup> (the category of design for children's safety and security).

## "HMI Concepts" to Minimize Causes of Careless Driving

Human Machine Interface (HMI) refers to the equipment and mechanisms to facilitate transmission of various information between the driver and the vehicle. Mazda's thoroughly human-centered cockpit design minimizes the three factors\*<sup>2</sup> that cause careless driving: cognitive distraction, visual distraction, and manual distraction.

The information necessary for driving is presented in order of priority, so that the driver can concentrate his/her attention on driving and thus reduce cognitive distraction.

Indications in front of the driver's seat have been simplified to make the display easier to see and thus reduce visual distraction.

Indicators and other intuitively operable devices are installed to reduce manual distraction.

## i-ACTIVSENSE Advanced Safety Technologies\*<sup>3</sup>

Mazda is committed to continuous evolution of i-Activsense advanced safety technologies, to deliver safer, more reliable cars to a greater number of customers, from beginners to elderly drivers. Mazda's i-Activsense is an umbrella term covering a series of advanced safety technologies, developed in line with Mazda Proactive Safety. They include active safety technologies that support safer driving by helping the driver to recognize potential hazards, and pre-crash safety technologies which help to avert collisions or reduce their severity in situations where they cannot be avoided.

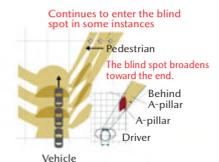
The Company has completed application of six technologies, including the collision damage reduction brake (Advanced Smart City Brake Support or Smart Brake Support) and an acceleration suppression device that functions when the driver depresses the wrong pedal (AT Acceleration Control), for all nine major models\*<sup>4</sup> sold in Japan, as standard equipment. Under the new vehicle safety concept "Safety Support Car S (Supporcar S\*<sup>5</sup>)" recommended by the Ministry of Economy, Trade and Industry and the Ministry of Land, Infrastructure, Transport and Tourism, these models qualify for the "Wide" Supporcar S category (as of June 2020).

e

## e Opening angle enlarged by improved A-pillar

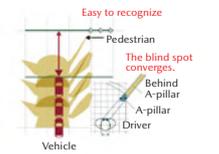
In the case of an A-pillar where the blind spot broadens toward the end

A pedestrian is often continuously hidden behind the A-pillar, preventing the driver from recognizing him/her.



In the case of Mazda3's A-pillar where the blind spot converges

Sufficient visibility is provided by a combination of the slenderness of the A-pillar itself and its well-devised shape, making the blind spot smaller than in the case of a conventional pillar.



## f Designing a cockpit that enables the driver to concentrate his/her attention on driving

The area that becomes visible when moving the eyes

① Active driving display

Active information

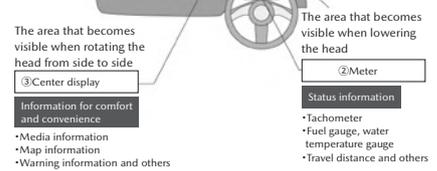
• Vehicle speed  
• Sign  
• Navigation information and others

The area that becomes visible when rotating the head from side to side

③ Center display

Information for comfort and convenience

• Media information  
• Map information  
• Warning information and others



1. Vehicle speed and other "active information that should be checked at every moment" are shown in the active driving display.
2. The amount of fuel and other "status information necessary for checking the status of the vehicle" are shown by meters.
3. Media information and other "information for comfort and convenience" are shown in the center display.

f

## g Technologies made standard equipment on the nine major models sold in Japan (For details, see p. 45.)

- Advanced Smart City Brake Support (Advanced SCBS) / Smart Brake Support (SBS)\*
- AT Acceleration Control\*
- Lane Departure Warning System (LDWS)\*
- Adaptive LED Headlights (ALH)\* or High Beam Control (HBC)\* (either according to the grade)
- Blind Spot Monitoring (BSM)
- Rear Cross-Traffic Alert (RCTA)

\* Technologies to be equipped to qualify for the "Wide" Supporcar S category

g

\*1 A commendation system operated by a non-profit organization, the Kids Design Association. The award is granted to supreme works that address social issues related to children and child-raising among products, services, spaces, activities and research that fulfill the following objectives: children's safe and secure lives; the cultivation of children's sensitivity and creativity; and the creation of a society that supports having and raising children.

\*2 The following are three factors that cause careless driving.  
• Cognitive distraction: The driver is distracted by something other than vehicle control, such as checking the position of a switch and its operation method.  
• Visual distraction: The driver takes his/her eyes off the road to check the information or for other purposes.  
• Manual distraction: The driver strongly moves his/her body and adopts an awkward posture to operate a device.

\*3 i-Activsense technologies are designed to reduce damage and/or injuries resulting from accidents. However each system has its limitations, and no safety system or combination of such systems can prevent all accidents.  
These systems are not a replacement for safe and attentive driving. Please drive carefully at all times and do not rely on technology to prevent an accident.

\*4 Applied models: Mazda2, Mazda3, Mazda6, CX-3, CX-30, CX-5, CX-8, Roadster/MX-5, and Roadster RF/MX-5 RF

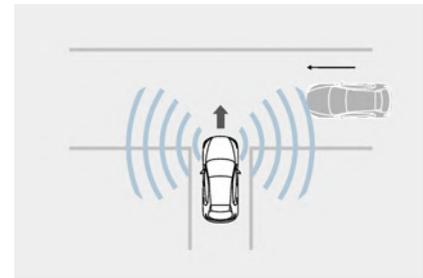
\*5 A popular name for a safe-driving support car designed to prevent traffic accidents, which have been a societal problem in Japan. It is particularly recommended for use by aged drivers. However, the driver must try to drive safely without relying on the safe-driving support functions because they could be disabled under certain conditions.

**i-ACTIVSENSE advanced safety technologies**

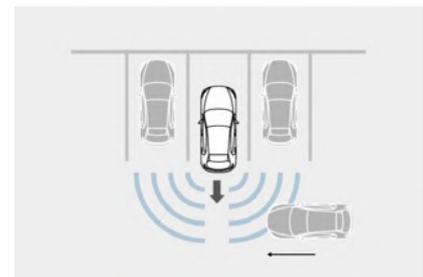
Abbreviation	Name	Effective when	Function	
AFS	Adaptive Front-Lighting	Driving forward (night)	Turns the headlights automatically to illuminate in the direction the driver is steering.	
HBC	High-Beam Control	Driving forward (night)	Detects oncoming traffic and vehicles in front, automatically switching between high beam and low beam settings.	
ALH	Adaptive LED Headlights			
	Glare-free High Beam	Driving forward (night)	Detects oncoming traffic and vehicles in front, automatically controlling the area illuminated by the high beams to maintain maximum visibility.	
	Wide Light - Distribution Low Beam	Driving forward (night)	Illuminates areas on either side of the vehicle that conventional low-beams cannot reach.	
	Highway Mode	Driving forward (night)	Raises the axis of lighting when travelling at highway speeds, making it easier to see road signs and obstacles as early as possible.	
Hazard Recognition Support	360-degree View Monitor	Driving forward (at reduced speed) Reversing	Projects on the center display images of the vehicle's top view, as well as front, rear, and right/left views, by using the four separate cameras installed on all sides of the vehicle.	
	BSM	Blind Spot Monitoring	Driving forward (changing lanes)	Alerts the driver to the presence of vehicles in the blind spot with an icon in the wing mirror. If the driver indicates to change lanes, the icon flashes and a warning beep sounds.
	LDWS	Lane Departure Warning System	Driving forward	Warns the driver with a sound (or vibrating steering wheel) and a visual display if the vehicle starts to stray from its lane.
	LAS	Lane-Keep Assist System		
		Lane Departure Averting Assist	Driving forward	Provides steering assistance to return the vehicle toward the center of the lane if the driver starts to stray from the lane.
	Line Trace	Driving forward	Provides steering assistance to help keep the vehicle centered in the lane.	
FOV	Forward Obstruction Warning	Driving forward	Detects vehicles in front and warns the driver with a visual display and alarm if there is a risk of collision.	
FCTA	Front Cross Traffic Alert	Driving forward (at reduced speed)	Detects a vehicle approaching from the right or left front blind spot at an intersection and issues an acoustic or visual warning in response to the approaching state of the vehicle.	
RCTA	Rear Cross Traffic Alert	Reversing	Alerts the driver with an icon in the wing mirror and a warning beep if it detects vehicles approaching from either side while backing out of a parking space or garage.	
Collision Avoidance / Damage Reduction Support	SBS	Smart Brake Support	Driving forward	With a millimeter-wave radar that detects distant objects, works at a higher speed to automatically apply the brakes when there is a risk of frontal collision. This helps to avoid collisions or reduce the severity if one does occur.
	Advanced SCBS	Advanced Smart City Brake Support	Driving forward	Works at lower speeds to automatically apply the brakes when there is a risk of frontal collision. This helps to avoid frontal collisions or reduce the severity if one does occur.
	AT Acceleration Control	[Driving forward]	Driving forward (at reduced speed) Driving forward (starting)	Issues a warning and simultaneously controls the engine output to prevent sudden acceleration, if the accelerator pedal is depressed more than necessary even if there is an obstacle in front of the vehicle.
		[Reversing]	Reversing (at reduced speed) Reversing (starting)	Issues a warning and simultaneously controls the engine output to prevent sudden acceleration, if the accelerator pedal is depressed more than necessary even if there is an obstacle behind the vehicle.
	SCBS R	Smart City Brake Support [Reversing]	Reversing	Automatically applies the brake to stop or slow the vehicle when there is a risk of collision with an obstacle behind.
SBS-RC	Smart Brake Support (rear and both sides)	Reversing	Detects a vehicle approaching the right, left or rear side of driver's vehicle when reversing, and automatically decelerates or stops the driver's vehicle when a collision is considered unavoidable.	
DAA	Driver Attention Alert	Driving forward	Monitors the vehicle's behavior and recommends a rest stop if signs of driver fatigue or reduced concentration are detected.	
Driving Support	Driver Monitoring	Driving forward	Detects a change in the feature point of each part of the driver's face with a driver monitoring camera to estimate the degree of the driver's fatigue and sleepiness, and warns the driver with a display or sound, or advances the timing of issuance of an automatic brake start alarm.	
	TSR	Traffic Sign Recognition System	Driving forward	Automatically detects speed limits and indicates speed limit in the Active Driving Display.
	MRCC	Mazda Radar Cruise Control	Driving forward	Measures the distance to the car ahead and controls speed to maintain a safer following distance.
	CTS	Cruising & Traffic Support	Driving forward	In addition to maintaining driving operation that keeps the distance from the vehicle ahead constant, the steering assist function helps the vehicle run along the lane or along the running locus of the vehicle ahead.

Technologies used for the 2019 Mazda3 and subsequent models

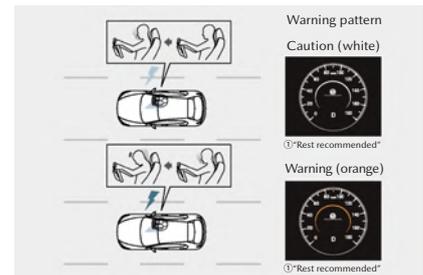
**h** Conceptual figure of the operation of FCTA



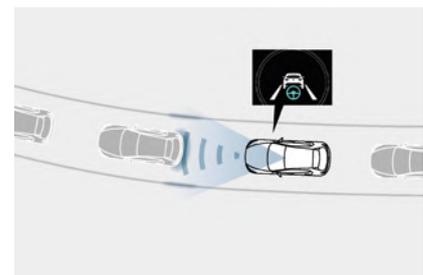
**i** Conceptual figure of the operation of SBS-RC



**j** Conceptual figure of the operation of Driver Monitoring



**k** Conceptual figure of the operation of CTS



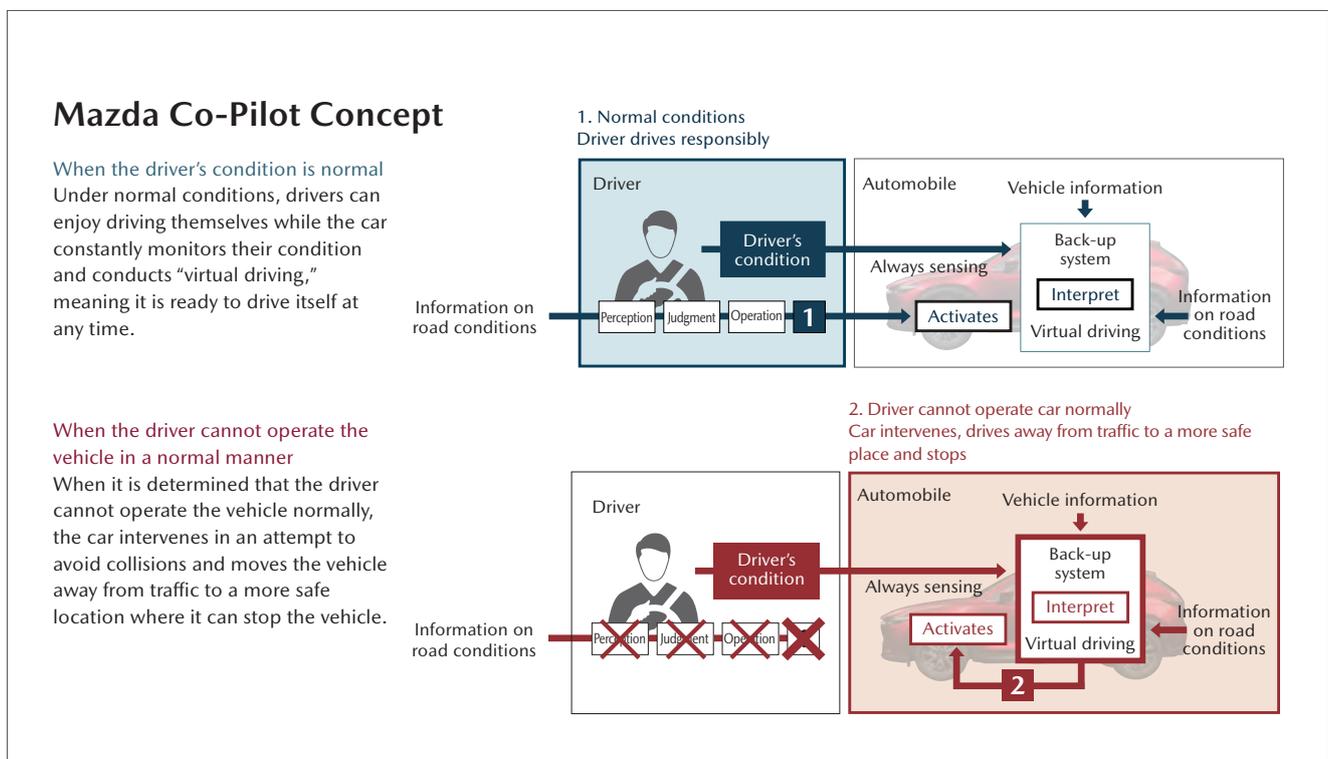
Advanced safety technology "i-ACTIVSENSE" reference website  
<https://www.mazda.com/en/innovation/technology/safety/i-activsense/>

## The Mazda Co-Pilot Concept: Human-Centered Autonomous Driving

The Mazda Co-Pilot Concept is Mazda’s development concept for human centered self-driving technology. Based on this concept, people enjoy driving and are revitalized mentally and physically through the process. Meanwhile, the car knows all the movements of the driver and the car is driving “virtually” in the background at all times. If the unexpected occurs, such as the driver suddenly losing consciousness, the car takes control to help prevent endangering vehicle occupants and passersby. It also automatically contacts emergency services and drives to a safer location. The Company aims to make the Mazda Co-Pilot Concept, which uses autonomous driving technologies to allow drivers to enjoy any drive with peace of mind, standard by 2025.

Autonomous Driving Technologies as Standard Equipment

“Mazda Co-Pilot Concept,”  
employing autonomous driving technologies  
By 2025: Apply as standard equipment



### TOPICS Proactive introduction of evolving advanced safety technology “i-ACTIVSENSE”

Mazda’s safety philosophy focuses on “avoiding danger” rather than “coping with dangerous situations.” Safety technologies developed based on this philosophy support the driver’s awareness, judgment, and operation in various driving conditions to reduce the risk of accidents. For the 2019 Mazda3 and subsequent models, Mazda has been proactively introducing advanced safety technologies, such as Front Cross Traffic Alert (FCTA), which alerts the driver if it detects a vehicle approaching from the right or left front blind spot at an intersection; Driver Monitoring, which estimates the degree of the driver’s fatigue and sleepiness with a driver monitoring camera and warns the driver to take a break with a display or sound; and Cruising & Traffic Support (CTS), which helps reduce the driver’s fatigue when driving on a congested expressway. For AWD vehicles, the advanced AWD system i-ACTIV AWD has been introduced to support stable driving by appropriately distributing torque and thereby enhancing the driving efficiency of the four wheels not only on slippery road surfaces, such as rainy or snowy roads, but also on dry road surfaces. Furthermore, Off-Road Traction Assist reduces the risk of the wheels getting stuck, helping to drive with peace of mind.



## Technologies to Mitigate Injuries in an Accident

Focusing mainly on vehicle damage morphology and the mechanisms by which damage develops in the human body (human study) in the event of an actual traffic accident, Mazda has been promoting the development of safety technologies that help mitigate injuries to vehicle occupants and pedestrians in the event of a traffic accident. The Company has been dramatically enhancing the collision safety performance of Mazda vehicles by using leading-edge safety technologies, including vehicle body structures made of highly rigid ultrahigh-tensile steel plates that can improve the energy absorption efficiency and the occupant protection structure the Company has developed based on the study of human characteristics to minimize injury to the occupants. Mazda's major safety technologies are described below.

### Lightweight, high-rigidity, safer body:

Vehicle body skeletons are constructed of highly rigid ultrahigh-tensile steel plates to securely receive impacts and vehicle body frame structures are designed so that they can efficiently absorb and distribute impact energy transmitted from the front, rear and both sides of the vehicle. Vehicle bodies constructed as above minimize the deformation of the cabin.

### Occupant protection:

To reduce injuries to the occupants, Mazda has developed various human characteristic-based injury protection structures and uses them in its vehicles.

### Pedestrian protection:

Mazda uses various methods to reduce injury to pedestrians in the event of a collision.

#### Technologies Used in Mazda3 and subsequent models

The following technologies have been used in the Mazda3, which was launched domestically in May 2019.

#### Lightweight, High-rigidity, Safer Body

##### Ultrahigh-tensile steel plate

Compared with the previous model, the percentage of ultrahigh-tensile steel plates having a strength of 980 MPa or more was dramatically increased from approximately 9% to approximately 30%. In addition, Mazda used the world's first\* cold-stamped vehicle body structural parts made of 1,310 MPa-class ultrahigh-tensile steel plates.

##### Frontal collision safety performance

The bumper beam was elongated in the lateral direction and a perimeter beam was newly installed to minimize the damage to the collision partner.

##### Side collision safety performance

Shock dispersion type hinge pillars and rear body structures were used to securely receive the collision impact, thereby minimizing the deformation of the cabin.

#### Occupant Protection

##### Front seat

The rigidity of seat frames was increased and the cushion side frames was constructed so that they can absorb collision impact force. The above design modification is designed to reduce the injury to occupants' neck by constraining the heads at the initial stage of a rear-end collision and, at the same time, suppressing the reaction of the seat back when it returns from a backward tilted position to the original position.

##### Seatbelt

The front seatbelt was reconstructed so that the lap anchor can be attached to the seat. This minimizes the slacking of the belt even after the occupant moves the seat to any longitudinal position, making it possible to help quickly secure the occupant's body to the seat in the event of a collision.

##### Driver's seat knee airbag

Mazda installed driver's seat knee airbags for the first time. If a collision occurs, these airbags will deploy around the driver's knees to help limit the forward movement of the driver, thereby reducing injuries to his/her chest, belly, and legs.

##### Front side airbag

To reduce the impact load that will be applied to the occupants' ribs and their neighboring areas which are sensitive to collision impact force, Mazda used airbag systems (two-chamber type) that were designed after taking into account the load bearing performance of the human body.

#### Pedestrian Protection

##### Head protection measures

To reduce the impact force and injury to a pedestrian when his/her head hits the bonnet (hood) in the event of a collision, Mazda optimized the distance between the outer and inner panels of the bonnet and the impact absorption structure of the inner panel. The above design modification enables the bonnet to absorb large energy at the initial stage of a collision with the pedestrian's head and to softly and uniformly receive the head after the collision.

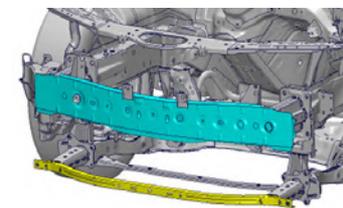
##### Leg protection measures

The upper and lower legs of the occupant are supported by the face upper and the lower stiffener, respectively, to prevent the legs from bending like a bow, thereby reducing damage to the ligaments and knees in the event of a collision

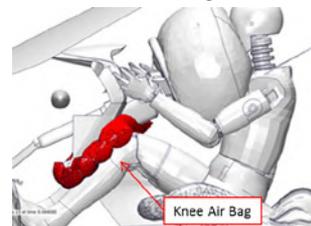
#### Lightweight, high-rigidity, safer body



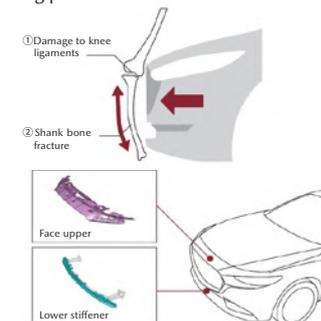
Front body structure



Driver's seat knee airbag



#### Leg protection measure



\* As of January 2019, according to Mazda data

#### Website on Technologies to Mitigate Injuries in an Accident

[https://www.mazda.com/en/innovation/technology/safety/passive\\_safety/](https://www.mazda.com/en/innovation/technology/safety/passive_safety/)

## External Evaluations for Mazda's Safety Technologies

m

Mazda has earned high evaluations for its safety technologies.

### Third Party Safety Evaluations

#### Rating by vehicle model

(As of June 30, 2020)

		Demio/ Mazda2	Mazda3	Atenza/ Mazda6	CX-3	CX-30	CX-5	CX-8	CX-9	Roadster/ MX-5
Japan	J-NCAP <sup>*1</sup> (Collision Safety Performance Tests)	5-Star (2014-2015)	— <sup>*6</sup>	5-Star (2013-2014)	5-Star (2015-2016)	— <sup>*6</sup>	5-Star (2017-2018)	5-Star (2017-2018)	— <sup>*5</sup>	— <sup>*6</sup>
	J-NCAP <sup>*1</sup> (Advanced Safety Vehicle (ASV) Technology Assessment)	ASV+ (2014)	— <sup>*6</sup>	ASV+++ (2018)	ASV+++ (2018)	— <sup>*6</sup>	ASV+++ (2018)	ASV+++ (2018)	— <sup>*5</sup>	— <sup>*6</sup>
US	US-NCAP <sup>*2</sup>	— <sup>*5</sup>	5-Star (2020MY)	5-Star (2020MY)	5-Star (2020MY)	5-Star (2020MY)	5-Star (2020MY)	— <sup>*5</sup>	5-Star (2020MY)	— <sup>*6</sup>
	IIHS <sup>*3</sup>	— <sup>*5</sup>	5-Star (2020MY)	20TSP+	20TSP+	20TSP	20TSP+	— <sup>*5</sup>	20TSP+	— <sup>*6</sup>
Europe	Euro-NCAP <sup>*4</sup>	4-Star (2015)	5-Star (2019)	5-Star (2018)	4-Star (2015)	5-Star (2019)	5-Star (2017)	— <sup>*5</sup>	— <sup>*5</sup>	4-Star (2015)

#### Change in rating in the last three years<sup>\*7</sup>

		2018	2019	2020
Japan	J-NCAP <sup>*1</sup> (Collision Safety Performance Tests)	5-Star	6	5
		4-Star	0	0
US	US-NCAP <sup>*2</sup>	5-Star	5	4
		4-Star	0	0
Europe	Euro-NCAP <sup>*4</sup>	5-Star	3	3
		4-Star	3	3

\*1 Japan New Car Assessment Tests: Vehicle collision safety performance evaluations conducted by the National Agency for Automotive Safety and Victims' Aid. For collision safety performance, 5-Star is the highest possible rating. For Advanced Safety Vehicle (ASV) Technology Assessment, ASV+++ is the highest possible rating (from 2018).

\*2 National Highway Traffic Safety Administration's 5-Star Safety Ratings program. 5-Star is the highest possible rating.

\*3 Insurance Institute for Highway Safety: Safety performance evaluations by an independent, nonprofit organization funded by auto insurers. Top Safety Pick + (Plus) is the highest possible rating.

\*4 European New Car Assessment Programme: An independent agency comprised of the transport authorities of European countries, etc. 5-Star is the highest possible rating.

\*5 Not yet introduced as of the end of June 2020

\*6 Not evaluated.

\*7 As of the end of June 2019. Excluding OEM models.

### J-NCAP car assessment result presentation



CX-8 won the highest scores among the cars which were assessed in FY March 2018 from two aspects: passive safety and active safety.

## Initiatives with People

It is said that most traffic accidents are caused directly or indirectly by human behavior. Mazda endeavors to raise safety awareness among adults and children through various means of communication.

### Raising Traffic Safety Awareness

In cooperation with local municipalities and organizations, Mazda and its Group companies in Japan and overseas conduct various activities to raise safety awareness. The Company hosts safety-related exhibitions at the Mazda Museum in the Hiroshima Head Office, the “Kids’ Quiz on Traffic Safety” website for children, and other projects. In FY March 2020, Mazda continued safety-awareness-raising activities that had been conducted since 2017 with the aim of increasing the seatbelt usage rate in cooperation with the Hiroshima Branch of the Japan Automobile Federation (JAF). The importance for all car occupants to wear a seatbelt was explained through the simulation of a collision at a speed of 5 km/h, quizzes to raise children’s safety awareness, and shock absorption experiments with toy cars. In addition, a safe driving seminar for aged drivers was held at a local community center.

### Safe Driving Demonstration

Starting from FY March 2015, Mazda has held the Mazda Driving Academy, an experience and training program to help customers in Japan learn the theories and techniques to control their cars easily, comfortably and safely. A variety of curriculums tailored to the needs and level of the customers are offered, from basic driver training of drive, turn, and stop, to the exciting experience of driving on a racing circuit, with the aim of improving their driving skills and raising the awareness of safe driving. In FY March 2020, the Mazda Driving Academy was held 11 times.

## Initiatives with Roads and Infrastructure

### Initiatives toward Realizing a Safe Automotive Society with ITS\*1

Traffic accidents and congestion are serious social problems in many countries and cities. To solve these problems, worldwide efforts have been taken to introduce advanced technologies for roads and automobiles. As an automobile manufacturer, Mazda has been proactively supporting the ITS project driven by the government and private sector, and working collaboratively with the national and local governments and related companies in order to realize a society where the road traffic is safe and accident-free.

### Technology to Notify the Driver of Unseen Dangers

Mazda is promoting research and development of ITS as a means to monitor the objects in a distant position that cannot be detected by Mazda’s advanced technology i-Activsens or the areas in an intersection that cannot be seen from the driver.

#### ITS Projects Mazda Participates

Project	Description	Organizer
ASV (Advanced Safety Vehicle)	Research and development to realize a system to assist safer driving utilizing cutting-edge technologies, including communication-based driving safety support systems. In 1991, the project’s first phase was launched, and currently discussions are under way as to the sixth phase	Road Transport Bureau, Ministry of Land, Infrastructure, Transport and Tourism
ITS Connect*1	The ITS Connect Promotion Consortium promotes practical application and widespread use of a driving support system combining automobile-related technology with new ITS communication technology. The consortium aims to achieve a safe anxiety-free transportation society, by studying the fundamental technology for the driving support system (ITS Connect), which utilizes ITS dedicated frequency band, and carrying out operation support.	ITS Connect Promotion Consortium
Hiroshima Sandbox	Effective use of communication-type ITS systems and open cloud data to enhance the safety and convenience of public transportation systems and make transportation smoother by realizing priority traffic signal control for public transportation systems, minimizing hazardous events at intersections and other places, and promoting ride sharing by increasing transfer convenience.	Hiroshima Prefecture

\*1 Website of ITS Connect Promotion Consortium (<https://www.itsconnect-pc.org/en/>)

- n Mazda Kids’ Quiz on Traffic Safety website for children (Japanese Only)  
<https://www2.mazda.com/ja/about/kids/safetyquiz/>



- O Raising awareness of using a seatbelt and child seat



- p Driving position lecture



- q Experiencing sudden braking



\*1 ITS: Intelligent transport system uses telecommunications technology to bring together vehicles, people, and the traffic environment, with the aim of easing traffic congestion and reducing the number of accidents throughout Japan.

## Mazda's Primary Safety Technologies and Social Activities

For more details, visit Mazda website:

SAFETY TECHNOLOGY : <https://www.mazda.com/en/innovation/technology/safety/>

(As of August 2020)

Category	Accident reduction		Injury reduction
	Basic safety (Maximizing the range of conditions in which the driver can drive safely and comfortably)	Preventive safety (Mitigation of risk/damage from an accident)	Collision safety (Minimizing injuries in accidents)
Primary Safety Technologies	Vehicles	<p>Supporting driver's recognition</p> <ul style="list-style-type: none"> <li>■ Blind Spot Monitoring (BSM)/Rear Vehicle Monitoring (RVM)</li> <li>■ Front Cross Traffic Alert (FCTA)</li> <li>■ Rear Cross Traffic Alert (RCTA)</li> <li>■ Lane Departure Warning System (LDWS)</li> <li>■ Lane-Keep Assist System (LAS)</li> <li>■ Front Obstruction Warning (FOW)</li> <li>■ 360 Degree View Monitor</li> <li>■ Emergency Signal System (ESS)</li> <li>■ Adaptive Front Lighting System (AFS)</li> <li>■ High Beam Control (HBC)</li> <li>■ Adaptive LED Headlight (ALH)</li> </ul>	<p>Helps to protect drivers/passengers in accidents</p> <ul style="list-style-type: none"> <li>■ Use of Straight Basic Skeleton</li> <li>■ Continuation Technology/Multi-Load Path Structure</li> <li>■ Cruciform Section Front Frame</li> <li>■ Ultrahigh-tensile Steel Bumper Frame</li> <li>■ SRS Airbag System (Driver's seat, front passenger's seat, curtain, front-side airbags and driver's knee)</li> <li>■ Soft Interior to Absorb Impacts</li> <li>■ Front Seats Designed to Reduce Impacts to the Neck / Rear Seats that Resist against Luggage Flying Forward</li> <li>■ Pre-Tensioners and Load-Limiter Seatbelts</li> <li>■ Collapsible Brake Pedal</li> <li>■ ISO-FIX-Compliant Child Seat</li> </ul> <p>Anchoring point</p> <ul style="list-style-type: none"> <li>■ Impact-Absorbing Steering Column</li> </ul> <p>Minimizes damage in an accident with pedestrians</p> <ul style="list-style-type: none"> <li>■ Impact-Absorbing Bumpers</li> <li>■ Impact-Absorbing Hood</li> <li>■ Active Hood</li> </ul>
		<p>Offers the ideal driving position</p> <ul style="list-style-type: none"> <li>■ Ideal pedal layout</li> <li>■ Organ-type accelerator pedal</li> </ul> <p>Supports both safety and Driving Pleasure</p> <ul style="list-style-type: none"> <li>■ A lightweight cross member with high rigidity</li> <li>■ Active Driving Display</li> <li>■ A-pillar/door mirror for improved front field vision</li> <li>■ Power Windows with Injury Prevention Function</li> <li>■ G-Vectoring Control Plus (GVC)</li> <li>■ G-Vectoring Control Plus (GVC Plus)</li> </ul> <p>Helps to avoid danger</p> <ul style="list-style-type: none"> <li>■ Brake Assist and EBS</li> <li>■ 4-Wheel Antilock Braking System (4W-ABS)</li> <li>■ Dynamic Stability Control (DSC)</li> <li>■ Brake Override System (BOS)</li> </ul>	
Social activities	People	Safety Education	
	Roads and Infrastructure	Initiatives for a Safe society	
		<ul style="list-style-type: none"> <li>■ Safety-related exhibitions at the Mazda Museum</li> <li>■ Traffic safety awareness quiz website for children</li> <li>■ Presentation of safety technologies at various events</li> </ul>	<ul style="list-style-type: none"> <li>■ Development of Advanced Safety Vehicles (ASVs*1)</li> <li>■ Road-Vehicle Communication ITS (ITS Connect, Hiroshima Sandbox)</li> </ul>

\*1 ASV:Advanced Safety Vehicle

# ENVIRONMENT

Mazda views environmental protection as an urgent issue for humanity, and the highest priority issue facing automakers. The Company is making efforts to reduce environmental impact throughout the entire product life cycle.

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### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Energy- and global-warming-related issues					
Promoting resource recycling		(See Mazda Green Plan 2020)			6.5 The environment
Cleaner emissions					
Environmental management					

# BASIC APPROACH ON ENVIRONMENTAL PROTECTION, AND ENVIRONMENTAL PROMOTION FRAMEWORK AND PLAN

## The Mazda Global Environmental Charter

### Environmental Principles

The Mazda Group aims to promote environmental protection and contribute to a better society while maintaining harmony with nature in its business activities worldwide.

- We will contribute to society by creating environmentally friendly technologies and products.
- We will use the Earth's resources and energy sparingly and never overlook environmental considerations when conducting our business.
- We will do our part to improve the environment by working with local communities and society.

### Action Guidelines

#### 1. Creation of Environmentally Sound Technologies and Products

We are committed to the task of creating clean technologies, including methods to achieve cleaner exhaust emissions and reductions in CO<sub>2</sub> emissions, and the development of clean energy vehicles.

We will promote the creation of products that are environmentally friendly from planning and development to manufacturing, use and recycling/disposal.

#### 2. Corporate Activities in Consideration of Conserving Resources and Energy

We will actively promote resource-saving and recycling activities to conserve the Earth's limited resources.

We will strive to diversify energy sources and use them efficiently.

We will promote the appropriate disposal and recycling of end-of-life vehicles.

#### 3. Corporate Activities in Pursuit of a Cleaner Environment

We will comply with environmental laws and regulations, and will also impose voluntary controls for higher standards and implement self-regulated controls.

We will promote the development of new technologies and the introduction of new systems in our pursuit of a cleaner environment.

#### 4. Working with Business Partners to Create a Better Environment

We will actively provide our employees with education and information about environmental protection to enhance their awareness of the global environment.

We will work in close cooperation with each other to achieve better environmental protection.

#### 5. Creating a Better Environment in Cooperation with Local Communities and Society

We will work actively to understand and appreciate society's requirements for the environment and reflect them in our business activities.

We will disclose and publicize environment-related technologies, systems and information. We will not only conduct our own environmental activities, but will also actively participate in social activities for the conservation of the environment.

(Established in 1992; revised in April 2005)

## Mazda's Approach to the Environment

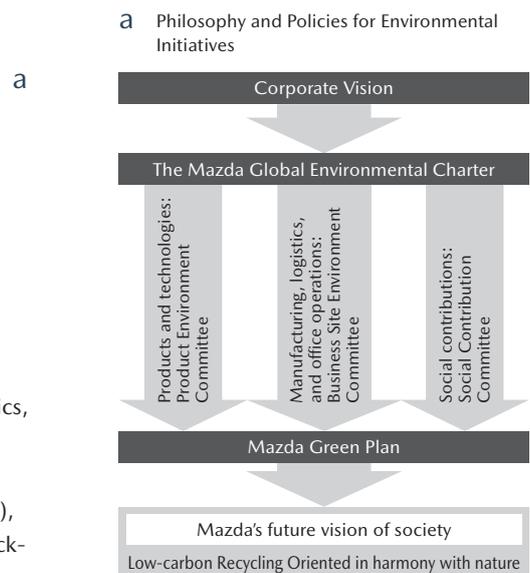
Environmental problems, including global warming, are issues of critical importance for the human race. Mazda actively adopts initiatives to promote a low-carbon, recycling-oriented society in harmony with nature, in cooperation with local governments, industrial organizations, and non-profit organizations. These efforts are reflected in all of Mazda's corporate activities with the aim of achieving a sustainable society.

## Philosophy and Policies

Mazda carries out its corporate activities with the aim of fulfilling its corporate vision (see p.2).

To this end, Mazda established the Mazda Global Environmental Charter as the basic policy for environmental matters in the Mazda Group. The Charter, which states "The Mazda Group aims to promote environmental protection and contributes to a better society while maintaining harmony with nature in its business activities worldwide," along with the five Action Guidelines from the basis of Mazda's approach to the environment. The Company carries out corporate activities related to products and technologies; manufacturing, logistics, and office operations; social contributions, respectively in consideration of the environment.

Specific targets and results are laid out in the Mazda Green Plan (see pp. 54-55), the Company's environmental mid-term plan. By using the PDCA (plan-do-check-act) cycle when executing activities and following up on their results, Mazda can effectively reduce impact on the environment. The Company also strives to address various social issues, including climate change and resource recycling, while placing emphasis on collaboration with external organizations/international initiatives\*1.



\*1 External organizations/international initiatives in which Mazda Participates: - Subcommittees of Japan Automobile Manufacturers Association, working groups of Global Compact Network Japan (GCNJ), Challenge Zero initiative of Keidanren (Japan Business Federation), etc.

## Support and Response to TCFD

In May 2019, Mazda declared its support for the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD)<sup>\*1</sup> and joined the TCFD Consortium<sup>\*2</sup>, showing its commitment to strengthen its efforts to address climate change. Since FY March 2021, the Company has been taking measures for information disclosure regarding climate-related risks and opportunities in accordance with the TCFD recommendations<sup>\*3</sup> in following four thematic areas.

	TCFD recommendations	Related article (page) in Mazda Sustainability Report 2020 [In-Depth Version]
Governance	Disclose the organization's governance around climate-related risks and opportunities.	CSR Promotion Organization (p.24), Mazda Environmental Promotion Framework (p.53)
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Long-Term Vision for Technology Development (pp.8-12), Environmental Promotion Framework (p.53), Mazda's Vision for Society's Relationship with Vehicles in the Future (p.56), Medium- to Long-Term Targets for Business Sites (p.57)
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	CSR Promotion Organization (p.24)
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	CSR Promotion Organization (p.24), Medium- to Long-Term Targets for Business Sites (p.57), Mazda's Corporate Activities and Impact on the Environment (pp.82-83), The Supplier Evaluation System (p.119)

## Mazda Environmental Promotion Framework

Mazda has established three committees under the CSR Management Strategy Committee, chaired by the president of the Company, to promote environmental management throughout the Group. These are the Product Environment Committee, the Business Site Environment Committee, and the Social Contribution Committee. Each committee sets targets, and monitors results and progress, under the "Mazda Green Plan 2020" mid-term environmental plan.

b Mazda Environmental Promotion Framework (as of March 31, 2020)



## Mazda Green Plan 2020 Mid-Term Environmental Plan

Based on the "Philosophy and Policies" for environmental initiatives, Mazda developed this mid-term plan toward FY March 2021, centering on the following three main perspectives.

### I. Themes to Be Resolved

Mazda considers the following as issues that both customers and society expect automakers to make positive contributions toward:

- Energy- and Global-Warming-Related Issues**  
Undertaking measures to reduce CO<sub>2</sub> emissions over the entire life cycle of a vehicle.
- Promoting Resource Recycling**  
Reducing waste from vehicles, the vehicle manufacturing and shipping processes, and disposal of end-of-life vehicles, as well as actively promoting the comprehensive recycling of resources.
- Cleaner Emissions**  
Reducing various emissions/waste (aside from CO<sub>2</sub>) from vehicles and manufacturing processes, especially emissions with highly adverse environmental impacts.
- Environmental Management**  
Develop environmental management throughout the entire Group and supply chain.

### II. Mazda's Initiatives (two categories)

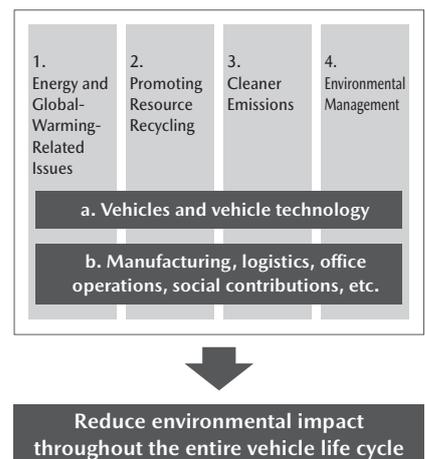
- Vehicles and vehicle technology**  
Contributing to a reduced environmental impact through products and technology.
- Manufacturing, Logistics, Office Operations, Social Contributions, etc.**  
Contributing to a reduced environmental impact through all activities (excluding those related to products and technology)

### III. Consideration of the Entire Vehicle Life Cycle

Mazda is making efforts to reduce environmental impact throughout the entire product life cycle. Around 75% of CO<sub>2</sub> emissions occur over the period from customer use to disposal – an overwhelming percentage of overall emissions (see p. 62).

- Manufacturing and logistics (materials manufacturing, and vehicle manufacturing): accounts for around 25%
- Product use and disposal (use by customer, maintenance, disposal and recycling): accounts for around 75%

C Approach on the Mazda Green Plan 2020



## Next Medium-and Long-Term Environmental Plan

Mazda is in the process of formulating the next medium-and long-term environmental plan, referencing "Mazda's Vision for Society's Relationship with Vehicles in the Future" (see p. 56), aiming at realizing the vision. With "decarbonization" and "resource recycling" selected as the main themes, discussions are under way to finalize the plan.

\*1 TCFD: Task Force on Climate-related Financial Disclosures  
A private-sector-led organization set up by the Financial Stability Board (FSB), in response to the request from the G20 Finance Ministers and Central Bank Governors.

\*2 The TCFD Consortium is an organization established in Japan, aimed at holding discussions on effective corporate information disclosure and efforts for leading disclosed information to appropriate decision-making on investment by financial institutes and other entities. The Ministry of Economy, Trade and Industry, the Financial Services Agency, and the Ministry of the Environment participate in the consortium as observers.

\*3 Source: <https://tcfcd-consortium.jp/en/about>

**Targets and Actions in the Mazda Green Plan 2020 Mid-Term Environmental Plan** (Self-assessment key ○:Accomplished, △:Nearly accomplished, ×: Not accomplished)

Category	Item	Medium-term targets (Targets and actions by FY March 2021)	FY March 2020		Self-assessment	FY March 2021	
			Targets and actions	Results		Targets and actions	
<b>1. Energy- and Global-Warming-Related Issues</b>							
a. Vehicles and vehicle technology	① Respond to fuel economy standards in each country/region.	Introduce technology to raise fuel economy, to respond fully to the fuel economy standards of each country/region.	•Meet fully the fuel economy/greenhouse gas standards of each country/region.	•Conformed to fuel economy/greenhouse gas emission regulations in Japan, the United States, Europe, and China.	○	•Meet fully the fuel economy/greenhouse gas standards of each country/region.	
	② Improve fuel economy using Skyactiv Technology	Raise the average fuel economy of the Mazda vehicles sold worldwide by 30% by 2015 and by 50% by 2020 compared with 2008 levels.	•Promote Skyactiv Technology steadily toward achieving the fuel economy target for 2020. •Promote development and implementation of technologies based on the Building-Block Strategy.	Promoted Skyactiv Technology steadily, and also promoted development and implementation of technologies based on the Building-Block Strategy.	○	•Promote Skyactiv Technology steadily toward achieving the fuel economy target for 2020. •Promote development and implementation of technologies based on the Building-Block Strategy	
	③ Promote development of next-generation vehicles using biofuels, electrical power, hydrogen, etc.	Promote the development of electric motor drive technologies.  Promote development of technologies supporting alternative fuels such as biofuels, synthetic fuels, and hydrogen.	Promote the introduction of vehicles with Mazda's unique mild-hybrid system.  Promote the development of electric vehicles and plug-in hybrids.  Promote development of technologies supporting biofuels.	Expanded the introduction of Mazda's unique hybrid system, and adopted it in the CX-30.  Promoted development of electric vehicles and plug-in hybrids, and launched the MX-30, Mazda's first mass-production electric vehicle (EV).  Promoted R&D aimed at promoting the spread of next-generation biofuels made from microalgae oil, etc.	○  ○  ○	Promote the introduction of vehicles with Mazda's unique mild-hybrid system.  Promote sales of electric vehicles and development of plug-in hybrids.  Promote development of technologies supporting biofuels.	
	b. Manufacturing, logistics, office operations, social contributions, etc.	④ Reduce CO <sub>2</sub> emissions from factories and offices.*1	Reduce CO <sub>2</sub> emissions from all Mazda Group factories and offices in Japan by 28% or more compared with 1990 levels.	Reduce CO <sub>2</sub> emission intensity from all Mazda Group plants and offices in Japan by 45% compared to 1990 levels.	Reduced CO <sub>2</sub> emissions from all Mazda Group plants and offices in Japan by 52% compared with 1990 levels.	○	Continue efforts to reduce CO <sub>2</sub> emissions from all Mazda Group plants and offices in Japan*2.
		⑤ Reduce CO <sub>2</sub> emissions from logistics.	Reduce CO <sub>2</sub> emissions from all Mazda Group logistics operations in Japan by 50% compared with 1990 levels.	Reduce CO <sub>2</sub> emission intensity from all Mazda Group logistics operations in Japan by 58% compared with 1990 levels.	Reduced CO <sub>2</sub> emissions from all Mazda Group logistics operations in Japan by 59% compared to 1990 levels.	○	Continue efforts to reduce CO <sub>2</sub> emissions from all Mazda Group logistic operations in Japan*2.
	<b>2. Promoting Resource Recycling</b>						
a. Vehicles and vehicle technology	⑥ Promote vehicle recycling.	Develop vehicles that are easy to disassemble and recycle.	Promote development for ease of disassembly and recycling.	For the CX-30, achieved improved disassembly/recycling efficiency and thermal recyclability, carried out appropriate disposal measures, and expanded use of recycled materials.	○	Promote development for ease of disassembly and recycling.	
		Promote the use of bioplastics.	Develop and implement bioplastics, and expand adoption.	For the CX-30, adopted bio-based engineering plastic featuring a high-quality finish without painting, in front grilles and other exterior parts of the CX-30.	○	Develop and implement bioplastics, and expand adoption.	
		Promote bumper-recycling technology.	Promote collection and recycling of damaged bumpers.	Continued to promote collection and recycling of damaged bumpers (collected bumpers: around 57,100), which were reused for undercovers, etc.	○	Promote the collection and recycling of damaged bumpers.	
b. Manufacturing, logistics, office operations, social contributions, etc.	⑦ Reduce waste volumes, promote recycling.	Reduce direct landfill waste to zero*3 across the entire Mazda Group in Japan.	Reduce direct landfill waste across the entire Mazda Group in Japan to zero*3 as compared to total waste volume.	Reduced direct landfill waste across the entire Mazda Group in Japan to zero (0.1%) of total waste volume.	○	Reduce direct landfill waste to zero across the entire Mazda Group in Japan.*3	
	⑧ Reduce packaging volume used.	Reduce volume of packaging and wrapping across the entire Mazda Group in Japan by 45% compared with 1990 levels.	Reduce volume of packing and wrapping in terms of basic units across the Mazda Group in Japan by 56% compared with 1990 levels.	Reduced volume of packaging and wrapping across the entire Mazda Group in Japan by 57% compared with 1990 levels.	○	Continue efforts to reduce volume of packing and wrapping across the Mazda Group in Japan*2.	
	⑨ Reduce volume of water used and promote effective use of water.	•Reduce volume of water used across the entire Mazda Group in Japan. •Reduce volume of tap water used by 47% compared with 1990 levels.	Reduce the volume of water used across the Mazda Group in Japan by 53% compared with 1990 levels.	Reduced volume of water used across the entire Mazda Group in Japan. Reduced volume of tap water used by 55% compared with 1990 levels.	○	Continue efforts to reduce the volume of water used across the Mazda Group in Japan*2.	

\*1 For CO<sub>2</sub> emissions calculations, the CO<sub>2</sub> coefficient based on the standard (Keidanren's Commitment to a Low Carbon Society) of the Keidanren (Japan Business Federation) are used. (For the calculations of FY March 2020 and after, the coefficient of FY March 2019 is used.)

\*2 For FY March 2021, Mazda sets qualitative targets, since unable to maintain continuity by quantitative targets, because of uncertainty over future prospects regarding sales and production due to the COVID-19 pandemic.

\*3 Here "zero" is defined as the condition where the percentage of direct landfill is 0.5% or less of the total volume of waste generated.

\*4 Applicable to consolidated Group companies and equity-method Group companies in Japan.

(Self-assessment key ○:Accomplished, △:Nearly accomplished, ×: Not accomplished)

Category	Item	Medium-term targets (Targets and actions by FY March 2021)	FY March 2020		Self-assessment	FY March 2021
			Targets and actions	Results		Targets and actions

## 3. Cleaner Emissions

a. Vehicles and vehicle technology	⑩ Ensure cleaner vehicle exhaust gas emissions.	Introduce and promote low emission vehicles to improve air quality in each country and region.	Promote the introduction of low emission vehicles that meet the needs of each country and region.	Introduced low-emission vehicles that meet the needs of each country, Japan, the United States, Europe, China, and other regions.	○	Promote the introduction of low emission vehicles that meet the needs of each country and region.
	⑪ Reduce inclusion of substances of environmental burden in products.	Reduce VOCs in vehicle interiors. Promote development and adoption of car air-conditioning systems using new refrigerants with low environmental impact.	Pass Ministry of Health, Labour and Welfare (MHLW) guidelines for the indoor aerial concentration in all new vehicles. Promote development and adoption of car air-conditioning systems using new refrigerants with low environmental impact.	Passed Ministry of Health, Labour and Welfare (MHLW) guidelines for the indoor aerial concentration with the CX-30. Developed a car air-conditioning system using a refrigerant with low environmental impact for adoption in the CX-30.	○ ○	Pass Ministry of Health, Labour and Welfare (MHLW) guidelines for the indoor aerial concentration in all new vehicles. Promote development and adoption of car air-conditioning systems using new refrigerants with low environmental impact.
b. Manufacturing, logistics, office operations, social contributions, etc.	⑫ Reduce waste volumes of PRTR substances.	Reduce waste volumes of PRTR substances across the entire Mazda Group in Japan.	Reduce waste volumes of PRTR substances across the entire Mazda Group in Japan.	Reduced waste volumes of PRTR substances across the entire Mazda Group in Japan by 11% compared with FY March 2019 levels.	○	Reduce waste volumes of PRTR substances across the entire Mazda Group in Japan.
	⑬ Reduce volumes of VOC waste emissions.	Reduce volumes of VOC waste emissions to an average 23 g/m <sup>2</sup> or less across all Mazda lines.	Reduce volumes of VOC waste emissions to an average 20 g/m <sup>2</sup> or less across all Mazda lines.	Reduced volumes of VOC waste emissions to an average 18.6 g/m <sup>2</sup> across all Mazda lines.	○	Continue efforts to reduce volumes of VOC waste emissions at Mazda*.

## 4. Environmental Management

a. Vehicles and vehicle technology	⑭ Promote life cycle assessment (LCA).	Expand the implementation of LCA (in Japan).	<ul style="list-style-type: none"> <li>Steadily implement LCA for new technologies related to environmental performance.</li> <li>To expand use of renewable energy, promote demonstration testing of the combination of renewable energy and reused batteries at business sites.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluated life-cycle CO<sub>2</sub> emissions of internal combustion engine vehicles and electric vehicles, and presented the results in academic papers and at international academic conferences.</li> <li>Promoted demonstration testing of the combination of renewable energy and reused batteries.</li> </ul>	○	<ul style="list-style-type: none"> <li>Steadily implement LCA for new technologies related to environmental performance.</li> <li>To expand use of renewable energy, promote demonstration testing of the combination of renewable energy and reused batteries at business sites.</li> </ul>
	⑮ Promote an integrated approach to traffic systems.	Improve driving technique and promote activities to raise awareness.	Improve driving technique and promote activities to raise awareness, taking a customer-centered approach.	Equipped the CX-30 with control technologies to enable operation of the accelerator/brake pedals as intended, and Skyactiv-Vehicle Architecture technologies to realize smooth driving that makes drivers feel a sense of connectedness to their cars.	○	Improve driving technique and promote activities to raise awareness, taking a customer-centered approach.
b. Manufacturing, logistics, office operations, social contributions, etc.	⑯ Reduce the environmental risk of the Mazda Group in Japan.	Promote environmental protection activities among Mazda Suppliers.	Expand promotion of the Mazda Green Purchasing Guidelines and revise if necessary.	Cascaded the Guidelines to all suppliers, and requested compliance.	○	Revise the Mazda Green Purchasing Guidelines and make the revised guidelines known to all suppliers.
		Promote the establishment and introduction of environmental management systems (EMS).	<ul style="list-style-type: none"> <li>Support 100% establishment of EMS among major suppliers.</li> <li>Support and enhance EMS at secondary suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>Supported 100% establishment of EMS among major suppliers.</li> <li>Supported and enhanced EMS at secondary suppliers.</li> </ul>	○	<ul style="list-style-type: none"> <li>Support 100% establishment of EMS among major suppliers.</li> <li>Support and enhance EMS at secondary suppliers.</li> </ul>
	Continue to provide follow-up support for the introduction of EcoAction 21 at all Mazda Group dealerships* <sup>1</sup> in Japan, and support newly opened shops in obtaining certification.		Completed the introduction of EcoAction 21 at all Mazda Group dealerships* <sup>1</sup> in Japan, and continued to support newly opened shops in obtaining certification.	○	Continue to provide follow-up support to newly opened shops in obtaining certification, to maintain the EcoAction 21-certified status at all Mazda Group dealerships* <sup>1</sup> in Japan.	
	Review the activities carried out at auto parts sales companies* <sup>1</sup> and the support necessary from Mazda, in order to ramp up EMS at the sales companies.		Provided follow-up support to auto parts dealership companies* <sup>4</sup> in operating their EMS through periodic reports and information exchange.	○	Provide follow-up support to auto parts sales companies* <sup>4</sup> to ensure that they can continue steady operation of their EMS.	
	⑰ Promote activities to raise awareness of environmental issues.	Actively disseminate environmental awareness among Mazda and Mazda Group company employees.	Continuously raise awareness inside the Group regarding environmental issues that society faces and measures throughout the entire life cycle of vehicles to reduce environmental impacts.	Provided education for all employees of Mazda and its Group companies about environmental problems, emphasizing the importance of reducing environmental impact throughout the entire life cycle of vehicles, and continuously implemented "cool-biz," "warm-biz" and "light-down" campaigns to raise their environmental awareness.	○	Continuously raise awareness inside and outside of the Group regarding environmental issues that society faces and measures throughout the entire life cycle of vehicles to reduce environmental impacts.
⑱ Promote environmental protection activities in partnership with regional communities.	Promote environmental protection activities in regional communities by taking part in environmental volunteer activities (including regional cleanups and efforts to preserve biodiversity) and dispatching instructors to regional events and schools to offer environmental education.	Continuously raise awareness of environmental issues and deepen understanding of biodiversity based on the needs of regional communities, preserve forests, and participate in regional cleanups.	<ul style="list-style-type: none"> <li>Based on the needs of regional communities, conducted around 50 environmental activities in Japan and abroad, including forest preservation activities, support for protection of endemic species, regional cleanups, and carbon offset.</li> <li>Continuously raise environmental awareness by dispatching instructors for environmental education.</li> </ul>	○	Continuously raise awareness of environmental issues and deepen understanding of biodiversity based on the needs of regional communities, preserve forests, and participate in regional cleanups.	
⑲ Inform the public about the Mazda Group's environmental protection activities.	<ul style="list-style-type: none"> <li>Disseminate information about the Mazda Group's environmental protection activities worldwide by hosting and actively participating in environmental events.</li> <li>Actively disseminate environmental information to improve environmental awareness among Mazda customers.</li> </ul>	Continue and enhance disclosure of information on the Mazda Group's environmental protection activities and education to raise the environmental awareness of customers.	Disseminated information by participating in Hiroshima Environment Day (June 3) and other environmental exhibitions and by holding and participating in various events.	○	Continue and enhance disclosure of information on the Mazda Group's environmental protection activities and education to raise environmental awareness of customers.	

\*1 For CO<sub>2</sub> emissions calculations, the CO<sub>2</sub> coefficient based on the standard (Keidanren's Commitment to a Low Carbon Society) of the Keidanren (Japan Business Federation) are used. (For the calculations of FY March 2020 and after, the coefficient of FY March 2019 is used.)

\*2 For FY March 2021, Mazda sets qualitative targets, since unable to maintain continuity by quantitative targets, because of uncertainty over future prospects regarding sales and production due to the COVID-19 pandemic.

\*3 Here "zero" is defined as the condition where the percentage of direct landfill is 0.5% or less of the total volume of waste generated.

\*4 Applicable to consolidated Group companies and equity-method Group companies in Japan.

## Mazda's Vision for Society's Relationship with Vehicles in the Future

Mazda is aware that the greatest challenge in curbing global warming is reducing CO<sub>2</sub> emissions, which is the major cause of this problem. The Intergovernmental Panel on Climate Change (IPCC) reported that global greenhouse gas emissions must be reduced by 40-70 percent as compared to 2010 levels by the year 2050 in order to limit the temperature increase to 2°C above pre-industrial levels. Also, the 2015 United Nations Climate Change Conference (COP 21) adopted the Paris Agreement. Against this backdrop, the world has been moving toward a decarbonized society. The realization of such a society requires major innovations, which will bring about changes in society and lifestyles. Mazda knows it must take these changes into account in its future operations.

### Around 2030: A society that aims for decarbonization, resource recycling, and coexistence in harmony with nature

Mazda predicts that around 2030 the world will see the evolution of energy and its related technologies in order to meet the unique characteristics of each country and region, as well as the steady introduction of low-carbon technology for all product life-cycle processes, including production, consumption by users, and disposal. Working toward decarbonization, energy structures will shift to be primarily based on renewable energy sources (including solar power, wind power, and biofuels and other renewable liquid fuels) and non-CO<sub>2</sub>-emitting hydrogen. In addition, the establishment of a smart grid,<sup>\*1</sup> whose main power supply comprises distributed energy<sup>\*2</sup> resources, is projected to build up an electric supply and demand structure characterized by the local consumption of locally produced power that is suitable for the respective regional environment. Mazda also forecasts progress in various initiatives to realize a recycling-oriented society that coexists in harmony with nature from the perspective of natural capital. This will be achieved through using resources without any losses, establishing circulation systems including those based on the three Rs (reduce, reuse, and recycle) for water, plastic, and other resources, and activities to contribute to biodiversity conservation. It is also expected that household use of solar power generation units and energy-saving housing will become increasingly commonplace, while plants and offices will succeed in both reducing their environmental impact and improving energy efficiency thanks to artificial intelligence (AI) and the Internet of Things (IoT).

\*1 A power transmission network that can optimize the flow of power with a function to adjust the flow of power from both the supply and demand sides.

\*2 Energy supplied from relatively small-scale power generation facilities and heat source equipment that have been installed near the relevant energy-consuming areas. Distributed energy generation has the advantage of reduced transmission loss and the ability to function as an emergency power source. In addition, it is considered to be effective in promoting widespread use of renewable energies and revitalizing local industries.

### Trends Regarding Vehicles

Around 2030, as indicated by the IEA,<sup>\*3</sup> while the number of vehicles powered by electricity or hydrogen will increase, vehicles featuring internal combustion engines incorporating electrification technologies,<sup>\*4</sup> highly efficient transmissions, and reduced body weight will account for a significant proportion of total vehicles. Vehicles equipped with internal combustion engines are projected to further improve in terms of efficiency, electrification technologies, and widespread and effective use of diversified fuels, such as natural gas and biomass that emit less CO<sub>2</sub>. Electric vehicles will be selected more often as the optimal form of mobility in regions where electricity can be generated with renewable energy or other cleaner sources. These factors will accelerate the trend toward lower carbon emissions. To substantially reduce CO<sub>2</sub> emissions throughout the entire vehicle lifecycle (on a Well-to-Wheel basis), a multi-solution approach that is tailored to each region is necessary in response to diversifying needs around the world, including regional needs, vehicle characteristics, fuel performance and characteristics, and power generation mixes. Additionally, as autonomous driving becomes prevalent in regions with advanced connectivity technologies and infrastructure innovations, unnecessary acceleration and deceleration and the stopping and starting of vehicles will decrease, which will lead to a reduced environmental impact.

A significant reduction in energy and resource losses over the entire vehicle manufacturing supply chain may be expected as a result of efforts for their more efficient use. Dramatic progress will also be made in recycling and waste reduction initiatives through the promotion of the three Rs.

\*3 International Energy Agency (see p. 63)

\*4 Hybrid systems, plug-in hybrid systems, etc.

### Around 2050: A sustainable society that sees advancements in efforts toward decarbonization, resource recycling, and coexistence in harmony with nature

Around 2050, a decarbonized energy structure will have been realized. A new system is expected to emerge that will make the boundary between power supply and consumption seamless by combining a system for renewable energy-based electricity supply and storage (including energy accumulation in the form of hydrogen) with a supply and demand structure capable of local consumption of locally produced electricity using a smart grid. In addition, humankind will see significant progress toward the realization of a sustainable society, along with advances in activities to create a resource recycling-oriented society and achieve coexistence in harmony with nature.

It will also become necessary to address new social problems. These problems include a high aging rate, a decline in the working-age population, rural depopulation due to concentration of the population in large cities, and increased stress caused by weakening real-world relationships.

### Trends Regarding Vehicles

Around 2050, as a result of technological innovations, methods of reducing CO<sub>2</sub> emissions from vehicles will be further diversified in accordance with the characteristics of each region and country, facilitating significant progress toward decarbonization. Vehicles powered by electricity and hydrogen will become ubiquitous, along with an increasing rate of low-carbon electricity generation in each country as part of the distributed energy resources that comprise smart grids.

Internal combustion engine-equipped vehicles running on renewable liquid fuels (including biofuels) will also find widespread use. Moreover, the great evolution of autonomous driving technology using vehicle and connectivity expertise will expand the commercial use of fully-autonomous driving technology as a means of supplementing the labor force in public transportation and logistics services. This will be instrumental not only in improving convenience and efficiency but also in reducing environmental impact. In this manner, vehicles are expected to enhance convenience while dramatically improving environmental performance, thereby significantly reducing CO<sub>2</sub> emissions. In addition, throughout the entire vehicle manufacturing supply chain, resource recycling will be realized through conversion to decarbonized energies and the establishment of recycling technologies.

Mazda believes that the above-stated innovations will be able to create a sustainable future in which people and cars coexist with a bountiful, beautiful earth, a future that offers safety and peace of mind and enriches lives by offering unrestricted mobility to people everywhere.

Referencing "Mazda's Vision for Society's Relationship with Vehicles in the Future," and aiming to realize the vision, the three environmental committees (Product Environment Committee, Business Site Environment Committee, and Social Contribution Committee) are currently collaborating to draw up the Company's next environmental medium-to-long-term plan. In 2019 Mazda established the 2030 Targets / 2050 Challenges to be achieved by its business sites.

## Medium-to-Long-Term Targets for Business Sites

Mazda is developing medium- and long-term initiatives also for business sites, based on the approach adopted under its long-term vision for technology development "Sustainable Zoom-Zoom 2030." The Company aims to develop business sites that will promote harmonious coexistence with the earth, improve employees' work environments, and coexist and co-prosper with local communities, from the perspectives of "the earth," "people" and "society."

As for environmental activities, in line with "Mazda's Vision for Society's Relationship with Vehicles in the Future," the Company will pursue and promote environmental technologies that will contribute to resource/energy value maximization (by minimizing consumption and fully utilizing resources/energy without any waste) and resource/energy diversification, looking ahead to 2030 and then 2050.

### Establishment of the 2030 Targets / 2050 Challenges

Mazda has established the 2030 Targets / 2050 Challenges in the three important areas: decarbonization, resource recycling for materials, and resource recycling for water. The Company has also stipulated its policy for initiatives to meet these targets and challenges. The policy indicates the two perspectives to be shared throughout the entire vehicle supply chain.

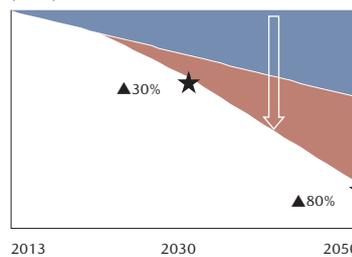
One is a "well-to-wheel perspective," which derives from the concept "from fuel extraction to consumption during driving." Mazda applies the "well-to-wheel" perspective in considering the reduction of environmental impact throughout the entire process, from resource/energy selection, through transportation, to recycling. The other is a "global & supply chain perspective." Based on these two perspectives, Mazda will push forward with the initiatives for decarbonization, resource recycling for materials, and resource recycling for water.

#### Decarbonization/ Low-Carbonization

The Mazda Group strives for energy value maximization and energy diversification, to achieve decarbonization and low-carbonization throughout the product life cycle from manufacture to disposal. As specific objectives, in comparison with FY March 2014 levels, the Group aims to achieve reductions in the global total CO<sub>2</sub> emissions from plants/offices and logistics operations by at least 30% by 2030 and by at least 80% by 2050.

2030	2050
Reduce the global total CO <sub>2</sub> emissions from plants/offices and logistics operations by at least 30% in comparison with FY March 2014 levels. (Promote low-carbonization)	Reduce the global total CO <sub>2</sub> emissions from plants/offices and logistics operations by at least 80% in comparison with FY March 2014 levels. (Promote decarbonization)

CO<sub>2</sub> Emissions (Index)



#### [Energy value maximization]

- Minimize required energy through process innovation.
- Energy reuse technologies (waste heat recovery, power supply regeneration)
- Equalize changes in energy demand.
- Zero-emission offices, etc.

#### [Energy diversification]

- Renewable energies
- Electricity storage technologies
- High-efficiency low-carbon technologies that combine multiple stable energy sources, etc.

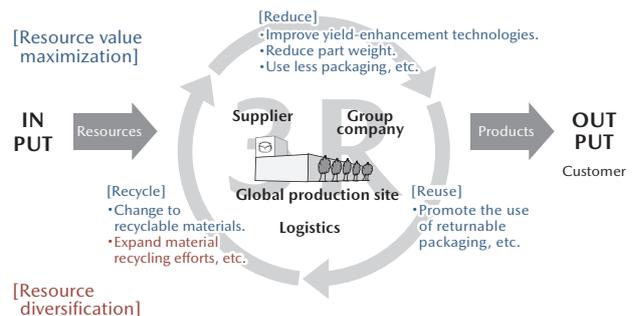
#### Resource Recycling for Materials

The Mazda Group continues to expand its global efforts for zero emissions and resource recycling, by such means as using resources without any losses, and the three Rs activities (to reduce, reuse, and recycle resources).

The Group aims to realize resource recycling overseas at the same level as in Japan in 2030, and to depart from thermal recycling and other combustion-based processes in 2050.

2030	2050
Achieve zero emissions* in manufacturing and logistics processes on a global basis. * The status in which landfill waste is reduced to 0.1% or lower of the total waste generated. The Mazda Group companies in Japan achieved zero emissions in 2018.	Achieve zero emissions through expanded resource recycling initiatives* in manufacturing and logistics processes on a global basis. * Break away from dependence on thermal recycling or other combustion-based recycling methods, and augment material recycling.

<Ideal vision>

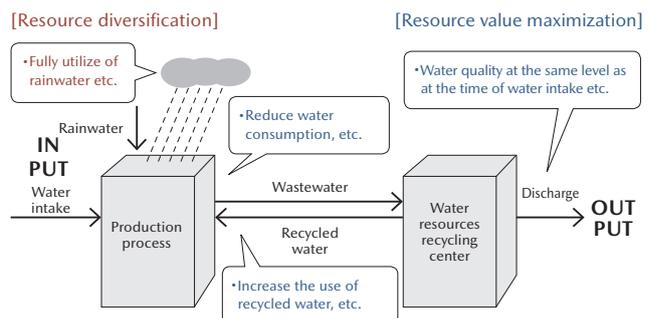


#### Resource Recycling for Water

To conserve water resources, the Mazda Group promotes activities to eliminate wasteful water use, and circulate water resources by treating used water so that it is the same quality as it was taken from nature. The Group aims to achieve these goals at the Hiroshima District in 2030, and then at global business sites in 2050.

2030	2050
Implement an optimal approach to water resources recycling and circulation at model plants* in Japan. • Fully utilize water without any waste, as a valuable resource that is a natural blessing. • Circulate water as a valuable resource that is a natural blessing, by treating used water so that it is the same quality as before it was used, and returning it to nature.	Implement an optimal approach to water resources recycling and circulation in global manufacturing processes. • Fully utilize water without any waste, as a valuable resource that is a natural blessing. • Circulate water as a valuable resource that is a natural blessing, by treating used water so that it is the same quality as before it was used, and returning it to nature.

<Ideal vision>



\* Model plant: A pilot plant where new attempts are made, ahead of other facilities.

# ENVIRONMENTAL MANAGEMENT

Mazda is establishing an environmental management system throughout its value chain, including Group companies, suppliers, dealerships, and others.

## Establishing Environmental Management Systems

Mazda is promoting the establishment of environmental management systems (EMS) across its entire supply chain and in all Group companies. The purpose of the EMS is to carry out more environmentally conscious business activities in a more effective manner, based on ISO 14001 and other standards.

### Progress Status

- 14 Mazda and Group manufacturing companies in Japan and overseas have now acquired ISO 14001 certification. (Disclosure by 14 out of a total of 15 companies)
- Mazda is expanding ISO 14001 certification scope to all domestic sites following the revision of ISO 14001:2015. The expansion of certification scope and examination of transfer to ISO 14001:2015 were completed in September 2016. Also, the Mazda Group companies that have acquired ISO14001 completed transfer to ISO14001:2015 within FY March 2018.
- Mazda has had dealerships in Japan certified under EcoAction 21 (EA21)\*<sup>1</sup>, an environmental management system (as of March 2020, 34 dealerships of the Mazda/Mazda Enfini sales channel, 139 dealerships of the Mazda Autozam sales channel, and Mazda Chuhan, a used car sales company, have been certified), and continue to support certification of newly opened shops.
- Mazda has completed introduction of an exclusive Mazda EMS to two Mazda Group vehicle parts companies in Japan.

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### a List of ISO 14001 Certified Production and Business Sites

#### Domestic production/business sites

Hiroshima district	Hiroshima Plant	June 2000
	Miyoshi Plant	
Hofu Plant	Nishinoura district	September 1998
	Nakanoseki district (extended certification)	September 1999

#### Overseas production site

AutoAlliance (Thailand) Co., Ltd.* <sup>1</sup>	May 2000
Changan Mazda Automobile Co., Ltd.* <sup>1</sup>	December 2008
Changan Mazda Engine Co., Ltd.* <sup>1</sup>	February 2009
Mazda de Mexico Vehicle Operation* <sup>2</sup>	December 2014
Mazda Powertrain Manufacturing (Thailand) Co., Ltd.* <sup>2</sup>	November 2016

\*1 Equity-method group company

\*2 Consolidated group company

#### Four Domestic Consolidated Group Companies (excluding sales companies)

Mazda E&T Co., Ltd.* <sup>3</sup>	June 2000
Mazda Ace Co., Ltd.* <sup>3</sup>	June 2000
Mazda Logistics Co., Ltd.* <sup>3</sup>	June 2000
Kurashiki Kako Co., Ltd.	December 2001

\*3 Some or all of the organizations at each of the companies above acquired ISO 14001 certification in the certification scope of Mazda.

#### Four Domestic Equity-Method Group Companies

Toyo Advanced Technologies Co., Ltd.* <sup>4</sup>	June 2000
Japan Climate Systems Corporation	May 2000
Yoshiwa Kogyo Co., Ltd.	April 2002
MCM Energy Service Co., Ltd.* <sup>5</sup>	June 2008

\*4 The company was ISO 14001 certified in the certification scope of Mazda. As a separate business facility, the company individually acquired the certification in March 2016. As a separate company, however, the company acquired re-certification in April 2017, resulting in the exclusion of the company from the certification scope of Mazda.

\*5 Although the company was inside the certification scope of Mazda, it acquired the certification on its own in March 2013.

\*1 Simplified EMS established by the Ministry of the Environment, for application at companies of various scales, such as small to medium-sized companies.

## Promoting Green Purchasing

With the aim of reducing the environmental burden throughout its entire supply chain, Mazda established the "Mazda Green Purchasing Guidelines" (revised in March 2020 to add the registration of SDS\*1 in the section "Request to Our Suppliers") and engages in operation activities accordingly. These guidelines require all of its suppliers worldwide to undertake measures to reduce their burden on the environment, at all stages from product development to manufacturing and delivery. The guidelines also make it clear that Mazda will give preference in purchasing to suppliers who implement such environmental measures. Mazda also requires its suppliers of parts, materials, and industrial equipment and tools to obtain and maintain ISO 14001 certification, and to reduce the amount of greenhouse gas emissions generated through their corporate activities by 1% annually. In addition, the Company promotes environmental activities in collaboration with its suppliers by providing them with information and other assistance. Presently, all major suppliers involved in Mazda vehicle development and manufacturing have acquired ISO 14001 certification.

## Status of Establishment of Environmental Management Systems (EMS) at Suppliers

- All major suppliers in Japan and abroad with which the Company has ongoing business relationships (around 400 companies), including new suppliers, have maintained certification as of the end of March 2020.
- Under the Mazda Green Purchasing Guidelines, Mazda requires, through primary suppliers, secondary suppliers and the subcontractors to establish EMS.

## Status of Implementation of Environmental Audits

To confirm that environmental management systems, such as ISO14001 and EcoAction 21, are operating effectively, both internal audit and environmental management system audit (EMS audit) are carried out annually at Mazda and all of its Group companies, both in Japan and overseas, that have obtained certification. The FY March 2020 EMS audit revealed no serious compliance issues. The results of the internal audit and EMS audits were reported to senior management. Any problems were swiftly and appropriately rectified.

## Eliminating Sensory Pollution

Sensory pollution comprises noise, vibration, and odors that have a sensory or psychological impact on people.

Mazda recognizes that clearing legal regulations may not be enough to prevent noise, vibration, and odors from annoying neighborhood residents. For this reason, Mazda is systematically stepping up measures to alleviate the causes of such pollution, as well as measures to improve noise insulation and odor removal.

## Specific Initiatives in Environmental Risk Management

### Environmental Monitoring

- Regular training is conducted at each plant and office to prepare for response in the event of accidents that adversely affect the natural environment.
- Environmental monitoring, including monitoring of air and water pollution, is conducted regularly.

### Legal Violations

In FY March 2020, there were no cases of violations of environmental laws and regulations at Mazda and its Group companies in Japan and overseas.

### Complaints

In FY March 2020, Mazda received complaints concerning four cases, and is taking appropriate actions to address them in good faith.

## b EMS Audit Results on ISO 14001

### Mazda Motor Corporation

	FY March 2016	FY March 2017	FY March 2018	FY March 2019	FY March 2020
Serious noncompliance issues	0	0	0	0	0
Minor noncompliance issues	2	6	1	0	0
Observation issues	16	10	5	6	6

### Group Companies

	FY March 2020		
	Japan	Overseas	
ISO14001	Serious noncompliance issues	0	0
	Minor noncompliance issues	7	10
	Observation issues	25	51
EA21	Noncompliance issues	0	—
	Issues requiring improvement	28	—

## C Environmental Monitoring

Environmental monitoring item	Target of monitoring	Items monitored	Monitoring frequency
Air quality	Boilers, melting furnaces, heating furnaces, drying furnaces, etc.	5 items: sulfur oxides, nitrogen oxides, soot, volatile organic compounds, hydrogen chloride	Around 300 times per year
Water quality	Treated wastewater	43 items: cadmium, cyanide, organic phosphorus, lead, hexavalent chromium, etc.	Around 1,600 times per year
Noise and Vibration	Site boundaries	1 item: noise level	12 times per year
Odor	Site boundaries	1 item: odor index	12 times per year
Waste products	Slag, sludge, scrap metal, etc.	25 items: cadmium, cyanide, organic phosphorus, lead, hexavalent chromium, etc.	Around 100 times per year

## d Legal Violations and Complaints

(FY March 2020)

	Number of incidents	Response
Legal violations	0	—
Complaints	Noise	Implemented remedies for the noise sources
	Other	Modified the rainwater drainage channel appropriately

\*1 Stands for Safety Data Sheet, which is a document used when chemical substances and chemical mixtures are transferred or offered to others, to provide the information on their physical properties, potential risks and harmfulness, as well as instructions for safe use of these chemical substances.

## Environmental Education/Education Program Structure

As part of its EMS, Mazda conducts regular environmental education for all employees twice a year, as well as education for EMS leaders and department management twice a year, and encourages employees to obtain environment-related public qualifications. In addition, Mazda offers support for employees working toward these qualifications, including financial support through the Mazda Flex Benefit program (see p. 91).

### Routine Environmental Activities

#### Reducing Paper Use

Mazda continually makes efforts to considerably reduce the amount of paper used for office work through the digitization of documents, ledger sheets, and other forms, as well as through the use of projectors and monitors at meetings, etc. As part of its recycling efforts, the Company also reuses waste paper (shredder dust) as packaging material for shipping parts, and is increasing efforts to separate the collection of waste paper by type during disposal.

#### Reducing Energy Use

Through regular initiatives, including purchasing of low power-consumption office equipment and furniture, and turning off lights and computers when they are not in use, Mazda makes continual efforts to reduce energy use. Furthermore, Mazda implements a "Cool Biz" program during the summer season every year, setting internal room temperatures at 28°C (82.4°F) on a standard basis. During the winter season when electricity consumption is particularly high, energy saving measures are implemented through adjustment of air conditioning systems (heating set at 20°C, or 68°F), lighting, office automation equipment, etc.

### Use of Renewable Energy

Mazda uses renewable energy sources\*1 as follows.

- At the Hofu Plant, solar-powered units have been introduced in some corridor lighting.
- A solar power system is installed on the roof of the radio wave experiment building of the Miyoshi Office. The amount of electricity generated by the system in FY March 2020 was 28.4 MWh. Electricity generated by this system is used to provide power and lighting for the building, thereby continuously contributing to the reduction of CO<sub>2</sub> emissions.
- Mazda de Mexico Vehicle Operation (MMVO) in Mexico installed outdoor solar lighting, thereby promoting effective use of renewable energy using solar power and LEDs. In FY March 2020, MMVO additionally installed 47 units (150 W per unit), increasing the total number of units to 554. Currently, amount to 5.8% of the energies purchased by MMVO are clean energies, including renewable energies.

### Environment-Related Accident Emergency Drill and Prevention Campaign

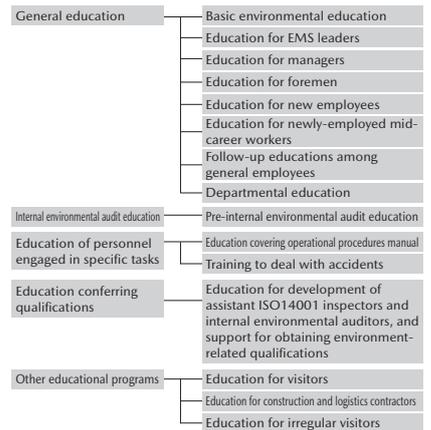
- Emergency Drill to Prevent Marine Pollution**  
In cooperation with Mazda Ace Co., Ltd. and Mazda Logistics Co., Ltd., Mazda Motor Corporation carries out an annual emergency drill based on an assumed simulation in which hydraulic oil has leaked from a domestic vessel (dedicated car carrier) into the sea. In the simulation drill, participating employees are engaged in operations of removing oil spillage and communicating through an emergency contact network. Each year, the content of the drill has been reviewed and improved to simulate a situation that is closer to reality, to establish a system that ensures that employees can make a quick and appropriate response in the event of an accident. In FY March 2020, a drill was held simulating an oil spill incident, using oil containment booms. In response to a mock release of oil, participants deployed the booms and worked to contain and recover oil spills on the sea surface, and they confirmed that the drill was effective.
- Campaign for Oil Spill Prevention and Traffic Safety**  
Jointly with Mazda Logistics Co., Ltd. and several truckload transportation companies, Mazda Motor Corporation conducts an awareness-raising campaign to prevent oil spills on roads during vehicle delivery and improve traffic safety awareness. In this campaign, which are held twice a year, awareness-raising leaflets are distributed to drivers of delivery trucks to the Hiroshima Plant and the Hofu Plant. In doing so, the Company strives to improve such drivers' awareness of the environment and safety and create a system that ensures that employees can make a quick and appropriate response in the event of an accident. As another part of its activities for oil spill prevention, Mazda has compiled a database of information on each delivery truck's maintenance and past environmental problems so that the data can be visualized. Using such data, the Company has established a system to diagnose the respective cases and send alert messages to truckload transportation companies, if applicable.

e f

### e Qualifications that Employees Are Encouraged to Obtain:

- Energy attorney
- Head supervisor of pollution control
- Supervisor of air and water pollution control (Class 1 to 4)
- Supervisor of noise- and vibration-related pollution control
- Supervisor of dust and particulate pollution control (Specified, General)
- Supervisor of dioxide pollution control
- Special managing supervisor in charge of industrial waste disposal
- Environmental Society Test (=Eco Test)
- EMS inspector
- Internal environment auditor
- Environment measurer
- Construction environment hygiene control engineer

### f Environmental Education Structure



Number of Employees Receiving Environmental Education (Non-consolidated Unit: person(s))

	FY March 2016	FY March 2017	FY March 2018	FY March 2019	FY March 2020
Managers	81	83	75	53	79
Section managers	174	190	188	209	209
Foremen	76	60	60	68	50
New employees	755	538	550	606	634

\* In addition to the above, environmental education is provided to general employees in each department

### g Emergency Drill to Prevent Marine Pollution (Deploying oil containment booms)



### h Campaign for Oil Spill Prevention and Traffic Safety



\*1 Refers to natural energy sources that can be used continuously without being depleted, such as electricity generation using solar, wind, geothermal, hydroelectric or biomass power, or direct solar heating. These types of energy generate zero or negligible CO<sub>2</sub> emissions.

## Environmental Accounting

Mazda is carefully assessing the costs and benefits of its environmental activities and is working constantly to improve their efficiency.

**Data collection period:** April 2019 through March 2020

**Basis of data collection:** Calculated according to Mazda's own guidelines in line with Environmental Accounting Guidelines.

**Boundary of data collection:** Mazda Motor Corporation; 21 domestic & 14 overseas consolidated Group companies; seven domestic & five overseas equity-method Group companies

### Environmental Protection Costs

(million yen)

Category	Major activities	Mazda unconsolidated			Mazda Group			
		Investment	Cost	Total	Investment	Cost	Total	
Business area	Preventing pollution	Conforming to legal limits for air and water pollution, odor abatement, etc.	3,167	2,613	5,781	3,397	3,356	6,752
	Protecting the global environment	Preventing global warming, conserving energy, preventing destruction of the ozone layer, and other environmental protection activities	1,658	1,114	2,772	1,928	1,286	3,214
	Recycling resources	Effective resource use, recycling waste, processing and disposing of waste	439	1,682	2,121	460	4,172	4,631
Upstream/downstream	Container recovery, recovery of end-of-life vehicle bumpers	0	151	151	0	333	333	
Management activity	Employee environmental education, creating and operating environmental management systems, monitoring and measurement of environmental impact, other activities	0	988	989	0	1,524	1,524	
Research and development	R&D for products, production methods and distribution, to contribute to reduced environmental impact	1,568	45,574	47,142	1,688	47,189	48,877	
Social activities	Greening, beautification, and environmental improvement; support of community residents and organizations; information disclosure; and other activities	0	47	47	0	68	68	
Environmental Damage	-	0	0	0	0	1	1	
Total		6,832	52,170	59,002	7,472	57,928	65,400	

### Overall Environmental Protection Effects

Category	Mazda unconsolidated			Mazda Group		
	Environmental protective effect		Economic effect (million yen)	Economic effect (million yen)		
Protecting the global environment	Global warming prevention	Production	CO <sub>2</sub> emissions volume (on unit sales basis)	16.3 t-CO <sub>2</sub> /100 million yen	-	-
		Distribution	Annual shipping volume	535,360 thousand (ton-km/year)	-	-
Recycling resources	Effective use of resources, recycling	Shell sand	13,052 t (year)	39	1,932	
		Steel scrap	30,728 t (year)	1,893		
Upstream/downstream	Product recycling	Number of discarded bumpers collected	57,126 (bumpers/year)	-	36	
		Metals	101,103 t (year)	2,234		
Other	Sale of items with commercial value	Paint thinner, effluent	643 t (year)		2,283	
		Empty drums, wheels, discarded tires	19,376 (units/year)	49		
		Recovered sand, plastics, cardboard scraps	5,825 t (year)			
Total				4,215	4,251	

#### Boundary of data collection

##### Mazda Motor Corporation

##### Consolidated Group companies

**21 domestic companies:** Manufacturing companies: Mazda Ace Co., Ltd., Mazda Logistics Co., Ltd., Kurashiki Kako Co., Ltd., Mazda Engineering & Technology Co., Ltd., Sales companies: Mazda Chuhan Co., Ltd., Hakodate Mazda Co., Ltd., Tohoku Mazda Co., Ltd., Fukushima Mazda Co., Ltd., Kitakanto Mazda Co., Ltd., Koushin Mazda Co., Ltd., Kanto Mazda Co., Ltd., Shizuoka Mazda Co., Ltd., Tokai Mazda Sales Co., Ltd., Hokuriku Mazda Co., Ltd., Keiji Mazda Co., Ltd., Kansai Mazda Co., Ltd., Nishi Shikoku Mazda Co., Ltd., Kyushu Mazda Co., Ltd., Minami Kyushu Mazda Co., Ltd., Okinawa Mazda Sales Co., Ltd., Parts sales company: Mazda Parts Co., Ltd.

**14 overseas companies:** Mazda Canada Inc., Mazda Motor Manufacturing de Mexico, S.A. de C.V., Mazda Motors (Deutschland) GmbH, Mazda Motor Europe GmbH, Mazda Motors UK Ltd., Mazda Motor Russia.OOO, Mazda Australia Pty Ltd., Mazda Motors of New Zealand Ltd., Mazda Powertrain Manufacturing (Thailand) Co., Ltd., Mazda Southern Africa (Pty) Ltd., Mazda Motor (China) Co., Ltd, Mazda Motor Taiwan Co., Ltd., Mazda De Colombia S.A.S., Mazda Sales (Thailand) Co., Ltd.

##### Equity-method Group companies

**7 domestic companies:** Toyo Advanced Technologies Co., Ltd., Japan Climate Systems Corporation, Yoshiwa Kogyo Co., Ltd., Mazda Processing Chugoku Co., Ltd., MCM Energy Service Co., Ltd., Mazda Parts Sales Hiroshima Co., Ltd., Safreco Hiroshima FC Co., Ltd.

**5 overseas companies:** Mazda Sollers Manufacturing Rus LLC, AutoAlliance (Thailand) Co., Ltd., Changan Mazda Automobile Co., Ltd., Changan Mazda Engine Co., Ltd., FAW Mazda Motor Sales Co., Ltd.

# EFFORTS REGARDING PRODUCT AND TECHNOLOGY DEVELOPMENT

In 2017, Mazda announced “Sustainable Zoom-Zoom 2030” (see pp. 8-12) in light of the rapid changes taking place in the automotive industry around the world. This updated vision for technology development takes a long-term perspective and sets out how Mazda will use driving pleasure, the fundamental appeal of the automobile, to help solve issues facing people, the earth and society. Mazda believes its mission is to bring about a beautiful earth and to enrich people’s lives as well as society. The Company will continue to seek ways to inspire people through the value found in cars. In terms of the environment, “Sustainable Zoom-Zoom 2030” demonstrates Mazda’s determination to use conservation initiatives to help create a sustainable future in which people and cars can coexist with a bountiful, beautiful earth.

## Energy-and Global-Warming-Related Issues

### Approach to Product Environmental Performance

As vehicle ownership continues to expand around the world, automobile manufacturers must redouble their efforts to achieve cleaner exhaust emissions, and improve fuel economy in order to cut CO<sub>2</sub> emissions and help reduce the world’s dependence on increasingly scarce fossil fuels. Mazda considers it necessary to develop a multi-solution approach to automobile-related environmental issues that takes into account various factors such as regional characteristics, vehicle characteristics and types of fuel.

### Addressing Global Warming

Mazda sees reducing emissions of CO<sub>2</sub> and other greenhouse gases over the vehicle’s entire lifecycle — including manufacturing, use and disposal — as one of its top priorities and a duty of automotive industry. The Company wants to maximize its contribution by considering not only “tank-to-wheel” emissions that occur while driving but also “well-to-wheel” emissions, including fuel extraction, refining and power generation (well-to-tank). Offering a number of powertrain options in consideration of each region’s energy sources and power generation methods will allow Mazda to make the optimum contribution to CO<sub>2</sub> emissions reductions by region. In August 2017, Mazda set a goal of reducing corporate average “well-to-wheel” CO<sub>2</sub> emissions to 50% of 2010 levels by 2030, with a view to achieving a 90% cut by 2050.

### Life Cycle Assessment (LCA)

Life Cycle Assessment (LCA) is a method for calculating and evaluating the environmental influence of vehicles across their entire life cycle through the purchase of materials, manufacture, use, recycling, and final disposal. Since 2009, Mazda has adopted LCA as a means of determining the time required to reduce the environmental impact of vehicles in their life cycle, and has been actively working to reduce the environmental impact at each stage of the life cycle. The Company is also promoting evaluation of the practicability and reliability of new technologies for environmental performance in compliance with the methods specified in the international standards (ISO14040 and ISO14044).

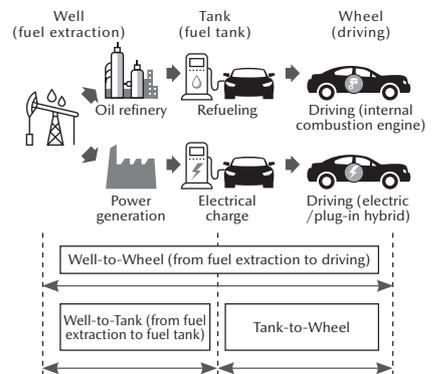
#### Multi-solution Oriented Technology Development through Effective Use of LCA

Automotive power sources, the energy situation, and the composition of power sources differ from region to region. Mazda has been promoting the development of various technologies to offer the right solution to each region. In FY March 2019, the Company assessed the life cycle CO<sub>2</sub> emissions from internal combustion engine vehicles and electric vehicles (EVs) in five regions of the world. The results revealed that the significance of CO<sub>2</sub> emissions from internal combustion engine vehicles and EVs during their life cycles depends on the electric power supply status, fuel/electrical power cost, total mileage, and other factors in each region. In FY March 2020, these LCA results were compiled into academic papers and presented at academic conferences.

#### a The “Well-to-Wheel” Perspective

Make efforts to reduce CO<sub>2</sub> emissions from the perspective of “well-to-wheel,” with the aim of reducing emissions over a vehicle’s entire lifecycle.

Conceptual diagram of Well-to-Wheel\*



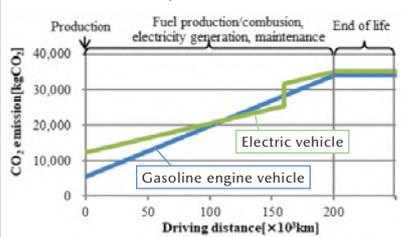
#### b Conference presentation/Publication of paper on Mazda’s LCA

Conference presentation:  
 The 9th International Conference on Life Cycle Management (August 2019)  
 Subject: Estimation of CO<sub>2</sub> Emissions of Internal Combustion Engine Vehicle and Battery Electric Vehicle Using LCA

Publication of academic paper:  
 Sustainability magazine, 2019, Volume 11, Issue 9, p.2690  
 Subject: “Estimation of CO<sub>2</sub> Emissions of Internal Combustion Engine Vehicle and Battery Electric Vehicle Using LCA”  
<https://doi.org/10.3390/su11092690>

#### c An example of a comparison between an internal combustion engine vehicle and an electric vehicle in terms of CO<sub>2</sub> emissions (in Japan)

Until the travel distance reaches approximately 110 thousand km, the internal combustion engine vehicle emits less CO<sub>2</sub> than the electric vehicle; however, this magnitude relationship reverses when the travel distance exceeds the above distance. (However, if the battery of the electric vehicle is replaced once at a travel distance of 160 thousand km, the internal combustion engine vehicle emits less CO<sub>2</sub>.)

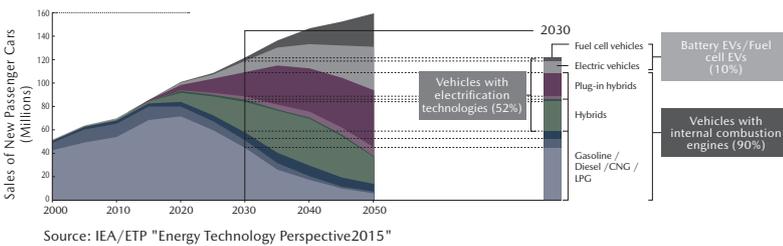


### The Building-Block Strategy

Mazda adopts the Building-Block Strategy to realize its goal of reducing CO<sub>2</sub> emissions and raising the average fuel economy of Mazda vehicles sold worldwide. Given the internal combustion engine is forecast to remain a principle propulsion technology in cars worldwide for many years to come, the Company thinks it important to continue efforts to perfect the technology. At the same time, the Building Block Strategy also calls for the commercial introduction of electric, plug-in and other electrified vehicles (EVs) in consideration of each country or region's energy resources, regulations, power generation methods, infrastructure and so on. Through this Building-Block Strategy and advances in process innovations, such as computer Model-Based Development (see p. 125), and *Monotsukuri* Innovation (see p. 123), Mazda will, despite limited management resources, offer products and technologies that exceed customers' expectations. Mazda plans to start introducing EVs and other electric drive technologies in regions that generate a high ratio of power from clean energy sources or restrict certain vehicle types to reduce air pollution.

### e Graphic representation of global market share of powertrain technologies

It is expected that the majority of vehicles in the global market will continue to be powered by internal combustion engines, and that such vehicles will contribute the most to CO<sub>2</sub> reduction. (About 90% of the vehicles will be powered by internal combustion engines in 2030.)



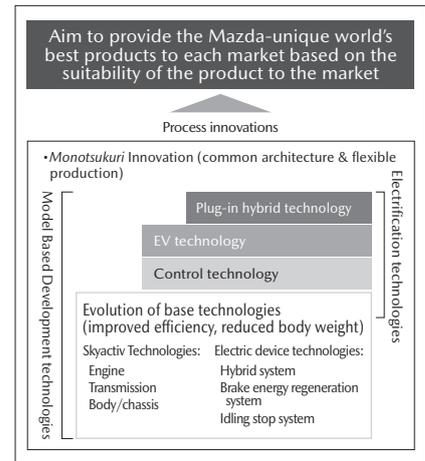
### Comprehensive Improvements of Base Technologies by Skyactiv Technology

The term Skyactiv Technology covers all Mazda's innovative base technologies. Mazda redesigned these technologies from scratch, enhancing the efficiency of powertrain components, such as the engine and transmission, reducing vehicle body weight, and improving aerodynamics. The number of models featuring Skyactiv Technology has steadily increased since the first Skyactiv-G engine was introduced in 2011 in the Demio (known as Mazda2 overseas). Following the adoption of the technology in the CX-5 in 2012, the number of models that fully incorporate Skyactiv Technology has increased.

Starting in 2019, Mazda has been introducing new-generation technologies, including the Skyactiv-X engine, set to become the world's first commercial gasoline engine to use compression ignition.\*<sup>1</sup> This unique new-generation engine combines the advantages of gasoline and diesel engines to achieve outstanding environmental performance and uncompromised power and acceleration performance. Mazda will work to increase the number of models equipped with Skyactiv-X while continuing to advance Skyactiv-G and Skyactiv-D, both of which remain highly competitive engines.

d e

### d Building-Block Strategy



### f Features of the Skyactiv-X

	Gasoline engine	Skyactiv-X	Diesel engine
Fuel economy	Fair	Good	Good
Torque	Fair	Good	Good
Response	Fair	Good	Good
Output (expansion)	Good	Good	Fair
Heating	Good	Good	Fair
Exhaust purification	Good	Good	Fair

\*<sup>1</sup> As of August 2017, according to Mazda data

## Improving Fuel Economy

Mazda is working to improve fuel economy in order to help our customers save money and reduce the use of fossil fuels, which is a cause of global warming. Prioritizing improvements in real-world fuel economy, the Company has adopted cylinder deactivation and other technologies that suppress fluctuations in fuel consumption rooted in the way the car is used and environmental factors such as air temperature. Mazda has also employed the mild hybrid system, Mazda M Hybrid, which realizes enhanced fuel efficiency and a pleasant driving experience by maximizing performance of the engine that has been improved in pursuit of ultimate efficiency, through pairing with efficient electrification technologies. Moreover, to provide customers with information on fuel economy that better reflects their real driving environment, the Company was the first automaker in Japan to display WLTC Mode\*<sup>1</sup> fuel economy figures.

## Development of Electrification Technology

After taking into account the appropriate power source for vehicles, the energy situation, the power generation mix, and other factors in each region, Mazda is promoting the development of electrification technology to provide customers in each region with the best solution. In 2030, Mazda will equip all vehicles it produces with electrification technology. In terms of the ratio of power units, internal combustion engine vehicles—including plug-in hybrid vehicles\*<sup>2</sup> and hybrid vehicles—will account for 95%, while pure electric vehicles will account for 5%. In the development of electrification technology, Mazda follows its unique “human-centered” approach that sets priority on human characteristics and sensibilities in order to make the most of the advantages of electric drives.

## Electric Vehicles

Mazda is also committed to developing electric vehicles (EVs) in line with our “Sustainable Zoom-Zoom 2030” vision. Based on the Well-to-Wheel perspective, the Company believes that its electric driving technology for EVs is the optimal solution for a region with sufficient clean energy resources or a region with air pollution control norms. Mazda is promoting the commercialization of EVs full of driving pleasure in these regions. In addition, from the perspective of a vehicle's life cycle, Mazda desires to contribute to substantive reduction of our global environmental impact by installing appropriately sized batteries. At the 46th Tokyo Motor Show (sponsored by the Japan Automobile Manufacturers Association) in October 2019, the Company unveiled its first mass-production EV, the Mazda MX-30, which was released starting in Europe in September, 2020 (see p. 12, 13-16).

g

g MAZDA MX-30



\*1 Stands for Worldwide-harmonized Light Vehicles Test Cycle. This is a test cycle based on WLTP (Worldwide-harmonized Light Vehicles Test Procedure)  
\*2 Hybrid vehicle with a battery that can be charged by household power supply.

### TOPICS Virtual Power Plant Demonstration Experiment for Reuse Technology of Electric Vehicle (EV) Drive Batteries

Mazda, together with Chugoku Electric Power Co., Inc., and Meidensha Corporation signed a joint research contract to build a stationary-type storage battery system, which reuses driving-force batteries of electric vehicles (EVs), and conduct a demonstration experiment on a virtual power plant (VPP)\*<sup>1</sup> based on the system. The aim of the demonstration experiment is to verify the possibilities of reusing EV drive-force batteries and utilize them as VPP resources. As part of the experiment, the three companies will build a system to aggregate and control several such batteries and integrate them with other distributed energy sources, including renewable energies, to evaluate the VPP's responsiveness and the degradation properties of storage batteries, among other aspects. Through this experiment, they intend to gain technologies to optimize the use of renewable energy and control the balance between the power demand and supply. Mazda will continue these undertakings in order to develop technologies that will lead to new services derived from the fusion of vehicle elements and energy, and contribute to the global environment and local communities.

\*1 A VPP gathers the numerous dispersed power sources owned by general households or factories, such as renewable energy, EVs, and batteries, and integrates and controls them as if they were a single generation plant.  
<https://newsroom.mazda.com/ja/publicity/release/2019/201910/191017a.pdf> (Japanese only)

## Promoting Technology Development for Alternative Fuels

One of the ways Mazda is addressing global warming through its products is by promoting the research and development of technologies compatible with alternative fuels, including biofuels and synthetic fuels, so that countries and regions can use energy sources that suit their circumstances.

### Compatibility with Bioethanol and Bioethanol Mixed Fuel

Mixed fuels, which include bioethanol or biodiesel made from plant materials, are attracting attention for their effectiveness in reducing CO<sub>2</sub> emissions. Mazda sells vehicles that are compatible with these fuels.

### Efforts for the Spread of Next-generation Automotive Liquid Fuel

Mazda believes that liquid fuel will be an efficient and useful energy source for automobiles and other movable bodies equipped with internal combustion engines even in the future. Notably, next-generation automotive bio-liquid fuels (hereinafter “next-generation biofuels”) and other renewable liquid fuels made from microalgae oil and waste edible oil have excellent sustainability since they do not compete with food production and do not cause deforestation, unlike conventional biofuels made from food crops such as corn. For this reason, the Company considers next-generation biofuels to be promising energy sources that can completely replace petroleum-based fuels.

In April 2017, Mazda opened a joint research course called the “Next-generation Automotive Technology Joint Research Course—Algae Energy Creation Laboratory” at a graduate school of Hiroshima University. With support of the Program on Open Innovation Platform with Enterprises, Research Institute and Academia (OPERA) sponsored by the Japan Science and Technology Agency (JST), the Laboratory has been advancing various research projects, including improvement in algae performance using genome editing technology, in order to create renewable bio-liquid fuel from micro algae\*1.

Since June 2018, Mazda has participated in the Hiroshima “Your Green Fuel” Project, a demonstration project for next-generation biofuels jointly run by the Hiroshima Council of Automotive Industry-Academia-Government Collaboration and Euglena Co., Ltd. In collaboration with Euglena’s Green Oil Japan, the Company strives to construct a model for revitalizing regional areas by establishing an entire biofuel value chain—from material manufacture and supply to the use of carbon-neutral next-generation biofuels—within the Hiroshima area\*2.

Mazda has been actively promoting industry-academia- government cooperation and tie-ups between companies to provide technical support for the spread of next-generation biofuels (see pp. 126-130).

### h Sales Status of Vehicles Compatible with Bioethanol/Biodiesel Mixed Fuels\*1

<p>Japan: Compatible with B5*2 - Mazda2, Mazda3, Mazda6, CX-3, CX-30, CX-5</p> <p>Thailand: Compatible with E20*3 - Mazda2, CX-8</p> <p>Compatible with E85*4 - Mazda3, CX-3, CX-30, CX-5</p>
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\*1 Subject to variation depending on specifications

\*2 Diesel mixed with 5% biodiesel fuel

\*3 Gasoline mixed with 20% ethanol

\*4 Gasoline mixed with 85% ethanol

\*1 <https://newsroom.mazda.com/ja/publicity/release/2017/201704/170428c.html> (Japanese only)

\*2 <https://newsroom.mazda.com/ja/publicity/release/2018/201806/180613a.html> (Japanese only)

## Development of Resin Material for Auto Parts for Weight Reduction

In addition to Skyactiv Technology, which is developed with the whole concept of weight reduction, Mazda actively adopt new technologies for reducing weights in detailed parts. Mazda will continue to pursue weight reduction by using resin, aluminum, ultra-high tensile steel and other materials having both lightness and strength.

### Offers a Bumper Which Is One of the Lightest in Its Class

Mazda has developed a new resin material for auto parts that can maintain the same level of rigidity as conventional materials while trimming vehicle weight. Because the new resin enables the manufacture of thinner parts and thus a significant reduction in the amount of material used, when used for front and rear bumpers, this resulted in the reduction of weight by around 20%.

In the manufacturing process, thinner parts have enabled the shortening of cooling time upon shaping and halved the shaping time of bumpers partly due to the utilization of CAE analysis techniques. This resulted in a drastic reduction of the amount of energy used in manufacturing.

Mazda further reduced the specific gravity of this new resin bumper by around 4%. The resultant bumper, one of the lightest in its class\*<sup>1</sup>, has been mounted on a series of new-generation models. The new bumper was attached to the Mazda3 in FY March 2019 and to the CX-30 in FY March 2020.

### Development of Light Weight Wiring Harness Using Aluminum Electric Wire

Mazda has developed a lightweight wiring harness using aluminum electric wire, which enables the Company to achieve vehicle weight reduction while maintaining connection reliability (quality). Since equipping the Roadster/MX-5, launched in 2015, with this lightweight wiring harness, the Company has been increasing the number of models\*<sup>2</sup> that incorporate the material. In FY March 2020, the lightweight wiring harness was adopted in the CX-30.

## Cleaner Emissions

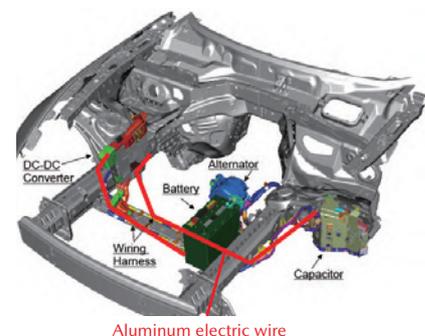
### Cleaner Gas Emissions

Mazda is committed to mitigating air pollution from exhaust gas. To this end, the Company is actively developing low-emission vehicles, clearing the emission regulations in each country/region to introduce these vehicles globally.

[Major countries' emissions regulations cleared by Mazda vehicles]

- Japan: WLTC Mode, a new emission regulation mode that has been in place since 2018.
- U.S.: Tier3/LEV2,3 regulations
- Europe: Euro 6 regulations
- China: China 5 regulations (equivalent to Euro 5)

- i Aluminum electric wire of the Roadster/MX-5  
 Connection between capacitor and DC-DC converter  
 Connection between DC-DC converter and battery



Aluminum electric wire

\*<sup>1</sup> 1,500 to 2,000 cc class, as of March 2017, according to Mazda data

\*<sup>2</sup> Models adopting the lightweight wiring harness (as of June 2019): Roadster/MX-5, Mazda3, CX-30, Atenza/Mazda6, CX-5, CX-8, and CX-9

## Development of Unique Single-Nanotechnology

Mazda pays attention to global movements toward tighter control of exhaust emissions and fuel economy, market expansion due to rapidly growing emerging countries, and depletion of scarce resources. The Company has developed its unique single-nanotechnology and soot (PM) oxidation catalyst, promoting reduction of the use of precious metals and cleaning of exhaust gases.

### Single-Nanotechnology Dramatically Reduces Consumption of Precious Metals

Based on the belief that it is important to help three-way catalysts for gasoline exercise excellent catalyst performance after reducing the use of scarce elements, such as rare metals (precious metals) and rare earths (ceria material), Mazda developed in 2009 the world's first\*<sup>1</sup> single-nanocatalyst\*<sup>2</sup> that achieves both cleaner exhaust characteristics and higher durability while reducing the use of precious metals for vehicle catalysts by around 70% compared with the conventional figure at Mazda. Furthermore, Mazda succeeded in an additional 30% to 40% reduction in the consumption of precious metals needed for a single-nanocatalyst, and has been progressively introducing the technology since 2011, when it was first introduced into the Demio (Mazda2 overseas).

At present, this technology is employed in Mazda's clean diesel engine Skyactiv-D.

(For details, see the URL)

[https://www.mazda.com/en/innovation/technology/env/other/singlenano\\_tech/](https://www.mazda.com/en/innovation/technology/env/other/singlenano_tech/)

### Technology to improve performance of PM oxidation catalyst

Mazda has developed a unique PM oxidation technology for diesel engine catalysts, which enables rapid combustion and removal of soot (PM) and reduces CO<sub>2</sub> emissions. Compared with conventional catalysts, this technology effectively utilizes oxygen not only on the surfaces of catalyst particles but also of their inside, and enables supply of a larger amount of highly active oxygen for soot (PM), thereby achieving dramatic improvement in functions. The introduction of this technology has reduced the use of precious metals, or rare elements, to around one-tenth, along with the durability sufficient to maintain the catalytic function throughout the entire vehicle life cycle. The introduction began in 2009 into diesel engine models, and in the CX-30 in FY March 2020.

## Proper Management of Chemical Substances and Heavy Metals

Mazda publishes Management Standards for Environmentally Hazardous Materials, specifying substances and heavy metals whose use in parts and materials it purchases is subject to restrictions (prohibited substances and substances for which reporting is required), to properly control the use of such hazardous materials.

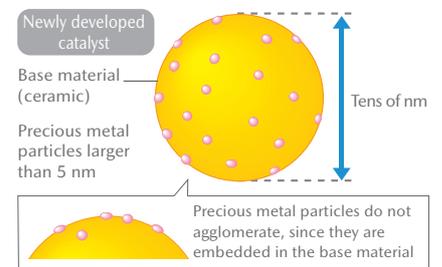
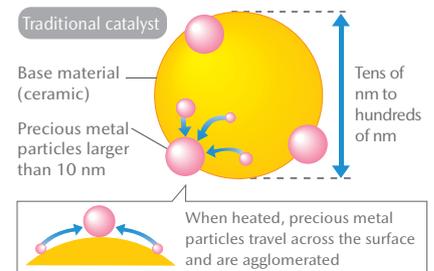
## Collection and Management of Automotive Parts Materials

Mazda is working across its entire supply chain to reduce the use of environmentally hazardous materials such as lead, mercury, hexavalent chromium and cadmium. Using the standardized IMDS\*<sup>3</sup>, international system, the Company gathers information on the materials from suppliers (Met all of the voluntary targets of the Japan Automobile Manufacturers Association, Inc. (JAMA) (reduction of the use of lead and mercury, and prohibition of the use of hexavalent chromium and cadmium) by February 2007, earlier than the scheduled deadlines).

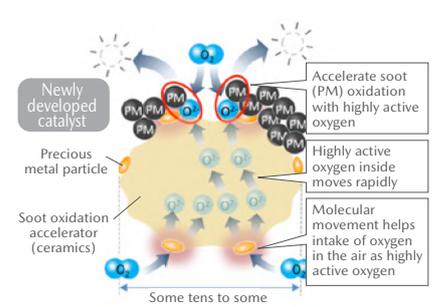
### Measures Related to Application of IMDS

- To ensure that suppliers enter IMDS data appropriately, the Company publishes and distributes guidelines each year.
- The data gathered through IMDS is used to calculate the Company's vehicle recycling rate and to comply with various regulatory regimes for chemical materials, such as REACH\*<sup>4</sup> in Europe.

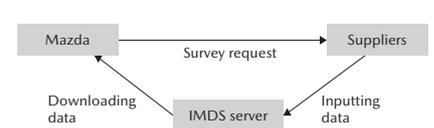
j Model of precious metal dispersion by new catalyst technology



k Mechanism of soot (PM) oxidation catalyst



l How IMDS Works



\*1 Granted a Japanese patent in November 2003, and granted an international patent in August 2005.

\*2 Catalyst featuring single-nanotechnology to control finer materials structures than nanotechnology

\*3 International Material Data System

\*4 Registration, Evaluation, Authorization and Restriction of Chemicals

## VOC Reductions in Vehicle Cabins

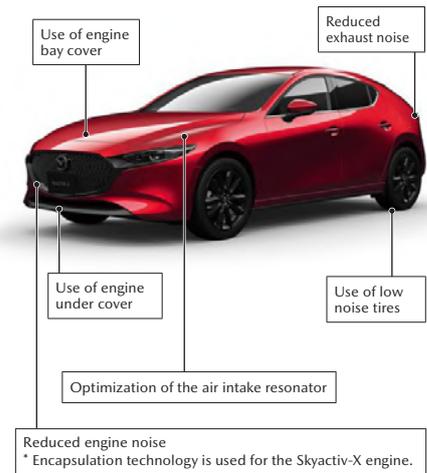
To maintain a comfortable cabin environment, Mazda is committed to reducing VOCs\*1 such as formaldehyde, toluene and xylene, which have been implicated as possible causes of sick building syndrome.

- In new models, starting with the Demio (Mazda2 overseas) launched in 2007, Mazda reduced VOCs in the main materials used in the cabin, such as plastics, paints, and adhesives, thereby conforming with the indoor aerial concentration guidelines established by Japan's Ministry of Health, Labour and Welfare. (The CX-30, introduced in 2019, followed the above guidelines.)

## Reduction of Vehicle Noise

Mazda has established its own noise standards which are even stricter than the most recent legal requirements. In compliance with the above in-house standards, the Company has been working to reduce the road traffic noise of all the passenger vehicles and commercial vehicles it produces. The Company has also been actively addressing the development of technologies to reduce the three major vehicle noises: engine noise, air intake/exhaust system noise, and tire noise.

m Example of Anti-Noise Measures (Mazda3)



## Promoting Resource-Recycling Initiatives

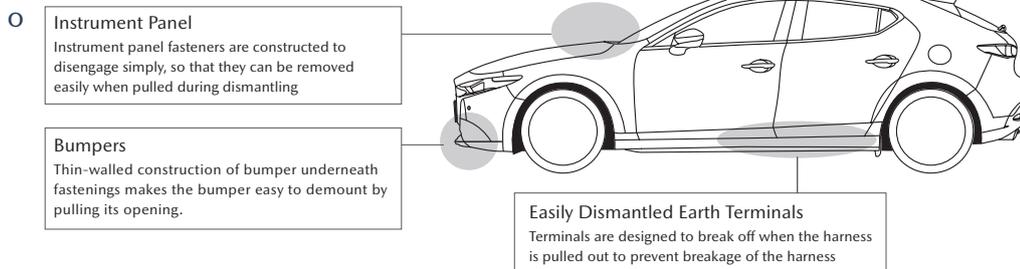
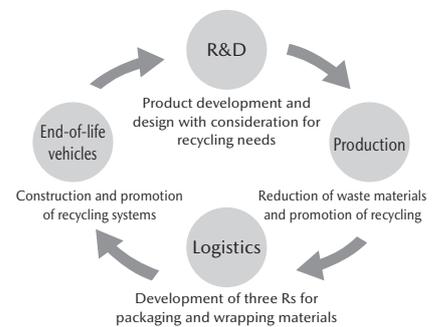
### Product Development and Design with Consideration for Recycling Needs

Mazda builds resource-saving initiatives into every phase of the lifecycle of its vehicles, based on the three Rs: reduce, reuse, and recycle. Many limited resources are used to manufacture vehicles, such as steel, aluminum, plastics and rare metals. Mazda established the Recyclable Design Guidelines in 1992, and is incorporating three Rs design into all vehicles currently under development.

Mazda is steadily increasing the recyclability of its new vehicles, drawing on the following initiatives.

1. Research into vehicle design and dismantling technologies that simplify dismantling and separation, to make recyclable parts and materials easier to remove
2. Use of easily recyclable plastics, which constitute the majority of ASR\*2 by weight

n Resource-saving based on 3Rs



\*1 Volatile Organic Compounds  
 \*2 Automobile Shredder Residue  
 It refers to the residue remaining after the crushing/shredding of what is left of the vehicle body following the removal of batteries, tires, fluids, and other parts requiring appropriate processing; the removal of engines, bumpers, and other valuable parts; and the separation and recovery of metals.

## Expanded Adoption of Biomaterials

p q

Mazda has been proactively developing plant-derived biomaterials which have the potential to help reduce environmental impact by curbing the use of fossil fuels and CO<sub>2</sub> emissions. In 2006, the Company became the first in the automotive sector to develop high heat-resistant, high-strength bioplastic for vehicle interior parts. In 2007, Mazda succeeded in the development of the world's first biofabric made with completely plant-derived fibers for vehicle seat covers. In 2014, bio-based engineering plastic\*<sup>1</sup>, suitable also for use in vehicle exterior parts, was developed by the Company, which is currently expanding the adoption of this material.

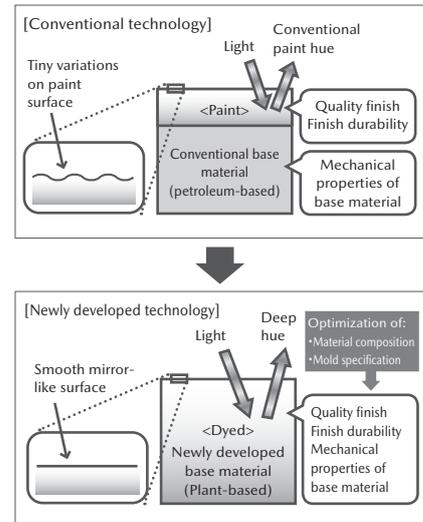
### Adoption of Bio-based Engineering Plastic

2014: Mazda developed bio-based engineering plastic featuring a high-quality finish without painting. By developing paint-less technology for interior and exterior parts taking advantage of the characteristics of this material, the Company not only secured the excellent environmental performance of the material but also achieved a high-quality finish that could not be achieved with conventional paint, and contributed to environmental protection and production cost reduction by eliminating the painting process.

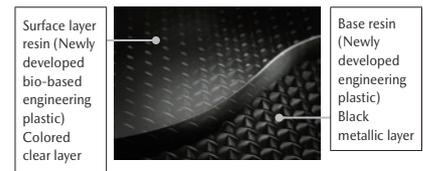
2017: Mazda developed materials suitable for making large, intricately shaped exterior parts, such as front grilles, and optimized the die specifications in order to substantially enhance the formability of these parts. In 2020, the Company was granted the Award for Science and Technology (Development Category) of the 2020 Commendation for Science and Technology by the Minister of Education, Culture, Sports, Science and Technology for the development of the above-mentioned bio-based engineering plastic.

2018: Mazda developed a new technology for two-layer molding of pattern designed bio-based engineering plastic, which enables the molding of a transparent surface layer and a base layer with a pattern-engraved surface, both of which are made of environmentally friendly bio-based engineering plastic. The new technology reduces environmental impact while making it possible to provide elaborated, shaded patterns of deep color, which was previously impossible with conventional technology.

p 2014: Development of paint-less technology for interior and exterior parts taking advantage of this material



q 2018: New technology for two-layer molding of pattern designed bio-based engineering plastic



\*1 Bio-based engineering plastic was developed by Mazda Motor Corporation in collaboration with Mitsubishi Chemical Corporation.

# EFFORTS REGARDING MANUFACTURING AND LOGISTICS

## Energy-and Global-Warming-Related Issues

Mazda promotes the efficient use of energy while aiming to reduce CO<sub>2</sub> emissions in the areas of manufacturing and logistics.

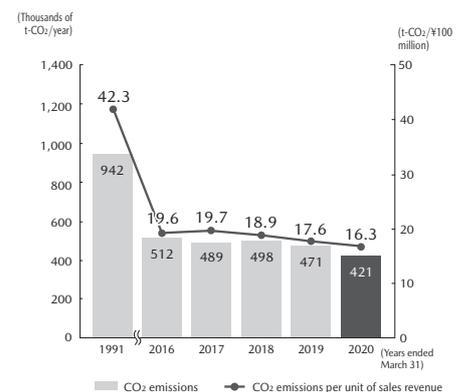
### 【Manufacturing】 Energy-Saving / Measures to Reduce CO<sub>2</sub> Emissions <FY March 2020 Results (compared with FY March 1991)> a b

- Total CO<sub>2</sub> emissions from Mazda's four principal domestic plants\*<sup>1</sup> reduced by 56.6% compared with FY March 1991 (421 thousand t-CO<sub>2</sub>)
- Emissions per unit of sales revenue reduced by 61.7% (16.3 t-CO<sub>2</sub>/100 million yen)  
Production sites in Japan and abroad promote activities to improve the facility operation rate and shorten the cycle time, and take measures to cut losses at each step from production to consumption of energy.

Under "Monotsukuri Innovation," Mazda strives to reduce per-unit energy consumption. The "Monotsukuri Innovation" is the initiative to achieve a breakthrough in "sharing a completely new concept beyond the boundaries of models," in order to improve quality and brand value, as well as to increase profit margins, while flexibly responding to the requirements for the manufacture of several models and changes in production volume (see p. 123).

- Material: Reduced material weight by using thinner casted and forged parts, and reduced energy consumption by shortening the forging cycle time and downsizing the capacity of melting and heat treatment equipment.
- Processing and assembly: Evolved conventional flexible manufacturing lines to realize higher-efficiency, mixed flow production. Also pursued more efficient manufacturing by ensuring a smooth flow of lines and by consolidating and integrating lines.
- Press: Reduced the amount of scraps generated in manufacturing of press parts, and retrieved parts from scraps to reduce the amount of use of steel sheets. Also achieved multi-pressing, which performs molding of several parts using a single die, resulting in both integration of processes and reduction of energy consumption.
- Paint: Completed the introduction of the Aqua-Tech Paint System, a new water based painting technology realized through the integration of painting functions and high-efficient panting technologies, into the Ujina Plant No.2. Also introduced the Aqua-Tech Paint System to global production sites, resulting in reduced energy use and a substantial reduction of VOC (volatile organic compound) emissions.

a CO<sub>2</sub> Emissions from Mazda's Four Principal Domestic sites/CO<sub>2</sub> Emissions per Unit of Sales Revenue



\* CO<sub>2</sub> emissions at Mazda's four principal domestic sites are calculated using the CO<sub>2</sub> coefficient for each year based on standards from the Japan Automobile Manufacturers Association Inc. (JAMA) (Commitment to a Low Carbon Society). Data for each fiscal year were recalculated according to the coefficient change of August 10, 2019. The power coefficient for FY March 2020 was undetermined as of July 10, 2020; the FY March 2019 power coefficient is used for FY March 2020.

b Energy Consumption Breakdown at Mazda's Four Principal Domestic Plants

	Unit: (Thousands of GJ/year)					
	FY March 1991	FY March 2016	FY March 2017	FY March 2018	FY March 2019	FY March 2020
Electricity	4,921	6,150	6,124	6,248	6,115	5,790
Industrial steam	0	1,359	1,236	1,253	1,165	1,143
Coal	4,967	0	0	0	0	0
Coke	766	171	168	171	218	165
Fuel oil A	596	19	15	14	24	22
Fuel oil B	11	0	0	0	0	0
Fuel oil C	1,168	6	7	6	5	3
Gasoline	193	64	52	54	59	55
Kerosene	101	11	11	15	5	2
Diesel	81	47	46	48	40	38
LPG	989	55	55	56	55	53
City gas	45	1,006	949	955	882	775
Total	13,838	8,888	8,663	8,820	8,568	8,048

\* Amount of heat emission at Mazda's four principal domestic facilities is calculated using the CO<sub>2</sub> coefficient for each year based on standards from the Japan Automobile Manufacturers Association Inc. (JAMA) (Commitment to a Low Carbon Society). Past data was recalculated according to the change of the coefficient.

\*<sup>1</sup> Head office (Hiroshima); Miyoshi Plant; Hofu Plant, Nishinoura District; Hofu Plant, Nakanoseki District (including non-manufacturing areas such as product development)

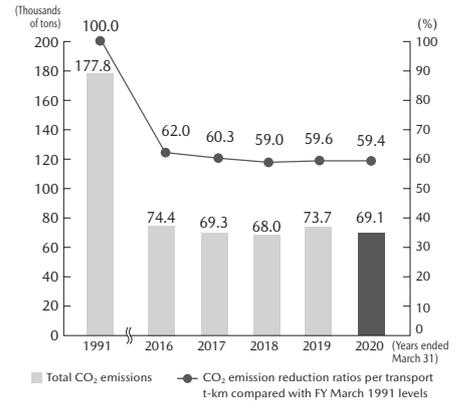
**[Logistics] CO<sub>2</sub> Emissions during Product Shipment Reduced by 40.6% (Compared with FY March 1991 Levels)**

Mazda is working with logistics companies, dealerships, and other automakers throughout Japan to provide customers with the volume they require, with the precise timing they expect, while reducing CO<sub>2</sub> emissions during product shipment through highly efficient logistics across the entire supply chain.

**<FY March 2020 Results>**

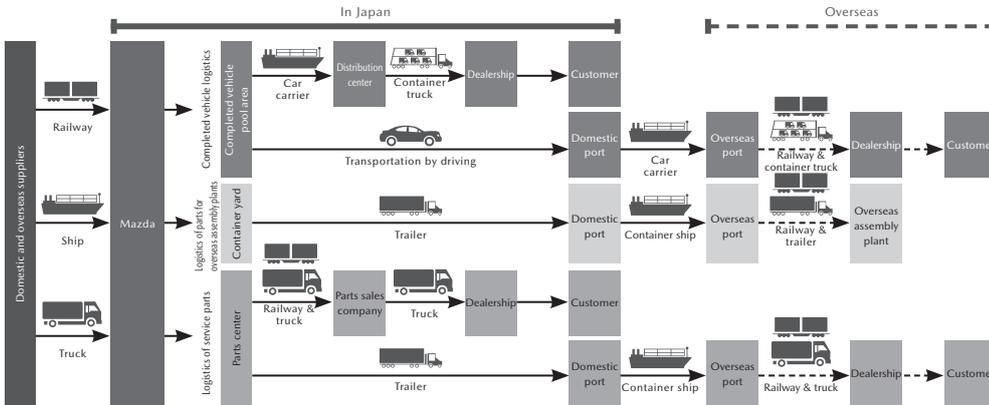
- Total domestic transportation volume was approximately 510 million ton-kilometers. This represents a 40.6% reduction in transportation CO<sub>2</sub> emissions per ton-kilometer compared with FY March 1991 levels, far exceeding the Company's target of 32% or more.

**C CO<sub>2</sub> Emissions and Reductions for Logistics (in Japan)**



**■ Range of the tracking capability for CO<sub>2</sub> emissions in the supply chain**

(→ Current tracking line ---→ Tracking line to be extended by 2030)



**[Logistics] Realizing Logistics that Enables CO<sub>2</sub> Reduction in a Timely Manner**

Mazda is taking the following measures to provide customers with the volume they require, with the precise timing they expect, while reducing CO<sub>2</sub> emissions. Efforts to focus on the following three pillars of logistics are being taken by visualizing in detail the hidden logistics issues in each process on a global level.

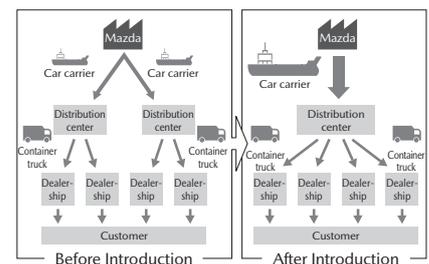
**1. Hub-and-spoke system for transportation of completed vehicles and service parts\*1**

- Reforming transportation by consolidating logistics centers for completed vehicles Mazda consolidated its logistics centers nationwide with the aim of combining delivery routes with low shipping volumes while ensuring timely shipments (and finished the consolidation in FY March 2012). Continuously reviewing the operation of car carriers (hereinafter referred to as "domestic vessels") according to their shipping volumes has enabled the Company to improve loading efficiency. To make more effective use of the domestic vessels on the return journey, collaborative transportation has also been promoted with other companies.

In FY March 2019, Mazda reduced CO<sub>2</sub> emissions by increasing the loading efficiency of domestic vessels, and promoted the loading of completed vehicles into ships as directly as possible from their manufacturing sites, thereby succeeding in curbing around 15 tons of CO<sub>2</sub> emissions.

In FY March 2020, the Company continued the same activities as those done in the previous fiscal year, thereby succeeding in curbing around 14 tons of CO<sub>2</sub> emissions. With regard to car carriers for transporting vehicles overseas, Mazda began to deliberate with a shipping company as to using LNG carriers, which emit less CO<sub>2</sub>.

**d Hub-and-Spoke System**



\*1 In the "hub-and-spoke" system, distribution centers around the country (hubs) act as bases for delivering completed vehicles to dealerships (spokes). In transporting service parts, parts suppliers serve as the hubs and vehicle dealerships the spokes.

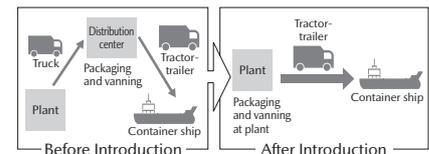
- Improving the ratio of modal shift for the transportation of service parts  
Mazda is striving to improve the rate of modal shift regarding the transportation of service parts.

The Company has also used large returnable containers, originally introduced to transport parts overseas, for domestic transportation to improve the loading efficiency of JR containers, thereby reducing CO<sub>2</sub> emissions. In FY March 2019, Mazda provisionally transported service parts by trucks instead of trains until the restoration of the railway lines, which were damaged by the heavy rain in July 2018. Owing to this change, the rate of transportation by railway decreased to 25% from 45% in FY March 2018. In FY March 2020, Mazda endeavored to restore its railway transportation rate to the level before the heavy rain in July 2018. As a result, the rate was improved to 31%, reducing CO<sub>2</sub> emissions by around 275 tons.

## 2. "Straightening" of logistics network e

- Straight logistics without distribution centers (Vanning at plant, packaging at plant)  
Mazda is working to enlarge the scope of straight logistics—i.e., after the manufacture of parts to be exported to overseas assembly plants is completed, they are packaged and loaded into containers at the same location without the need for shipment between production locations and distribution centers. Now this straight logistics system has been expanded to cover engines, transmissions and auto body parts produced at the Hiroshima Plant and the Hofu Plant. In FY March 2020, for some parts that were manufactured at a supplier's plant and destined for the Mexico plant, the Company ceased transporting these parts to Hiroshima by packaging and loading them into containers at the supplier's plant or at a place near the supplier. This enabled Mazda to reduce CO<sub>2</sub> emissions from transportation by around 15 tons.
- Reducing the transportation distance for procured parts for overseas production  
Previously, the parts procured in Asia to be used for overseas production were transported via Japan to the Mexico plant. In July 2016, this was changed to direct transportation, so that now these parts are transported from existing distribution centers in Thailand and China, leading to a reduced transportation distance.  
In Japan, Mazda started to land parts imported from overseas at the ports close to production sites, in order to reduce the transportation distance between the Hiroshima Plant and Hofu Plant. In FY March 2020, by applying this measure to a broader range of parts, the Company further reduced CO<sub>2</sub> emissions by around 7 tons.
- Reducing the transportation distance for repair parts  
When the Mexico plant started to run, repair parts were transported via North America to Europe, since their transpiration volume was small. Four years after the plant's startup, however, the volume was on the rise. For this reason, the shipping method was changed to direct transportation to Europe. By reducing the transportation distance through straight logistics, Mazda succeeded in reducing around 1,400 tons of CO<sub>2</sub> emissions. In FY March 2020, the Company set up a distribution center in Mexico as a result of drastic review in order to establish a global supply system to transport repair parts directly from Mexico to each country. Through this initiative, Mazda achieved a CO<sub>2</sub> emissions reduction of around 2,800 tons.

### e Logistics without Distribution Centers (Vanning at plant)



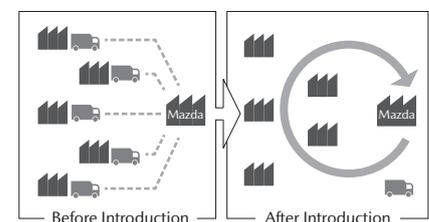
## 3. Continuous improvement of transportation efficiency for procured parts f

For domestically produced parts, deployment of the Milk-Run system\*<sup>1</sup> was completed throughout Japan by FY March 2008. Today, Mazda is introducing the same system in overseas production sites, with deployment in the Mexico plant completed in FY March 2014, and in the transmission plant in Thailand completed in FY March 2016, aiming to reduce CO<sub>2</sub> emissions by further promoting efficiency in the purchasing and logistics processes across the entire supply chain.

In FY March 2019, the means of transporting procured parts was provisionally changed from trains to trucks until the restoration of the railway lines, which were damaged by the heavy rain in July 2018. Since truckload transportation is considered to produce higher CO<sub>2</sub> emissions than railway transportation, Mazda saw an increase of around 2,000 tons in CO<sub>2</sub> emissions from the previous year. The Company is continuing its initiatives to optimize its packaging volume for purchasing parts, reflecting the logistics needs at the beginning of the product development process, so as to further improve the load efficiency of trucks and reduce the number of trucks required.

In Japan, Mazda introduced the Cloud-based Transportation/Delivery Progress Management Service for Logistics Operators\*<sup>2</sup> in 2016. This service has been proven effective in reducing delivery time and costs and improving the quality of transportation, as well as in mitigating the burden on drivers, easing traffic congestion, and reducing CO<sub>2</sub> emissions through efficient transportation. The Company plans to apply this service to 600 vehicles in five years after its launch. In FY March 2020, the number of vehicles covered by this service increased to 579.

### f Milk-Run System



\*<sup>1</sup> A method in which a single truck visits multiple suppliers to collect supplies. Named after truck routes in rural areas, which picked up milk from each farm.

\*<sup>2</sup> The Cloud-based Transportation/Delivery Progress Management Service for Logistics Operators, developed by DOCOMO Systems, Inc.

## Promoting Resource Recycling

Mazda builds resource-saving initiatives into every phase of the life cycle of its vehicles, based on the three Rs: reduce, reuse, and recycle. The Company implements thorough recycling and waste-reduction initiatives in the areas of manufacturing and logistics as well, in order to ensure that limited resources are used effectively.

### 【Manufacturing】 Maintaining the Status of Zero Landfill Waste and Promoting the Reduction of Waste

To reduce landfill waste at its four principal domestic facilities\*1 to zero, Mazda is promoting reductions in the volume of manufacturing by-products and waste, more rigorous sorting of waste, and recycling. As a result, the Company has achieved zero landfill waste, and has maintained this status from FY March 2009 to FY March 2020. The Company has also achieved material recycling, to ensure that packaging materials used in the vehicle assembly process can be reused as raw materials, by more strictly sorting these packaging materials by ingredient and quality. The amount of waste in FY March 2020 was reduced by 83% compared with FY March 1991 levels.

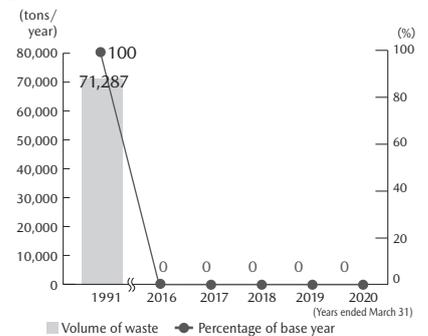
### 【Logistics】 Reducing Volume of Packaging and Wrapping Materials

Mazda is moving forward with efforts centering on the “three Rs of Mazda logistics” to cut down on resources used for packaging and wrapping. The target for packaging and wrapping materials was a reduction in volume of 50.0% or more from FY March 1991 levels; in FY March 2020, a 56.9%\*2 reduction was achieved. Since FY March 2013, Mazda has been continuing activities to reflect logistics needs at the beginning of product development, so as to optimize parts specifications and structures, by considering efficient logistics in the development stage of work processes, from design to production and shipment. In FY March 2017, departments in the five areas—development, production, procurement (purchasing), logistics and quality—closely worked together to achieve the optimization of parts procurement and vehicle manufacturing, from the stage of product development, and to establish strong cooperation with the supply chain. These efforts resulted in reduced volumes of packaging and wrapping materials, and an increased packaging filling rate.

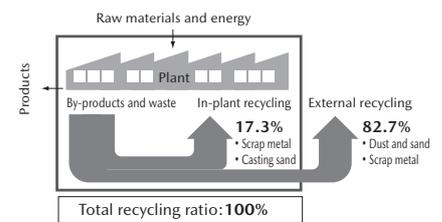
In FY March 2018, Mazda continued integrated efforts among departments in relevant areas to optimize the specifications and structures of the parts for the next models. And for some parts, the Company enabled containers that are used to hold double the previous volume of parts. In FY March 2020 as well, these departments worked in close collaboration to improve the packaging filling rate for some parts, and to reduce the volumes of their packaging and wrapping materials. Mazda will continue promoting and expanding these activities that involve efforts in different areas, so as to reduce the consumption of materials. In the area of repair parts for overseas, the Company continues to expand the application of large-size returnable containers, aiming at increasing the container filling rate. By utilizing these containers, Mazda succeeded in reducing the use of packaging and wrapping materials by about 2,400 tons in FY March 2019 and by about 2,200 tons in FY March 2020.

As for parts to be exported to overseas assembly plants, in 2015 the Company started to use the same returnable containers to transport parts from the supplier to the transmission plant in Thailand, where these parts are assembled, so as to eliminate the need for repackaging these parts into cardboard boxes at a distribution center. This method enabled Mazda to cut down around 900 tons of packaging and wrapping materials in FY March 2020. The Company is considering introducing this method at the new plant in North America that is due to begin operation in the future. It is expected that this will produce a significant effect in reducing the use of packaging and wrapping materials since the number of parts to be delivered to this U.S. complete vehicle assembly plant will be much larger than that to the transmission plant.

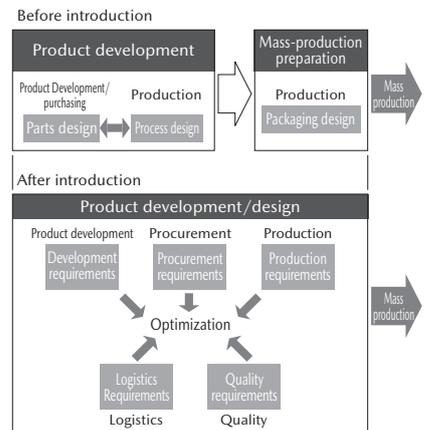
g Changes in the Amount of Landfill Waste



h FY March 2020 Recycling of Manufacturing Byproducts and Waste in the Manufacturing Areas



i Activities Image



\*1 Head office (Hiroshima); Miyoshi Plant; Hofu Plant, Nishinoura District; Hofu Plant, Nakanoseki District (including non-manufacturing areas such as product development)

\*2 Forecasted reduction rate compared with measures similar to those performed in FY March 1991.

## Cleaner Emissions

To preserve water and air quality, Mazda has specified voluntary emission standards stricter than the legal requirements and is ensuring appropriately low emissions of pollutants. In the area of manufacturing, the Company is engaged in a range of initiatives to eliminate or reduce chemical substances that damage the environment.

### 【Manufacturing】 Clean Water Consumption at Mazda’s Four Principal Domestic Sites\*1 Reduced by 38.0% Compared with FY March 2014 Levels

With the exception of its Miyoshi Plant, nearly all the water Mazda uses in production processes at the plants and offices in Japan is water for industrial use. The Company does not use subsurface water, as this may cause ground subsidence. Mazda also makes effective use of water by collecting and storing rainwater for use in the Miyoshi Plant. Furthermore, the Company is committed to saving clean water consumption at plants and offices.

In FY March 2020, Mazda reduced wasteful water consumption by such means as optimizing hand wash faucets and controlling air conditioning systems to maintain the proper humidity levels. The Company also ensures wastewater cleanliness by properly treating water used for industrial processes, human hygiene, and other purposes.

### 【Manufacturing】 Air Pollution Prevention: Actively Adopting Fuels that Reduce Environmental Burdens

Mazda is continuing efforts to reduce the emission of sulfur oxides (SOx), nitrogen oxides (NOx), dust and soot, fine particles, vapors, and volatile organic compounds (VOCs). In addition, Mazda is shifting the use of fuel oil to that of city gas and makes other efforts to actively adopt materials that reduce the environmental burden.

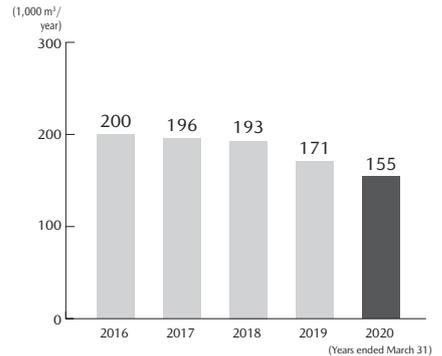
#### VOC Reductions: Body-Painting Lines

In FY March 2020, Mazda made steady progress toward achieving the target of reducing VOC emissions from vehicle body paint in body-painting lines to 20.0 g/m<sup>2</sup> or less. The target was achieved as a result of various measures. Such measures include the Three Layer Wet Paint System introduced as the standard process in all plants in Japan and major plants overseas, the Aqua-Tech Paint System (see p. 70) that delivers world-leading environmental performance, a low-VOC paint that the Company developed and introduced, and improved efficiency in thinner recovery in cleaning operations.

### 【Manufacturing】 Reducing Emissions of PRTR-Listed Substances

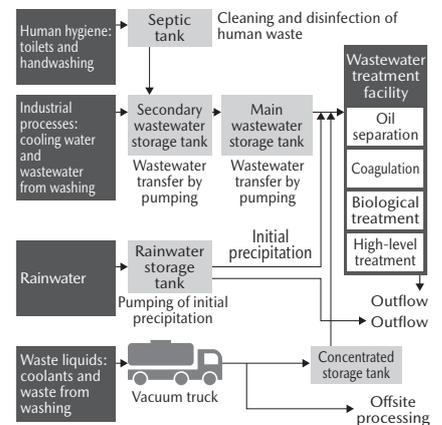
With various efforts, such as the additional introduction of the Aqua-Tech Paint System into the painting process and improvements to the efficiency of thinner recovery for cleaning operation, in FY March 2020 the amounts of substances that are designated under the PRTR Law\*2 released into the water system and the atmosphere decreased by 73% from FY March 1999 levels to 751 tons. Mazda will continue working to reduce emissions of PRTR-designated substances.

j Clean Water Consumption at Four Principal Domestic Sites



\* The figures of the amount of clean water consumption at four principal domestic sites in FY March 2020 have been verified by a third party (see p. 133).

k Overview of Wastewater Treatment System (Hiroshima Plant)



\*1 Head office (Hiroshima); Miyoshi Plant; Hofu Plant, Nishinoura District; Hofu Plant, Nakanoseki District (including non-manufacturing areas such as product development) However, Mazda Hospital, dormitories and catering facilities are excluded.

\*2 Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof. PRTR: Pollutant Release and Transfer Register

## FY March 2020 Data on Water and Atmosphere

## Water Pollutants

Wastewater Drainage Destination: Enko River and Kaita Bay

Site	Water Pollutants	Unit	Regulation	Actual		
				Max.	Min.	Avg.
Hiroshima Plant	pH (freshwater)	—	5.8~8.6	7.4	6.2	6.8
	pH (seawater)	—	5.5~9.0	7.5	6.8	7.1
	BOD	mg/L	160	6.1	ND	<2
	COD	mg/L	20	13	1.7	5
	SS	mg/L	200	20	ND	<5.2
	Oil	mg/L	5	ND	ND	ND
	Fluorine (freshwater)	mg/L	8	0.2	ND	<0.13
	Fluorine (seawater)	mg/L	15	8	0.1	3.3
	Copper	mg/L	3	0.02	ND	<0.01
	Zinc	mg/L	2	0.58	0.02	0.16
	Soluble manganese	mg/L	10	0.7	ND	<0.2
	Chromium	mg/L	120	10	0.7	5
	Total nitrogen	mg/L	16	3.9	ND	<0.65
	Total phosphorus	colonies/cm <sup>3</sup>	3,000	420	ND	<61
	Coliform groups	mg/L	10	0.4	ND	<0.2
	Boron (freshwater)	mg/L	230	3.2	0.2	17
	Boron (seawater)	mg/L	100	6.8	0.7	3.1

The following substances were not detected: cadmium, cyanogen, organic phosphorus, lead, hexavalent chromium, arsenic, mercury, alkyl mercury, PCBs, trichloroethylene, tetrachloroethylene, dichloromethane, carbon tetrachloride, 1,2-dichloroethane, 1,1-dichloroethylene, cis-1,2-dichloroethylene, 1,1,1-trichloroethane, 1,1,2-trichloroethane, 1,3-dichloropropene, thiuram, simazine, thiobencarb, benzene, selenium, 1,4-dioxane, phenol, copper, soluble iron, chromium and boron.

Wastewater Drainage Destination: Basen River

Site	Water Pollutants	Unit	Regulation	Actual		
				Max.	Min.	Avg.
Miyoshi Plant	pH	—	5.8~8.6	7.8	7.2	7.5
	BOD	mg/L	90	3.4	ND	<1.5
	SS	mg/L	90	12	3	5.6
	Oil	mg/L	5	0.8	ND	<0.6
	Fluorine	mg/L	8	0.1	0.1	0.1
	Soluble manganese	mg/L	10	0.2	ND	<0.1
	Total nitrogen	mg/L	120	4.1	4.1	4.1
	Total phosphorus	mg/L	16	0.02	0.02	0.02
	Coliform groups	colonies/cm <sup>3</sup>	3,000	10	ND	<6
	Ammonia, ammonium, nitrous acid, and nitrous acid compounds	mg/L	100	2.9	2.9	2.9

The following substances were not detected: cadmium, cyanogen, organic phosphorus, lead, hexavalent chromium, arsenic, mercury, alkyl mercury, PCBs, trichloroethylene, tetrachloroethylene, dichloromethane, carbon tetrachloride, 1,2-dichloroethane, 1,1-dichloroethylene, cis-1,2-dichloroethylene, 1,1,1-trichloroethane, 1,1,2-trichloroethane, 1,3-dichloropropene, thiuram, simazine, thiobencarb, benzene, selenium, 1,4-dioxane, phenol, copper, soluble iron, chromium and soluble manganese.

Wastewater Drainage Destination: Umi Bay

Site	Water Pollutants	Unit	Regulation	Actual		
				Max.	Min.	Avg.
Nishinoura District, Hofu Plant	pH	—	5.0~9.0	7.2	6.3	6.9
	COD	mg/L	50	11.1	2.3	7.9
	SS	mg/L	40	2.5	2.0	2.3
	Oil	mg/L	2	ND	ND	ND
	Zinc	mg/L	2	0.68	0.2	0.4
	Total nitrogen	mg/L	120	11.1	0.8	3.6
	Total phosphorus	mg/L	16	4.1	0.1	2.4
	Coliform groups	colonies/cm <sup>3</sup>	3,000	44	21	33
	Boron	mg/L	230	2.3	1	2
	Fluorine	mg/L	15	6.3	3.2	4.8
	Ammonia, ammonium, nitrous acid, and nitrous acid compounds	mg/L	100	7.1	1.5	4.3

The following substances were not detected: cadmium, cyanogen, organic phosphorus, lead, hexavalent chromium, arsenic, mercury, alkyl mercury, PCBs, trichloroethylene, tetrachloroethylene, dichloromethane, carbon tetrachloride, 1,2-dichloroethane, 1,1-dichloroethylene, cis-1,2-dichloroethylene, 1,1,1-trichloroethane, 1,1,2-trichloroethane, 1,3-dichloropropene, thiuram, simazine, thiobencarb, benzene, selenium, 1,4-dioxane, phenol, copper, soluble iron, chromium and soluble manganese.

Wastewater Drainage Destination: Umi Bay

Site	Water Pollutants	Unit	Regulation	Actual		
				Max.	Min.	Avg.
Nakanoseki District, Hofu Plant	pH	—	5.0~9.0	7.6	6.5	7.3
	COD	mg/L	50	5.2	3.4	5.5
	SS	mg/L	40	3.6	ND	<1.4
	Oil	mg/L	2	ND	ND	ND
	Zinc	mg/L	2	0.2	0.16	0.18
	Soluble iron	mg/L	3	0.1	ND	<0.1
	Total nitrogen	mg/L	120	11.7	2.0	7.1
	Total phosphorus	mg/L	16	1.5	0.02	0.9
	Coliform groups	colonies/cm <sup>3</sup>	3,000	140	9	75
	Boron	mg/L	230	ND	ND	ND
	Fluorine	mg/L	15	0.13	ND	<0.07
Ammonia, ammonium, nitrous acid, and nitrous acid compounds	mg/L	100	6.3	2.8	4.6	

The following substances were not detected: cadmium, cyanogen, organic phosphorus, lead, hexavalent chromium, arsenic, mercury, alkyl mercury, PCBs, trichloroethylene, tetrachloroethylene, dichloromethane, carbon tetrachloride, 1,2-dichloroethane, 1,1-dichloroethylene, cis-1,2-dichloroethylene, 1,1,1-trichloroethane, 1,1,2-trichloroethane, 1,3-dichloropropene, thiuram, simazine, thiobencarb, benzene, selenium, 1,4-dioxane, phenol, copper, soluble iron, chromium and soluble manganese.

## Atmospheric Pollutants

Site	Atmospheric Pollutants	Unit	Regulation	Actual (Max.)
Hiroshima Plant	Boilers	ppm	150	53
			250	74
			230	56
			180	53
			950	640
	Diesel engines	ppm	200	62
			180	25
	Heating furnaces	ppm	150	96
			0.25	0.0013
	Boilers	g/m <sup>3</sup> N	0.1	0.005
0.4			0.0017	
Drying ovens	g/m <sup>3</sup> N	0.35	<0.003	
		0.2	0.0044	
Dust	g/m <sup>3</sup> N	0.15	0.091	
		0.4	0.0065	
Melting furnaces	g/m <sup>3</sup> N	0.20	0.12	
		0.10	0.0017	
Diesel engines	g/m <sup>3</sup> N	0.10	0.0017	
		0.4	0.0036	
Heating furnaces	g/m <sup>3</sup> N	0.25	0.0025	
		0.20	0.012	
SOx	K-value regulation	—	7	1.66
		700	325	
VOC	ppm	400	72	
		250	160	
NOx	ppm	950	690	
		0.30	0.0033	
Dust	g/m <sup>3</sup> N	0.10	0.071	
		150	100	
NOx	ppm	130	100	
		230	42	
Boilers	g/m <sup>3</sup> N	0.10	0.003	
		0.35	0.003	
Dust	g/m <sup>3</sup> N	0.30	0.003	
		0.20	0.005	
SOx	K-value regulation	—	4.5	0.002
		m <sup>3</sup> N/h	20.56	0.013
VOC	ppm	700	310	
		180	35	
NOx	ppm	0.25	0.002	
		0.20	0.002	
Dust	g/m <sup>3</sup> N	0.20	0.016	
		—	0.08	
SOx	K-value regulation	—	4.5	0.08
		m <sup>3</sup> N/h	8.37	0.001

## Volume of PRTR-designated Pollutants Emitted and Transferred in FY March 2020

(Items marked with an asterisk (\*) are Class 1 designated chemical substances of which 500 kg/year or more are handled.)

## Hiroshima Plant

Unit: (kg/year)

Substance No.	Substance group	Amount handled	Volume emitted			Amount consumed	Amount disposed	Amount transferred Waste products	Amount recycled	
			Air	Water	Soil					
1	Water-soluble zinc compounds	27,570	0	441	0	441	24,096	3,033	0	0
53	Ethyl benzene	95,010	26,058	0	0	26,058	34,196	26,145	0	8,611
80	Xylene	401,241	167,064	0	0	167,064	142,709	68,925	0	22,543
87	Chromium and trivalent chromium compounds	30,404	0	0	0	0	29,885	0	519	0
88*	Hexavalent chromium compounds	1,266	0	0	0	0	747	519	0	0
258	1,3,5,7-tetraazetoricyclo [ 3.3.1.1 <sup>3,7</sup> ] decane	2,639	0	0	0	0	0	2,639	0	0
277	Triethylamine	116,558	699	0	0	699	0	115,859	0	0
296	1,2,4-trimethylbenzene	139,532	11,401	0	0	11,401	88,985	39,146	0	0
297	1,3,5-trimethylbenzene	31,052	15,836	0	0	15,836	1,806	12,648	0	762
300	Toluene	639,252	112,520	0	0	112,520	299,533	186,643	0	40,556
309*	Nickel compounds	4,936	0	592	0	592	1,703	0	2,641	0
349	Phenol	23,524	1	1	0	2	0	23,522	0	0
355	Bis (2-ethylhexyl) phthalate	1,743	0	0	0	0	1,691	0	52	0
374	Hydrogen fluoride and its water-soluble salts	3,394	0	543	0	543	0	2,851	0	0
392	n-Hexane	113,773	285	0	0	285	97,087	16,401	0	0
400*	Benzene	22,495	28	0	0	28	17,561	4,906	0	0
411*	Formaldehyde	1,888	644	0	0	644	0	1,244	0	0
412	Manganese and its compounds	40,610	0	376	0	376	38,028	0	2,146	60
438	Methylnaphthalene	4,400	22	0	0	22	0	4,378	0	0
448	Diisocyanate (methylene-bis (4,1-phenylene))	167,738	0	0	0	0	0	167,738	0	0
453	Molybdenum and its compounds	1,200	0	0	0	0	850	0	70	280
302	Naphthalene	9,631	48	0	0	48	0	9,583	0	0
	Total	1,879,856	334,606	1,953	0	336,559	778,877	686,180	5,428	72,812

## Miyoshi Plant

Substance No.	Substance group	Amount handled	Volume emitted			Amount consumed	Amount disposed	Amount transferred Waste products	Amount recycled	
			Air	Water	Soil					
53	Ethyl benzene	2,400	0	0	0	0	2,400	0	0	
80	Xylene	10,180	1	0	0	1	0	10,179	0	0
296	1,2,4-trimethylbenzene	6,611	1	0	0	1	0	6,610	0	0
300	Toluene	29,097	10	0	0	10	0	29,087	0	0
392	n-Hexane	4,400	11	0	0	11	0	4,389	0	0
400*	Benzene	1,062	1	0	0	1	0	1,061	0	0
438	Methylnaphthalene	3,606	18	0	0	18	0	3,588	0	0
	Total	57,356	42	0	0	42	0	57,314	0	0

## Nishinoura District, Hofu Plant

Substance No.	Substance group	Amount handled	Volume emitted			Amount consumed	Amount disposed	Amount transferred Waste products	Amount recycled	
			Air	Water	Soil					
1	Water-soluble zinc compounds	15,865	0	254	0	254	13,866	1,745	0	0
53	Ethyl benzene	117,063	74,918	0	0	74,918	28,278	13,867	0	0
80	Xylene	229,669	72,417	0	0	72,417	118,011	17,268	0	21,973
296	1,2,4-trimethylbenzene	122,474	24,598	0	0	24,598	73,581	3,234	0	21,061
297	1,3,5-trimethylbenzene	23,727	10,986	0	0	10,986	1,482	3,455	0	7,804
300	Toluene	509,696	230,450	0	0	230,450	247,590	24,094	0	7,562
309*	Nickel compounds	3,109	0	373	0	373	1,073	0	1,663	0
392	n-Hexane	81,589	205	0	0	205	80,317	1,067	0	0
400*	Benzene	14,733	18	0	0	18	14,524	191	0	0
412	Manganese and its compounds	4,168	0	229	0	229	2,617	0	1,310	12
	Total	1,122,093	413,592	856	0	414,448	581,339	64,921	2,973	58,412

## Nakanoseki District, Hofu Plant

(No applicable chemical substances subject to reporting. (The volume of the PRTR-designated groups' substances handled is less than the designated volume subject to reporting.))

## Company Total

Substance No.	Substance group	Amount handled	Volume emitted			Amount consumed	Amount disposed	Amount transferred Waste products	Amount recycled	
			Air	Water	Soil					
	Total	3,079,019	748,247	2,809	0	751,056	1,360,216	828,122	8,401	131,224

# COLLECTION AND RECYCLING OF END-OF-LIFE VEHICLES (ELVS) AND USED PARTS

Around 80% of a vehicle can be recycled. Implementing thorough recycling and waste reduction initiatives to ensure that limited resources are used effectively, Mazda promotes efforts to establish a recycling-oriented society. Attaching importance to building resource-saving initiatives into every phase of the life cycle of its vehicles, based on the three Rs: reduce, reuse, and recycle, the Company undertakes various efforts, such as the collection and recycling of end-of-life vehicles (ELVs) and used parts.

## End-of-Life Vehicles (ELVs)

### Measures in Response to End-of-Life Vehicle Recycling Law in Japan

Mazda properly processes and recycles three designated items (fluorocarbons, airbags, and automobile shredder residue [ASR]<sup>\*1</sup>) pursuant to the End-of-Life Vehicle Recycling Law in Japan. In addition, the Company is creating unique technologies and measures to move this recycling program forward. In the case of ASR, Mazda is working through ART<sup>\*2</sup>, a consortium of 13 key companies including Mazda, Nissan Motor Co., Ltd., and Mitsubishi Motors Corporation, to comply with the law and achieve progress in the reuse of resources. The Company appropriately executes recycling at dealerships. Dealerships collect vehicle recycling fees at the time of sale and receive the ELVs from their final owners in order to transfer them to the disposal processing companies.

As for recycling fees, the Company reviewed its fee calculation standard in sequence for new models launched in 2012. The new fee standard is applicable to the Company's new models released after that. While forecasting a future recycling situation, the Company will continue to push forward with its recycling business in such a way to ensure a balance between revenue and expenditures in the medium and long term.

The End-of-Life Vehicle Recycling Law was revised in February 2012, and newly designated lithium-ion batteries and nickel-metal hydride batteries as items for advance collection before dismantling of end-of-life vehicles. Mazda is committed to collecting lithium-ion batteries installed in vehicles launched in and after October 2012 through the LiB Joint Collection System of Japan Auto Recycling Partnership, Ltd. The Company also independently collects nickel-metal hydride batteries installed in the Axela (Mazda3 overseas) Hybrid (launched in November 2013). Moreover, Mazda promotes the appropriate disposal of capacitors for i-ELOOP, a brake energy regeneration system, in order to ensure safety during recycling by related contractors, even though capacitors are not designated for advance collection. Measures to ensure appropriate disposal include attaching a caution label inside the engine room of the vehicle, and providing a disposal manual on the Company's website.

Reference website (Japanese only) for Mazda's efforts with regard to the End-of-Life Vehicle Recycling Law <https://www.mazda.com/ja/csr/recycle/>

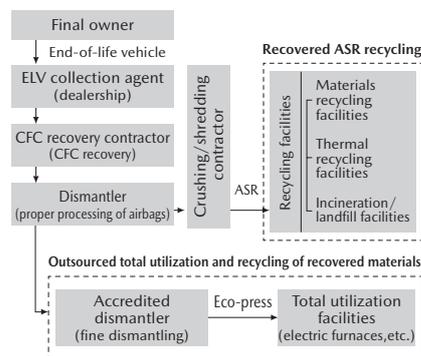
### ASR and the End-of-Life Vehicle Recycling Law

Disposed vehicles consist of about 80% useful metal and about 20% automotive shredder residue (ASR) that includes resin.

Useful metal is recycled in cooperation with metal recycling-related companies such as dismantlers, crushing/shredding contractors, and steel manufacturers. With regard to ASR, which used to be disposed by landfill, is now subject to the End-of-Life Vehicle Recycling Law, which was enforced in January 2005. This is due to the rise in the risk of illegal dumping of end-of-life vehicles on the back of a surge in disposal costs due to overstrained final landfill sites and weakness in iron scrap prices.

After the enforcement of this law, car manufacturers are required to recycle ASR, chlorofluorocarbons—which lead to global warming and ozone depletion—and airbags—which require specialist knowledge for disposal—under their responsibility, using recycling fees deposited by final owners of the ELVs.

### a End-of-Life Vehicle Recycling Process



### b Resource Recycling Results in FY March 2020

Number of vehicles from which fluorocarbon is collected	133,798 units	
Number of vehicles from which airbags are collected	131,975 units	
Number of vehicles from which ASR is collected	150,235 units	
Recycling ratio	Airbags	94.5%
	ASR	95.9%
Recycling ratio for ELVs*	More than 99%	
Total contracting deposits received	1,759,696,038 yen	
Total expenses for recycling	1,583,175,933 yen	

(Includes separate cost required at Mazda)

\* Recycling ratio for ELVs is the recycling ratio in dismantling/shredder processes of 83% (cited from the May 2003 joint council data), plus the remaining ASR ratio of 17% multiplied by the ASR recycling rate of 95.9%

### c Caution labels for capacitors for i-ELOOP

[For the Roadster (MX-5)]



[For models other than the Roadster (MX-5)]



\*1 ASR: Automobile Shredder Residue

\*2 ART: Automobile shredder residue Recycling promotion Team

## Promoting Recycling Overseas

Mazda is committed to the recycling of end-of-life vehicles overseas in accordance with the laws in each country and region, under the initiative of the local distributors.

As for countries in which recycling-related laws are planned to be established, Mazda is preparing to respond in cooperation with the distributors in such countries. To ensure the appropriate disposal of capacitor-equipped vehicles in countries where i-ELOOP equipped new models are introduced, Mazda provides related contractors with information on appropriate disposal by attaching a caution label in vehicles and providing a capacitor disposal manual in eight languages on its website, as in the case of cars sold in Japan.

### Europe

Based on the EU Directive, Mazda Motor Europe provides a dismantling manual to recycling contractors when introducing a new model and has established a network to collect used vehicles from their final owners free of charge, in cooperation with the distributors in each country.

### China

A law was enforced in January 2015, in accordance with which local manufacturers are managing substances with environmental impact and developing dismantling manuals.

#### Capacitor disposal manual reference website

<https://www.mazda.com/en/csr/environment/recycle/capacitor/>

## Used Parts

### Promoting the Collection and Recycling of Used Parts (in Japan)

Mazda is continuously engaged in the recycling of damaged bumpers replaced for repairs as plastic materials for new vehicle bumpers, etc.

- Recycling of damaged bumpers: Mazda collects bumpers removed for repairs at dealerships throughout Japan, and recycles them for reuse as plastic parts (new vehicle bumpers, undercovers, etc.). In FY March 2020, the Company collected 57,126 bumpers, which were utilized as recycled materials.

d

d Capacitor Disposal Manual



# BIODIVERSITY CONSERVATION

## Initiatives for Biodiversity

Endorsing the aims of the “Declaration of Biodiversity by Keidanren (the Japan Business Federation),” Mazda promotes initiatives to protect the global environment. In FY March 2012, with the aim of systematically developing its initiatives to protect biodiversity, Mazda conducted an assessment of impacts on biodiversity, and recognized the blessings of nature it receives and the significance of the impacts on ecosystems it gives through business activities. In line with this assessment, the Company established the Mazda Biodiversity Guidelines in December 2012 and has been implementing relevant initiatives in cooperation with society and a wide variety of awareness-raising activities. Based on the results of the above assessment of impacts, in conducting its core business, Mazda takes measures to mitigate its impacts on biodiversity with a particular focus on energy, water and other resources in the processes of products, technology, production, and logistics.

In FY March 2020, as in the previous year, the Company conducted a monitoring survey of important species at the Miyoshi Plant (Hiroshima Prefecture). The survey results were reported via the in-house newsletter and utilized for promoting biodiversity awareness among employees. Also, Mazda employees participated in the Miyoshi Commerce and Industry Festival, Mazda Open Day, Hiroshima Environment Day and other events at which they presented Mazda’s efforts for biodiversity conservation to stakeholders in the local community.

a

### a Process for Assessment of Impacts on Biodiversity

- Step 1: Selecting an assessment target scope  
(The assessment is made for Group companies engaged in automobile-related business, primarily those with major impacts in the value chain in Japan, although the assumed targets also include overseas companies and affiliates.)
- Step 2: Assessing the levels of the dependence and impacts on ecosystem services, as well as assessing the threat to biodiversity
- Step 3: Identifying business risks and opportunities regarding biodiversity
- Step 4: Identifying priority issues and assessing the current situations of the existing responses
- Step 5: Identifying a direction for future responses

### The Mazda Biodiversity Guidelines

#### [Basic Approach]

Based on “The Mazda Global Environmental Charter,” the Mazda Group, recognizing the blessings of nature and the significance of environmental impacts, contributes to the conservation of biodiversity through its corporate activities worldwide, with the aim of establishing and developing a rich, sustainable society that ensures harmony between people and nature.

#### [Priority Initiatives]

#### 1. Creation of Environmentally Sound Technologies and Products

We will encourage the creation of technologies and products considering harmony between the environment and our corporate activities, by developing technologies that contribute to cleaner emission gases, reduction of CO<sub>2</sub> emissions, research and development of clean energy-based vehicles, promotion of recycling and biodiversity.

#### 2. Corporate Activities in Consideration of Conserving Resources and Energy

We will promote reduction of substances with environmental impact and effective use of resources, and contribute to conservation of biodiversity, through efficient energy use and resource-saving/recycling activities

#### 3. Collaboration/Cooperation with Society and Local Communities

We will promote local community-based activities, by striving to establish collaboration/cooperation with a wide range of stakeholders including supply chains, local governments, communities, NPOs/NGOs, and education and research institutions.

#### 4. Awareness Enhancement and Information Disclosure

We will take active and self-initiative actions and disclose and share the achievements widely to society, by striving to enhance awareness of the importance of coexistence between people and nature.

Established in December 2012

### Examples of Initiatives

Creation of Environmentally Sound Technologies and Products	<ul style="list-style-type: none"> <li>Improving the base technologies comprehensively through the introduction of Skyactiv Technology (see p. 122)</li> <li>Electric vehicles (see pp. 12, 13-16, 64)</li> <li>Developing and designing product with consideration for recycling (see p. 68)</li> </ul>
Corporate Activities in Consideration of Conserving Resources and Energy	<ul style="list-style-type: none"> <li>Improving the facility operation rate and shortening the cycle time in the production process (see p. 70)</li> <li>Introducing hub-and-spoke system for transportation of completed vehicles and service parts (see p. 71)</li> <li>Assessing and considering the impact on biodiversity when constructing a new plant</li> </ul>
Collaboration/Cooperation with Society and Local Communities	<ul style="list-style-type: none"> <li>Promoting the preservation of forests, the protection of rare species, etc.*1</li> <li>Conducting a monitoring survey of important species at the Miyoshi Plant</li> </ul>
Awareness Enhancement and Information Disclosure	<ul style="list-style-type: none"> <li>Activities through the Mazda Foundation*2</li> <li>Promoting awareness of social contribution activities and disclosure of information on these activities</li> <li>Educating employees and raising their awareness</li> <li>Introducing the activities to the inside and outside of the company through the Mazda Sustainability Report etc.</li> </ul>

\*1 Social Contribution Initiatives <https://www.mazda.com/en/csr/social/>

\*2 Japan <https://mzaidan.mazda.co.jp/> (Japanese only)  
United States <https://www.mazdafoundation.org/>  
Australia <http://mazdafoundation.org.au/>  
New Zealand <https://mazdafoundation.org.nz/>  
South Africa <https://www.mazda.co.za/mazda-foundation/foundation/>

# ENVIRONMENTAL COMMUNICATION

Under the Mazda Global Environmental Charter, Mazda carries out a wide variety of environmental protection activities related to products and technologies; manufacturing, logistics, and office operations; and social contributions. The Company appropriately discloses information on each of these activities, and ensures opportunities for dialogue with the stakeholders, thereby striving to respond promptly and appropriately to social problems.\*<sup>1</sup>

## Participation in Environmental Exhibits and Events

Mazda actively participates in various environment-related exhibitions and events, for the purpose of gaining stakeholders' understanding regarding its environmental initiatives and hearing their broad range of opinions. Mazda adopts a wide range of approaches to communicate about the environment, such as introducing its advanced environmental technologies at motor shows all over the world and offering test-drives of its vehicles equipped with Skyactiv Technology at various events held in and outside Japan.

## Reducing Environmental Impact Generated by Communication Activities

Mazda has been working to reduce the environmental impact generated by its communication activities.

### Environmental considerations in event operation

- Reusing/recycling booth decorating items
- Decreasing the amount of handouts to reduce CO<sub>2</sub> emissions
- Implementing carbon offsetting by calculating CO<sub>2</sub> emissions from event activities

### Environmental considerations in publishing materials

- Adopting FSC-certified paper, waterless printing, and vegetable oil ink
- Implementing carbon offset by calculating CO<sub>2</sub> emissions from the printing and bookbinding processes

## Use of Website and Publishing Materials

Mazda ensures environmental communication in a wide variety of ways in consideration of matters of interest that each stakeholder may have and media that he/she may frequently use.

Mazda uses images and computer graphics on its website in order to provide easy-to-understand explanations of environmental technologies. Reinforcing the use of social media, the Company disseminates information in a timely manner, and uses the comments provided to the Company for its daily operations. For the Mazda Sustainability Report, the Company has prepared in-depth/ digest versions, as well as PDF/Website/booklet versions, in consideration of stakeholders' needs regarding the edition method/media to be used. The results of the collected questionnaires and the number of visitors to the website are provided to the executive officer in charge of related affairs, as well as to cooperating sections, as feedback, and used for planning the next fiscal year's version.

\*1 Refer to the following URL for social contribution activities regarding environmental communications by the Mazda Group:  
<https://www.mazda.com/en/csr/social/>

## In-House Awareness-Raising Activities

To raise environmental awareness among its employees, Mazda conducted a wide range of activities in FY March 2020 including the following.

### Eco Walk Commuting Program

In order to raise employees' environmental consciousness and encourage them to take better care of their health, employees who walk two kilometers or more as part of their daily commute to work are rewarded with an addition of 1,500 yen per month to their commuting allowance.

### Lunchtime Lighting Halved

Efforts to reduce lighting in Mazda offices and plants during lunch breaks to half the normal levels have continuously been promoted.

### Light-Down Campaign

(Participation by companies/facilities)

#### ■ Mazda Light-Down Campaign

To raise environmental awareness, Mazda and its domestic Group companies participated in the Light-Down (i.e., lights-off) Campaign, in which they turned off their signboards and indoor lighting.

This campaign started in 2011 with turning off lights at Mazda's six sites.

In 2019, when it was in the ninth year, the campaign was held with the participation of 769 production/business sites, including domestic Group companies. These participating sites shut off lighting for two hours from 20:00 to 22:00 on June 22 (summer solstice) and July 7 (Tanabata, or the Star Festival), 2019. This campaign saved 10 thousand kWh of electricity, equivalent to around 5 tons of CO<sub>2</sub> emissions.

(No. of participants) Mazda Motor Corporation: 15 sites, Domestic Group companies: 754 sites of 81 companies

#### ■ WWF's Earth Hour 2020

Mazda and its domestic Group companies supported and participated in Earth Hour 2020 organized by the World Wildlife Fund (WWF), which is the world's largest global warming campaign.

They turned off the lighting of their signboards and indoor lighting for one hour from 20:30 to 21:30 on March 28, 2020.

(No. of participants) Mazda Motor Corporation: 16 sites, Domestic Group companies: 786 sites of 88 companies

(Participation by individuals)

#### ■ Employees' private participation in the Light-Down campaign

In conjunction with the Mazda Light-Down Campaign, Mazda and its domestic Group companies conducted a private Light-Down campaign, in which their employees, family members and friends joined lights-off activities on an individual basis.

These participants turned off their lights for two hours from 20:00 to 22:00 on June 22 (summer solstice) and July 7 (Tanabata, or the Star Festival), 2019. This private event resulted in saving 5,600 kWh of electricity, equivalent to around 3 tons of CO<sub>2</sub> emissions (estimated figures).

(No. of participants) A rough total of 40,000 people, including all senior executives and general managers of Mazda Motor Corporation.

### Environmental Education during Environment Month

To encourage every employee to think about and take action for the environment, educational programs regarding general environmental issues, the importance of biodiversity, Mazda's environmental initiatives, and environmental conservation activities in the workplace have been implemented, in coordination with basic education on ISO 14001.

## a Companies that Participated in the Light-Down Campaign

1. Mazda Motor Corporation	54. Mazda Autozam Mihara
2. Hakodate Mazda Co., Ltd.	55. Mazda Autozam Kaita
3. Tohoku Mazda Co., Ltd.	56. Mazda Autozam Kusunoki
4. Fukushima Mazda Co., Ltd.	57. Mazda Autozam Yasufuruichi
5. Kitakanto Mazda Co., Ltd.	58. Mazda Autozam Bairin
6. Koshin Mazda Co., Ltd.	59. Mazda Autozam Isumi
7. Kanto Mazda Co., Ltd.	60. Mazda Autozam Tsuyama
8. Shizuoka Mazda Co., Ltd.	61. Mazda Autozam Fukuroi
9. Tokai Mazda Co., Ltd.	62. Mazda Autozam Fukaya,
10. Hokuriku Mazda Co., Ltd.	63. Mazda Autozam Honjo, Kumagaya
11. Keiji Mazda Co., Ltd.	64. Mazda Autozam Kuse
12. Kansai Mazda Co., Ltd.	65. Mazda Autozam Takehara
13. Nishi Shikoku Mazda Co., Ltd.	66. Mazda Autozam Yano
14. Kyushu Mazda Co., Ltd.	67. Mazda Autozam Sena
15. Okinawa Mazda Corporation	68. Toho Industrial Co., Ltd.
16. Mazda Parts Co., Ltd.	69. Nishikawa Rubber Co., Ltd.
17. Mazda Chuhan Co., Ltd.	70. MCM Energy Service Co., Ltd.
18. Mazda Logistics Co., Ltd.	71. Mazda Autozam Sado
19. Kurashiki Kako Co., Ltd.	72. Mazda Autozam Chichibu-Nishi
20. Mazda Engineering & Technology Co., Ltd.	73. Mazda Autozam Funabashi-Kita
21. Mazda Ace Co., Ltd.	74. Mazda Autozam Nichido-Hiroshima Co., Ltd.
22. Mazda Parts Sales	75. Mazda Autozam Kashiwanoha-Campus
23. Mazda Processing Chugoku Co., Ltd.	76. Mazda Autozam Ogaki-Higashi
24. Yoshiwa Kogyo Co., Ltd.	77. Mazda Autozam Izumo-Hirata
25. Toyo Advanced Technologies Co., Ltd.	78. Mazda Autozam Hofu-Chuo Corporation
26. Aomori-Mazda Automobile Corporation	79. Delta Kogyo Co., Ltd.
27. Chiba Mazda Co., Ltd.	80. Yowa Inc.
28. Mazda Odawara Co., Ltd.	81. Sugihara Co., Ltd.
29. Tokyo Mazda Corporation	82. Hiroshima Seiken Kogyo Co., Ltd.
30. Eunos Sansho Co., Ltd.	83. Mazda Parts Sales Yamaguchi Co., Ltd.
31. Kobe Mazda Co., Ltd.	84. Mazda Parts Sales Chiba Co., Ltd.
32. Nara Mazda Co., Ltd.	85. Saga Mazda Co., Ltd.
33. Okayama Mazda Co., Ltd.	86. Eunos Horie Co., Ltd.
34. Tottori Mazda Co., Ltd.	87. Nagasaki Mazda Co., Ltd.
35. Hiroshima Mazda Co., Ltd.	88. Mazda Autozam Yamamoto-Aoba
36. Enfini Hiroshima Co., Ltd.	89. Mazda Autozam Tanagura, Shin-Shirakawa
37. Minami Kyushu Mazda Co., Ltd.	90. Mazda Autozam Ojiya
38. Mazda Autozam Miyamoto Obihiro	91. Mazda Autozam Nagaoka-Nishi
39. Mazda Autozam Ebetsu	92. Mazda Autozam Kashiwa
40. Mazda Autozam Asahikawa	93. Mazda Autozam Iwase
41. Mazda Autozam 17	94. Mazda Autozam Uchiko Minami
42. Mazda Autozam Maebashi-Chuo	95. Sakata Mazda Co., Ltd.
43. Mazda Autozam Tonami	96. Mazda Autozam Geibi, Miyoshi
44. Mazda Autozam Koriyama	97. Mazda Autozam Kihoku
45. Mazda Autozam Higashi	98. Mazda Autozam Kyosai
46. Mazda Autozam Ueda	99. Mazda Autozam Kamogawa, Tateyama
47. Mazda Autozam Ayabe	100. Mazda Autozam Iyotetsu-Matsuyama
48. Mazda Autozam Katsuragi	101. Maps Co., Ltd.
49. Mazda Autozam Matsue	102. Hiroshima Seimitsu Co., Ltd.
50. Mazda Autozam Oda	
51. Mazda Autozam Bizen	
52. Mazda Autozam Kurashiki-Chuo	
53. Mazda Autozam Fuchu	

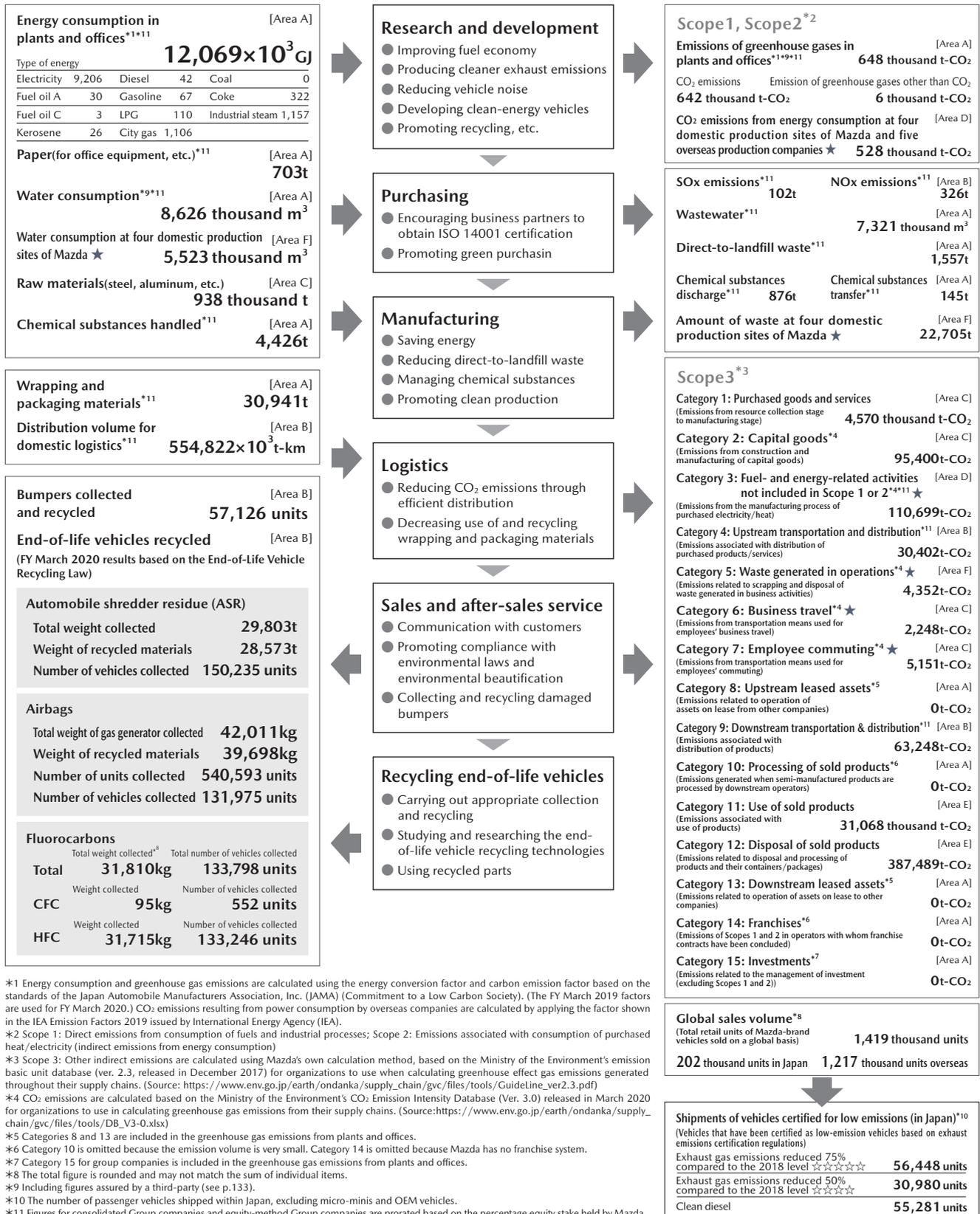
\* Companies No. 70 to 82 participated only in the Mazda Light-Down Campaign.  
Companies No. 83 to 102 participated only in the WWF's Earth Hour 2020.

# MAZDA'S CORPORATE ACTIVITIES AND IMPACT ON THE ENVIRONMENT

## Results of FY March 2020

Mazda tracks ecological data to help reduce the environmental impact of its corporate activities in all areas. (For the period and boundary (areas A to F) of data collection, please see p.83.)

★ Subject to independent third-party verification (see p.133.)



\*1 Energy consumption and greenhouse gas emissions are calculated using the energy conversion factor and carbon emission factor based on the standards of the Japan Automobile Manufacturers Association, Inc. (JAMA) (Commitment to a Low Carbon Society). (The FY March 2019 factors are used for FY March 2020.) CO<sub>2</sub> emissions resulting from power consumption by overseas companies are calculated by applying the factor shown in the IEA Emission Factors 2019 issued by International Energy Agency (IEA).

\*2 Scope 1: Direct emissions from consumption of fuels and industrial processes; Scope 2: Emissions associated with consumption of purchased heat/electricity (indirect emissions from energy consumption)

\*3 Scope 3: Other indirect emissions are calculated using Mazda's own calculation method, based on the Ministry of the Environment's emission basic unit database (ver. 2.3, released in December 2017) for organizations to use when calculating greenhouse effect gas emissions generated throughout their supply chains. (Source: [https://www.env.go.jp/earth/ondanka/supply\\_chain/gvc/files/tools/GuideLine\\_ver2.3.pdf](https://www.env.go.jp/earth/ondanka/supply_chain/gvc/files/tools/GuideLine_ver2.3.pdf))

\*4 CO<sub>2</sub> emissions are calculated based on the Ministry of the Environment's CO<sub>2</sub> Emission Intensity Database (Ver. 3.0) released in March 2020 for organizations to use in calculating greenhouse gas emissions from their supply chains. (Source: [https://www.env.go.jp/earth/ondanka/supply\\_chain/gvc/files/tools/DB\\_V3-0.xlsx](https://www.env.go.jp/earth/ondanka/supply_chain/gvc/files/tools/DB_V3-0.xlsx))

\*5 Categories 8 and 13 are included in the greenhouse gas emissions from plants and offices.

\*6 Category 10 is omitted because the emission volume is very small. Category 14 is omitted because Mazda has no franchise system.

\*7 Category 15 for group companies is included in the greenhouse gas emissions from plants and offices.

\*8 The total figure is rounded and may not match the sum of individual items.

\*9 Including figures assured by a third-party (see p.133).

\*10 The number of passenger vehicles shipped within Japan, excluding micro-minis and OEM vehicles.

\*11 Figures for consolidated Group companies and equity-method Group companies are prorated based on the percentage equity stake held by Mazda.

**Period of Data Collection: FY March 2020 (April 2019–March 2020)**

<b>Boundary of Data Collection</b>	<p><b>Area A: Mazda Motor Corporation, 22 domestic consolidated Group companies and eight domestic equity-method Group companies, and 14 overseas consolidated Group companies and five overseas equity-method Group companies.</b></p> <p><b>Area B: Mazda Motor Corporation, 22 domestic consolidated Group companies and eight domestic equity-method Group companies.</b></p> <p><b>Area C: Mazda Motor Corporation.</b></p> <p><b>Area D: Mazda Motor Corporation, four domestic production sites and five overseas production companies (two consolidated Group companies and three equity-method Group companies).</b></p> <p><b>Area E: Domestic and major sales regions (North America, Europe and China)</b></p> <p><b>Area F: Four domestic production sites of Mazda (Head Office (Hiroshima), Miyoshi Plant, Hofu Plant (Nishinoura District), and Hofu Plant (Nakanoseki District) (including non-manufacturing areas such as product development))</b></p>
<b>Mazda Motor Corporation</b>	Hiroshima Head Office, Hiroshima Plant, Miyoshi Plant, Hofu Plant (Nishinoura district), Hofu Plant (Nakanoseki district), Tokyo Office, Osaka Fleet Sales Gr., Mazda R&D Center Yokohama, Hokkaido Kenbuchi Proving Ground, Hokkaido Nakasatsunai Proving Ground, Mine Proving Ground, Parts Centers (2 sites), Mazda Technical Service Centers (6 sites), Mazda Training Centers (2 sites), Mazda Saka Studio, Mazda Education Center, MDI & IT Division (Ozu Building), Mazda Hospital
<b>Consolidated Group companies</b>	
<b>22 domestic companies</b>	<p>Manufacturing companies: Mazda Ace Co., Ltd., Mazda Logistics Co., Ltd., Kurashiki Kako Co., Ltd., Mazda Engineering &amp; Technology Co., Ltd.</p> <p>Sales companies: Hakodate Mazda Co., Ltd., Tohoku Mazda Co., Ltd., Fukushima Mazda Co., Ltd., Kitakanto Mazda Co., Ltd., Koushin Mazda Co., Ltd., Kanto Mazda Co., Ltd., Shizuoka Mazda Co., Ltd., Tokai Mazda Sales Co., Ltd., Hokuriku Mazda Co., Ltd., Keiji Mazda Co., Ltd., Kansai Mazda Co., Ltd., Nishi-Shikoku Mazda Co., Ltd., Kyushu Mazda Co., Ltd., Minami-Kyushu Mazda Co., Ltd., Okinawa Mazda Sales Co., Ltd., Mazda Chuhan Co., Ltd., Mazda Motor International</p> <p>Parts sales company: Mazda Parts Co., Ltd.</p>
<b>14 overseas companies</b>	Mazda Canada, Inc., Mazda Motor Manufacturing de Mexico S.A. de C.V., Mazda Motors (Deutschland) GmbH, Mazda Motor Europe GmbH, Mazda Motors UK Ltd., Mazda Motor Russia, OOO, Mazda Southern Africa (Pty) Ltd., Mazda Australia Pty Ltd., Mazda Motors of New Zealand Ltd., Mazda de Colombia S.A.S, Mazda Powertrain Manufacturing (Thailand) Co., Ltd., Mazda Sales (Thailand) Co., Ltd., Mazda Motor (China) Co., Ltd., Mazda Motor Taiwan Co., Ltd.
<b>Equity-Method Group Companies</b>	
<b>8 domestic companies</b>	Toyo Advanced Technologies Co., Ltd., Japan Climate Systems Corporation, Yoshiwa Kogyo Co., Ltd., Sanfrece Hiroshima FC, Mazda Processing Chugoku Co., Ltd., Mazda Credit, Inc., MCM Energy Service Co., Ltd., Mazda Parts Sales Hiroshima Co., Ltd.
<b>5 overseas companies</b>	Mazda Sollers Manufacturing Rus LLC, AutoAlliance (Thailand) Co., Ltd., Changan Mazda Automobile Co., Ltd., Changan Mazda Engine Co., Ltd., FAW Mazda Motor Sales Co., Ltd.

# RESPECT FOR PEOPLE

Mazda aims to be a company staffed by people who enjoy their work. To this end, the Company promotes personal development revolving the principles of the Mazda Way. Mazda also regards respect for human rights as fundamental to its corporate activities, and is actively and sincerely committed to human rights protection activities

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85 Initiatives with Employees

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### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Achieving diversity	Continue to respect the diversity of employees. ① Continue and evolve training and effective development of top management in each region. ② Steadily implement plans for training female managers, toward achieving the target number of female managers.*1 ③ Continue to promote employment of people with special needs, toward achieving the legally required percentage of employees with special needs (2.2%) at the earliest possible time.*1	① As in the previous year, held the Global Leadership Development Program (GLDP) for top management candidates invited from overseas sites. The cumulative number of participants since 2015 totaled 62. ② Specified highly promising female candidates at the assistant manager level for management positions in the future, and drew up individual development plans for them. Progress is continuously followed up by each division and the Personal Development Committee. (Number of female middle managers: 52; percentage of female managers [middle management and above]: 3.6%)*1 ③ In FY March 2020, the cumulative percentage of employees with special needs stood at 2.22%, achieving the legally required 2.2%*1	○	Continue to respect the diversity of employees. ① Continue and evolve training and effective development of top management in each region. ② Steadily implement plans for training female managers toward achieving the target number of female managers, and formulate the next plans.*1 ③ Continue to promote employment of people with special needs to maintain the achievement of the legally required percentage of employees with special needs (2.2%)*1	6.3 Human rights
Human resource development	Promote understanding of what Mazda's unique human resources and organization should be, and strengthen initiatives to take practical action to achieve the ideal state. ① Hold the MBLD#16 session themed on realizing the development of Mazda's unique human resources and organizations. ② Start training for managers to learn about what they should be and to practice what they should do, toward realizing the development of Mazda's unique human resources and organizations.	① Held the MBLD#16 session in December 2019. ② Implemented training for managers in four divisions, starting in FY March 2020.	○	Promote understanding of what Mazda's unique human resources and organization should be, and strengthen initiatives to take practical action to achieve the ideal state. ① Hold the MBLD#17 session themed on realizing the development of Mazda's unique human resources and organizations. ② Continue and expand initiatives to achieve the ideal state of management, toward realizing the development of Mazda's unique human resources and organizations.	6.4 Labor practices
Work-life balance	Improve the quality of various measures for further implementation of work-life balance*1	* To increase business competitiveness, worked to realize flexible working styles, and improve the environment/ measures to enable individual employees to work enjoyably. (Related internal regulations were revised for such purposes as enabling employees to take maternal care paid leave on an hourly basis. These revisions advanced the use of child-rearing paid leave and the work-from-home system, as well as child-rearing leave taken by male employees.)*1 *Almost all employees took at least the minimum number of paid vacation days per year (12 or more days) that was agreed between labor and management.*1 *Increased both the rate and the average number of paid vacations: to 91%, up 2% from the previous year, to 17.3, up 0.2 days from the previous year.*1	○	Improve the quality of various measures for further implementation of work-life balance*1	6.4 Labor practices
Occupational safety and health	Promote activities based on the Safety and Health Management System. ① Continue to conduct risk assessment and improvement activities based on the assessment results.*1 ② Continue system auditing and share best practices with the related divisions.*1 ③ Achieve Japan's lowest-level workplace accident occurrence ratio, and consolidate the results of workplace accident occurrence surveys of Group companies on a global basis.	① Surveyed/identified dangerous or hazardous factors and then conducted activities to remove/reduce these factors, resulting in a 76% reduction in high-risk factors.*1 ② Conducted system auditing in all the targeted divisions, and shared the auditing results (improvements and best practices) with related divisions. ③ Total injury frequency rate: 0.43 (increased by 0.11 points from 2018 and ranked 3rd among 14 JAMA companies)*2 Consolidated the results of workplace accident occurrence surveys of Group companies (production sites.)	○	Promote activities based on the Safety and Health Management System. ① Continue to conduct risk assessment and improvement activities based on the assessment results.*1 ② Continue system auditing and share best practices with the related divisions.*1 ③ Achieve Japan's lowest-level workplace accident occurrence ratio, and consolidate the results of workplace accident occurrence surveys of Group companies on a global basis.	6.4 Labor practices
Industrial relations	Maintain and improve sound labor relations through mutual respect and communication between labor and management at Mazda Motor Corporation and in each region.	Maintained and improved sound labor relations through mutual communication between labor and management in Mazda Motor Corporation and in each region (resulting in no collective labor disputes.)	○	Maintain and improve sound labor relations through mutual respect and communication between labor and management at Mazda Motor Corporation and in each region.	6.4 Labor practices
Respect for human rights	① Continue to support international initiatives, including the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact. ② Encourage all divisions across the Company, Group companies and suppliers to use materials and manuals of Mazda's human rights awareness raising activities, for human rights meetings and training by level,*3 including programs to understand LGBT issues.	① Continued to clarify support for both declarations, in the Mazda Sustainability Report 2019. *Continued efforts to realize the principles of the UN Global Compact, such as human rights protection. ② Executed the following activities as scheduled, to raise awareness of human rights*1: *As part of LGBT-related initiatives, held training by level and provided human rights mini-lectures, and encouraged Group companies to use materials and manuals designed for Mazda's human rights awareness raising activities. *Held human rights lectures using an external program, for management twice. (Lecture themes: "To Promote Understanding of Gender Diversity—Learning from LGBT" and "Discrimination against People with Special Needs") *Held on-site training lectures at the entire Hiroshima Plant.	○	① Continue to support international initiatives, including the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact. ② Made revisions to related internal regulations that may alienate LGBT people, and made revisions to the internal working regulations in line with the enforcement of the revised Labor Measures Comprehensive Promotion Act. Also, encouraged all divisions across the Company, Group companies and suppliers to use materials and manuals of Mazda's human rights awareness raising activities for human rights meetings and training by level,*3 including programs to promote understanding of these revisions.	6.3 Human rights
Due diligence	Continue surveys and follow-up of the status of human rights initiatives throughout the value chain.	Promoted human rights initiatives throughout the value chain, recognized the status of these initiatives, and conducted surveys of these initiatives, as planned. *Applied Mazda materials for human rights meetings to Group companies, dealerships, and parts sales companies in Japan. *Provided advance guidance to employees dispatched to overseas Group companies on local cultures and customs. *Checked the expressions used to disseminate information inside and outside the Company for human rights infringements. *Responded to consultation requests from collaborating companies submitted to the Human Rights Counseling Desk. *Introduced the way the Mazda Global Hotline is managed. *Conducted a questionnaire survey and hearing of local suppliers, regarding the way the Human Rights Counseling Desk was being managed. Also, presented the management method of the Mazda Global Hotline to local suppliers. *Conducted a questionnaire survey of local suppliers regarding the establishment of the Human Rights Counseling Desk.	○	Continue surveys and follow-up of the status of human rights initiatives throughout the value chain.	6.3 Human rights

\*1 Initiatives at Mazda Motor Corporation (FY March 2020 results, and FY March 2021 targets.)

\*2 Results between January and December 2019. Accident frequency, measured as the number of casualties per million person-hours worked.

\*3 Training programs for new recruits, mid-career hires, new band 5 (assistant manager level) and newly appointed managers.

# INITIATIVES WITH EMPLOYEES

## Basic Approach to Human Resources

Mazda recognizes that people are its most important resource and aims to be a company staffed by people who enjoy their work. To this end, the Company promotes human resources training based on the Mazda Way principles that are shared throughout the entire Mazda Group worldwide. Also, the Company has established Group-wide human resources policies and measures along with promotion of various initiatives.

### 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.

### a 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."

### Group-wide Human Resources Policies

Mazda engages in regular communication with Group companies worldwide, and each Group company is working together to create further opportunities for interaction among personnel and cultivate a climate based on a shared point of view. Overseas Group companies have established a system to conduct management strongly rooted in local communities.\*1 By appointing locally hired personnel as managers and above, the Company makes global efforts to create a comfortable working environment tailored to the culture of each country and region. Mazda also implements human resources exchanges throughout the Group (short-term personnel exchange program), through the Global LDC (Global Leader Development Committee) and other measures, to enable a diverse range of employees to succeed on the global stage regardless of their country of origin or place of employment.

#### Global Leader Development Committee\*2

Mazda is aiming to provide medium-to long-term training for employees to become leaders in every field of global business and ensure their optimal positioning and performance. Top managements of Mazda Motor Corporation and its Group companies discuss and decide the development and exchange plan for individual personnel in these companies.

#### Short-term Personnel Exchange Program

This program is mainly designed for employees in mid-level positions, with the aim of developing human resources who can be immediately effective in global business settings. Suitable employees in the Head Office are exchanged with their counterparts in overseas regions to gain opportunities for overseas business experience for a short term (three to six months). (Total number of employees exchanged from FY March 2011, when the program commenced, to FY March 2019: 34)

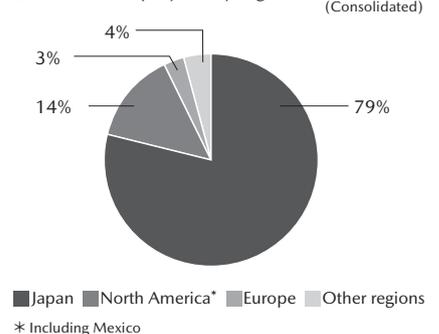
#### Regular Meetings with Human Resources Managers of Group Companies

- Bimonthly regular meetings with overseas regions
- Annual global human resource meetings with the managements in charge of human resources of major overseas bases
- Half-yearly meetings with domestic Group companies located on the premises of the Head Office (Hiroshima)

### 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, each of the Group companies promotes employment maintenance and recruitment activities tailored to the labor practices of each country/region. At the same time, initiatives are under way to improve the operation rate of plants in Mexico and Thailand, and to establish a new plant in the United States.

### b Rate of employees by region



### Rate of locally hired personnel assigned to management-level\* in overseas Group companies

(Consolidated)	
Employment rate in FY March 2020	74%

\* Executive officers/divisional general managers

\*1 Countries/regions where Mazda Group companies are located.

\*2 The Personal Development Committee (PDC) comprises four committees: PDC1 and Global PDC, which cover 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.

## Realization of Diversity

Mazda respects the diversity of its employees, and the Company aims to foster a corporate climate 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.

### Increasing the Employment and Range of Opportunities for Female Employees\*<sup>1</sup>

Through enhancement of measures promoting work-life balance and other initiatives, Mazda is striving to cultivate a workplace in which women can work comfortably. The Company has set the goal of increasing the number of female middle managers and above to three times the figure as of March 31, 2014 by 2020. To achieve this numerical target, Mazda has promoted initiatives according to voluntary action plans\*<sup>2</sup>. In 2016, the Company submitted these voluntary plans to the authority concerned as the business owner's action plans, based on the Act of Promotion of Women's Participation and Advancement in the Workplace. As of March 2020, the number of female middle managers and above had increased to nearly three times the figure in March 2014. In the future, Mazda will continue to draw up and implement individual development plans for female candidates for middle and above management positions and also further promote the opportunities for female employees, by improving training and promoting female employee recruitment.

### Employment for Those with Special Needs\*<sup>1</sup>

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 as regular employees, to further ensure provision of information to people with hearing impairments (as of April 2020). In FY March 2014, the Company was certified as an Ai Support Company/Organization under the Ai Support campaign\*<sup>3</sup>, 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"\*<sup>4</sup> 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.

### Promoting Re-Employment of the Elderly, and Passing on Expertise, Skills, and Know-How\*<sup>1</sup>

Starting in FY March 2014, Mazda has introduced a system to ensure the continued employment of all post-retirement employees who wish to continue working by revising the Company's previous re-employment system. The Company is actively re-employing retired former employees to help them share their expertise, skills, and know-how with younger employees. Efforts are also being made to create a work environment that is fulfilling yet enables balancing work and personal life through measures such as reduced work hours and shorter days.

### Systems to Enable Limited-Term Employees in Manufacturing Operations to Become Fulltime Employees and Mazda Workers' Union Members\*<sup>1</sup>

Mazda is implementing ongoing measures toward the 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 one year or more at Mazda in becoming 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.

Employee Data (as of March 31, 2020)  (see p. 134)

	Number of Employees		Average age* <sup>3</sup>	Average years of employment* <sup>3</sup>
	Production/medical	Administrative/engineering		
Non-consolidated* <sup>1</sup>	Male	10,492	40.7	17.5
	Female	754	37.7	13.9
	Total	23,203	40.4	17.1
Consolidated* <sup>2</sup> Total	50,479	—	—	—

\*1 The "Non-consolidated" numbers exclude the number of employees dispatched to Mazda Motor Corporation from other companies, but include the number of Mazda Motor Corporation employees dispatched to other companies.

\*2 The "Consolidated" numbers exclude the number of Mazda Group employees dispatched to companies outside the Group, but include the number of employees dispatched to Mazda Group companies from outside the Group.

\*3 Exclude the number of employees hired under the Expert Family system.

	(Non-consolidated)		
	FY March 2018	FY March 2019	FY March 2020
Number of female employees hired	170	200	172
Number of female managers (assistant manager and above)	206	226	248
Number of female managers (middle management and above)	42	45	52
Percentage of female managers* <sup>1</sup> (assistant manager and above)	4.9%	5.3%	5.9%
Percentage of female managers* <sup>2</sup> (middle management and above)	2.9%	3.1%	3.6%
Number of male managers (middle management and above)	1,405	1,404	1,389
Number of workers aged 60 and over (Expert Family)	994	958	909
Percentage of employees with special needs* <sup>3</sup>	2.11% (Legal rate: 2.0%)	2.11% (Legal rate: 2.2%)	2.22% (Legal rate: 2.2%)
Number of employees with special needs* <sup>3</sup>	324	337	365
Average age of managers	52.2	52.2	52.8
Employee turnover rate* <sup>4,5</sup>	3.1%	4.0%	4.6%
Number of new graduates hired (University, college and high school graduates)	Male	448	479
	Female	94	112

\*1 Number of female managers (assistant manager and above)/ Number of managers (assistant manager and above)

\*2 Number of female managers (middle management and above)/ Number of managers (middle management and above)

\*3 Average number in each fiscal year

\*4 Exclude the number of employees hired under the Expert Family

\*5 The employee turnover rate increased because the Company actively accepted people from overseas Group companies and suppliers as temporary employees, to provide them with training and opportunities (these temporary employees, after leaving Mazda, returned to their original workplaces). The employee turnover rates excluding those dispatched to Mazda from other companies are as follows: 2.6% in FY March 2018, 3.0% in FY March 2019, and 3.3% in FY March 2020.

Global rate of male/female employees (FY March 2020)  
(Consolidated)

Male	85%
Female	15%

Global rate of female middle managers and above  
(Consolidated)

FY March 2020	8.2%
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Percentage of female new graduates hired  
(from FY March 2020 to FY March 2021) (Non-consolidated)

	FY March 2019	FY March 2020	FY March 2021
Administrative	42%	56%	58%
Engineering	15%	12%	12%
Production	12%	13%	13%

Subject to independent third-party assurance

\*1 Initiatives at Mazda Motor Corporation

\*2 "Mazda Promoting Active Participation of Female Employees" [https://www2.mazda.com/en/csr/csr\\_vision/employee/pdf/diversity.pdf](https://www2.mazda.com/en/csr/csr_vision/employee/pdf/diversity.pdf)

\*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.

## Global Employee Survey

Mazda has conducted employee surveys on a continual basis. These surveys are intended to identify employees' work motivation and the conditions in the environment supporting such motivation, and the results are 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 major contents 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 human resources and organizations that contribute to the realization of its corporate vision, Mazda revised the survey items in FY March 2018. The revised survey was commenced in May 2018.

### Percentage of Positive Responses in Global Employee Survey Results (Consolidated)

	FY March 2019	FY March 2020
I feel inspired/driven to achieve more than what is expected of me.	66%	64%
I understand my role in helping the company be successful.	64%	64%
I propose and implement new or better ways of working that enable me to deliver Mazda's brand philosophy and vision.	45%	46%

## Best Match of People, Work and Rewards

Mazda has put in place a system to ensure that each employee understands their work evaluation results and ability level assessments, and feels that their growth and performance are appropriately reflected in their 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 their base salaries and bonuses. In wage determination, Mazda is not only in compliance with local laws and regulations in each region both in Japan and overseas, but also taking industry standards into consideration.

## Creating a Working Environment that Enables Each Employee's Successful Performance

Mazda strives to create a working environment where each employee can continue to proactively work and succeed. Specifically, the Company promotes the introduction of a system that encourages flexible and diverse work styles, reduction of working (overtime) hours through the effective use of information technology, and development of career plans for employees' continued success. In November 2019 Mazda was named in the "Top Hundred Telework Pioneers" by the Ministry of Internal Affairs and Communications (MIC) in recognition of the Company's sufficient track record in the utilization of the work-from-home system. MIC has been selecting and announcing the enterprises and organizations who are advancing the introduction and utilization of telework as the Top Hundred Telework Pioneers. In FY March 2020, as a measure to further promote diverse work styles, Mazda participated in Telework Days 2019, during which employees working in the metropolitan Tokyo area were encouraged to work from home.

### C Examples of Improvement Measures at Workplaces Based on Survey Results

- Organizing divisional town hall meetings (for explanation of strategies/policies and holding discussions) and meetings with senior management
- Promoting idea sharing and strengthening teamwork by activating small-group activities

### d Average yearly salary (Non-consolidated)

	FY March 2018	FY March 2019	FY March 2020
Total	6,803,000 yen	6,769,000 yen	6,641,000 yen

### e Average salary by gender (Non-consolidated, in April 2020)

	Male	Female
Middle management and above positions	642,443 yen	584,394 yen
General employees	308,560 yen	292,737 yen

## 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.

### Major Education and Training Programs

Name of education and training program	Duration, frequency, etc.	Target	Objective	Content of training	Remarks
Mazda Business Leader Development (MBLD)	Once a year	All Group employees in Japan and overseas	<ul style="list-style-type: none"> <li>To communicate the intention of the top management</li> <li>To cultivate business leaders at all levels who have a company-wide perspective</li> <li>To reform the corporate culture and climate</li> </ul>	Regarding management issues and the future direction of the Company, message from the management team is delivered. The understanding and the future execution of the message through active participation by all employees is promoted	Commenced in 2000. Since FY March 2013, the program has been annually implemented on the theme of "Brand Value Management."
Global Business Leader Program	As needed	Employees selected from Mazda Group companies around the world	To hone skills in areas including leadership, broadness of vision, and the ability to think strategically, and train the next generation of business operators to take the lead in global business	The program features practical activities such as communication with top business leaders and engagement as a team on management issues	Inaugurated in FY March 2016
Human Resource Development at Global Production Sites	As needed	Management and production staff at overseas production sites	To provide basic training by level to employees working at overseas production sites	<ul style="list-style-type: none"> <li>Management training</li> <li>Supervisor education program</li> <li>Training for key players in three fields (production, maintenance and improvement)</li> <li>Technical skills training</li> <li>Karakuri Kaizen training</li> </ul>	—
Overseas Plant Launch Training Program (FY March 2020: Training Program for Launching a Plant in North America)	Three times a year	Assistant managers and foremen at Mazda Toyota Manufacturing, U.S.A, Inc. (MTMUS)	To foster personnel who will become leaders in launching a new plant	To invite prospective leaders to Japan to provide them with vehicle-manufacturing-related education in order to continuously nurture production engineers at the plant in North America.	MTMUS is a new joint venture production company for complete vehicles, established by Mazda Motor Corporation and Toyota Motor Corporation, and the plant is due to begin operations in 2021.
Training by level <sup>*1</sup>	As needed	Administrative and engineering staff <sup>*</sup>	To encourage employees to reconfirm their roles at each level, and consider how they can help improve the organizational strength of the Company	<ul style="list-style-type: none"> <li>Training for new employees</li> <li>Training for third-year employees</li> <li>Training for band 6 employees</li> <li>Training for managers and team leaders</li> <li>Training for general managers</li> </ul> Each training program is designed to promote changes in the employees' ways of thinking, through group discussion among members from different departments.	—
Management skill training <sup>*1</sup>	When newly appointed	Newly appointed senior managers, new band 5 employees (assistant manager level)	To develop trainees' awareness and sense of responsibility as managers and urge them to acquire a companywide perspective, thereby altering their mindset toward their own roles	Mazda Way, CSR, compliance, internal controls, personnel management, human rights, safety and health, etc.	—
Production Leader Training Program <sup>*1</sup>	As needed	Foreman/Assistant Foreman/ Team Leader candidates	To develop trainees' abilities to recognize and resolve problems, management improvement skills, and leadership capabilities and other skills required to work as a leader at each level	<ul style="list-style-type: none"> <li>Super leader training</li> <li>Senior leader training</li> <li>Team leader training</li> <li>Junior leader training</li> </ul>	—
WorldSkills Competition Training Program <sup>*1</sup>	Two years/28 employees	Selected employees in the production field who are under 21 years old	<ul style="list-style-type: none"> <li>Systematic training of young engineers</li> <li>Training participants to compete in the regional, national and international WorldSkills competitions</li> </ul>	Employees are trained in special skills so as to participate in the WorldSkills competition	Results of FY March 2020 Gold and bronze medals in Sheet Metal Technology 1 of each Gold medal and Medallion for Excellence in Car Painting 1 of each Bronze medal in Autobody Repair 1
Advanced Technical Skills Training course <sup>*1,2</sup>	As needed	Selected highly skilled employees	To preserve the advanced technical skills necessary for manufacturing and hand them down from one generation of craftspeople to the next	<ul style="list-style-type: none"> <li>During the two-year program, one expert trains two apprentices</li> <li>After completing the course, the expert is awarded the title of Production Engineering Meister and receive the Meister Badge</li> </ul> Specialized training is conducted with the goal of sending welding technicians to complete in the national championships	Cumulative Results since 1996 Number of employees completing the course 130 Production Engineering Meisters Hiroshima Prefecture award winning skilled workers 62 Contemporary Master Craftspeople Medal with Yellow Ribbon recipients 19 17
Welding Skills Training Program <sup>*1</sup>	As needed	Welding technicians	<ul style="list-style-type: none"> <li>To train technicians to compete in the regional and national competitions</li> <li>To promote the growth of individual technicians, pass on skills within Mazda and raise standards</li> </ul>	Specialized training is conducted with the goal of sending welding technicians to complete in the national championships	Inaugurated in 1982 (Figures below are the cumulative numbers) National competition winners 10 Prize recipients 38

\*1 Initiatives at Mazda Motor Corporation

\*2 Twenty-four courses comprising skills to pass on to new engineers are available in 13 fields: iron and casting, die casting, casting, powder alloys, heat treatment, machining, engine assembly, axle assembly, transmission assembly, press, chassis, painting, and vehicle assembly

## f Education/training results in FY March 2020

(Non-consolidated)

Average days of training per person	9.5 days/year
Average training cost per person	134,500 yen/year
Number of employees that received training	19,800 employees/year

## Human Resources System to Provide Appropriate Jobs and Environments\*<sup>1</sup>

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 resource 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



### Career Meetings\*<sup>1</sup>

At Mazda, opportunities for formal communication are provided for all employees through one-on-one career meetings between supervisors and their staff, held four times a year. The things that employees should do, the specific targets and broad goals expected by supervisors are combined with the employees' personal goals as well as the things they hope to, and can achieve, enabling supervisors and their staff to understand each other and proceed to set common half-yearly targets. In light of these targets, they also reflect on their work accomplishments to clarify the issues to be addressed and set the next targets. Through these activities, employees' successful performance in the next half of the year and their further personal development are encouraged. Furthermore, the feedback on the competency evaluation results are utilized to help employees review their own work attitude and behavior, in order to facilitate their personal development.

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<p><b>Main Themes of Career Meetings</b></p> <p>Discussions to encourage personal development:</p> <p>Confirm vision of future upon accomplishment of goals, determine abilities to refine through work and activities to undertake, monitor rate of improvement</p> <p>Discussions to encourage performance:</p> <p>Determine work-related targets, confirm progress toward meeting targets, share present and future issues</p> <p>Ratio of career meetings held</p> <p>FY March 2020</p> <p>90.8% of all applicable employees</p>
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### Competency Evaluation System\*<sup>1</sup>

Once a year, Mazda carries out a competency evaluation, through which the work attitude and behavior of administrative and engineering staff are evaluated. Based on the seven principles of the Mazda Way, a subjective evaluation is carried out to assess the work attitude and behavior that individual employees are expected to improve (competency evaluation items), from the employees' own perspectives and from the perspectives of their 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 employees 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 employees' personal development and successful performance. The evaluation results are used as a reference for effective company-wide positioning of personnel.

\*<sup>1</sup> Initiatives at Mazda Motor Corporation

## OJT Coach System\*<sup>1</sup>

Mazda has introduced the OJT (on-the-job-training) coach system for all new employees in administrative and engineering positions since FY March 2012. Typically a senior employee who shares a workplace with the new hire is assigned as an OJT coach providing the job related advices to each new hire. The purposes of this system are to train new employees, foster the coach's growth, and energize the workplace.

## Career Challenge (In-House Recruitment / FA) System\*<sup>1</sup>

As part of the Career Challenge System (for employees' career development assistance), an in-house recruitment system has been implemented. Briefing sessions on in-house recruitment are held, attracting many participants who considered applications for the system. 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.

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**In-house recruitment**  
A system where the Company releases details on occupational experience and skill requirements for the specific assignments so that the appropriate employees are able to apply for a particular job

**FA (Free Agent) System**  
A system where employees release their abilities and career history via the FA Declaration in order to challenge the job in a different field of work or department using their accumulated skills and experience

## Mazda Technical College (Two-Year Course)\*<sup>1</sup>

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: 105 (as of April 1, 2020)\*<sup>2</sup>
- Total number of graduates (among present employees): 1,591 (from April 1988 to March 2020)

## Promotion of Work-Life Balance\*<sup>1</sup>

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 work and find a healthy balance between their work and personal lives. To promote understanding of various measures to help employees achieve a better life-work balance (see p.91), 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.

\*1 Initiatives at Mazda Motor Corporation  
\*2 Including 15 students from Group companies

### TOPICS The Novel Coronavirus Infection Prevention Measures for Employees

Mazda places the highest priority on the health and safety of its employees and is making continuous efforts to prevent the spread of the novel coronavirus (COVID-19) by thoroughly reinforcing prevention-conscious behavior.

[Specific Examples]

- Easing conditions for working from home: Considering the necessity for taking measures transcending the framework of the conventional working rules, the Company lifted the upper limit hours for working from home and conditions for eligible employees to make it easier for many more employees to use the work-from-home system.
- Newly introducing special leave: In response to social demand, Mazda newly introduced special leave for employees at high risk for severe illness from COVID-19, including pregnant women and those with underlying medical conditions. Applicable employees are allowed to take hourly leave so that they can autonomously arrange their work schedules according to their job situations.
- Others: Reducing the work attendance rate in the same time period through the effective use of staggered working hours and working from home, securing social distancing at workplaces, reducing the use of public transportation, etc.

### Major Measures to Promote Work-Life Balance and Diversity in the Workplace

(Non-consolidated)

System	Description (as of March 31, 2020)	Started	FY March 2018	FY March 2019	FY March 2020
Maternal care paid leave	This system allows female employees who are pregnant and have difficulty performing their duties due to morning sickness or other feelings of discomfort to take paid leave for the necessary amount of time.	Aug. 2008	36 beneficiaries (825 days)	32 beneficiaries (691 days)	43 beneficiaries (853 days)
Child-rearing paid leave	This system allows employees to take up to five consecutive working days off, following childbirth or for child-rearing.	Aug. 2008*1	2,164 days (481 beneficiaries) Including 35 non-regular employees Male: 1,742 days (394 beneficiaries) Female: 422 days (87 beneficiaries)	2,212 days (481 beneficiaries) Including 34 non-regular employees Male: 1,823 days (402 beneficiaries) Female: 389 days (79 beneficiaries)	2,541 days (550 beneficiaries) Including 17 non-regular employees Male: 2,094 days (459 beneficiaries) Female: 447 days (91 beneficiaries)
Child-rearing leave	This system supports unpaid leave for child-rearing for children up to 3 years old. It is possible to take leave in installments. (Legal requirement: Up to one year old.)	Jan. 1991	269 beneficiaries (including 13 males) Rate of reinstatement after childrearing leave: 98% Rate of retention one year after childrearing leave: 96%	253 beneficiaries (including 13 males) Rate of reinstatement after childrearing leave: 99% Rate of retention one year after childrearing leave: 95%	241 beneficiaries (including 19 males) Rate of reinstatement after childrearing leave: 99% Rate of retention one year after childrearing leave: 95%
Nursing care leave	This system allows employees with eligible family members requiring nursing care to take a leave of absence (maximum length of 1 year.) (Legal requirement: up to total of 93 days per eligible family member.)	Jan. 1992	11 beneficiaries (including 5 males)	14 beneficiaries (including 9 males)	11 beneficiaries (including 7 males)
Special working arrangements for employees involved with child-rearing or nursing	This system allows employees involved with nursing or childrearing (until end of child's sixth year of primary school) to reduce work hours, be excused from overtime and holiday work, etc. (Legal requirement regarding work hour reduction: until the child reaches 3 years old.)	Apr. 1999	Employees with reduced working hours For childrearing: 392 For nursing care: 8	Employees with reduced working hours For childrearing: 445 For nursing care: 18	Employees with reduced working hours For childrearing: 475 For nursing care: 22
Work-from-home system	This system enables employees to perform up to 25% of their work hours at home for the purpose of childrearing or nursing care, or when working at home will raise work efficiency.	Aug. 2008	265 beneficiaries	766 beneficiaries*2	1,012 beneficiaries*2
Special Warm Heart leave system	A paid-leave system covers nursing care for relatives, volunteer work, functions at one's child's school, and infertility treatment *Volunteer work* here refers to the following: •Social welfare (welfare services for children, for elderly people and for people with disabilities, etc.) •Environmental protection (forest preservation, recycling activities, etc.) •Interaction and cooperation with communities (participation in community events, support for activities of children's associations, crime prevention activities, etc.) •International friendship activities (welcoming home stay guests, interpretation service, etc.) •Health and medical volunteering (health care instructions, donor activities, etc.) •Disaster relief •Acquisition of qualifications, skills and knowledge that are useful in volunteer activities •Support for sports activities (sports coaching, organizing sports events, etc.) * Note that activities related to specific political and religious beliefs are not included in volunteer work.	Aug. 2008*1	769 beneficiaries (3,051 days) Male: 448 beneficiaries (1,476 days) Female: 321 beneficiaries (1,575 days) For nursing care for relatives 411 beneficiaries (1,758 days) Including 34 non-regular employees Male: 158 beneficiaries (724 days) Female: 253 beneficiaries (1,034 days)	1,017 beneficiaries (4,391 days)*2 Male: 655 beneficiaries (2,334 days) Female: 362 beneficiaries (2,057 days) For nursing care for relatives 552 beneficiaries (2,238 days) Including 48 non-regular employees Male: 256 beneficiaries (1,270 days) Female: 296 beneficiaries (978 days)	772 beneficiaries (4,177 days) Male: 394 beneficiaries (1,877 days) Female: 378 beneficiaries (2,300 days) For nursing care for relatives 679 beneficiaries (3,102 days) Including 50 non-regular employees Male: 356 beneficiaries (1,660 days) Female: 323 beneficiaries (1,442 days)
Onsite daycare center: Mazda Waku Waku Kids En	This daycare center was established for employees' children who have not yet entered school. A permanently stationed nurse is available to look after children who become ill.	Apr. 2002	Preschoolers: 47	Preschoolers: 47	Preschoolers: 47
Challenging Career leave	In order to increase future career potential, employees can use this system to take leave for up to three years while attending a school or other training facilities.	Oct. 2003	2 beneficiaries	1 beneficiary	1 beneficiary
Leave for employees accompanying a transferred family member	This system allows employees to take a fixed-term leave in order to accompany a spouse who has been transferred, allowing the employee to resume their career at Mazda later on.	Oct. 2003	15 beneficiaries	18 beneficiaries	19 beneficiaries
Re-employment Systems	This system provides an opportunity for former Mazda employees who left the Company due to marriage, child-rearing, nursing care, or other reasons to return to work if they desire.	Aug. 2008	2 registrants	2 registrants	1 registrant
Expert Family System	This system enables interested individuals who meet a certain standard of abilities and experience to be rehired as engineers, advisors to younger engineers (to pass on their knowledge), specialists or in other positions following their retirement at the mandatory retirement age.	Apr. 2006	180 hires	205 hires	227 hires
Super-Flextime Working System (with no set core working hours)	This system was introduced to maximize results by supporting a balance between each employee's private life and working life. Under this flextime working system, the employees can setup days of not showing up to their workplace.	Oct. 2000	Used at 80% of administrative and engineering field workplaces	Used at 80% of administrative and engineering field workplaces	Used at 80% of administrative and engineering field workplaces
Go Home Early Campaign	By streamlining operations, the Company has reduced the long working hours for divisions not directly connected with production. Examples of this initiative include no-overtime days and setting mandatory lights-out times. (Information about the overtime hours is reported back to management of each division, once in three months to implement the PDCA cycle.)	Sep. 2007	Ongoing	Ongoing	Ongoing
Paid Leave for JICA Activities	Employees participating in Japan International Cooperation Agency (JICA) volunteer activities are entitled to take paid leave for these activities.	Apr. 2007	—	—	—
Mazda Flex Benefit System	This is a selective benefit system. Individual employees can seek the type of assistance that most suits them by choosing from a number of preset benefit options within the points they have. Livelihood support, capacity development, childrearing, nursing care, social contributions, hobbies, etc.	Oct. 2001	All employees	All employees	All employees
Benefit program to support employees' environmental protection and social contribution activities	As part of the Mazda Flex Benefit System, employees can apply their points toward compensation for the costs incurred during volunteer activities they perform. This system is also extended to employees who take a leave of absence to participate in JICA activities.	Oct. 2001	14 instances 201,800 yen	12 instances 297,500 yen	10 instances 221,800 yen
Promotion of planned use of paid leave	Labor and management cooperate to streamline and standardize work processes, helping to create an environment in which employees take the initiative in planning for and using their paid vacation days (vacation may be taken in 0.5-day increments).	Ongoing	Rate of vacation day use: 88% Average of vacation days taken: 16.9 days	Rate of vacation day use: 89% Average of vacation days taken: 17.1 days	Rate of vacation day use: 91% Average of vacation days taken: 17.3 days

\*1 Operated under a different system before August 2008.

\*2 The number of beneficiaries increased following the heavy rain in July 2018.

\*3 The number of beneficiaries increased due to the effect of special measures against COVID-19.

## Mazda Mutual Aid Union\*<sup>1</sup>

The Mazda Mutual Aid Union has its foundations in the spirit of mutual assistance for all members\*<sup>2</sup>. Funded by mutual membership fees (from both members and the Company) as well as special contributions from the Company, this organization provides a range of assistance to its members and their families.

### Marriage and Childbirth Support

- Payments of gift money for marriage and childbirth  
¥15,000 is paid upon marriage, and ¥5,000 per child is paid upon childbirth

### Long-Term Care Support

- Long-term care leave payments  
¥30,000/month will be paid to members who take leave under the long-term care leave system (If payment continues for more than three months, ¥100,000/month will be paid for the months after first three months)
- Family long-term care relief payments  
¥50,000/year will be paid to members whose dependent, or child who has not yet reached the first March 31 after his/her eighteenth birthday, is in a state requiring long-term care (as defined by the Ministry of Health, Labour and Welfare) for a continuous period of one year or more

### Education Support

- Payment of subsidies for raising disabled children  
¥50,000/year will be paid in support of child development to members whose child possess a grade 2 disability or higher

### Support During Disasters, etc.

- Payments of money as condolence following a disaster  
Up to ¥160,000 will be paid in condolence if a member or his/her parents' home is adversely affected by a disaster

### Other Support

- Injury/sickness leave payments, long-term medical relief payments, and injury/sickness leave special payments ¥5,000 will be paid each time a member takes leave of one month or more for injury or sickness  
¥30,000/month will be paid for a long-term (three months or more) period of leave (if long-term leave results in the member not receiving his/her bonus the member will receive a special payment of up to ¥100,000)
- Financial aid for advanced medical treatment
- Monetary condolence gifts and farewell gifts, financial support for survivor's pensions funds and scholarship pension funds, etc.

## Industrial Relations

Mazda has a standing labor agreement with the Mazda Workers' Union.\*<sup>3</sup> The Company build 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 overseas  
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 2020.)

\*<sup>1</sup> Initiatives at Mazda Motor Corporation

\*<sup>2</sup> Executives and regular employees, as well as those approved by the governing board

\*<sup>3</sup> Membership is around 90% of Mazda employees.

## Occupational Safety and Health i

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. In FY March 2020, 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.

### 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\*1 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 j

Mazda offers proactive support to its Group companies in Japan and overseas by such means as sharing information on its activities, observing and giving guidance to each workplace, and providing education. Notably, the Company shares Mazda's safety and health management system, machinery, equipment and environmental standards, and improvement examples with overseas production sites while considering the laws and regulations as well as labor practices of the countries and regions. In so doing, Mazda implements safety and health management that is standardized across the Group.

### Safety and Health Management System (SMS) k

Mazda implements voluntary and continuous safety and hygiene management through its Safety and Health Management System. This system reduces the potential risks for work-related accidents and enhances overall levels of safety and hygiene standards.

#### Contents of the Management System Initiative

Mazda performs risk assessments to prevent accidents before they happen. The Company also carries out internal audits for all applicable divisions and departments to investigate and evaluate the management system, as part of the PDCA (plan-do-check-act) cycle. Since 2019, Mazda has established a system to carry out audits focusing on risks that may easily lead to a serious accident, thereby improving auditing performance. In FY March 2020, all the related divisions conducted audits with particular emphasis on forklifts to examine the state of compliance with relevant laws and regulations and the appropriateness of the system. Mazda works to achieve the industry's lowest-level workplace accident occurrence in Japan as one of the objectives that the Company has set in the area of occupational safety and health. The results in FY March 2020 are shown in the right figure (k). The number of lost-time accidents has been on the declining trend, which indicates a steady progress.

#### Risk Assessments

Since FY March 2006, Mazda has conducted risk assessments at all facilities to determine potential dangers and risks in manufacturing, product development, administration, office operations and other processes, in order to determine suitable countermeasures. Through these efforts the Company reviews and identifies risks each year, improving the level of workplace safety. Moreover, Mazda has established a system under which, when chemical substances and/or machinery equipment are newly introduced, the division in charge of procurement identifies the possible risk source in advance and takes appropriate measures and then communicates the information to the division that uses these substances or equipment. Particularly regarding chemical substances, since FY March 2020, the Company has introduced a system to create a database of Safety Data Sheets (SDSs)\*2 for management of these substances so as to implement risk assessment and provide information in a reliable manner.

### i Safety and Health Creed / Three-Year Plan "One Mazda Movement for an Enjoyable Workplace"

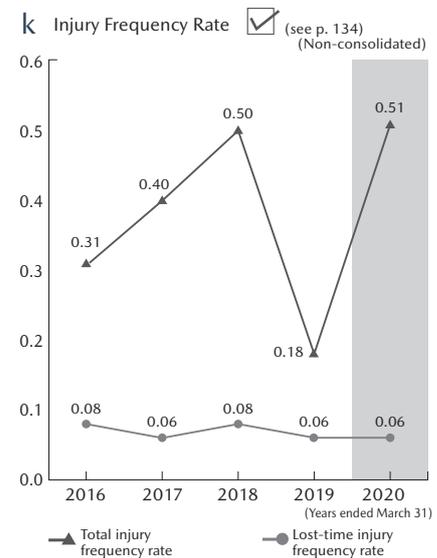
<p><b>Safety and Health Creed</b> For workers, safety and health are essential assets. Our people are our most valuable resource, and we are committed to keeping them safe.</p>
<p><b>One Mazda Movement for an Enjoyable Workplace</b> The Three-Year Plan</p> <p><b>Policy:</b> Realize a proactive and enjoyable workplace* by accomplishing safety and health activities initiated by individuals and divisions.</p> <p><b>Slogan:</b> Safety and health first in One Mazda, 24 hours a day</p> <p><b>Three pillars of activities</b></p> <ol style="list-style-type: none"> <li>1) Development of human resources with heightened sensitivity</li> <li>2) Realization of a safe, secure and comfortable working environment</li> <li>3) Activities on a global basis</li> </ol>

\* 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.

### j Global lost-time injury frequency rate\*

FY March 2020	0.16
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\* Lost-time injury frequency rate: The number of lost-time accidents per million person-hours worked. Scope of data collection: Mazda Motor Corporation, eight Group companies in Japan, and five overseas production sites (Subsidiaries and equity-method Group companies that promote safety and health initiatives are included in the scope of data collection.)



Total injury frequency rate: The number of lost-time and non-lost-time accidents in Mazda Motor Corporation per million person-hours worked.

Lost-time injury frequency rate: The number of lost-time accidents in Mazda Motor Corporation per million person-hours worked.

Subject to independent third-party assurance

\*1 Membership is around 90% of Mazda employees.

\*2 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.

## 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\*<sup>1</sup>, risk simulation training\*<sup>2</sup> 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\*<sup>3</sup>), 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.

## Mental Health Measures\*<sup>4</sup>

In 2003, Mazda declared its commitment to active cooperation between labor and management to promote employees' mental health in the Warm Heart Declaration, and formulated the Mazda Warm Heart Plan. In 2007, labor and management, including managements, respective divisions, Company doctors and occupational health nurses, and the Mazda Worker's Union, cooperated to establish the Mental Health Project and construct a Company-wide support system.

### 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 on-site healthcare consultations and consultations via telephone-, web- and video-conference systems to support their health maintenance.

### 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.

### Vitality Checkups (Stress Check System)

Prior to the legislation requiring companies to implement the stress check system (that came into effect in December 2015), in 2008 Mazda introduced occupational stress diagnoses known as "vitality checkups" for employees to reveal individual and organization-level risks. 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\*<sup>5</sup> which will facilitate workplace improvements to prevent mental health problems. In FY March 2016, Mazda introduced the diagnosis of the organization's comprehensive health degree, aiming to assess the organizational productivity and human productivity based on the results of management and employees' engagement surveys.

## Contents of Education and Training Programs Concerning Occupational Safety and Health (FY March 2020)

Contents	(Non-consolidated)	
	Number of training participants	
Safety and health training prescribed by the Occupational Safety and Health Law	4,665 (including 649 from Group companies and suppliers)	
Training for achieving zero accidents (prediction trainer training, etc.)	415	
Capacity-building training for dangerous or hazardous work engaged persons (forklift operation, etc.)	442	
Training for safety and health managerial and supervisory personnel (for newly appointed personnel)	138	
Practical first aid training (including AED use)	855	

## Number of Participants in Mental Health

Training	(Non-consolidated)		
	FY March 2018	FY March 2019	FY March 2020
Training for newly appointed managers	152	177	186
Training for managers (advanced)	196	39	76
Training for third-year employees (Self-care seminar)	247	217	256
Training by division (at the division's request)	653	945	375

## Organizational Diagnosis in Vitality Checkups (Comprehensive Health Risk and Comprehensive Health Degree of the Organization)

	(Non-consolidated)		
	FY March 2018	FY March 2019	FY March 2020
Comprehensive health risk* <sup>1</sup>	90	90	87
Comprehensive health degree of the organization* <sup>2</sup>	52.8	52.4	52.5

\*<sup>1</sup> An indicator of health effect (risk), based on workload/discretion/support conditions.

The above figures are calculated assuming the national average value (announced by the Ministry of Health, Labour and Welfare) to be 100. (A smaller value indicates a smaller risk.)

\*<sup>2</sup> An indicator of the organization's current health degree, based on the stress response and work engagement. Expressed as a deviation value.

\*<sup>1</sup> 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.

\*<sup>2</sup> The training is intended to improve employees' sensitivity toward risk, through simulations of various potential risks in their workplaces.

\*<sup>3</sup> 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.

\*<sup>4</sup> Initiatives at Mazda Motor Corporation

\*<sup>5</sup> 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. Implemented since FY March 2017.

## 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 various measures to encourage walking. These include:

- Eco-Walk Commuting Program (with allowance payments)
- "10,000-step Challenge" (with the goal of walking 10,000 steps a day), which is held for indirect employees
- Mazda Active Walking, a walking activity using "PepUp," which is a personalized website jointly operated with the Mazda Health Insurance Society

### Physical Management Seminars (Started in 2015)

Mazda holds seminars for employees of 31 years of age (in the year following the comprehensive medical checkups for those reaching the age of 30), aiming at "improving the practical skills to improve their lifestyles" and "preventing metabolic syndrome." Using external facilities, these seminars provide participants with opportunities to listen to lectures (about dietary habits) and to actually experience exercises and relaxation (these seminars are jointly held with the Mazda Health Insurance Society.)

### Encouraging Healthy Eating

Starting in FY March 2010, a new type of healthy meal that is low calorie, low salt, and uses high-fiber ingredients, is being offered as a regular part of the Company lunch menu. It is also applied to dietary instruction of specific health guidance.

## 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 was selected as one of the Excellent Enterprises of Health & Productivity Management for the fourth consecutive year under the Certified Health and Productivity Management Organization Recognition Program, which is jointly run by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

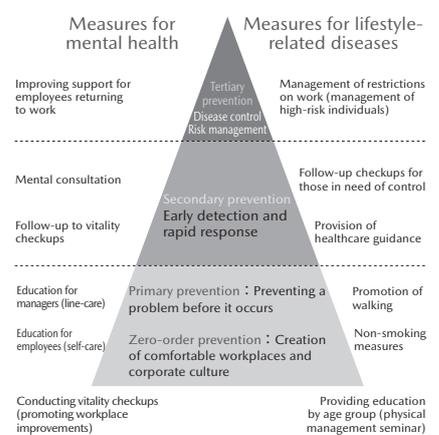
## Health Checkups\*1

In addition to legally prescribed health checkups for all employees, Mazda carries out comprehensive medical checkups\*2 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,\*3 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 and education by Company doctors and health advisors.

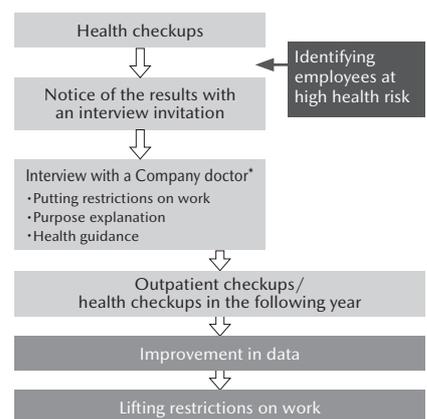
## Data on Measures to Prevent Lifestyle-Related Diseases

		(Non-consolidated)		
		FY March 2018	FY March 2019	FY March 2020
Non-smoking promotion activities	Percentage of employees who smoke	29.2%	29.2%	28.7%
	Number of employees receiving nicotine patches/guidance	9	9	16
Walking activities	Number of participants in the "10,000-steps Challenge"/ Percentage of employees who achieved 10,000 steps per day	9,330 /39.7%	9,477 /41.3%	8,592 /39.2%
	Number of participants in Mazda Active Walking	5,654	5,684	5,920

## Measures for Health Risk



## Healthcare Guidance Data



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

		(Non-consolidated)		
		FY March 2018	FY March 2019	FY March 2020
Personal guidance on the basis of health checkup results (including specific health guidance)		1,258	1,738	2,041

\*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.

## Health Risk Measures\*<sup>1</sup>

The business climate has undergone various changes, including the globalization of workplaces and an increase in the number of people who are continuously employed after retirement. 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

To prevent infectious diseases, Mazda provides vaccinations against hepatitis A, tetanus and other infectious diseases for employees dispatched to other companies overseas and their accompanying spouses. In FY March 2020, the Company launched a system to cover part of the expenses paid by employees for flu vaccinations to prevent mass flu infection at workplaces. Mazda also constantly disseminates relevant information to people in the Company to call for attention to protection against infection. Consequently, Mazda was able to promptly communicate information on the spread of measles and the novel coronavirus in FY March 2020, helping prevent further spreading of infections.

#### ■ Actions against the Spread of Measles

In May 2019, a Mazda employee developed measles symptoms. In response, the Company swiftly reported the case to the authorities concerned. At the same time, Mazda confirmed the infection status within the Company, called for attention among employees and instructed them to observe their health condition. Also, the Company took action to protect pregnant employees by giving consideration to their working conditions and opened an information portal for infection response and prevention to convey correct knowledge of and response to measles, thereby successfully minimizing the spread of the disease among employees. Moreover, in view of this infection, Mazda had all its employees take antibody tests for measles and rubella and receive vaccinations as needed. Through these initiatives, the Company further strengthened its infection prevention measures.

#### ■ Actions against the Spread of the Novel Coronavirus

Capitalizing on the experience in controlling measles, Mazda was quick to create a portal for infection response and prevention in order to communicate correct information to all the employees. To eliminate their anxieties, the Company prepared and distributed a response flowchart in Japanese and English to clearly indicate how employees should respond when they feel that they are in poor physical condition. Also, alcohol disinfectants have been supplied to every workplace to ensure that all employees sanitize their hands. As for measures to avoid the “three Cs” (Closed spaces, Crowded places, and Close contact settings), notices are prepared with specific descriptions of the applicable situations that may arise in the Company and the countermeasures to raise employees’ awareness. In the future, Mazda will continue to protect the health and safety of its employees by constantly striving to reinforce prevention-conscious behavior and actions against the spread of COVID-19.

### 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

# HUMAN RIGHTS

## Basic Approach

Mazda respects for human rights as fundamental to its corporate activities. Mazda never tolerates human rights violations of any kind in all business activities inside and outside the Company, including discrimination or bullying on the basis of race, nationality, faith, gender, social status, family origin, age, mental or physical disability, sexual orientation, or gender identity.

Mazda recognizes that, from the perspective of human rights due diligence<sup>\*1</sup>, a system and mechanism to grasp the activity status and to identify, report, correct and follow-up actual and potential negative impacts are required. The scope of human rights activities has been expanded to include domestic and overseas Group companies as well as suppliers, with the following efforts being conducted.

## Rules / Guidelines

One of the five principles of behavior stipulated in the Mazda Corporate Ethics Code of Conduct is "to comply with laws and regulations, company rules, common sense and sound practice in international society." Mazda has striven to increase employee awareness of its fundamental approach to respect for human rights, by further clarifying Company policies and standards of behavior among employees, in the light of the basic principles of the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Specifically, Mazda established the Guidelines on Eliminating Sexual Harassment (name later changed to Guidelines to Eliminate Human Rights Violations) in 1999 and the Rules to Eliminate Human Rights Violations, which prohibit any activity that may infringe on an employee's human rights in business activities inside and outside the Company, in 2000. These rules and guidelines are revised as needed according to law amendment and circumstances inside and outside the Company. The most recent revisions were made to the Guidelines to Eliminate Human Rights Violations according to revisions in harassment-related laws (effective in June 2020). Mazda working regulations were also revised so that employees are treated fairly in terms of holidays, allowances, and other conditions regardless of legal marriage or marriage without registration (marriage between people of opposite genders or the same gender). These rules and guidelines are posted on the Company's Intranet and are made known to employees through educational and training programs.

## Systems for Promoting Human Rights

The Human Rights Committee, comprising executive officers and division general managers, deliberates on human rights activities, and based on their decisions the Human Resources Division promotes human rights protection activities and resolves issues throughout the Group. Each division manager leads the division's activities as the human rights promotion officer at Mazda Motor Corporation, while the person in charge of human rights leads activities at each Mazda business location as well as at Group companies in Japan and overseas.

At Group companies in Japan, a network has been established to exchange opinions on a regular basis. Serious human rights violations identified through the network are reported to executive officers and other management-level members of Mazda Motor Corporation, providing a framework that enables the implementation of Group-wide solutions.

Moreover, once a year, the Global Employee survey is conducted to check the progress in human rights protection activities in each region around the world and confirm whether there is any problem to be addressed or not. The results of the survey are fed back to each management and improvement measures are taken as needed. As for suppliers, Mazda seeks to establish a supply chain in which suppliers are also required to fulfill their social responsibilities in the area of respect for human rights, based on the Mazda Supplier CSR Guidelines (see p. 118).

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### a Basic Principles

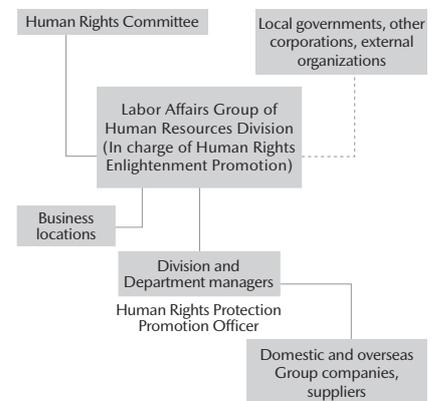
Mazda's respect for human rights is fundamental to its corporate activities, and it never tolerates human rights violations of any kind in all business activities inside and outside the Company. The Company will continue human rights protection activities with the ultimate goal of zero problems.

### Human Rights Declaration (November 2000)

Mazda will strive to become the leading company in Japan for respecting human rights and for the ethical treatment of its employees.

b c

### b Human Rights Promotion System



### c Global Employee Survey (Positive Answer Percentage)

	(Non-consolidated)	
	FY March 2019	FY March 2020
I understand my company's basic philosophy and policy for human rights. (Local item)	85%*	84%*
My company takes appropriate action if there is a violation of human rights. (Local item)	78%*	77%*

\* Percentage of positive responses from indirect employees (The survey was conducted on both direct and indirect employees.)

<sup>\*1</sup> Due diligence is the comprehensive, proactive process to identify the actual and potential negative social, environmental and economic impacts of an organization's decisions and activities over the entire life cycle of a project or organizational activity, with the aim of avoiding or mitigating negative impacts (cited from ISO 26000).

## Activities at Group Companies in Japan and Overseas

In line with its "ONE MAZDA" concept, Mazda is committed to promoting human rights activities in its Group companies. Based on the basic principles stated in the Mazda Human Rights Declaration and with reference to the Rules to Eliminate Human Rights Violations, the Guidelines to Eliminate Human Rights Violations, Mazda Group companies are maintaining a set of rules and guidelines that take into account the conditions in each country where they are applied. Through these efforts, the Company strives to protect human rights at all companies throughout the Group. There is also regular information exchange between human rights officers at Mazda Motor Corporation and each Group company. Depending on the circumstances of the particular company, Mazda Motor Corporation may also take steps such as providing training/education tools or dispatching instructors. Since FY March 2017, Mazda supports Group companies in establishing a system for human rights training, and providing materials of Mazda's Human Rights Meetings to Group companies.

Mazda also responds to human rights consultations from employees of Group companies via the Human Rights Counseling Desk, the Female Employee Counseling Desk, the Mazda Global Hotline (see p. 115).

### Human Rights Counseling by Dedicated Counselors

Mazda has established a Human Rights Counseling Desk and a Female Employee Counseling Desk to appropriately respond human rights consultations from employees, through providing advices and supporting early relief from human rights violations.

Mazda has set out regulations mandating strict confidentiality, guaranteeing immunity from reprisals, and ensuring that no disadvantage will accrue to employees who request consultations. Counseling is offered in various forms, such as face-to-face, by telephone, or by e-mail. Mazda promptly responds to consultations, with the goal of rapidly improving the work environment for the affected employee, while taking necessary measures against the relevant violator based on factual inquiry. The Company also offers the necessary support to ensure respect for human rights throughout the entire workplace, through the above-mentioned counseling desks. For example, these desks offer advice on workplace culture improvement to the employee's supervisor, and provide counseling and advice for the employees and other persons concerned.

### Initiatives to Prevent Human Rights Violations

Mazda carries out various initiatives to eliminate human rights violations. In case a problem involving human rights violations occurs, the Company discloses the case on the intranet as an example of disciplinary action, and conducts educational and awareness raising activities in order to prevent a recurrence. Mazda records the results of handling these cases and manages in accordance with the stipulated procedure, and reports to the Human Rights Committee. These records are used to formulate more effective Companywide policies and to prevent the recurrence of similar problems.

### d Breakdown of Human Rights Consultations (FY March 2020)

	(Non-consolidated)
Harassment	35
Human relationships in the workplace	27
Other	0
Total	62

## Training and Educational Activities

Mazda proactively and regularly provides awareness-raising activities and education on human rights, targeting all executive officers and employees. In March 2008, recognized for these initiatives and other human rights protection activities, Mazda became the first corporation in Japan to be awarded the Human Rights Merit Award by Japan's Ministry of Justice and the National Federation of Consultative Assemblies of Civil Liberties Commissioners.

### Human Rights Training\*<sup>1</sup>

#### ■ Collective training

Mazda holds obligatory human rights training programs for employees when they newly join the Company and they are promoted in rank or position. The Company also holds event-based training such as human rights lectures for executive officers and senior managers. Moreover, the Company also holds training programs by department that are customized to each department in response to its specific needs.

In FY March 2017, Mazda started to organize training programs and lectures to promote understanding of sexual minority (LGBT) issues.

#### ■ Human rights mini-lectures and other information offered via the in-house intranet

Mazda conducts activities to raise human rights awareness by human rights mini-lectures through intranet, and e-learning programs and to ensure that all employees can share recognition regarding power harassment and sexual harassment.

### President's Message During Human Rights Week\*<sup>1</sup>

The Company president delivers to all employees a message on the importance of respect for human rights every year during Human Rights Week, in connection with Human Rights Day on December 10.

### Human Rights Meetings\*<sup>1</sup>

Mazda holds regular meetings (four times a year for plant workers, twice a year for office workers) at each workplace themed on familiar topics, allowing employees to develop awareness for human rights on a daily basis.

### Other Human Rights Education Activities\*<sup>1</sup>

Mazda distributes Human Rights Card upon hiring, and holding of Human Rights Slogan Competition, etc.

## Collaborating with External Organizations and Contributing to Local Communities

Mazda actively collaborates with local governments, companies and other external organizations to implement human rights protection activities for local communities.

Other efforts towards promoting respect for human rights include social contributions on a global basis, such as participating in human rights events in regional communities, exchanging opinions with human rights organizations, adopting measures against poverty, and supporting a HIV/AIDS care facility.\*<sup>2</sup>

e

### e Themes of Human Rights Mini-Lectures (Examples)

- Materials on communication
  - Assertion
  - Metacognition and mindfulness
  - Emotion, etc.
- Human rights education materials
  - Discriminated communities issues (Dowa issues)
  - Gender diversity, etc.
- e-learning materials
  - Gender diversity (LGBT)
  - Power harassment
  - Sexual harassment
  - Harassment regarding child-rearing, nursing care leave, etc.
  - Various issues and challenges (regarding women, people with special needs, nationality/race, the elderly, HIV-infected persons, etc.)

\*1 Initiatives at Mazda Motor Corporation

\*2 <https://www.mazda.com/en/csr/social/>

# SOCIAL CONTRIBUTIONS

Mazda is fulfilling its responsibilities as a good corporate citizen through ongoing involvement in socially beneficial activities tailored to the needs of local communities.

Social contribution activities (in Japan and overseas) are introduced under “Social Contribution Initiatives” on the official website. (<https://www.mazda.com/en/csr/social/>)

## CONTENTS

### 101 Social Contributions

#### CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Corporate citizenship activities	<ul style="list-style-type: none"> <li>① Implement programs based on Mazda's basic policy on initiatives and each region's local community contribution policy.</li> <li>② Continue to implement the PDCA cycle (to make efforts to resolve social issues) based on the program effect evaluation index (the Mazda Social Contribution Prize.)</li> </ul>	<ul style="list-style-type: none"> <li>① Implemented activities in accordance with the basic policy (Plans for Future Activities and Three Pillars)                             <ul style="list-style-type: none"> <li>•Continued or newly launched around 590 programs</li> </ul> </li> <li>② Continued to implement the PDCA (plan-do-check-act) cycle.</li> </ul>	○	<ul style="list-style-type: none"> <li>① Implement programs based on Mazda's basic policy on initiatives and each region's local community contribution policy. Especially, proactively address new social issues that will threaten the living infrastructure.</li> <li>② Continue to implement the PDCA cycle (to make efforts to resolve social issues) based on the program effect evaluation index (the Mazda Social Contribution Prize.)</li> </ul>	6.8 Community involvement and development
Disclosure of results regarding community involvement and development	Continue active disclosure of social contribution activities.	Continued information disclosure on the results of social contribution activities through the Social Contribution Report, the Sustainability Report, social media, etc.	○	Continue active disclosure of social contribution activities.	6.8 Community involvement and development

# SOCIAL CONTRIBUTIONS

## Basic Policy on Initiatives

### Basic Principles

As a company engaged in global business, Mazda is fulfilling its responsibilities as a good corporate citizen through ongoing involvement in socially beneficial activities tailored to the needs of local communities, in order to ensure that its business activities contribute to the building of a sustainable society.

### Plans for Future Activities

- Proactive, ongoing responses to social needs through the core business activities of the Mazda Group in Japan and overseas
- In collaboration with local communities, contribute to the development of a sustainable society through activities tailored to the needs of communities
- Emphasize and provide support for self-motivated volunteer activities by employees, and incorporate diverse values to foster a flexible and vibrant corporate climate
- Proactively disclose the details of activities and engage in a dialogue with society

### Three Pillars

Mazda promotes activities that are strongly rooted in local communities. Its social contribution activities are underpinned by the three pillars of environmental and safety performance, human resources development, and community contributions (see pp. 103-104).

## Promotion Framework

In May 2010, Mazda established the Social Contribution Committee. The role of this committee, which meets regularly (twice a year), is to discuss issues facing the entire Mazda Group and share information, in line with the social contribution policy and the CSR targets (see pp. 22, 30, 36, 41, 51, 84, 100, 106) decided by the CSR Management Strategy Committee (see p. 24).

The details of the actual activities are considered by a Working Group comprised of related divisions. Through the activities of the committee undertaken since 2010, Mazda continues to enhance information collection and utilization from a global and Group standpoint. Individual activities are carried out based on the budget plan in each region or department.\*1

### FY March 2020 Major Results:

- Set the CSR targets and the Mazda Green Plan 2020 (social contribution) (see pp. 54-55) and took actions.
- Carried out over 590 activities\*2 in Japan and overseas\*3 (cost of social contribution activities: around 2.58 billion yen in FY March 2020).
- Established the Mazda Social Contribution Prize, selected based on evaluation indexes for social contribution programs, and continued implementing the PDCA (plan-do-check-act) cycle process (see p. 102).

## Evaluation Indexes for Social Contribution Programs

In FY March 2015, Mazda established the evaluation indexes for social contribution programs.

These indexes are used to evaluate and promote programs which resolve social issues and improve corporate values, and created the PDCA (plan-do-check-act) process.

They are designed to evaluate these social contribution programs from three perspectives: effect on society; effect on the Company; and Mazda uniqueness. (To be more specific, the indexes comprise eight categories such as “the number of beneficiaries,” “the number of participating employees,” “conformity with the Three Pillars in Basic Policy on Social Contribution Initiatives,” etc.)

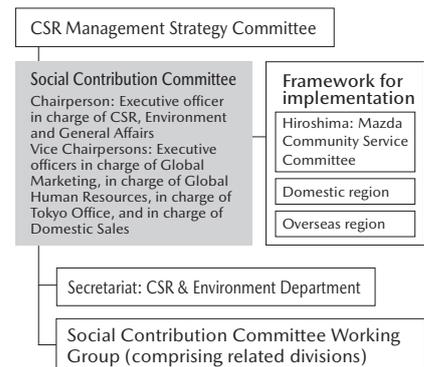
a

### a Three Pillars in Basic Policy on Social Contribution Initiatives



b

### b Promotion Framework



\*1 In Japan, the United States, Australia, New Zealand, and South Africa, the Mazda Foundation in each country separately undertakes various activities.

\*2 Social contribution activities: Monetary donation, goods donation, facility sharing, employee participation and dispatch, voluntary programs, and support for disaster-stricken areas.

\*3 “Social Contribution Initiatives” on the official website <https://www.mazda.com/en/csr/social/>

## Establishment of the Mazda Social Contribution Prize

In January 2015, Mazda established the Mazda Social Contribution Prize as a commendation system to recognize outstanding social contribution activities. The objective of the prize is to raise in/external recognition of the outstanding social contribution activities and support for increasing excellent social contribution activities.

Based on the evaluation indexes for social contribution programs, members of the Social Contribution Committee Working Group, the Mazda Workers' Union and the Federation of All Mazda Workers' Unions collaborate to evaluate candidate activities. The Social Contribution Committee then selects prizewinning activities, each of which will be presented with a certificate of recognition in the name of the Company President on the anniversary of Mazda's foundation in January every year.

### ■ 6th Mazda Social Contribution Prize

The FY March 2020 prize winning activities were selected from the social contribution activities introduced in the Mazda Social Contribution Activities Report\*<sup>1</sup> (which covered the period from April 2018 through March 2019).

## Volunteering by Employees

Mazda offers support to help employees become actively involved in volunteer activities.

- Providing volunteer opportunities (Mazda Specialist Bank, Mazda Volunteer Center, etc.)
- Subsidizing part of the cost of activities (Mazda Flex Benefits (see p. 91), etc.)
- Enabling employees to take leave for activities (volunteer leave such as the Special Warm Heart leave system [see p. 91], etc.)
- Providing volunteer training opportunities

## Support for Disaster-Affected Areas

The Mazda Group provides various supports for the early recovery and restoration of areas affected by natural disasters. Mazda Head Office coordinates with its production/business sites in the affected area to provide appropriate support in case of natural disasters such as an earthquake and abnormal weather.

Recent support cases: Great East Japan Earthquake/Northern Kyushu heavy rain in July 2017/heavy rain in July 2018/Typhoon Jebi (No. 21) in 2018/Hokkaido Eastern Iburi Earthquake in 2018/Typhoon Hagibis (No. 19) in 2019/heavy rain in July 2020 (see pp. 5, 104) (Japan), hurricanes (United States), Mexico Earthquake (Mexico), flooding in Southern Thailand (Thailand), etc.

## Support through Mazda Foundations

Mazda and its Group companies have established Mazda Foundations in five countries, to promote support activities tailored to each region.

Country	Name	Support activities/objectives	Year of establishment	Amount of grants (donations) in FY March 2020
Japan	Mazda Foundation <a href="http://mzaidan.mazda.co.jp">http://mzaidan.mazda.co.jp</a> (Japanese only)	Support activities to promote science and technology and the sound development of youth.	1984	Around ¥51,800,000
U.S.	Mazda Foundation U.S.A. (MFUS) <a href="https://www.mazdafoundation.org/">https://www.mazdafoundation.org/</a>	Provide funds to various initiatives for education, environmental conservation, social welfare, cross-cultural understanding, etc.	1990	Around US\$420,000
Australia	Mazda Foundation Australia (MFA) <a href="http://mazdafoundation.org.au/">http://mazdafoundation.org.au/</a>	Provide funds to various initiatives, including education, environmental conservation, technology promotion, and welfare.	1990	Around A\$913,000
New Zealand	Mazda Foundation New Zealand (MFNZ) <a href="https://mazdafoundation.org.nz/">https://mazdafoundation.org.nz/</a>	Provide funds to various initiatives, including education, environmental conservation, and culture.	2005	Around NZ\$254,000
South Africa	Mazda South Africa <a href="https://www.mazda.co.za/mazda-foundation/foundation/">https://www.mazda.co.za/mazda-foundation/foundation/</a>	Provide funds to various initiatives, including education, career development, technological development, and environmental conservation.	2017	Around R7,555,000

## C 6th Mazda Social Contribution Prize

	Activity name
Grand Prize	Programming class for kids (Mazda Motor Corporation)
Special Prize	Mazda Specialist Bank (Mazda Motor Corporation)
Special Prize	Supporting children for future prosperity (Changan Mazda Automobile Co., Ltd.)
Special Prize for Encouragement	"Mazda Do Good" Program (Mazda Sales (Thailand) Co., Ltd.)
Special Prize for Encouragement	Promoting seatbelt awareness (Mazda Motor Corporation)

\*1 [https://www.mazda.com/globalassets/en/assets/csr/social/library/download/2020\\_s\\_all.pdf](https://www.mazda.com/globalassets/en/assets/csr/social/library/download/2020_s_all.pdf)

## Initiatives Based on the Three Pillars

Mazda promotes activities that are strongly rooted in local communities. Its social contribution activities are underpinned by the three pillars of environmental and safety performance, human resources development, and community contributions.

### Environmental and Safety Performance

Mazda's business activities have a relationship with and impact social issues, such as global warming, energy and resource shortages, and traffic accidents. To resolve these issues, the Company attaches importance to the environmental and safety perspectives, not only in conducting its main business, but also when making social contributions.

- Hosting environmental awareness-raising programs at various events, dispatching lecturers to environmental education programs, and carrying out volunteer activities for biodiversity conservation and various other environmental protection initiatives
- Offering lectures on traffic accident issues at various events, and holding safer-driving seminars

#### [Environment]

##### Japan / Raising Environmental Awareness among Children

Environmental events and onsite lectures are held to raise environmental awareness among elementary and junior high school students as well as their parents and guardians. In cooperation with the Mazda Specialist Bank, Mazda dispatched lecturers to the Environmental Learning in Collaboration with Companies, hosted by Hiroshima City, and other events held through industry-academia-government collaboration. These lecturers talked about Mazda's initiatives, in view of the future global environment, on such themes as "Environmentally Friendly Vehicle Manufacturing."



##### South Africa / Environmental Awareness-Raising Activities

Mazda Southern Africa (Pty) Ltd. (MSA), along with Mazda South Africa, participated in a recycling project. Under the project, materials of old advertising billboards are donated to local manufacturers, where these waste materials are upcycled into high-quality and unique school bags and pencil cases. This recycling project helps both environmental impact mitigation and job creation. These school bags are presented to school children, which means that the project contributes to human resources development as well.



#### [Safety]

##### Japan / Raising Traffic Safety Awareness

During the Road Safety Week, local dealerships have participated in the cleaning and inspection of convex traffic mirrors, to contribute to traffic safety. These dealerships work in collaboration with local police stations, to which the results of these activities are reported.



##### Japan / Raising Traffic Safety Awareness (Standing in Front of Dealerships to Call for Traffic Safety)

In each local community, dealerships implement activities to raise the awareness of traffic safety. For example, dealership employees stand in front of dealerships before business hours to call for improvements in traffic safety and driving manners, and they participate in traffic safety parades and events.



## Human Resources Development

Mazda emphasizes the perspective of human resources development, based on the idea that fostering people who will be future leaders in the foundation of society and in business is important.

- Holding seminars and lectures by employees with specialized knowledge and skilled techniques such as manufacturing.
- Accepting students for internship programs, supporting to learn about vehicles using facilities in the Company, etc.

### [Human Resources Development]

#### Japan/ Promoting Children's Education

The Mazda Museum at the Mazda Head Office (Hiroshima) has welcomed approximately 1.75 million visitors from around the world since its opening in 1994. The Museum offers exhibitions of Mazda's history, technology, etc. and provides tours of Mazda's assembly line and learning opportunities about the vehicle manufacturing process. Many elementary and junior high school students enjoy visiting the Museum during social studies field trips and school excursions.

Guide to the Mazda Museum  
<https://www.mazda.com/en/about/museum/>



#### China/ Supporting Development of the Learning Environment

Mazda Motor (China) Co., Ltd. (MCO) provided support to a public benefit program, "Project Volunteer Online 2.0," by donating 58 personal computers that had been used by MCO. This program has set up and run on-line classrooms in rural primary schools (teaching sites) in China, offering a wide variety of lessons on English, computers, art, music, psychology, natural science, Chinese chess (xiangqi), composition, Chinese classics, etc. The personal computers donated by MCO are utilized to support children's learning.



## Community Contributions

Mazda promotes community contribution activities to cope with specific issues of each local community, in the countries/regions where the Company conducts its business operations.

- Making monetary/vehicle donations to charities and participating in various charitable activities
- Promoting sports and culture

### [Community Contributions]

#### Japan/ Donation of Vehicles

Mazda contributes to community revitalization, making effective use of the Hiroshima Municipal Baseball Stadium (Mazda Zoom-Zoom Stadium Hiroshima), for which Mazda acquired the naming rights. For each one million stadium visitors, the Company donates one Mazda vehicle to a social welfare organization. The cumulative number of visitors reached 19 million in May 2019 and then 20 million in August of the same year. Accordingly, two vehicles were donated to two different organizations in Hiroshima City. As of FY March 2020, Mazda had donated a cumulative total of 20 vehicles.



#### Colombia/ Support for Children Who Are Unable to Live Together with Their Parents or Caregivers

Mazda has participated in the "Santa Project" designed for children residing in child welfare institutions. This project is organized jointly by Mazda and other companies and organizations.

Beginning in 2003 in Japan, the Santa Project has expanded overseas and now it is held in Colombia (by Mazda de Colombia S.A.S.).

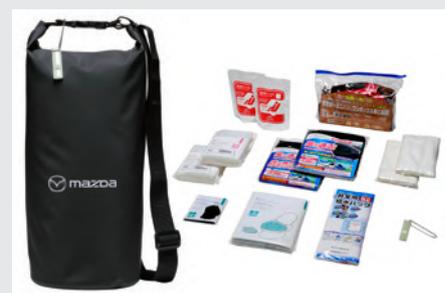
\*Santa Project: Mazda vehicle owners and Mazda employees are dressed in Santa Claus and reindeer costumes. These volunteers drive around with children sitting in the passenger seat, giving them a special experience.



## TOPICS Support for Recovery Work in the Areas stricken by the heavy rain in July 2020

Mazda strives to provide assistance to disaster-hit areas and victims in making recovery efforts in accordance with requests from local governments and social welfare councils. To support recovery work in the areas stricken by the heavy rain in July 2020, the Company offered relief supplies, including gloves, surgical masks and sandbags, as well as a Mazda original kit of emergency items\* that are useful for evacuees in spending the night in a car in the event of a disaster. Furthermore, three vehicles, including a pickup truck, the Mazda Scrum Truck, were provided free of charge. As for monetary donations, Mazda donated 1 million yen and 2 million yen, respectively, through the Japan Red Cross and the Central Community Chest of Japan. The Company will continue to provide needed support after confirming the circumstances of the disaster-stricken regions.

\* For details, refer to the following URL (Japanese only):  
<https://newsroom.mazda.com/ja/publicity/release/2020/202007/200706b.html>



Mazda original kit for spending the night in a car

### Social Contributions Capitalizing on the Strength of a Vehicle Manufacturer

Mazda promotes various initiatives to help resolve social issues, taking advantage of technologies and skills that the Company has cultivated thus far. While valuing dialogues and co-creation with its stakeholders, Mazda aims to achieve sustainable development of society.

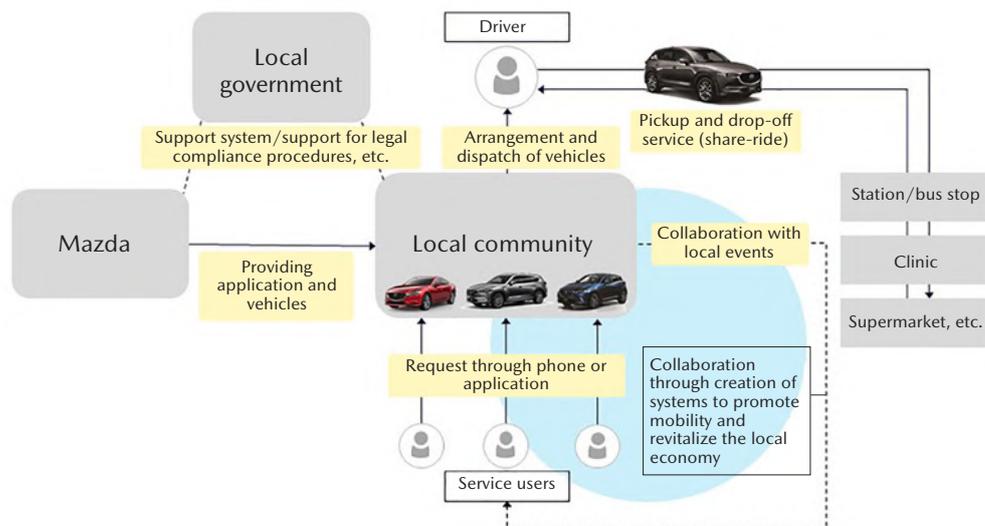
#### Testing a Shared Mobility Service Leveraging Connectivity Technologies

Mazda will leverage the car and connectivity technologies to help create a community where local residents help one another, assisted by drivers from inside and outside the community, and promote real-life discoveries, experiences and growth through human interactions. Surely that is the way to create a more human world that allows people to really experience the joy of life.

Recent years have witnessed the dilapidation of public transportation systems in depopulated areas in hilly and mountainous regions of Japan, and this has made it harder for the elderly and disabled to get around. To help resolve such social issues, in December 2018 in Miyoshi City, Hiroshima Prefecture, Mazda started testing a shared mobility service utilizing its connectivity technologies, in cooperation with local residents and prefectural and city authorities. The Company is in charge of developing a transportation service management system and application software for users. Mazda is in the process of coming up with ideas to improve the convenience of the service through dialogues with the local community while having residents of the testing sites—the Kawanishi district and Sakugi-cho of Miyoshi City—continue using the service. The Company works to devise various measures to ensure seamlessly connected mobility of people and goods inside and outside the community by linking the shared mobility service with regional information on local exchange events, shipping/collection of agricultural products, etc. Through such measures, Mazda strives to realize a sustainable service used by many more people, thereby leading to community invigoration in the future.

Through this testing, Mazda aims to build a social contribution model that will support regional revitalization and enrich lives in the region by offering safe, secure and unrestricted mobility to people everywhere.

#### Outline of Shared Mobility Service Testing



#### Implementing Internship Programs

As an effort for human resource training through industry-academia-government collaboration, Mazda provides internships for technical college and university students. Since FY March 2016, Mazda has improved the organizational relationship with the schools to provide a program with different levels that cover students from lower grades up to the doctorate level. This is provided as a place of self-training with a focus on the foundation of innovative human resources, that is, high ambition and practical skills. Students can nurture their own ambition and dreams through the corporate ambition and philosophy, and improve their practical skills through co-creative work and practical training. 190 interns were accepted in FY March 2020.



# MANAGEMENT

Mazda has established management systems to fulfill its social responsibility throughout the Mazda Group and the entire supply chain.

## CONTENTS

107 Management  
(Corporate Governance/Internal Control/Risk Management/Compliance)

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## CSR Targets for FY March 2021

(Self-assessment key ○ : Accomplished, △ : Nearly accomplished, × : Not accomplished)

Items	FY March 2020 targets	FY March 2020 results	Self-assessment	FY March 2021 targets	ISO 26000 core subjects
Corporate governance	Continuously improve and strengthen corporate governance measures, in light of the purport and spirit of the Corporate Governance Code.*1	<ul style="list-style-type: none"> <li>Mazda transitioned to a Company with an Audit &amp; Supervisory Committee to enable faster business decision-making, further enhance discussion of management strategies and strengthen supervisory functions of Board of Directors' meetings (in June 2019).</li> <li>As a result of the above transition, decision-making speed was improved by delegating the Board of Directors' authority to representative directors within an appropriate scope, and the business strategy and other matters were thoroughly discussed by securing ample time.</li> <li>The effectiveness of the Board of Directors was evaluated, and the results showed that Mazda had achieved the objectives of its transition to a Company with an Audit &amp; Supervisory Committee.</li> </ul>	○	Continuously improve and strengthen corporate governance measures, in light of the purport and spirit of the Corporate Governance Code*, and make constant improvements based on the evaluation results.	6.2 Organizational governance
Risk management	Identify various internal and external risks and continue activities to minimize such risks. ① Improve the level of development of the risk management systems of Mazda and its Group companies, and have these systems checked and evaluated by the Risk Compliance Committee. ② Strengthen the ability to make an appropriate initial response in the event of emergencies, such as earthquakes. ③ Update data for the supply chain risk management system. ④ Based on the experience in the heavy rain in July 2018, inspect possible supply chain risks from landslides and flooding.	<ul style="list-style-type: none"> <li>Further visualized the risks at Mazda and its Group companies, and strengthened risk management activities there, based on the mid-term action plan (for FY March 2018-2020) that was formulated at the Risk Compliance Committee meeting in FY March 2017.</li> <li>Based on the results of measures to cope with risks identified by each division, established common priority issues to be addressed by the Mazda Group and took countermeasures.</li> <li>Improved the content of education programs for department managers of Mazda and its Group company officers, and implemented these programs, with the scope of participants expanded in some cases.</li> <li>Since FY March 2020 was the last year of the medium-term action plan, discussions were held to confirm the target achievement level and formulate the next medium-term action plan.</li> <li>Conducted firefighting and evacuation drills to practice what to do to protect human life should an earthquake fire occur, and held training on how to report employees' safety in the event of an earthquake, using a safety confirmation system.</li> <li>Continued to operate the SCR keeper, a supply chain risk management system, which was kept up-to-date by conducting periodic data maintenance as planned.</li> <li>On the hazard maps, made inspections as planned for possible risks from landslides and flooding that may affect the operation sites in Hiroshima, Yamaguchi and Okayama, and confirmed that there were no high-risk parts.*2</li> </ul>	○	Identify various internal and external risks and continue activities to minimize such risks. ① Improve the level of development of the risk management systems of Mazda and its Group companies, and have these systems checked and evaluated by the Risk Compliance Committee. ② Conduct training of headquarters functions (at the district group level) and communication training using communications devices. ③ Update data for the supply chain risk management system. ④ Inspect the substitutability of product materials and parts toward building a more resilient supply chain.	6.2 Organizational governance
Information management	① Ensure information management through continuous awareness-raising activities.*3 ② Promote and strengthen information security measures.*3	<ul style="list-style-type: none"> <li>Continued to implement the e-learning programs entitled "Basic Rules for Handling Personal Information" and "IT Security to Be Protected by All of Us".</li> <li>Continued to provide education on management of confidential information and personal information for new recruits, mid-career hires, etc.*3</li> <li>Added and modified documents regarding standard operating procedures as measures to upgrade work processes in order to meet the cyber-security-related international standards to be established by the United Nations World Forum for Harmonization of Vehicle Regulations (WP29).</li> </ul>	○	① Ensure information management through continuous awareness-raising activities.*3 ② Promote and strengthen information security measures.*3	6.6 Fair operating practices
Protection of intellectual property	Promote activities to protect and make effective use of intellectual properties. ① For protection of Mazda's intellectual properties: Promote rights acquisition activities on a global basis. <ul style="list-style-type: none"> <li>Maintain the number of patent applications at the same level as the previous year in Japan.</li> <li>File 30% or more of the patent applications made in Japan also overseas. The primary targets for the rights acquisition activities are the United States, Germany and China, which are Mazda's major overseas sales markets.</li> </ul> ② For the protection of the intellectual properties of other parties: <ul style="list-style-type: none"> <li>Continue to strengthen awareness-raising activities aimed at protecting the intellectual properties of Mazda and other parties.</li> <li>Promote the appropriate use of works belonging to other parties, in conducting communication activities.</li> </ul>	<ul style="list-style-type: none"> <li>For the protection of Mazda's intellectual properties:               <ul style="list-style-type: none"> <li>In Japan: Completed around 800 patent applications.</li> <li>Overseas: Filed around 35% of the patent applications made in Japan also overseas. Completed around 900 patent applications, aiming at promoting rights acquisition activities in the United States, Germany, China and other countries.</li> </ul> </li> <li>For the protection of the intellectual properties of other parties:               <ul style="list-style-type: none"> <li>Held patent training as scheduled, with 73 participants in the basic patent seminars, 16 participants in the seminar on effective use of patent information, and 90 participants in the intellectual property risk seminar. Also, as a new initiative, held intellectual property seminars (on patents and agreements) for production technology divisions, with 1,378 participants.</li> <li>Promotion of the appropriate use of trademarks: Added 673 new images to the Mazda-Shared-Image-Collection.</li> </ul> </li> </ul>	○	Promote activities to protect and make effective use of intellectual properties. ① For protection of Mazda's intellectual properties: Promote rights acquisition activities on a global basis. <ul style="list-style-type: none"> <li>Maintain the number of patent applications at the same scale as the previous year in Japan.</li> <li>File 30% or more of the patent applications made in Japan also overseas. The primary targets for the rights acquisition activities are the United States, Germany and China, which are Mazda's major overseas sales markets.</li> </ul> ② For the protection of the intellectual properties of other parties: <ul style="list-style-type: none"> <li>Continue to strengthen awareness-raising activities aimed at protecting the intellectual properties of Mazda and other parties.</li> <li>Promote the appropriate use of works belonging to other parties, in conducting communication activities.</li> </ul>	6.6 Fair operating practices
Compliance	① Ensure compliance and improve the level of compliance awareness through continuous awareness-raising activities, etc.*3 ② Continue and strengthen support for Group companies through the provision of timely information, etc.	<ul style="list-style-type: none"> <li>Ensured the implementation of the awareness-raising activities.*3</li> <li>Continued to provide compliance education for new recruits, mid-career hires, etc.</li> <li>Held a compliance seminar for senior executives and general managers.</li> <li>Support for Group companies               <ul style="list-style-type: none"> <li>Implemented a regular education program for officers of Group companies in Japan, to provide information on recent legal trends.</li> <li>Continued to hold regular meetings among departments concerned, in order to share information on the administration of domestic and overseas affiliates and to secure consistency across the Group.</li> <li>Provided Group companies with posters, e-learning programs and other tools to publicize the Mazda Global Hotline, thereby making it better known to everyone at these companies.</li> </ul> </li> </ul>	○	① Ensure compliance and improve the level of compliance awareness through continuous awareness-raising activities, etc.*3 ② Continue and strengthen support for Group companies through the provision of timely information, etc.	6.6 Fair operating practices
Fair transactions	① Continue to conduct a questionnaire survey about promotion of fair business practices and reform of working practices, and implement follow-up activities based on the survey results. Also, promote awareness of the Supplier CSR Guidelines among Tier 2 and lower suppliers, through Tier 1 suppliers.	Conducted a questionnaire survey to understand the statuses of suppliers' initiatives to promote fair business practices, and held follow-up interviews with suppliers who were deemed to be in need of improvement, judging from the survey results. On the occasion of a Supplier Communication Meeting that brought together Tier 1 suppliers, they were requested again to apply the Supplier CSR Guidelines to Tier 2 suppliers in order to promote compliance with the Guidelines throughout the entire supply chain.	○	① Continue to conduct a questionnaire survey about promotion of fair business practices, and implement follow-up activities based on the survey results. ② Announce the Mazda Supplier CSR Guidelines to all suppliers of MTMUS, the production site in the United States.	6.6 Fair operating practices

\*1 Corporate governance guidelines for listed companies announced by the Tokyo Stock Exchange in June 2015.

\*2 Parts that are not available from other operation sites since they are made from special materials or made by special processes.

\*3 Initiatives at Mazda Motor Corporation (FY March 2020 results, and FY March 2021 targets).

# MANAGEMENT

Mazda is working to enhance corporate governance and strengthen internal control in order to improve the transparency of management and expedite decision-making.

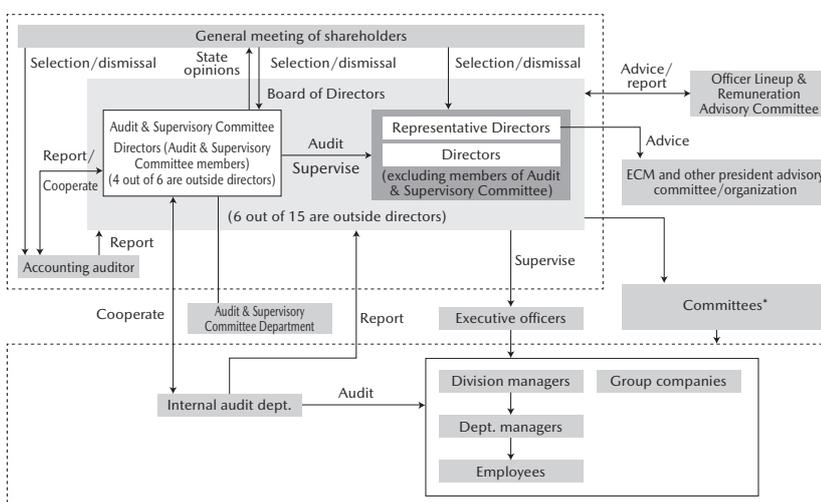
## Corporate Governance

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Mazda respects the purport of the Corporate Governance Code formulated by the Tokyo Stock Exchange and, while working to build a good relationship with its stakeholders, including shareholders, customers, suppliers, the local community and its employees, the Company strives to sustain growth and enhance its corporate value over the medium and long term through transparent, fair, prompt and decisive decision-making and to continue to enhance its corporate governance.

The Company's surrounding business environment is undergoing rapid changes. In order to enable faster business decision-making, further enhance discussion of management strategies and strengthen supervisory functions of Board of Directors' meetings, Mazda has adopted a Company with an Audit & Supervisory Committees structure.

### a Corporate Governance Framework



b For detailed information, please see the following.

- Corporate Governance Report  
<https://www.mazda.com/en/investors/library/governance/>
- Annual Report 2020  
<https://www.mazda.com/en/investors/library/annual/>  
 •Officers' areas of responsibility, profiles, etc. (pp. 28-29)  
 •Officers' compensation (p. 24)
- Company Outline  
<https://www.mazda.com/en/about/profile/executive/>  
 •Officers' areas of responsibility
- Securities Report (Japanese only)  
[https://www.mazda.com/globalassets/ja/assets/investors/library/s-report/files/f\\_repo200625.pdf](https://www.mazda.com/globalassets/ja/assets/investors/library/s-report/files/f_repo200625.pdf)  
 •Corporate governance, etc. (pp. 31-47)

## Corporate Governance Framework

C

### Board of Directors

The Company's Board of Directors deliberates and makes decisions on items related to the execution of important business, such as management strategy and basic management policies, and supervises the execution of individual directors' duties. In addition, in order to facilitate quick and flexible decision-making, based on the Articles of Incorporation, a substantial part of decision-making regarding the execution of important business will be delegated to management, and executive directors including and below the president to whom authority has been delegated based on the Company's rules of administrative authority will make decisions regarding these matters. The board is made up of 15 directors, six of whom are highly independent outside directors.

### Audit & Supervisory Committee

The Company's Audit & Supervisory Committee audits the board of directors' decision-making process and business execution through the execution of voting rights at board of directors' meetings and the execution of its right to state opinions on the personnel changes and remuneration of directors (excluding directors who are Audit & Supervisory Committee Members) at the general meeting of shareholders. The Audit & Supervisory Committee is made up of six members, four of whom are highly independent outside directors.

### Accounting Auditor

Accounting audits are conducted by KPMG AZSA LLC.

### C Numbers of Directors in Board of Directors and Audits & Supervisory Committee

Directors*	Number	9 (Inside Directors:7, Outside Directors: 2), including 1 female director
Directors who are members of the Audit & Supervisory Committee	Number	6 (Inside Directors:2, Outside Directors: 4), including 1 female director
Total number of Directors	Number	15 (Inside Directors:9, Outside Directors: 6), including 2 female directors
	Ratio of Outside Directors	40%
	Ratio of Female Directors	13.3%

\* Excluding directors who are members of the Audit & Supervisory Committee.

### Executive Officer System

Mazda has also introduced an executive officer system. By separating execution and management, the effectiveness of the oversight of the board of directors is enhanced, and decision-making is speeded up through expanded debate by the board of directors and by delegating authority to executive officers. In this way, the Company is working to further managerial efficiency.

### Officer Lineup & Remuneration Advisory Committee

The Company established the Officer Lineup & Remuneration Advisory Committee, made up of three representative directors and six outside directors and chaired by a representative director, as an advisory body to the board of directors. The committee reports to the board of directors the results of its deliberation on matters such as officer lineup and policies regarding the selection and training of directors, as well as remuneration payment policies and the remuneration system and process based on those policies, which contribute to the Company's sustainable growth and raising of corporate value in the medium and long term. The procedures for the nomination, appointment and dismissal of officers and for determining their remuneration are disclosed in the Corporate Governance Report.

### Executive Committee Meetings, etc.

In addition to the general meeting of shareholders and meetings of the Board of Directors, the Audit & Supervisory Board and other bodies designated by law, Mazda holds executive committee meetings to report information necessary for debate on important companywide policies and initiatives and business management as well as advisory bodies, to contribute to decisions by the president.

### Support System for Outside Directors

Mazda provides explanations of matters to be brought before the board of directors as necessary so that outside directors can freely state their opinions at board meetings and so that outside directors can easily participate in decision-making. The Company also arranges for outside officers to interview executive officers and provides opportunities for them to inspect facilities and participate in events both inside and outside the Company.

Audit & Supervisory Committee Members (full-time) offer observations based on information they have acquired or opinions they have formed through their attendance at important internal meetings or through their audit activities. The departments concerned work together to provide information based on the opinions of the outside directors and to support them.

## Analysis and Evaluation of the Effectiveness of the Board of Directors

Mazda analyzes and evaluates the effectiveness of the Board of Directors in order to steadily advance measures for the further enhancement of the board's efficiency. In this initiative, based on a survey prepared by the board's secretariat, all of the directors evaluate the board's effectiveness. After the results are compiled by the secretariat, an analysis of the current situation is shared at a board meeting, and the ideal to be pursued and improvements are discussed.

In FY March 2020, the survey primarily covered the constitution of the Board of Directors, debate on the business strategy, debate on compliance and internal control, the provision of information (the amount of information, materials, explanations, and support for outside directors) and involvement in the debate. Additionally, after the transition to a Company with an Audit & Supervisory Committee, results were inspected regarding the objectives of the transition, namely improved management decision-making speed, enhanced deliberation among the Board of Directors, and the strengthened supervisory function of the Board of Directors. Consequently, it was found that members of the Board of Directors were properly involved in determining the Company's business strategy and share an understanding of its content, that outside directors and corporate auditors expressed their opinions from an independent perspective after gaining an understanding of the Company's situation by receiving explanations of resolutions in advance and other forms of support, and that the oversight function of the execution of operations was ensured.

Additionally, it was confirmed that the business strategy and other matters were thoroughly discussed by securing ample time and that decision-making speed had been improved by delegating the Board of Directors' authorities to representative directors within an appropriate scope based on the Company's Articles of Incorporation. However, it was confirmed that initiatives are necessary to further improve and strengthen areas such as the monitoring of the business strategy and other important matters, as well as thorough discussion of risks and profitability. The Company will analyze and evaluate the board's effectiveness annually and continue to make improvements in order to enhance corporate value over the medium and long term.

## Cooperation among Parties Responsible for Auditing d

Audit & Supervisory Board members (full time) (full-time auditors, before June 26, 2019), the auditing company, and the Mazda's auditing department hold three kinds of meetings on a regular basis to deepen their mutual understanding and improve the quality of auditing by exchanging information and opinions on audit plans and results.

## Governance for Group Companies

In the Mazda Group, each Group company has established a corporate governance framework with the aim of enhancing cooperation between Mazda and the Group companies.

### Japan

Group companies in Japan set the corporate auditors who audit directors' execution of their duties. Through the Group Audit & Supervisory Board Members' Meetings attended by the Audit & Supervisory Board members (full time) of the Group's large companies and the appointment of each Group company's part-time corporate auditors from among Mazda middle managers, Mazda aims not only to reinforce each Group company's governance framework but also to strengthen ties between Mazda and its Group companies.

### Overseas

Many overseas Group companies hold meetings of the Audit Committee.\*<sup>1</sup> Members participating in these meetings are executives and internal auditing-related departments of each overseas Group company, Mazda's executives and internal auditing-related department, and the department in charge of each Group company. They enhance each Group company's internal control by discussing and exchanging opinions on activities related to internal control. Mazda further provides appropriate guidance and support to other overseas Group companies, to improve their internal control-related initiatives.

## Internal Auditing e

Internal audits are conducted in Mazda and its Group companies in Japan and overseas, for the purpose of ensuring sound and efficient management.

The Mazda's internal auditing department is staffed with those qualified as Certified Internal Auditor (CIA), Certified Information System Auditor (CISA), etc. Members of the department are continuously encouraged to improve their auditing skills, acquire specialized qualifications, and participate in outside training programs and internal workshops.

In May 2019, the Global Internal Audit Summit was held, bringing together the parties responsible for auditing at Mazda Group's major operation bases. At the Summit, which was in its 10th round, participants shared their auditing policies and plans as well as related risks and issues. They also presented best practices at each base and discussed the promotion of the "global audit alliance," in which an auditor of an overseas Group company conducts auditing of another operation base, working together with Mazda's internal auditing-related department. In this manner, efforts are under way to improve the quality of auditing of the entire Mazda Group and foster its greater efficiency.

In FY March 2020, Mazda's auditing department started to evaluate the function of auditing departments of Group companies and support their activities with the aim of strengthening auditing departments of respective Group companies.

## System Auditing

The Mazda's auditing department and the internal auditing departments of overseas Group companies conduct audits on overall IT control concerning financial reports and IT security for individual operations and systems, with the aim of reducing IT-related risks.

### d Status of cooperation

- Meeting between Audit & Supervisory Board members (full time) and the auditing company
- Meeting between Audit & Supervisory Board members (full time) and the Mazda's auditing department
- Three-party meeting among Audit & Supervisory Board members (full time), the auditing company, and the Mazda's auditing department

### e Internal auditing in Group companies

- Major Group companies (North America, Europe, China, Thailand, Australia, etc.): The internal auditing department of each company conducts audits and reports the results to Mazda. To ensure high auditing quality, Mazda's auditing department conducts audits, advises on annual audit plans and audit results, and provides information related to auditing, and various other supports.
- Other Group companies in Japan and overseas, and Mazda: Mazda's auditing department conducts audits.

\*1 Committees are set and operated independently for each overseas group company for the purpose of gathering information and exchanging opinions on internal control.

## Internal controls

Mazda has established the Mazda Corporate Ethics Code of Conduct (see p. 115), which states action guidelines for employees, the Finance Control Guideline for global financial control, and other guidelines. Based on these guidelines, each department develops rules, procedures, manuals, etc. to promote establishment of internal control.

For Group companies, cooperative systems have been established, in accordance with the affiliates' administration rules established by Mazda. The responsible department at Mazda supports training and system improvement for each Group company.

### Internal Control Self-Diagnosis

In 1998 Mazda initiated a system of self-diagnosis of internal controls for the purpose of disseminating awareness concerning internal controls. Currently, self-diagnosis is carried out at almost all Mazda Group companies in Japan and overseas. This system enables the supervisors in charge of actually developing and operating the processes and mechanisms, not third parties such as internal auditing departments or auditing companies, to evaluate internal controls using the checklist. Through this system, Mazda's departments and Mazda Group companies find inadequacies in internal controls and take actions to improve them.

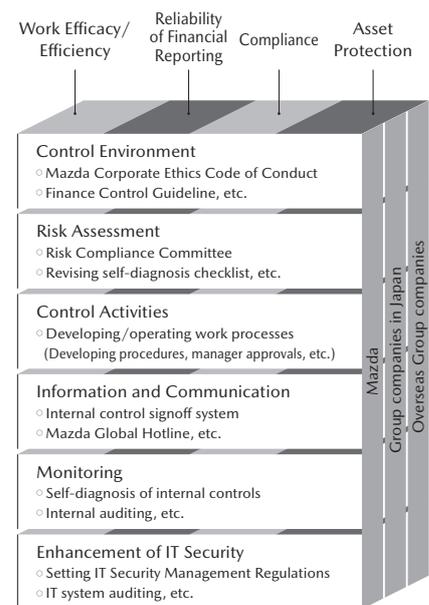
Mazda's internal auditing department reviews the procedure for self-diagnosis and provides advices for necessary improvements while ensuring that any newly found risks would be reflected in the checklist, so as to always ensure proper and effective diagnosis.

### Implementation of Internal Controls Signoff System

From FY March 2007 Mazda has introduced the signoff system, in which top management of each department and each Group company of Mazda ensures internal controls by "signing off" after confirming the status and issues of its organization's internal controls through auditing and self-diagnosis.

The Mazda Internal Controls Report is prepared based on the contents of these signoffs. From FY March 2010, for the purpose of early discovery of inadequacies at each department or Group company, a new system of quarterly reporting has been implemented whereby inadequacies found are reported to the Mazda's auditing department on a quarterly basis. For each inadequacy reported, the deadline and responsible person for improvement are specified to facilitate speedy improvement.

## f Mazda Internal Controls



## Risk Management

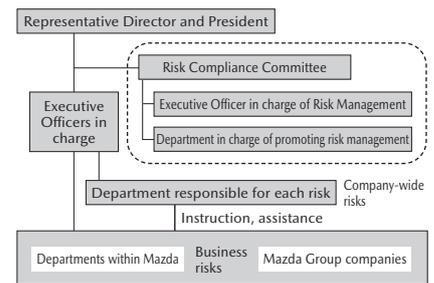
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Mazda makes continuous efforts to identify and reduce various internal and external risks in accordance with the Basic Policy on Risk Management, Risk Management Regulations, and other related internal regulations, so as to ensure continuous and stable progress of business activities. Among the risks identified, considering the level of importance, individual business risks are managed by the department in charge of that business area while company-wide risks are handled by departments that carry out business on a company-wide basis. These departments manage the risks appropriately, following the PDCA cycle.

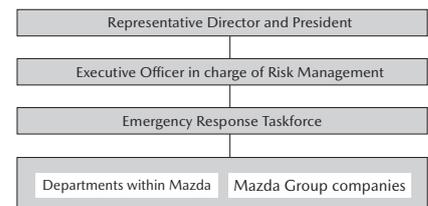
In the event of an emergency, such as a natural disaster or situation that creates serious managerial consequences, Mazda takes appropriate measures in reference to its internal regulations, including establishing an emergency response taskforce when necessary. In line with the medium-term action plan established in FY March 2017, the Risk Compliance Committee has worked to further clarify the risks in the Company and its Group companies and to strengthen risk management. The committee has also ascertained the progress of these activities on a half-yearly basis. Its initiatives are periodically reported to the Board of Directors. In FY March 2020, as in the previous year, the committee selected the common key issues to be addressed across the Mazda Group, from among the risks identified by each division, based on the confirmed results of the said risk management. Then, the committee continuously took measures to deal with these key issues. Moreover, the committee enhanced education programs for division general managers as well as managers of Group companies. Since FY March 2020 was the last year of the medium-term action plan established in FY March 2017, discussions were held to confirm the target achievement level and to formulate the next medium-term action plan.

Mazda is presently upgrading and expanding its business continuity plan (BCP) to avoid suspension of business that would extensively impact society.

### g Risk Management Structure in Normal Times



### h Emergency Risk Management Structure



For incidents that fall outside the scope of existing risk management organizations and require a coordinated interdepartmental response, the executive officer in charge of risk management will consult with the president, establish an emergency response taskforce, and appoint a general manager for this taskforce.

#### ■ Annual Report 2020

<https://www.mazda.com/en/investors/library/annual/>

•Business risk (pp. 41-43)

#### Basic Policies of Risk Management

##### Concept

With the advance of IT and globalization and the growing awareness of environmental issues and compliance with the law, the environment surrounding the company's activities is rapidly changing, and it can be expected to change even further in the future. In order to realize this "Corporate Vision," it is necessary to specifically address these changes in the environment and minimize the potential risks that threaten to interfere with the continuous, safe furtherance of our business activities. The company must also create a system that will allow a rapid recovery when abnormal or emergency circumstances occur and gain the strong trust from our customers, shareholders and the community. The entire Mazda Group shall address risk management and work toward becoming a company that can truly be trusted.

##### Goals

In the following ways, Mazda shall strive for Enhancement of Corporate Value and Harmony with the Community thereby realizing the company's "Corporate Vision."

1. Ensure the health and safety of all those who make up the Mazda Group as well as local citizens
2. Maintain and increase the trust from the community
3. Make appropriate use of the tangible and intangible corporate assets of the Mazda Group
4. Secure interests of the stakeholders, earn their trust and meet their expectations
5. Support the functions of the organization and seek a rapid restoration of business activities at the time of abnormal circumstances or emergencies

##### Action Plan

All corporate officers and all employees shall have responsibility for carrying out risk management based on the awareness that risk exists in every facet of business activities. Risk management shall be addressed from all angles at every stage of operations.

##### Methods

Risk management activities shall be divided into two types:

1. Continuous efforts to prevent and mitigate potential risks existing in everyday duties and the promotion of the proactive use of these activities (risk management)
2. Minimization of damage resulting from crisis and rapid recovery (crisis management)

##### Scope of Application

1. Shall include the control of all types of business risk.
2. Shall apply to the entire Mazda Group including subsidiaries and related companies.

## Response to Accidents and Other Emergencies

Mazda has been systematically working to enhance both the “hardware” and “software” aspects of emergency readiness, in preparation for major earthquakes such as the expected Nankai Trough Earthquake and tsunamis associated with them. Examples of such “hardware” and “software” measures include quake-proofing buildings and facilities, and raising embankments, as well as maintaining emergency-contact networks and organizing self-disaster-defense teams. Meanwhile, disaster drills are held annually both jointly with fire authorities and solely by Mazda’s self-disaster-defense teams, based on lessons learned from the Great East Japan Earthquake and other earthquakes that occurred in various parts of Japan. Mazda also introduced a system to confirm employees’ safety in the event of a large-scale disaster.

In FY March 2020, the Company made disaster drills more practical by adding the unexpected contents that had not been included in the original drill plans. Mazda also further strengthened its collaboration system with local communities for disaster control through the dispatching of fire engines in the case of fire in the surrounding region and the implementation of joint disaster drills with fire authorities.

## Information Security

Personal information and other important information are appropriately managed and protected based on the established information management policies and internal regulations, so as to ensure information security. The Information Security Committee\*<sup>1</sup> recognizes cyber security risks across the entire supply chain and continuously takes measures under the initiative of the person in charge of information security.

To raise employees’ awareness about information security, Mazda requires its employees to execute training on the management of confidential information, protection of personal information, and IT security. When newly joining the Company, management of confidential information and personal information protection are covered in the introduction programs, while e-learning is used for IT security training. Other continuous education efforts are also available, including an Intranet site dedicated to information and knowledge on information security. For companies in the Mazda Group, Mazda provides guidelines and educational tools regarding information security, realizing a group-wide effort to ensure information security.

### IT Security Management Rules

The IT security policy based on several global standards for information security\*<sup>2</sup> has been established as IT security management rules, under which the mechanisms for security control and monitoring that should be incorporated into IT systems are determined. Whether such mechanisms are properly installed and operated is confirmed on both a regular and random basis.

i Number of participants in drills\* at Mazda Head Office

	FY March 2018	FY March 2019	FY March 2020
Participants	19,289	18,900	12,500

\* Drill for disaster response, firefighting and first aid (using AED) in preparation for an earthquake, tidal wave, etc.

\*<sup>1</sup> An organization that manages company-wide information security on a global basis. The committee regularly holds company-wide information security meetings as the decision-making body regarding information security issues on a company-wide level.

\*<sup>2</sup> These standards include the ISO 27000 series, the NIST SP800 series, and the NIST Cyber Security Framework.

## Protection of Personal Information

Mazda rigorously protects personal information in line with its own Personal Information Protection Policy.

Handling rules are set out in order to ensure appropriate management of personal information, regular examination of management records for retained personal data is taken, and management statuses are checked once a year. In cases in which the handling of personal information is entrusted to outside parties, such contractors are carefully selected based on a checklist which determined the necessary items including security management. The Mazda Call Center responds to customers who wish to inquire about the Company's handling of personal information and those who request disclosure regarding privacy issues.

In FY March 2020, Mazda started to review the rules and mechanisms to enable more proper management of personal information, in view of the establishment and revision of laws and regulations concerning personal information in each country.

### Personal Information Protection Policy

The Company endeavors to adequately protect the personal information of its customers, business partners, employees and other parties in accordance with laws and regulations on the protection of personal information and the basic guidelines described below.

1. Mazda shall establish Regulations for the Protection of Personal Information, to be adhered to by all parties that handle personal information.
2. Mazda shall put in place a presiding supervisor for the management of personal information, and provide corresponding educational activities for its employees (directors, employees, part-time workers, temporary agency workers, etc.) and other related persons.
3. Mazda shall acquire personal information through appropriate means. When collecting personal information, Mazda shall either inform that person of the purposes of use and its contact address, or announce such information by a well-recognized method or methods (such as through a website).
4. At Mazda, personal information shall only be utilized by those who have been authorized to manage such data, to the extent disclosed to the parties concerned or publicly announced, and within the scope necessary.
5. Mazda shall take all necessary measures required by law, including obtaining consent from the relevant party, for the provision of such personal information to a third party.
6. If Mazda assigns a third party to any business relating to personal information, the Company shall make an appropriate selection of the assignee for such business, and take all necessary measures required by law, such as conducting necessary and adequate supervision.
7. If Mazda receives any claim for disclosure, correction, suspension, or elimination of all or any part of the personal information retained by the Company, Mazda shall react appropriately in accordance with laws after the Company confirms that said claim was made by the relevant party.
8. Mazda shall ensure reasonable security measures, and continuously improve such measures to prevent illegal access, loss, destruction, falsification, and/or leakage of personal information.

## Basic Policy on Intellectual Property

Mazda's overall vision for intellectual property is to use intellectual property as a management resource in support of its business management and enterprise activities, based on respect for its own and others' intellectual property. Based on this vision, Mazda has established an Intellectual Property Committee to discuss and decide key items regarding intellectual property. The committee is comprised of division general managers from related divisions and chaired by an executive officer responsible for intellectual property issues. Also, the invention incentive system increases motivation for inventions among employees working at the forefront of research and development. For its Group companies in Japan and overseas, Mazda supports them in developing/ implementing policies and establishing systems for handling intellectual property, with the aim of enhancing the intellectual property management functions of the entire Mazda Group.

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Invention and device awards

Once a year on Mazda's foundation day, certificates of commendation, commemorative medals, prize money, etc. are presented to the selected recipients through the manager of their department. No limit is set for the amount of prize money, so that inventors are fully rewarded for their contribution.

## Protection of Intellectual Property and Intellectual Property Risk Management

Mazda's dedicated Intellectual Property Department leads Company activities regarding intellectual properties so as not to infringe upon the intellectual property rights of other companies, and conducts strategic activities aimed at fiercely protecting, accumulating, and making optimal use of the intellectual properties generated through these in-house activities.

1. Globally obtains rights concerning intellectual properties created by its business activities, including new technologies, markings, model names and vehicle designs, and protects Mazda technologies, designs and the Mazda brand.
2. Takes steps to exhaustively uncover as well as prevent and solve any problems regarding intellectual properties that may obstruct business activities in each domain, such as infringement of other parties' patent rights; trademark rights, design rights and copyrights; and violations of the Unfair Competition Prevention Act.

In May 2020, Mazda Motor Corporation joined the IP Open Access Declaration Against Covid-19 to cooperate in preventing the spread of the novel coronavirus in terms of intellectual property activities. The declaration states that for a fixed period of time, all participating companies and research institutions will not exercise any intellectual property rights, such as patent rights, utility model rights, design rights and/or copyrights, for acts aimed at ending the spread of Covid-19. This is in order to allow for prompt development, manufacturing and provision of therapeutic drugs, vaccines, medical equipment, infection control products, etc. that can prevent the spread of the novel coronavirus pandemic.

### Awareness-Raising Activities

The Mazda Corporate Ethics Code of Conduct (see p. 115) stipulates "Protect confidential information. Never infringe on any intellectual property rights, whether belonging to Mazda or another party," so as to clearly convey a relevant code of conduct to all employees and guide their behavior. The Intellectual Property Department is responsible for the overall management of intellectual property, and also regularly conducts awareness-raising activities to instill respect for intellectual property law. Based on periodic review of risks according to changes in the external environment, the Department offers awareness-raising programs tailored to the management level and position of each employee and executive in Mazda and each Mazda Group company at home and overseas. For example, in accordance with increasing opportunities to co-create new technologies and new services with others outside the Company, Mazda has recently provided intellectual education with particular focus on the risks involved in joint development, thereby promoting information sharing and awareness raising to prevent intellectual property-related problems.

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### k Examples of awareness-raising activities

- Preparing manuals for creating and publishing materials
- Developing Mazda-Shared Image-Collection, which collects communication materials that involve no risks of intellectual property infringements

### Brand Protection (Measures against Imitation Products)

To protect customers, Mazda implements activities to eliminate the risk posed to customers by the purchase of imitation products. These activities are aimed at supporting and improving the strength of the Mazda brand and its trustworthiness, as a brand that continues to be relied on by customers.

[Details of Activities]

1. Mazda develops and implements its own measures against the sale of imitation products.
2. Mazda actively participates in programs organized by the private and public sectors against imitations.
3. Mazda appoints permanent staff from among the members most knowledgeable in intellectual property issues to liaise with countries and regions that are major sources of imitation products. Working with government and other agencies tasked with exposing imitation products, these staff members work to devise measures to stem the flow of such products.

## Compliance

At Mazda the concept of compliance applies not only to laws and regulations, but also includes adherence to other rules such as internal guidelines and societal norms and expectations. Business operations are conducted in accordance with the Mazda Corporate Ethics Code of Conduct to ensure fair and honest practice. To promote highly transparent and fair transactions with all partner companies, Mazda established the Guidelines on Entertainment and Gifts, which lays out the policy for prohibiting bribery, as part of its efforts to prevent corruption. These guidelines are revised as needed to cope with changes in the social environment, social needs, etc.

Overseas as well, Mazda not only complies with international regulations and the laws of each country and region, but also respects local history, culture, and customs. The Global Employee Engagement Survey, which includes a questionnaire concerning compliance, is conducted to check the employees' degree of understanding of compliance.

### Outline of the Mazda Corporate Ethics Code of Conduct

#### Five principles of "faithful" behavior

1. To comply with laws and regulations, company rules, common sense and sound practice in international society.
2. To be fair and even-handed.
3. To fulfill the company's social responsibilities.
4. To fulfill your own duties truthfully.
5. To be honest.

#### Guidelines

1. Comply with laws and regulations and the company rules. In a situation where such rules are not clearly defined, make a judgment considering their spirit.
2. Treat employees, customers and clients fairly and justly. Do not obtain from or give anybody an unjust benefit and/or favor taking advantage of your business position.
3. Make distinctions between public and private affairs, and never pocket or abuse the company assets.
4. Keep confidential information. Never infringe on any intellectual property rights, whether it belongs to Mazda or another party.
5. Seek to develop, manufacture and sell products taking human safety and the environment into consideration.
6. Act with a view to seeking sound profit.
7. Respect human rights and human dignity.
8. State the truth honestly and timely in reporting internally and/or to the public.

## Mazda Global Hotline

The Company has established the Mazda Global Hotline, as an in-house system to receive reports regarding non-compliance and other issues. With its contact points set up both inside the Company and outside (attorney's office), the hotline enables Mazda Group employees to choose a contact point to submit their reports to either under their real names or anonymously. The content of these reports is carefully handled, and the whistleblowers' confidentiality is completely protected. In so doing, Mazda takes sufficient follow-up measures to ensure that those who make reports to the hotline or who cooperate in an investigation will not be subject to unfavorable treatment.

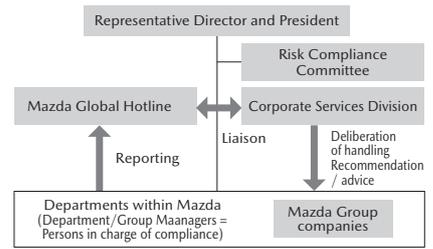
The Company has distributed the Compliance Card with the contact information to all employees at Mazda Motor Corporation, on the occasion of compliance education. As part of its efforts to make the hotline better known to everyone, Mazda puts up posters and implements e-learning programs.

In FY March 2020, the Company provided its Group companies with these posters, e-learning programs and other tools to publicize the hotline at these Group companies.

The Mazda Global Hotline is also introduced to suppliers so that they can report the questions arose from any transaction.

The hotline received a total of 70 reports, including consultation, in FY March 2020. The major contents of the reports were about harassment and other labor-related problems, work process deviation, and suspected violations of the Mazda working regulations. Of all the reports received, 48 were regarding Mazda, 21 were regarding Group companies, and one was regarding an unknown company.

## Compliance Promotion System



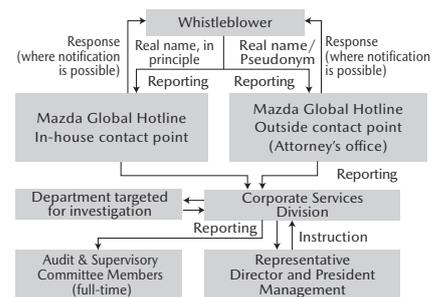
## Global Employee Engagement Survey Percentage of positive responses (Consolidated)

	FY March 2019	FY March 2020
Legal and company policy compliance is strictly observed in this company.	77%	76%

## Overview of Compliance Activities

- 1997 Ethics Committee established under the direct supervision of the president
- 1998 Mazda Corporate Ethics Code of Conduct established. Guidelines on Entertainment and Gifts established
- 1999 Ethics Advisory Office established
- 2002 Compliance Seminar held for executives and middle managers (once a year in principle)
- 2005 A mandatory e-learning course held for all indirect employees Ethics Questionnaire conducted targeting executives and employees  
A wallet-size "Compliance Card" is distributed to every employees in the Mazda Group.
- 2007 The Mazda Global Hotline established
- 2008 Distribution of "Learning from Other Companies" and "Compliance Communications" started on the Company Intranet  
The Ethics Committee reorganized to Risk Compliance Committee
- 2013 Compliance Card revised and disseminated through the Mazda Global Hotline
- 2017 Distribution of "Let's Learn Together about Compliance!" started on the Company Intranet

## M Mazda Global Hotline



## N Various Contact Points



## Compliance Education

Mazda believes that mere adherence to laws and regulations is not enough; it is important to have each and every employee understand the essence of such laws and regulations and to practice integrity.

Various compliance education activities are organized in line with the changes in the social environment and social needs. The content of voluntary learning opportunities using e-learning is also being enhanced.

Continued initiatives targeting executives and middle managers of Mazda as well as Group company executives are also taking place to reemphasize the importance of compliance through compliance seminars taught by internal and external lecturers, and timely provision of information. In FY March 2020, Mazda provided education themed on the compliance issues to be addressed with priority.

## Enhancing Global Tax Compliance

The Mazda Group handles tax affairs with integrity, in keeping with the Mazda Corporate Ethics Code of Conduct and other relevant rules and regulations. It is an important duty as a good corporate citizen to pay taxes in an appropriate and timely manner, in accordance with followings: international rules, each country's laws and regulations, and the Company's Finance Control Guidelines. With this in mind, Mazda contributes to social development in each country, by voluntarily fulfilling its tax obligations.

The Mazda Group supports the Base Erosion and Profit Shifting (BEPS) initiatives, which are promoted by the OECD and the G20 countries. The Group will not engage in tax-evasion behaviors through the abuse of tax havens, but will sincerely cooperate in implementing information disclosure in response to requests from the tax authorities of each country, to ensure tax transparency. Particularly in its global business operations, Mazda is well aware of the importance of transfer pricing taxation as a means of determining proper profit-sharing among Group companies in the respective countries. By promoting active dialogue with tax authorities through effective use of Advance Pricing Arrangement, the Mazda Group is committed to transparent and fair transfer pricing. The Group will continue to establish trusted relationships with the tax authorities in each country and enhance tax compliance from a global standpoint, while taking into account changes in the social environment and needs regarding tax affairs.

### Compliance Education Themes (Example)

- |   |  |
|---|--|
| • Agreement   | • Copyright  |
| • Insider Stock Trading   | • Personal Information   |
| • Act on Subcontracting   | • Security Control   |
| • Act against Unjustifiable Premiums and Misleading Representations | • Ordinances on Exclusion of Violence Group  |
| • Anti-Monopoly Act   | • Unfair Competition Prevention Act (including bribery of national civil servants) |
| • Security Export Control   | • Outsourcing Agreement  |
| • Non-Disclosure Agreement  | And others   |

## Supporting Enhancement of Compliance at Dealerships in Japan

To support transparent management throughout all Mazda Group companies, Mazda systematically promotes the strengthening of compliance among its dealers in Japan based on the principle as compliance being the base for building the brand.

### Specific initiatives:

- The CSR site has been opened on the intranet used by all dealerships in Japan in order to promote understanding of compliance and internal controls among dealership employees. The site provides the “Standard Operating Procedures,” which define the basic business operations to be performed by dealerships, as well as education tools, such as “One-point Lessons on Compliance” concerning near-at-hand case studies, “Learning from Other Companies,” which records the true causes of accident cases and recurrence prevention measures, and specialized e-learning programs.
- Questions encompassing risks concerning standard operating procedures and laws particular to dealerships in Japan as well as internal control were added to the Self Diagnosis Checklist on Internal Controls, which is deployed throughout the Mazda Group. It supports the promotion of dealership management in compliance with related laws and improvement of work efficiency. The Self-Diagnosis Checklist reflects examples of dealerships’ activities. It is intended to promptly share best practices and risks with related parties and to promote more practical self-diagnosis.
- At training sessions with dealerships in Japan, trainees’ awareness is raised to fully implement measures to find inadequacies in compliance and internal controls and prevent recurrence of similar problems. They also share examples of these inadequacies with related parties and carry out relevant investigations.
- For immediate reporting of problems regarding compliance, internal controls, human rights and other CSR-related issues, an in-house consultation contact point has been set up at each dealership in Japan, and effective use of the Mazda Global Hotline reporting system has been brought back to attention.

# IMPLEMENTING CSR IN THE SUPPLY CHAIN

## Working with Mazda's Suppliers

Mazda carries out a wide variety of activities in order to achieve mutual growth and prosperity with suppliers and dealerships, both in Japan and overseas.

In line with its basic purchasing policy, Mazda is making efforts to build open business relationships and ensure fair and even-handed dealings with its suppliers both in Japan and overseas, while extending opportunities to businesses throughout the world, regardless of nationality, scale or history of transactions with the Company. Upon receiving a request to start business with Mazda, Mazda assesses the company in question in a fair and even-handed manner according to its in-house criteria for evaluation of suppliers, and determines the feasibility of a business partnership.

In addition, Mazda bases its assessments of business dealings with its suppliers on a comprehensive evaluation that covers not only quality, technical strengths, pricing, delivery time and management approach, but also the corporate compliance structure and CSR initiatives, including environmental protection activities (see p. 119). Mazda has conducted questionnaire surveys of its suppliers on an as-needed basis, aiming to understand and evaluate the status of their CSR implementation in more detail (see p. 119). Also, concerted efforts are under way between Mazda and its suppliers to establish risk management systems that ensure business continuity and stable development, so as to avoid suspension of business that would extensively impact society (see p. 120). In addition to proactively offering opportunities for communication, Mazda provides supports in various forms to suppliers to ensure that the Company can promote CSR initiatives and risk management in close concert with them (see p. 120).

## Promoting CSR Initiatives in Partnership with Its Suppliers

### Promoting Suppliers' CSR Initiatives and Deployment of the Mazda Supplier CSR Guidelines

The Company stipulated the Mazda Supplier CSR Guidelines, based on Mazda's basic approach on CSR initiatives and with reference to the CSR Guidelines of the Japan Automobile Manufacturers Association. The Guidelines outline CSR areas and items that are closely related to the purchasing area. In the Guidelines, CSR activities are categorized into six areas: Customer Satisfaction (Safety/Quality), Environment, Social Contribution, Respect for People (Human Rights/Work), Compliance, and Information Disclosure. The Guidelines request that all Mazda suppliers comply with the guidelines in these areas. The Mazda Green Purchasing Guidelines (see p. 59) are separately created to indicate the Company's approach on the environmental protection area in more detail, and Mazda requests that suppliers observe these guidelines. The Company also conducts periodic surveys of suppliers to confirm their compliance status (see p. 119).

**Customer Satisfaction (Safety/Quality):** Suppliers are requested to abide by the guidelines regarding products and services that meet the needs of consumers and customers, sharing appropriate information about products and services, safe products and services, quality products and services, etc.

**Environment:** Suppliers are requested to abide by the guidelines regarding environmental management / greenhouse gas reduction / air, water and soil pollution prevention / resource conservation and waste reduction / chemical management / ecosystem conservation, etc.

**Social Contribution:** Suppliers are requested to make social contributions proactively and continuously at home and abroad to meet the needs of each region, thereby fulfilling their responsibilities as a good corporate citizen.

**Respect for People (Human Rights/Work):** Suppliers are requested to abide by the guidelines regarding abolition of discrimination / respect for people / prohibition of child labor / prohibition of forced labor / non-use of conflict materials\*1 (see p. 119) / wages / working hours / dialogue with employees / safe and healthy working environment, etc.

**Compliance:** Suppliers are requested to abide by the guidelines regarding regulation compliance / competition law compliance / promotion of fair business practices / corruption prevention / confidential information management and protection / export management / intellectual property protection, etc.

**Information Disclosure:** Suppliers are requested to disclose information to their stakeholders in a timely and appropriate manner, and make efforts to maintain and develop mutual understanding and trustful relationships with stakeholders through open and fair-minded communication.

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#### Basic Purchasing Policy

Mazda will, in the fullest sense of coexistence and mutual prosperity, engage in research and production for improved competitiveness. The Company will build open and fair business relationships to ensure sustainable growth and raise its level of contributions for social and economic development. (1994)

#### Number of Suppliers (As of March 31, 2020)

Automotive parts	532
Materials, etc.	146
Equipment and tools	393
Total	1,071

#### Measures for Supplier Support

- Co-creation and technology exchange with suppliers, aimed at improving their competitiveness
- Cooperating with suppliers in improving their product quality
- Adoption of the Milk-Run system (Mazda has shifted from the conventional system, with delivery of parts by each supplier, to the Milk-Run system (MRS) (see p.72), in which Mazda trucks stop at multiple suppliers to collect parts
- Provision of advice on joint subscription systems for product liability insurance, which reduces manufacturers' liability risks for parts.
- Provision of information on third-party exhibitions and conventions to showcase the latest technologies and manufacturing methods

#### b Mazda Supplier CSR Guidelines

[https://www.mazda.com/globalassets/en/assets/csr/csr\\_vision/distributor/supplier\\_csr\\_guideline\\_e.pdf](https://www.mazda.com/globalassets/en/assets/csr/csr_vision/distributor/supplier_csr_guideline_e.pdf)

#### c Mazda Green Purchasing Guidelines

[https://www.mazda.com/globalassets/en/assets/csr/csr\\_vision/distributor/greenpurchasing\\_guideline\\_e.pdf](https://www.mazda.com/globalassets/en/assets/csr/csr_vision/distributor/greenpurchasing_guideline_e.pdf)

\*1 Conflict minerals: Minerals and their derivative metals designated by Financial Regulatory Reform Article 1502 that are sourced from and used as financial sources for armed groups in conflict-affected regions in the Democratic Republic of Congo or adjoining countries (Regulated minerals: tantalum, tin, tungsten, gold). Under this act, listed US companies are obliged to report that no conflict materials are used in their products.

## Example of CSR Initiatives in Cooperation with Suppliers

### Respect for People: Activities to Address Problems regarding Conflict Minerals\*<sup>1</sup>

Mazda considers that among crucial social problems in the supply chain are human rights violations and illegal extraction in disputed regions and issues regarding conflict minerals, which may be used as financial sources by armed groups.

To ensure that conflict minerals and other materials that may cause social problems are not used, the Mazda Supplier CSR Guidelines clearly state Mazda's policy, and the Company requires all suppliers to comply with it. In FY March 2020, Mazda conducted a survey on conflict minerals, targeting about 300 suppliers of the parts and materials of vehicles to be supplied to companies to which Mazda vehicles are delivered, in response to the request. The survey was carried out using the format designated by the Electronic Industry Citizenship Coalition (EICC) (now the Responsible Business Alliance [RBA]).

### Compliance: Promotion of Fair Business Practices

Mazda promotes fair business practices to ensure that both the Company and its suppliers have fair dealings under clear standards with a common recognition to strengthen their global competitiveness through mutual collaboration. Based on the Guidelines for Appropriate Transactions in the Automobile Industry, which was formulated at the initiative of the Ministry of Economy, Trade and Industry, Mazda carries out various activities, including the formulation of the Promotion Manual for Appropriate Purchasing, education for those engaged in procurement operations at Mazda, and information provision to suppliers through the website and briefing sessions.

## The Supplier Evaluation System

When starting business with a new supplier, related departments coordinate together to confirm the supplier's quality control system, research & development system, technological capabilities, financial conditions, and CSR initiatives, in order to evaluate whether or not the supplier is compliant with the procurement/selection policies of the Mazda Group. For each long-term supplier, Mazda conducts not only an evaluation based on the quality, cost and delivery time of the procured goods or services, but also a comprehensive evaluation of the entire business including the quality control system, research & development system, technological capabilities, and the status of its CSR initiatives. For the supplier quality control system, Mazda employs a system that enables continuous grasping of issues, evaluation of the situation, and provision of guidance for improvement by receiving daily reports on product quality as well as voluntary audit results, and when a supplier is in need of quality improvement, conducts quality auditing that involves on-site confirmation of actual products at both domestic and overseas sites. Also, Mazda comprehensively evaluates its suppliers every year (296 suppliers in 2019) from the perspectives of quality, pricing, delivery time, etc., in order to build more positive business relationships with them, and passes the results of these evaluations back to the suppliers. Outstanding suppliers are recognized with awards. The Company has also introduced CSR-based evaluation, giving special awards to suppliers that have made outstanding proposals on weight trimming, which greatly affects environmental performance such as fuel efficiency.

## Questionnaire Survey for Suppliers

Mazda has conducted questionnaire surveys of its suppliers since FY March 2014, aiming to understand and evaluate the status of their CSR implementation. The survey results confirm that these suppliers have appropriately implemented CSR initiatives and established their own CSR promotion systems. In FY March 2020, a questionnaire survey was carried out about fair business practices, which attracted a lot of social interest. The survey was targeted at 114 suppliers, a major percentage of whose sales consisted of products delivered to Mazda. The survey results showed that progress has been made since FY March 2019. After analyzing these results, the Company held individual interviews with companies deemed to be in need of further improvement, in order to offer them cooperation in devising improvement methods.

Using these surveys, the Company checked each supplier's recognition of the Mazda Supplier CSR Guidelines, and confirmed that all the suppliers surveyed were aware of these guidelines.

### d In-House Education to Ensure Fair Transactions

The following educational initiatives are conducted for those engaging in procurement operations in order to realize fair and equal transactions.

- Administering comprehension tests on promotion of fair business practices (including Subcontractors Act)
- Education on financial control
- Posting of guides and process rules regarding fair business practices and compliance on the Purchasing Division website on the Intranet
- Holding a course on promotion of fair business practices for employees who were newly assigned to the relevant sections

### e Evaluation System

Evaluation items when starting business with a new supplier

Quality management system, research & development system, technological capacity, production and delivery capacity, financial conditions, CSR initiatives, etc.

Evaluation items for long-term suppliers

Quality management system, research & development system, technological capacity, production and delivery capacity, financial conditions; quality, pricing, delivery time of goods or services procured, and other items in the Supplier CSR Guidelines (see p. 118)

\*1 Conflict minerals: Minerals and their derivative metals designated by Financial Regulatory Reform Article 1502 that are sourced from and used as financial sources for armed groups in conflict-affected regions in the Democratic Republic of Congo or adjoining countries (Regulated minerals: tantalum, tin, tungsten, gold). Under this act, listed US companies are obliged to report that no conflict materials are used in their products.

## Risk Management in Collaboration with Suppliers

### Upgrading and Expanding the Business Continuity Plan (BCP)

In the light of risk management, Mazda works together with its suppliers to upgrade and expand its business continuity plan (BCP) in order to avoid suspension of business that would extensively impact society. The Company has introduced the "SCR Keeper,"\*1 a supply chain risk management system, to accelerate its initial response in the event of a disaster by promptly and thoroughly grasping information on the situation of operation sites. Also, initiatives are under way to promote disaster prevention and mitigation activities. Mazda had already completed risk inspections and made provisions against the expected Nankai Trough Earthquake and other large earthquakes. In addition, beginning in FY March 2020, the Company has pushed forward with the inspection of supply chain risks with its scope of application broadened to cover risks from landslides and flooding. In accordance with the degree of risks, Mazda strives to further advance its disaster preparedness, including reinforcement of disaster prevention and mitigation measures. The Company will continue to enhance its BCP in cooperation with its suppliers.

### Communicating with Suppliers

#### Information Exchange and Dialogues with Suppliers

f g

Mazda proactively offers opportunities for communication with suppliers, to ensure that the Company can work in close concert with them. Seeing all the suppliers as its important business partners, the Company takes steps to promptly brief suppliers on medium-to long-term business strategies and on matters related to sales and production, and arranges opportunities for information exchange and dialogues on a regular basis. As part of such efforts, Mazda organizes an annual seminar with the aim of enhancing awareness of environmental and other CSR initiatives. The Company also maintains close liaisons with supplier-managed purchasing cooperative organizations.\*2 For example, staffs from member companies visit each other's offices in order to exchange examples of successful approaches and practices through subcommittee activities. In FY March 2020, 123 companies conducted a total of 57 activities.

f Lecture at Supplier Communication Meeting "Mazda's CSR initiatives" (November 2019)



g Purchasing Cooperative Organizations (As of March 31, 2020)

Parts suppliers	Yokokai	169
Materials suppliers (Raw materials, equipment, molds, etc.)	Yoshinkai	81

#### Major Channels of Communication with Supplier

Target participants	Frequency	Aims/content
Roundtable Conference with Supplier Management	Executive-level management at major suppliers Once a year	<ul style="list-style-type: none"> <li>Mazda's president and CEO explains Mazda's current status, the problems the Company faces and its policies, after which the general manager of the Purchasing Division explains Mazda's purchasing policies in order to heighten participants' understanding of Mazda and gain their cooperation.</li> <li>This conference also deepens friendly ties between Mazda and its suppliers.</li> </ul>
Supplier Meeting	Representatives of frontline business divisions and departments at major suppliers Once a year	<ul style="list-style-type: none"> <li>Mazda's specific purchasing policies are explained to representatives of frontline business divisions at suppliers, based on the explanation given at the roundtable conference by the general manager of the Purchasing Division. This helps to promote a better understanding of Mazda and provides useful input for the work that suppliers do.</li> </ul>
Supplier Communication Meeting	Representatives of frontline business divisions and departments at major suppliers Once a month	<ul style="list-style-type: none"> <li>To facilitate smoother collaboration with its suppliers, Mazda provides them with information, such as topics concerning daily operations between Mazda and its suppliers (including CSR), production/sales status, quality status of purchased materials, pilot construction schedules for newly developed models, and mass-production implementation schedules for new models.</li> </ul>
Other	— As needed	<ul style="list-style-type: none"> <li>Mazda also employs a range of other communication channels, by using the in-house "Mazda Technical Review", highlighting new technologies and research.</li> </ul>

\*1 SCR stands for Supply Chain Resiliency. SCR Keeper is a system combining map data with earthquake information from the Meteorological Agency by which the seismic intensity at the registered production sites can be determined quickly in the event of an earthquake.

\*2 An autonomous management organization, comprising suppliers that have a certain degree of transaction with Mazda, with the purpose of strengthening relationships between Mazda and its suppliers as well as promoting mutual growth and prosperity.

#### TOPICS Support for Local Suppliers amid the Covid-19 Crisis

In the spirit of coexistence and mutual prosperity, Mazda is conducting activities to support local suppliers affected by the Covid-19 pandemic.

##### Examples of Support Activities

##### ■ Holding meetings to explain production adjustments to member companies of Toyukai Affiliated Corporation\*1:

Mazda has held meetings with member companies of Toyukai Affiliated Corporation to share information by explaining the Company's views on the changes in its sales due to COVID-19 and on corresponding production adjustments. These meetings have been held once a month since April 2020.

##### ■ Providing support in cash management across the entire supply chain:

In cooperation with Tier 1 suppliers, Mazda conducted a cash management survey throughout the entire supply chain (targeting about 700 suppliers).

For suppliers with difficulties in gaining support from financial institutions, the Company introduced several appropriate financial institutions to these suppliers and offered them advice on the effective use of public assistance. Mazda also created materials that explain public assistance and subsidy programs in an easy-to-understand manner and distributed these materials to local suppliers with the aim of helping them to improve their cash management and preserve employment.

\*1 Established in 1952 as a voluntary organization by 20 collaborating companies having trading relationships with Mazda (then Toyo Kogyo). Currently its membership consists of 62 companies. While sharing information with one another and with Mazda and deepening cross-industrial exchange primarily through various committee activities, these member companies continue constant efforts to hone their skills.

# WITH SHAREHOLDERS AND INVESTORS

## Dialogue with Shareholders and Investors

For continued growth and enhancement of corporate value over the medium and long terms, Mazda engages in a variety of investor relations initiatives in keeping with its policy of timely and appropriate disclosure of information and with constructive dialogue. In addition to general shareholders' meetings, the Company holds frequent meetings with its shareholders and investors, providing quarterly announcements to explain its business results and other activities. The Company is working to increase opportunities for dialogue in such ways as holding business briefings for institutional investors, individual investors, and domestic and overseas securities analysts. Mazda's official website provides information such as the schedule for general shareholders' meetings and financial results announcements, performance / financial data, notices of the general meetings of shareholders (business reports), summary of financial results, briefing materials for the financial results, Securities Report (Japanese only), annual report, Corporate Governance Report. Mazda strives for highly transparent and fair disclosure. Mazda is planning to apply International Financial Reporting Standards (IFRS), in order to enhance the international comparability of its financial information, quality of Group management and corporate governance. Mazda will decide the appropriate timing of IFRS application, observing the trend of the adoption among Japanese companies as well as the domestic and overseas economic situations.

## Management Conditions and Dividends for FY March 2020

In November 2019, Mazda announced its Medium-Term Management Plan. The automotive industry is currently experiencing the kind of transformation said to take place only once every 100 years. Reform is required in numerous areas, including product planning, development, production, sales and services, in order to respond to the demands of this period as represented by CASE—an acronym used to designate the new technologies of Connected technology, Autonomous driving technology, Shared services, and Electrification technology. Under the Medium-Term Management Plan, the Company defined the three priority areas to focus on in the next six years: investment in unique products, technologies and customer experience; curbing expenses that depreciate our brand value; and investment in areas in which we need to catch up. Mazda has developed specific initiatives and targets in each area and has been making investment to adapt to CASE trends in the future. In so doing, the Company is giving its utmost in promoting the Medium-Term Management Plan.

In this fiscal year, the first year of the Medium-Term Management Plan, Mazda introduced connected services and commercialized new technology in response to CASE, including electrification technologies such as the mild hybrid system, or Mazda M Hybrid, and advanced safety technologies leading to automated driving technology. While advancing its current-generation lineup by incorporating new technology, Mazda launched a second new-generation product, the CX-30, following the MAZDA3 as planned in response to the continued growth of the SUV market on a global basis. The Mazda3 and the CX-30 are equipped with the new-generation gasoline engine Skyactiv-X, which is the world's first commercial gasoline engine to make practical use of compression ignition. Furthermore, at the 46th Tokyo Motor Show in October 2019, the Company unveiled its first mass-production electric vehicle (EV), the Mazda MX-30, was released starting from Europe in September. Mazda M Hybrid model was introduced in Japan from October, and EV model will be introduced in January, 2021.

With regard to the operating environment surrounding the Mazda Group for FY March 2020, Mazda continued to face a challenging situation as demand has declined globally from the previous year due to issues such as the economic slowdown in China triggered by the U.S.–China trade dispute and Britain's exit from the European Union. In addition, uncertainty over future prospects rapidly escalated due to the COVID-19 pandemic in the fourth quarter. The outbreak of COVID-19 first impacted the Company's production and supply chain in China. The virus then spread globally, causing the suspension of economic activities and disruption in financial markets around the world, resulting in a significant impact on the Company's global sales activities.

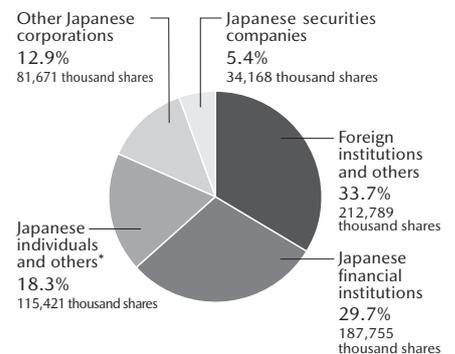
In the fiscal year, global sales volume was 1,419 thousand units, down 9.1% year on year because of the decline in demand in major markets and the impact of the COVID-19 outbreak. Net sales totaled 3,430.3 billion yen, a decrease of 133.9 billion yen from the previous fiscal year. Despite improvements from curbed marketing expenses and cost reduction initiatives, operating income decreased 38.7 billion yen to 43.6 billion yen owing to the impact of exchange rates, a fall in wholesales, increased investment for growth, one-time quality-related expenses, and the costs arising from the COVID-19 outbreak. Ordinary income fell 63.0 billion yen to 53.1 billion yen. Net income attributable to owners of the parent declined 51.1 billion yen to 12.1 billion yen.

As its policy, Mazda determines the amount of a dividend after comprehensively considering the Company's financial results for the fiscal year, the business environment and the Company's financial position, and it strives to pay a stable dividend with steady increases. For FY March 2020, a full-year dividend of 35 yen per share was paid, consisting of a 15 yen per share interim dividend and a 20 yen per share year-end dividend.

a

### a Breakdown of Shareholders by Type

(as of March 31, 2020)



\* Treasury stock is included in Japanese individuals and others

b

### b Management Conditions

(consolidated /billion yen)

	FY March 2018	FY March 2019	FY March 2020
Net sales	3,474.0	3,564.2	3,430.3
Operating income	146.4	82.3	43.6
Net income attributable to owners of the parent company	112.1	63.2	12.1
Capital investment	104.1	119.7	132.6
R & D costs	136.0	134.7	135.0
Total assets	2,724.1	2,877.6	2,787.6
Equity	1,192.9	1,203.3	1,174.9

(thousand units)

	FY March 2018	FY March 2019	FY March 2020
Total	1,631	1,561	1,419
Japan	210	215	202
North America	435	421	397
Europe	269	270	264
China	322	247	212
Others	394	409	345

Investor Relations (includes financial results, annual reports)  
<https://www.mazda.com/en/investors/>

# INNOVATION

Mazda has been committed to manufacturing unique cars that fascinate people with the pleasure of driving, brightening customers' lives through car ownership, and offering cars that are sustainable for the earth and society. To this end, the Company has been developing unique technologies and enhancing cooperation with business partners, universities and research institutions, and administrative organs.

## Mazda-unique Innovation

With the aim of developing innovative vehicles that exceed the expectations of its stakeholders, Mazda has promoted company-wide efforts to review the vehicle-manufacturing processes from scratch. These efforts were highly appreciated both inside and outside Japan.

### Innovation in Base Technologies "Skyactiv Technology"

Mazda engages in research and development with the aim of creating the most functional products with the maximum efficiency. Skyactiv Technology,\*1 which the Company began introducing in models in 2011, achieved comprehensive improvements in base technologies, such as improving the efficiency of powertrain components including the engine and transmission, reducing vehicle body weight, and improving aerodynamics. The Company launched the CX-30, following the Mazda3 equipped with the Skyactiv-X (see p. 9), which is set to become the world's first\*2 commercial new-generation gasoline engine to use compression ignition, and the new-generation Skyactiv-Vehicle Architecture. In FY March 2021, the Company introduced cars newly equipped with its electrification technology, e-Skyactiv.

### Skyactiv-Vehicle Architecture

#### New-Generation Vehicle Structural Technologies

Skyactiv-Vehicle Architecture was developed and enhanced focus on the human-centered design philosophy to leverage the human body's inherent ability to balance itself. Mazda reviewed every component and function -- seats, body, chassis, NVH performance, etc. -- approaching development and commercial implementation from a viewpoint of total vehicle optimization. (An example is the seats, which are designed to keep the pelvis upright, maintaining the spine's natural "S" curve). This technology improves the body's balance in driving operations and allows the driver to control the car more easily, enhancing the ultimate *Jinba-ittai* driving feel.

a

#### a SKYACTIV TECHNOLOGY

Name	Features
SKYACTIV-G	Highly efficient direct-injection gasoline engine
SKYACTIV-D	Highly efficient clean diesel engine
SKYACTIV-X	New-generation gasoline engine
SKYACTIV-DRIVE	Highly efficient automatic transmission
SKYACTIV-MT	Highly efficient manual transmission
SKYACTIV-VEHICLE ARCHITECTURE	New-generation vehicle structural technologies
SKYACTIV-VEHICLE DYNAMICS	Vehicle dynamics control technologies
e-SKYACTIV	Electrification technologies

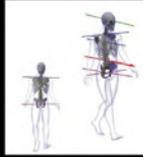
b

b A seat that keeps the pelvis upright to maintain the spine's natural "S" curve

**Ideal condition in a car seat**

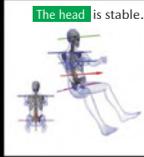
The dynamic balancing capability can be demonstrated as in the case of walking.

While walking



The pelvis is positioned in the opposite direction from the upper part of the body.

Ideal condition in a car seat



The head is stable.

•The seat keeps the pelvis upright to maintain the spine's "S" curvature.  
 •The seat transmits the force from the road surface to the pelvis and causes the pelvis to move regularly, continuously, and smoothly.

■ Ideal condition while walking and in a car seat

\*1 It covers all Mazda's base technologies such as the engine, transmission, chassis and body.  
 \*2 As of August 2017, according to in-house investigation.

## Skyactiv-Vehicle Dynamics Improves Comfort, Handling, and Stability

Mazda has been pushing ahead with the development of Skyactiv-Vehicle Dynamics, a series of vehicle dynamics control technologies. These technologies provide integrated control of the engine, transmission, chassis and body to enhance the car's *Jinba-ittai* driving feel—a sense of connectedness between the car and the driver.

In July 2016, the Company released the first technology in the Skyactiv-Vehicle Dynamics series, G-Vectoring Control (GVC),\*<sup>1</sup> which was followed by the second technology, G-Vectoring Control Plus (GVC Plus), introduced in October 2018. GVC Plus uses the brakes to add direct yaw moment control. As the driver steers out of a corner by returning the steering wheel to the center position, GVC Plus applies a light braking force to the outer wheels, providing a stabilizing moment that helps restore the vehicle to straight line running. The system realizes consistently smooth transitions between yaw, roll and pitch even under high cornering forces, improving the vehicle's ability to accurately track sudden steering inputs and crisply exit corners. In addition to improving handling in emergency collision avoidance maneuvers, GVC Plus offers a reassuring feeling of control when changing lanes on the highway and when driving on snow or other slippery road surfaces. In FY March 2021, the Company also introduced electric G-Vectoring Control Plus (e-GVC Plus), which is designed to enhance the consistency of vehicle response to control inputs in all directions and realize seamless transitions between G forces, taking advantage of its electrification technologies.

### Monotsukuri Innovation

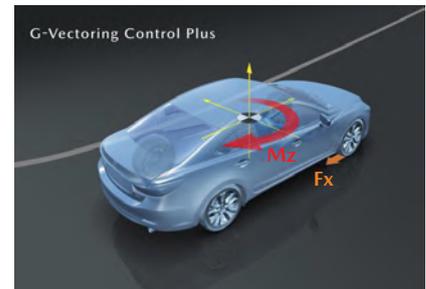
Looking five to 10 years into the future, Mazda has implemented *Monotsukuri* Innovation for efficiently developing and manufacturing products. Shared development methods and manufacturing processes are made possible by using bundled product planning for models to be introduced in the future, spanning market segments and model classes.

Optimized structures for each function are shared across all car lines and laterally spread to each car line based on bundled product planning. A flexible production system is used to produce products engineered based on a common architecture concept in a highly efficient and flexible manner. Mazda is aiming to raise operational efficiency by building a flexible production process that can handle changes in volumes and can quickly introduce new models with a minimum of investment.

Through *Monotsukuri* Innovation, the Company's products since the CX-5, launched in 2012, and Skyactiv Technology have achieved improved efficiency in terms of both product development and manufacturing facility investment as well as significant improvements in vehicle costs. Through design based on common architecture under *Monotsukuri* Innovation, Mazda is able to promptly apply the latest technologies and designs to all of its products. In new-generation technology development, the Company is working to enhance the efficiency of development processes through bundled planning and computer modeling-based development.

C

C G-Vectoring Control Plus (GVC Plus) operation image\*



\*Mz: restoring moment, Fx: braking force

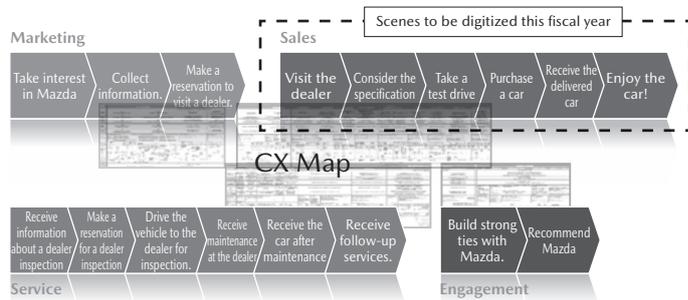
\*1 The world's first control system to vary engine torque in response to steering inputs in order to provide integrated control of lateral and longitudinal acceleration forces and optimize the vertical load on each wheel for smooth and efficient vehicle motion. (As of June 2016 for mass production vehicles, according to in-house investigation)

## Mazda Digital Innovation (MDI)

Since 1996, Mazda has been pushing ahead with the Mazda Digital Innovation (MDI), an initiative aimed at reforming work processes by introducing the latest IT technologies. In April 2016 MDI Phase 2 began, in response to the advancement of IT technologies such as IoT and AI and the diversification of customer needs. The Company has been committed to operational reforms capitalizing on state-of-the-art IT technologies, based on innovation through the CX Map, which depicts the Ideal Customer Experience (CX) as a flow of Marketing Sales Service Engagement. The Company strives to provide closer and more proper support for customers by improving the efficiency of the work of sales staff through the use of tablet devices. The Company continues working to realize a customer experience that meet the needs of various customers, offering them not only peace of mind and satisfaction but also excitement.

### Global Master CX Map depicting the Ideal Customer Experience (CX)

The CX Map specifies the ideal CX. To achieve the ideal scenes, ideal operation using state-of-the-art technologies and data is defined in detail.



### Improving the Efficiency of the Work of Sales Staff through the Digitization of Sales Operation

Mazda is promoting the following two initiatives in the Japanese market to improve the work efficiency of the work of sales staff, thereby have time to spare.

#### 1. Development of information infrastructure

Mazda uses customer and vehicle information at various places, such as shops and the Headquarters. While the individual use of information is efficient, it sometimes breeds inefficiency because it requires time and effort to enter data and find necessary data.

Accordingly, the Company has put in place a system to organize and consolidate information scattered in the relevant departments so that it is shared between customers, shops, and the Headquarters. Sharing and using the same information help to create more time for the sales staff. The Company is also in the process of building a base of consistent support tailored to individual customers.

#### 2. Introduction of business meeting support tools

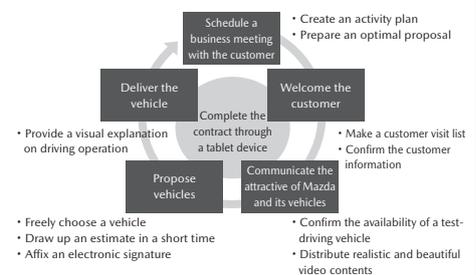
Mazda provides seamless treatment of customers, using a well-organized information infrastructure and tablets in a series of business meeting settings, from a visit to the dealer to the purchase of a vehicle.

Before a shop receives customers, their information on transaction history, inquiries, and questionnaires is shared so that any sales staff member can make an optimal proposal for and engage in optimal communication with them.

After a shop receives customers, computer graphics and videos, capable of reproducing real beautiful colors of an actual vehicle, are used to provide easier-to-understand explanations of products' functions and technical information.

Since information necessary for a business meeting, such as information on the trade-in vehicle and automobile insurance, is consolidated, a sales staff member can conduct negotiations for estimation, assessment, and final conditions, using just a single tablet device, without leaving the customers' side.

All contracts can be speedily completed with an electronic signature on a tablet based on the accumulated information of customers.



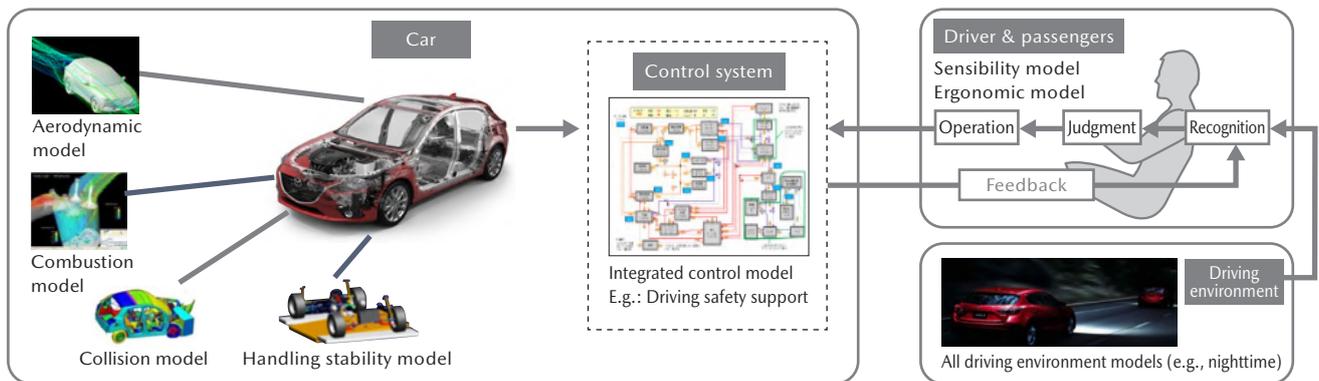
## Model-Based Development (MBD)

d

Cars are being called on to provide increasingly advanced and diverse functions, while vehicle architecture and control systems are becoming more and more complex. Model-based development, which uses computers to efficiently replicate development processes, is essential to keep developing complex systems quickly and with limited resources. Model-based development involves creating computer models of the vehicle, control systems, drivers, passengers, driving environments and other development subjects, and conducting development via thorough computer simulation. It is an efficient method of optimization. By carrying out model-based powertrain and vehicle development through simulations from design to vehicle evaluation, Mazda strives to reduce the number of prototype parts and actual unit verification, in order to develop complex, highly sophisticated technologies and products with minimum resources while also ensuring quality.

### d Model-Based Development

A technique to develop outstanding products by modeling (quantifying) and connecting all four elements of (1) the car, (2) control systems, (3) the driver & passengers, and (4) the environment without using an actual vehicle

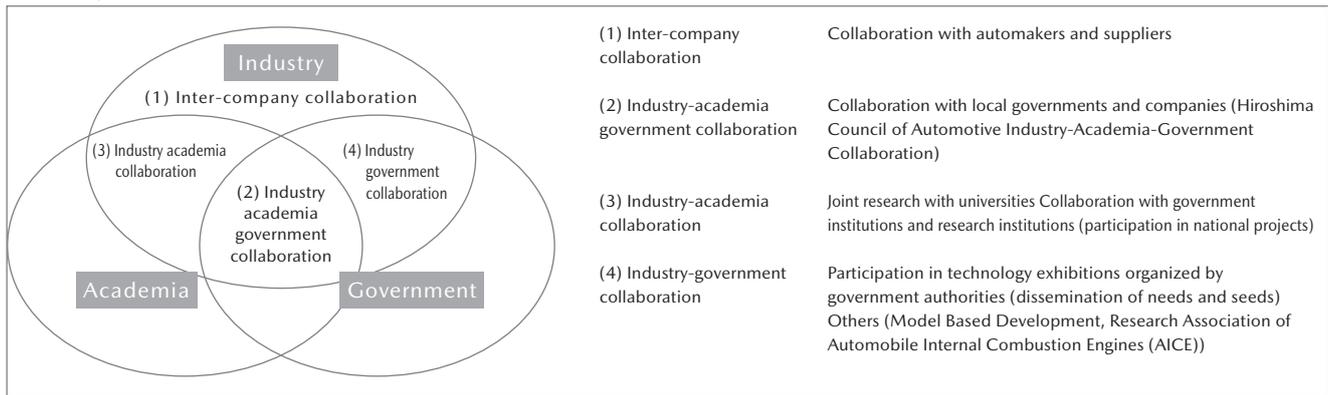


## Open innovation

Mazda has promoted collaboration with companies, universities and government authorities, aiming to efficiently resolve business issues by obtaining new knowledge from outside the Company and to achieve the sustainable growth of society and businesses (open innovation).

The business environment in which companies operate is becoming increasingly competitive due to stricter environmental and safety regulations, new competitors from other industries, and diversification of the mobility business. Through open innovation, the Company will achieve the growth of the Mazda Group and contribute to society, thereby fulfilling the Corporate Vision.

System diagram of open innovation



## Objectives of opening innovation

- [Achieve the growth of the Mazda Group]
  - Improve engineering capabilities, improve the brand value, and increase R&D efficiency
- [Contribution to society]
  - Achieve a sustainable society, advance *monotsukuri* or product development and manufacturing (share knowledge and skills), and enhance regional empowerment

## (1) Inter-company collaboration

Mazda has been promoting inter-company collaboration with other automakers and suppliers to enhance their manufacturing and engineering capabilities and create synergies.

### Collaboration with partners who work with Mazda

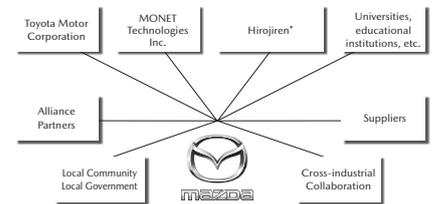
While working hard together with its partners to realize our shared dreams, the Company wants to enable them to feel proud of their connection with Mazda, and emotionally attached to the brand. This will turn Mazda into the brand it wants it to be, connected to all stakeholders, including customers, by the strongest of bonds. On the basis of mutual trust with Toyota Motor Corporation and various other companies, the Company plans to promote active collaboration.

[Collaboration examples] (For examples in the environmental area, see p.65.)

March 2019: Participated in D-Call Net<sup>\*1</sup>

June 2019: Concluded a capital and business partnership agreement with MONET Technologies Inc.<sup>\*2</sup>

## Partnership strategies



\* Hiroshima Council of Automotive Industry-Academia-Government Collaboration

<sup>\*1</sup> An advanced automatic collision notification system that uses vehicle connectivity technology.

<sup>\*2</sup> A company that works to create an environment to promote MaaS (Mobility-as-a-Service), aiming to encourage the widespread use of next-generation mobility services and to resolve Japan's social mobility issues. The MONET shareholder structure is as follows: SoftBank Corp., Toyota Motor Corporation, Hino Motors, Ltd., Honda Motor Co., Ltd., Isuzu Motors Limited, Suzuki Motor Corporation, Subaru Corporation, Daihatsu Motor Co., Ltd., and Mazda Motor Corporation.

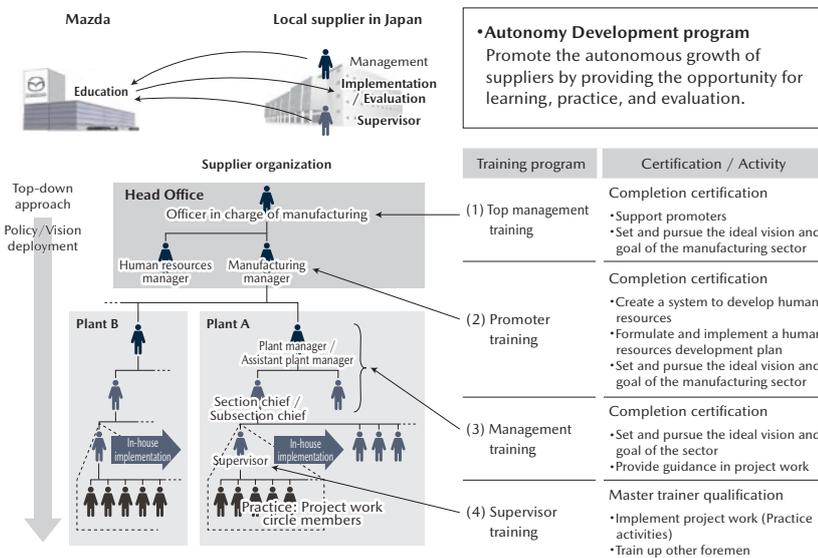
## Implementation of the Autonomy Development Program That Supports the Autonomous Growth of Local Suppliers

Mazda has rolled out its J-ABC (Jiba [“local”] Achieve Best Cost) program for local suppliers in and around Hiroshima Prefecture since 2004. This program aims to identify wasteful, unnatural or problematic manufacturing processes based on the approach employed in the Mazda Production System (MPS) and to work cooperatively with the suppliers to resolve issues in manufacturing processes. This program has also enhanced potential for improvement at manufacturing sites in connection with Mazda’s *Monotsukuri* Innovation activities (see p. 123).

It has helped increase productivity and reduced production costs by around billions of yen per year while also contributing to reduce environmental impact through energy and resource conservation.

In parallel with the J-ABC program, the Company has launched the Autonomy Development program aimed at promoting the autonomous growth of local suppliers since 2019. This program was created for local suppliers based on the approach adopted in the Global Manufacturing Network (GMN), which has been promoted since 2013 to enable each production site in Japan and overseas to autonomously carry out high-quality and highly efficient product activities that improve the Mazda brand value and to learn from each other at the same time. In the program, promoters are assigned to play a leading role in promoting understanding of the approach in the MPS through top management training and promoter training. Local suppliers learn how to create a system to develop human resources through practical project work toward its implementation in their companies. Launched at three model suppliers in August 2019, the program is being conducted at a total of 13 suppliers as of September 2020, including eight companies in the first group\*1 and two companies in the second group\*2.

Program developed for local suppliers



## Implementation of the Autonomy Development Program at Overseas Production Sites and Their Local Suppliers

As the importance of overseas production sites increases along with its attempt to establish a global production footprint, Mazda has promoted activities to improve manufacturing capabilities based on the knowhow obtained through the J-ABC activities with a view to improving quality and productivity jointly with local suppliers. Currently, the A-ABC (ASEAN Achieve Best Cost) program and the M-ABC (Mexico Achieve Best Cost) program are implemented at AutoAlliance (Thailand) Co., Ltd. (AAT) and Mazda de Mexico Vehicle Operation (MMVO), respectively. In the course of transition to the Autonomy Development program in Japan, the Company has gradually deployed the Global Manufacturing Network (GMN) at overseas production sites toward the autonomous growth of local suppliers.

## Conceptual diagram of the Mazda Production System (MPS)

•Vision to promote MPS



\*1 Launched in the first group in 2019

\*2 Launched in the second group in 2020

## (2) Industry-academia-government collaboration

Mazda, in establishing the Industry-Academia-Government Collaboration Secretariat, has promoted collaboration with local companies, universities and government authorities. Through collaboration among government, academia and industry, the Company has contributed to the local community in terms of developing new creative technologies and nurturing human resources capable of bringing about innovation.

### Hiroshima Council of Automotive Industry-Academia-Government Collaboration (Hirojiren) \*1

As a company which has its research & development and production facilities mainly in Hiroshima Prefecture, Mazda believes that cooperation with local business and industry is very important. Under this belief, Mazda is collaborating with the Chugoku Bureau of Economy, Trade and Industry, Hiroshima Prefecture, Hiroshima City, Hiroshima Industrial Promotion Organization, and Hiroshima University to support local automobile-related companies and promote innovation and the vitalization of the region. Toward achieving the 2030 Industry-Academia-Government Collaboration Vision established in 2015, various initiatives are implemented, such as creating new frameworks to support local businesses, investigating next-generation automotive societies, and raising awareness in society. In FY March 2019, a research program proposed by Hiroshima Prefecture was selected to receive a subsidy under the Cabinet Office's Project for Revitalization of Local Universities and Regional Industries.\*2 As part of the program, the Digital Monozukuri (Manufacturing) Education Research Center was established in Hiroshima University. The center started R&D activities to create innovative multi-functional composite materials and a smart system using data-driven control technology and sensing technologies, with a view to social implementation of these inventions.

h

h Digital Monozukuri (Manufacturing) Education Research Center



#### The 2030 Industry-Academia-Government Collaboration Vision Upheld by Hirojiren

- Transform Hiroshima into a hub that attracts people seeking innovative automotive technologies and dynamic car culture, and a place that continually produces technologies that amaze the world.
- Industry, government and education sectors work together to nurture human resources capable of innovation across all generations, and enliven the region through *Monozukuri* (product development and manufacturing).
- Develop Hiroshima's unique Industry-Academia-Government Collaboration into a leading model for "regional empowerment" in Japan, serving also as a benchmark for the rest of the world.

\*1 A council that promotes industry-academia-government collaboration. Motivated by the strong hope and enthusiasm for encouraging the manufacturing industry in Hiroshima, its member organization have voluntarily joined Hiroshima Council of Automotive Industry-Academia-Government Collaboration, to consider what manufacturing ought to be and to leverage innovation that will lead to industrial development. Hiroshima Council of Automotive Industry-Academia-Government Collaboration implements various activities, such as studies on future energies and technology exchange with suppliers.

\*2 Hiroshima Prefecture Special Committee to Promote the Project for Revitalization of Local Universities and Regional Industries was set up. (Chairperson: Hidehiko Yuzaki, Governor of Hiroshima Prefecture, Project manager: Masamichi Kogai, Representative Director and Chairman on the Board, Mazda Motor Corporation)

#### Major initiatives

	Initiative	Details and results
Supporting suppliers' personnel recruitment	Delivering a special lecture on vehicle development, exhibiting vehicles, and proposing/implementing booth layout at a job hunting preparation seminar (February 2019)	To support suppliers' recruitment activities, delivered a special lecture on vehicle development through co-creation activities with the suppliers, displayed Mazda vehicles, and proposed and demonstrated a booth layout that can effectively show how suppliers are connected to mass produced vehicles at a job hunting preparation seminar (participated in by 23 companies).
Co-creation and technology exchange with suppliers	(1) Local companies co-creation subcommittee (2) Industry-academia collaboration subcommittee (3) Administrative organs collaboration subcommittee	(1) NVH performance assessment of a benchmark vehicle, and research on a lightweight frame structure (2) Innovation training (3) Review of the creation of collaboration synergies and the next-generation vision
Studies on future energies	The Energy Work Group held "Symposium on Next Generation Liquid Fuel for Automobiles 2019" (August 2019)	Focusing on biomass-derived, carbon-neutral liquid fuel, known as a future energy source for automobiles, experts in each of the industry, government, and academia sectors explained its potentials and practical applications, to think about energy in the future.
Research and development of internal combustion engines	Applying the combustion research results to product development	The combustion research results achieved through the Hiroshima University-Mazda joint study course on next-generation automotive technology were utilized in the development of the next-generation Skyactiv-X gasoline engine. Model-Based Development (MBD)*1 advanced in the field of combustion and catalysts.
Research and development in KANSEI (sensitivity) field	(1) Sensibility-based <i>monozukuri</i> (product development and manufacturing) in collaboration with local communities (2) Joint research on sensibilities with local suppliers (3) Overall coordination of sensibility activities by relevant local groups	(1) Created a technology that quantifies places where human eyes are focused (real-time saliency mapping) and a method that measures the sense of anxiety, and had them tried at various companies toward social implementation. The hands-on experience of real-time saliency mapping was provided at the Future Vehicle Technology Experience Workshop (held in November 2019). (2) Gained a new insight on integrated texture of car interior and smart designing of car space (space innovation) by analyzing the results of real-time saliency mapping of car interior parts conducted on general subjects and clarifying the sensitivity of passengers to the parts. (3) Deployed sensibility technology in the food industry in Hiroshima Prefecture, including establishing its protocol toward the development of new product package.
Human resources MBD development in Model-Based Development (MBD)*1 field	Aiming to enhance the research & development capabilities of local companies, opening basic courses for the development of human resources with MBD/CAE abilities	MBD/CAE training courses were planned and organized for all manufacturing companies, including both auto suppliers and non-automobile industries, in collaboration with the Hiroshima Digital Innovation Center. In the past four years since FY March 2017, a cumulative total of 3,500 individuals participated in the training. Of these training courses, the MBD process training course was certified as a Course on IT-Skill Training to Meet the Era of the Fourth Industrial Revolution by the Ministry of Economy, Trade and Industry.

\*1 Model Based Development: Development process employing simulation technologies.

### (3) Industry-academia collaboration

Mazda has a system to efficiently offer advanced training through collaboration with educational institutions such as universities and research institutions.

#### Participating in World-Leading National Projects and Joint Studies

Mazda participates in world-leading national projects and joint studies with external research institutions, with the aim of solving social problems facing the automobile industry.

Relevant government institutions/organizations	Project name	Outline
Ministry of Economy, Trade and Industry / New Energy and Industrial Technology Development Organization / Innovative Structural Materials Association	Development of Innovative New Structural Materials Technology <a href="https://isma.jp/en/">https://isma.jp/en/</a>	Research and development on structural materials, bonding technology, etc., to fundamentally reduce the weight of automobiles and other transportation equipment, for the purpose of reducing CO <sub>2</sub> emissions
Ministry of Economy, Trade and Industry / New Energy and Industrial Technology Development Organization / Thermal Management Materials and Technology Research Association	Research and development on innovative technology to utilize unused thermal energy <a href="http://www.thermat.jp/english/">http://www.thermat.jp/english/</a>	Research on technology to make use unused energy*1 released as thermal energy into the atmosphere

\* 1 In Japan, refers to the energy consumed in the living environment, industry, and transportation fields and released as unused heat energy into the atmosphere

#### Collaboration with Universities

Through enhancing collaboration with universities in various fields, Mazda aims to solve a broader range of issues from a wider perspective, thereby contributing to society.

University	Collaboration outline	Measures and activities
Hiroshima University	<p>Next-generation automotive technology joint study course (since April 2015) Mazda has set up five joint study courses with the university (e.g., an internal combustion engine lab, the Algae Energy Creation Lab) to find solutions to long-term technological issues and to develop human resources to implement the solutions. Industry-academia collaboration activities have been promoted to enable Hiroshima to lead Japan in <i>Monotsukuri</i> (product development and manufacturing) through human resources development and research and development based on Model-Based Research (MBR) and Model-Based Development (MBD).</p> <p>Comprehensive collaboration agreement (since February 2011) Through collaboration in broad areas, from technologies related to research and development and production to social science fields such as planning, management, and marketing, proactively conducting joint research.</p> <p>Regional empowerment and open innovation Mazda contributes to regional empowerment and human resources development of the Chugoku region and Hiroshima Prefecture, and to global sustainable development goals (SDGs) through collaboration with Hiroshima University and local communities and participation in national projects, etc.</p>	<p>Opened next-generation automotive technology joint-study course (in April 2015)</p> <ul style="list-style-type: none"> <li>Internal combustion engine lab (opened in April 2015)</li> <li>Aerodynamics lab (opened in July 2016)</li> <li>Advanced materials lab (opened in October 2016)</li> <li>Algae energy creation Lab (opened in April 2017)(see p. 65)</li> <li>Model based development lab (opened in April 2019)</li> </ul> <p>Comprehensive collaboration agreement (since February 2011) Proactively conducted joint research, from exploring research themes to finding solutions. Also cooperated in examining the ideal form of internship, and decided the method of accepting interns and setting themes for human resources development.</p> <p>Regional empowerment and open innovation</p> <ul style="list-style-type: none"> <li>Participated in the Co-Creation Consortiums in the Material Model Based Research Division and the Data-Driven Smart System Division of the Digital Monozukuri (Manufacturing) Education Research Center (see p. 128).</li> </ul>
Hiroshima City University	<p>Mazda and Hiroshima City University Faculty of Arts Co-Creation Seminar (since May 2017) Set up a co-creation seminar with the university, aiming to develop human resources who are capable of creating new manufacturing for a new era, and make Hiroshima a place to generate human resources for manufacturing that Hiroshima can boast to the world.</p>	<p>In FY March 2020, held a co-creation seminar that conducted formative activities on the theme "Utsuroi (the play of light and shade)."</p>
Kyushu University	<p>Establishment of a joint research department (since August 2017) Mazda has set up a joint research department with the university to find solutions to long-term technological issues and to develop human resources to implement the solutions.</p> <p>Inter-organizational collaboration regarding next-generation automotive technologies (since May 2011) Mazda has been working together with the university to reinforce research and development projects and to encourage academic research and education activities.</p>	<p>Opened the Mazda Next-generation Energy Storage Joint Research Department (in August 2017).</p> <p>Delivered a special lecture on introduction to automotive science in the Department of Automotive Science of the Graduate School of Integrated Frontier Sciences (in April 2019).</p>
Kindai University	<p>Agreement concerning comprehensive research collaboration (since December 2012) Cooperating in bolstering cutting-edge research development and in strengthening the technological capabilities of local industries.</p>	<p>Research Collaboration Promotion Committee</p> <ul style="list-style-type: none"> <li>Held meetings to discuss the progress of joint research projects and specific measures to strengthen cooperation.</li> </ul>
University of Hyogo	<p>Concluded an agreement on joint research using Spring-8, a large synchrotron radiation facility (May 2016) Cooperating in the development of innovative materials and product development technologies using radiation analysis techniques.</p>	<ul style="list-style-type: none"> <li>Set up an experimental station dedicated to research into applications of advanced analytical techniques.</li> </ul>
Tokyo Institute of Technology	<p>Industry Liaison Member (since August 2013) Technology transfer through joint research, for the purpose of improving the quality of research and education and promoting application of research and education results. Contributing to the creation of new industries and promotion of innovation.</p> <p>Participation in Tokyo Tech Academy for Convergence of Materials and Informatics (since April 2019) Contributing to human resources development based on Model-Based Research (MBR) and Model-Based Development (MBD) by participating in Tokyo Tech Academy for Convergence of Materials and Informatics established with the aim of developing human resources for manufacturing who are highly versed in materials engineering and information engineering.</p>	<p>Industry Liaison Member (since August 2013)</p> <ul style="list-style-type: none"> <li>Searched for research seeds and arranged matching them with the development needs.</li> <li>Participated in technology exchange seminars and hosted inhouse seminars by faculty members.</li> <li>Implemented joint study on algae energy.</li> </ul> <p>Participation in Tokyo Tech Academy for Convergence of Materials and Informatics (since April 2019)</p> <ul style="list-style-type: none"> <li>Dispatched a company advisor to cooperate in the formulation of an educational program based on the approaches in Model-Based Research (MBR) and Model-Based Development (MBD) and supported students as a mentor.</li> </ul>

#### (4) Industry-government collaboration

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Mazda efficiently promotes cutting-edge joint research and shares needs and seeds with customers through collaboration with government authorities.

##### Business Matching Meetings for Suppliers and Universities (Collaboration with Administrative Organs)

Mazda organizes business-matching meetings in collaboration with the local administrative organs, in which information on technological needs and seeds was exchanged between suppliers, universities and public research institutes.

##### FY March 2020 activities

1. Organized the Three Northern Tohoku Prefectures (Aomori, Iwate, and Akita) Automotive Technology Exhibition at Mazda.
2. Organized the Yamaguchi Prefecture Auto Technology Introductory Exhibition and Briefing at Mazda after participating in the Yamaguchi Prefecture Automobile Meeting and holding a needs sharing meeting.

##### Promotion of model distribution in the automotive industry

Mazda has participated in the Study Group for Ideal Approaches to Model Utilization in the Automobile Industry organized by the Ministry of Economy, Trade and Industry since its launch in November 2015. The Company works on initiatives with other automakers and parts manufacturers to spread Model Based Development (MBD), a development technique to achieve the advanced development and performance assessment process for automobiles through virtual simulation. In April 2018, the Company agreed on the Enrichment of SURIAWASE 2.0\*1 for the Automobile Industry (an industry-academia-government joint strategy project policy), and announced that the Company would continue with the initiatives to enrich MBD and harmonization areas, etc. In addition, Mazda formulated the guidelines for smoothly promoting model distribution between companies, based on the results of activities implemented by the study group thus far. In December 2018, the study group and ProSTEP iVip,\*2 an international standardization organization, jointly announced these guidelines to the world, as international rules originating from Japan.

In this study group, the Company takes full advantage of its knowledge of virtual simulation and unique MBD that have been refined through Mazda Digital Innovation (MDI) (see p. 124) to contribute to activities for increasing the global competitiveness of the Japanese automotive industry.

##### Basic and Applied Research on Technologies for Internal Combustion Engines and Cleaner Exhaust Emissions

Mazda participates in the Research Association of Automobile Internal Combustion Engines (AICE\*3), a new joint research organization in the Japanese automobile industry. AICE was established on April 1, 2014, with the support of the Ministry of Economy, Trade and Industry to enable automobile manufacturers to conduct basic and applied studies jointly with universities and research institutions on themes common to automobile manufacturers, and to use the research results to accelerate their in-house development activities. Taking advantage of its participation in AICE, Mazda is promoting its development of technologies for internal combustion engines and cleaner exhaust gases, with a view to achieving improved fuel economy and reduced exhaust emissions. Beginning in April 2019, the Company has expanded the scope of its development efforts to include mechanical resistance reduction and heat management technologies.

\*1 SURIAWASE 2.0 is an initiative to enhance the harmonization of development processes by taking advantage of an MBD process that uses virtual simulations instead of physical machines across entire supply chains in Japan. A Study Group for Ideal Approaches to Model Utilization in the Automobile Industry was organized in November 2015 by the Ministry of Economy, Trade and Industry, to further enhance the international competitiveness of the automotive industry. [https://www.meti.go.jp/english/press/2018/0404\\_001.html](https://www.meti.go.jp/english/press/2018/0404_001.html)

\*2 An international standardization organization based in Germany. Its membership comprises 185 companies, primarily automakers in Europe, the United States and Japan, as well as airlines and software companies. ProSTEP iVip works to develop and promote international rules regarding CAD and MBD.

\*3 Research Association of Automobile Internal Combustion Engines, participated in by nine Japanese auto manufacturers and two organizations (as of April 2020).

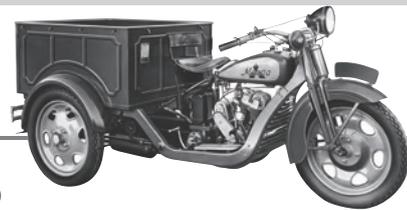
# HISTORY OF MAZDA

## 1920

Corporate

Product\*

- 1920.1 Toyo Cork Kogyo Co., Ltd is founded
- 1921.3 Jujiro Matsuda becomes president
- 1927.9 Company becomes Toyo Kogyo Co., Ltd



1930

- 1930.9 New plant is constructed in Hiroshima (Aki-gun, Fuchu-cho)
- 1932 Export of 3-wheel trucks begins
- 1936.4 Caravan of 3-wheeled trucks from Kagoshima to Tokyo (advertising campaign)
- 1936.4 New logo is introduced



1931.10  
Production of 3-wheel truck "Mazda-go DA model," Mazda's first automobile, begins

1940

- 1945.8 Mazda loans part of Head Office building to Hiroshima prefectural government, court, news media, etc. Regarding the Hiroshima prefectural government all functions are temporarily transferred there (until July 1946)
- 1945.12 Production of 3-wheel trucks suspended since August 1945 resumes
- 1949.8 3-wheeled truck exports restart

1950

- 1951 New logo is introduced
- 1951.12 Tsuneji Matsuda becomes president
- 1959.7 New logo is introduced



1950.6  
4-wheel light truck "CA model" is launched



1960

- 1961.7 Mazda enters into technical cooperation with NSU/Wankel on rotary engines
- 1963.3 Cumulative domestic production reaches 1 million vehicles
- 1965.5 Miyoshi Proving Ground is completed
- 1966.11 Operations at new passenger car plant (Ujina) in Hiroshima begin
- 1967.3 Full-scale exports to the European market begin



1960.5  
"R360 Coupe," Mazda's first passenger car is launched



1963.10  
The first "Familia" is launched



1967.5  
"Cosmo Sport (110s)" Mazda's first rotary engine vehicle is launched (Selected as the Japan Automotive Hall of Fame's "2003 Historic Car of Japan")



1962.2  
The first "Carol" is launched



1966.5  
The first "Bongo" is launched



1966.8  
The first "Luce" is launched



1970

- 1970.4 Exports to the U.S. begin
- 1970.11 Kouhei Matsuda becomes president
- 1975.1 New logo is introduced
- 1977.12 Yoshiki Yamasaki becomes president
- 1979.6 Cumulative domestic production reaches 10 million vehicles
- 1979.11 Ford Motor Company and Mazda enter into a capital tie-up



1970.5  
The first "Capella (RX-2)" is launched



1975.10  
The first "Cosmo" is launched



1971.8  
The first "Titan" is launched



1971.9  
The first "Savanna (RX-3)" is launched



1978.3  
The first "Savanna RX-7 (RX-7)" is launched



1980

- 1981.12 Operations at Hofu Transmission Plant (Nakanoseki district) begin
- 1982.9 Operations of manufacturing passenger car at Hofu plant (Nishinoura district) begin
- 1984.5 Company is renamed as Mazda Motor Corporation
- 1984.10 Mazda Foundation is established
- 1984.11 Kenichi Yamamoto becomes president
- 1985.1 Mazda Motor Manufacturing (USA) Corporation (MMUC), now Auto Alliance International (AAI), is established (-2012.8)
- 1987.4 Cumulative domestic production reaches 20 million vehicles
- 1987.6 New research center is opened in Yokohama, Japan (the current Mazda R&D Center Yokohama)
- 1987.12 Norimasa Furuta becomes president
- 1988.4 Mazda Technical College is established
- 1988.5 Mazda Research and Development Center is established in Irvine, CA (U.S.)

1980.6  
"Familia (GLC/323)" is fully redesigned (Receives the "1980-1981 Car of the Year Japan")



1982.9  
"Capella (Telstar)" is fully redesigned (Receives the "1982-1983 Car of the Year Japan")



1989.9  
The first "Roadster (MX-5)" is launched (Selected as the Japan Automotive Hall of Fame's "2019 Historic Car of Japan")



1990

- 1990.1 Hokkaido Kenbuchi Proving Ground for cold-weather testing is completed
- 1990.5 European R&D Representative Office (MRE) is completed
- 1991.12 Yoshihiro Wada becomes president
- 1995.4 Cumulative domestic production reaches 30 million vehicles
- 1995.11 Mazda and Ford jointly establish Auto Alliance (Thailand) Company Limited (AAT), a joint venture production company
- 1996.3 Mazda website is opened
- 1996.6 Henry D.G. Wallace becomes president
- 1997.6 New logo is introduced
- 1997.11 James E. Miller becomes president
- 1999.12 Mark Fields becomes president

1991.6  
Mazda 787B wins the 59th Le Mans 24-Hour Endurance Race, claiming the first ever victory for a Japanese automobile



1996.8  
The first "Demio (Mazda2)" is launched (Receives the "1996-1997 RJC New Car of the Year")



1990.1  
The first "MPV" is launched



1991.12  
"RX-7" is fully redesigned (Receives the "1991-1992 RJC New Car of the Year")



1999.4  
The first "Premacy (Mazda5)" is launched



\* Launching date is based on Japanese market

# 2000

Corporate	
2000.11	Mid-term plan "Millennium Plan" is announced
2002.1	Nakasatsunai Proving Ground is completed
2002.4	New brand statement "Zoom-Zoom" is introduced
2002.6	Lewis Booth becomes president and CEO
2003.1	Production of "Mazda6" commences at FAW Car Company in China
2003.8	Hisakazu Imaki becomes president and CEO
2004.11	Mid-term plan "Mazda Momentum" is announced
2005.8	China Engineering Support Center is opened
2006.5	Mine Proving Ground is completed
2007.3	Mid-term plan "Mazda Advancement Plan" is announced
2007.3	Long-term vision for technology development: "Sustainable Zoom-Zoom" is announced
2007.4	Changan Ford Mazda Engine Co., Ltd. (CFME, now CME) in China commences operation
2007.7	Cumulative domestic production reaches 40 million vehicles
2007.10	Changan Ford Mazda Automobile Nanjin Co., Ltd. (CFMA, now CMA) commences operation
2008.11	Takashi Yamanouchi becomes president and CEO

Product*		
2000.7	"Roadster (MX-5)" is recognized by the Guinness Book of Records as the world's largest production of lightweight open two-seater sports car	
2002.5	The first "Atenza (Mazda6)" is launched (Receives the "2003 RJC Car of the Year")	
2003.4	"RX-8" is launched (Receives the "2004 RJC Car of the Year")	
2003.10	The first "Axela (Mazda3)" is launched	
2005.8	"Roadster (MX-5)" is fully redesigned (Receives the "2005-2006 Car of the Year Japan")	
2006.2	Leasing of hydrogen vehicle, "RX-8 Hydrogen RE", is started	
2006.3	Global presentation of the first "BT-50" at Bangkok International Motor Show	
2006.12	"CX-7" is launched	
2006.10	Production of the first "CX-9" commences	
2007.7	"Demio (Mazda2)" is fully redesigned (Receives the "2008 RJC Car of the Year" and the "2008 World Car of the Year")	
2008.7	"Biente" is launched	

# 2010

2010.4	"Framework for Medium-and Long-term Initiatives" is announced
2012.2	"Structural Reform Plan" is announced
2012.9	Mazda and Sollers establish Mazda Sollers (MSMR), a joint venture production company in Russia
2012.9	Mazda and Bermaz establish Mazda Malaysia (MMSB), a joint venture company
2013.1	Business agreement is concluded for the development and production of Fiat brand two-seater convertible sports car
2013.6	Masamichi Kogai becomes president and CEO
2014.1	Operations at the production facility Mazda de Mexico Vehicle Operation (MMVO) a joint venture with Sumitomo Corporation in Mexico are started
2015.1	Operations at transmission plant in Thailand, Mazda Powertrain Manufacturing (Thailand) (MPMT) are started
2015.4	"Structural Reform Stage 2" is announced
2015.4	New Corporate Vision is established
2017.8	Agreement is entered into with Toyota on business and capital tie-up
2017.8	Long-term vision for technology development "Sustainable Zoom-Zoom 2030" is announced
2018.3	Mazda and Toyota establish a joint-venture company "Mazda Toyota Manufacturing U.S.A"
2018.5	Cumulative domestic production reaches 50 million vehicles
2018.6	Akira Marumoto becomes president and CEO
2019.11	"Medium-Term Management Plan" is announced
2020.1	Mazda marks the 100th anniversary of its founding

2010.10	Skyactiv Technology is announced	2012.2	"CX-5" is launched (Receives the "2012-2013 Car of the Year Japan")	
2012.11	"Atenza (Mazda6)" is fully redesigned (Receives the "2014 RJC Car of the Year")			
2013.6	Commenced public road test of leased hydrogen vehicles, "Premacy Hydrogen RE Range Extender EV"			
2013.11	"Axela (Mazda3)" is fully redesigned	2014.9	"Demio (Mazda2)" is fully redesigned (Receives the "2014-2015 Car of the Year Japan")	
2015.2	"CX-3" is launched			
2015.5	"Roadster (MX-5)" is fully redesigned (Receives the "2015-2016 Car of the Year Japan," the "2016 World Car of the Year," and the "2016 World Car Design of the Year")			
2015.7	"Mazda BT-50" is fully redesigned and production commences in Thailand			
2016.4	"CX-4" makes its world debut	2016.2	"CX-9" is fully redesigned and production commences	
2016.12	"CX-5" is fully redesigned			
2016.7	A series of Mazda's vehicle motion control technologies "Skyactiv Vehicle Dynamics" is announced			
2017.8	New-generation gasoline engine "Skyactiv-X" is announced			
2017.12	"CX-8" is launched			
2019.5	"Mazda3" is launched (Receives the "2020 World Car Design of the Year")			
2019.9	"CX-30" is launched			
2020.10	"MX-30" is launched			

# 2020

\* Launching date is based on Japanese market

## Third-Party Verification

The Mazda Sustainability Report 2020 [In-Depth Version] was verified by a third party to improve the reliability of the data disclosed in the report.

Items verified by the third party are indicated by a star mark (★).



No.1811004064-2

### Independent Verification Report

**To: Mazda Motor Corporation**

#### 1. Objective and Scope

Japan Quality Assurance Organization (hereafter "JQA") was engaged by Mazda Motor Corporation (hereafter "the Company") to provide an independent verification on whether the GHG emissions (energy-derived CO<sub>2</sub> emissions from Scope 1, 2 and four categories of Scope 3 [Category 3, 5, 6 and 7]), water use and waste emissions for FY 2019 (hereafter "the Environmental data") were correctly indicated in the "Mazda Sustainability Report 2020 [In-depth version]" (hereafter "the Report") created by the Company. The Environmental data is included in the Company's calculation report assured by an independent third party on its verification report, and is indicated with the "★" mark in the "Mazda's Corporate Activities and Impact on the Environment" of the Report. The content of our verification was to express our conclusion, based on our verification procedure, on whether the Environmental data was correctly indicated in accordance with the "Publish process of Mazda Sustainability Report: Environmental data which is Third party assured (dated September 3, 2020)" (hereafter "the Rules"). The purpose of the verification was to evaluate the Environmental data indicated in the Report objectively and to enhance the credibility of the Report.

\*The fiscal year 2019 of Mazda Motor Corporation ended on March 31, 2020.

#### 2. Procedure Performed

JQA conducted verification in accordance with "ISO 14064-3" for GHG emissions and with "ISAE3000" for water use and waste emissions, respectively. Each boundary of the environmental information for this verification assignment are:

- For Scope 1, 2 GHG emissions (energy-derived CO<sub>2</sub> emissions) and Scope 3 GHG emission (Category 3), four domestic production sites of the Company and five overseas production companies.
- For Scope 3 GHG emission (Category 5), water use and waste emissions, four domestic production sites of the Company.
- For Scope 3 GHG emissions (Category 6 and 7), the Company.

It should be noted that four domestic production sites of the Company are Hiroshima Plant, Miyoshi Plant, Nishinoura district and Nakanoseki district of Hofu Plant, and five overseas production companies are AutoAlliance (Thailand) Co., Ltd., Changan Mazda Engine Co., Ltd., Changan Mazda Automobile Co., Ltd., Mazda Powertrain Manufacturing (Thailand) Co., Ltd. and Mazda Motor Manufacturing de Mexico S.A. de C.V.. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent each of the total emissions and total amount of water use in the Report. Our verification procedure included checking the Environmental data indicated in the Report against that included in the Company's calculation report, at the JQA office.

#### 3. Conclusion

Based on the procedure described above, nothing has come to our attention that caused us to believe that the Environmental data in the Report is not materially correct, or has not been prepared in accordance with the Rules.

#### 4. Consideration

The Company was responsible for preparing the Report, and JQA's responsibility was to conduct verification of the Environmental data in the Report only. There is no conflict of interest between the Company and JQA.

Sumio Asada, Board Director  
For and on behalf of Japan Quality Assurance Organization  
1-25, Kandasudacho, Chiyoda-ku, Tokyo, Japan  
October 26, 2020

## Third-Party Assurance

The Mazda Sustainability Report 2020 [In-Depth Version] was assured by a third party to improve the reliability of the data disclosed in the report.

Items assured by the third party are indicated by a checkmark (☑).



### Independent Assurance Report

To the Representative Director, President and CEO of Mazda Motor Corporation

We were engaged by Mazda Motor Corporation (the “Company”) to undertake a limited assurance engagement of the social performance indicators marked with “☑” (the “Indicators”) for the period from April 1, 2019 to March 31, 2020 included in its SUSTAINABILITY REPORT 2020 (IN-DEPTH VERSION) (the “Report”) for the fiscal year ended March 31, 2020.

#### The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Report.

#### Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Report and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Making inquiries and reviewing materials including documented evidence of the Company’s headquarters selected on the basis of a risk analysis, as alternative procedures to a site visit.
- Evaluating the overall presentation of the Indicators.

#### Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Report are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Report.

#### Our Independence and Quality Control

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Control 1, we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

KPMG AZSA Sustainability Co., Ltd.  
Osaka, Japan  
December 14, 2020

## GRI Content Index

The table below shows the pages in this report containing information relevant to each of the required disclosures under the GRI Sustainability Reporting Standards and its Core option, and each of the ISO 26000 subjects.

Core option requirements	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
	<b>102</b>	<b>General Disclosures</b>		
	<b>GRI 102:</b>	<b>General Disclosures 2016</b>		
	<b>1</b>	<b>Organizational profile</b>		
✓	102-1	Name of the organization	141	—
✓	102-2	Activities, brands, products, and services	19, 141	—
✓	102-3	Location of headquarters	141	—
✓	102-4	Location of operations	18, 20-21	—
✓	102-5	Ownership and legal form	141	—
✓	102-6	Markets served	18, 19, 141	—
✓	102-7	Scale of the organization	18, 141	—
✓	102-8	Information on employees and other workers	86	6.4, 6.4.3
✓	102-9	Supply chain	118	—
✓	102-10	Significant changes to the organization and its supply chain	N/A	—
✓	102-11	Precautionary Principle or approach	111-114	6.2
✓	102-12	External initiatives	24	6.2
✓	102-13	Membership of associations	24, 128-130	6.2
	<b>2</b>	<b>Strategy</b>		
✓	102-14	Statement from senior decision-maker	4-5	6.2
	102-15	Key impacts, risks, and opportunities	25-26, 53, 54-55	6.2
	<b>3</b>	<b>Ethics and integrity</b>		
✓	102-16	Values, principles, standards, and norms of behavior	115	—
	102-17	Mechanisms for advice and concerns about ethics	115	—
	<b>4</b>	<b>Governance</b>		
✓	102-18	Governance structure	24, 107-108	6.2
	102-19	Delegating authority	24, 107-108	—
	102-20	Executive-level responsibility for economic, environmental, and social topics	24, 107-108	—
	102-21	Consulting stakeholders on economic, environmental, and social topics	• Corporate Governance Report <sup>*1</sup>	6.2
	102-22	Composition of the highest governance body and its committees	• Securities Report <sup>*2</sup>	6.2
	102-23	Chair of the highest governance body	• Corporate Governance Report <sup>*1</sup>	6.2
	102-24	Nominating and selecting the highest governance body	108 • Securities Report <sup>*2</sup>	6.2
	102-25	Conflicts of interest	• Corporate Governance Report <sup>*1</sup>	6.2
	102-26	Role of highest governance body in setting purpose, values, and strategy	• Corporate Governance Report <sup>*1</sup>	—
	102-27	Collective knowledge of highest governance body	• Corporate Governance Report <sup>*1</sup>	—
	102-28	Evaluating the highest governance body's performance	• Corporate Governance Report <sup>*1</sup>	6.2

\*1 Corporate Governance Report <https://www.mazda.com/en/investors/library/governance/>

\*2 Securities Report (Japanese only) <https://www.mazda.com/ja/investors/library/s-report/>

Core option requirements	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
	102-29	Identifying and managing economic, environmental, and social impacts	23-27, 111	6.2
	102-30	Effectiveness of risk management processes	23-27, 111	—
	102-31	Review of economic, environmental, and social topics	23-27, 111	6.2
	102-32	Highest governance body's role in sustainability reporting	23-27, 111	—
	102-33	Communicating critical concerns	112 • Corporate Governance Report <sup>*1</sup>	6.2
	102-34	Nature and total number of critical concerns	—	—
	102-35	Remuneration policies	108 • Corporate Governance Report <sup>*1</sup> • Securities Report <sup>*2</sup>	6.2
	102-36	Process for determining remuneration	• Corporate Governance Report <sup>*1</sup> • Securities Report <sup>*2</sup>	—
	102-37	Stakeholders' involvement in remuneration	• Securities Report <sup>*2</sup>	6.2
	102-38	Annual total compensation ratio	• Securities Report <sup>*2</sup>	—
	102-39	Percentage increase in annual total compensation ratio	—	—
	<b>5</b>	<b>Stakeholder engagement</b>		
✓	102-40	List of stakeholder groups	28-29	6.2
✓	102-41	Collective bargaining agreements	92	6.3.10, 6.4 6.4.3, 6.4.4 6.4.5
✓	102-42	Identifying and selecting stakeholders	28-29	6.2
✓	102-43	Approach to stakeholder engagement	28-29	6.2, 6.7 6.7.4, 6.7.5 6.7.6, 6.7.8 6.7.9
✓	102-44	Key topics and concerns raised	27, 28-29, 32, 35, 39, 80, 87, 98, 119	6.2
	<b>6</b>	<b>Reporting practice</b>		
✓	102-45	Entities included in the consolidated financial statements	3 • Securities Report <sup>*2</sup>	6.2
✓	102-46	Defining report content and topic Boundaries	3, 23-27	—
✓	102-47	List of material topics	25	—
✓	102-48	Restatements of information	N/A	—
✓	102-49	Changes in reporting	N/A	—
✓	102-50	Reporting period	3	—
✓	102-51	Date of most recent report	3	—
✓	102-52	Reporting cycle	3	—
✓	102-53	Contact point for questions regarding the report	142	—
✓	102-54	Claims of reporting in accordance with the GRI Standards	3, 135-140	—
✓	102-55	GRI content index	135-140	—
✓	102-56	External assurance	133, 134	7.5.3
	<b>103</b>	<b>Management Approach</b>		
	GRI 103:	Management Approach 2016		
	103-1	Explanation of the material topic and its Boundary	25	—
	103-2	The management approach and its components	22, 24, 30, 36, 41, 51, 54-55, 84, 100, 106	—
	103-3	Evaluation of the management approach	22, 25, 30, 36, 41, 51, 54-55, 84, 100, 106	—

\*1 Corporate Governance Report <https://www.mazda.com/en/investors/library/governance/>

\*2 Securities Report (Japanese only) <https://www.mazda.com/ja/investors/library/s-report/>

●: Important issues specified by Mazda

Important issues	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
	200	<b>Economic</b>		
●	<b>GRI 201:</b>	<b>Economic Performance 2016</b>		
	201-1	Direct economic value generated and distributed	87, 102, 121	6.8, 6.8.3 6.8.7, 6.8.9
	201-2	Financial implications and other risks and opportunities due to climate change	53, 56 • Securities Report*1	6.5.5
	201-3	Defined benefit plan obligations and other retirement plans	• Securities Report*1	—
	201-4	Financial assistance received from government	—	—
●	<b>GRI 202:</b>	<b>Market Presence 2016</b>		
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	6.4.4, 6.8
	202-2	Proportion of senior management hired from the local community	85	6.8, 6.8.5 6.8.7
●	<b>GRI 203:</b>	<b>Indirect Economic Impacts 2016</b>		
	203-1	Infrastructure investments and services supported	49	6.3.9, 6.8 6.8.3, 6.8.4 6.8.5, 6.8.6 6.8.7, 6.8.9
	203-2	Significant indirect economic impacts	101-105	6.3.9, 6.6.6 6.6.7, 6.7.8 6.8, 6.8.5 6.8.6, 6.8.7 6.8.9
●	<b>GRI 204:</b>	<b>Procurement Practices 2016</b>		
	204-1	Proportion of spending on local suppliers	(Confidential information)	6.6.6, 6.8 6.8.5, 6.8.7
●	<b>GRI 205:</b>	<b>Anti-corruption 2016</b>		
	205-1	Operations assessed for risks related to corruption	—	6.6, 6.6.3
	205-2	Communication and training about anti-corruption policies and procedures	27, 115-117, 118-119	6.6, 6.6.3
	205-3	Confirmed incidents of corruption and actions taken	N/A	6.6, 6.6.3
	<b>GRI 206:</b>	<b>Anti-competitive Behavior 2016</b>		
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	6.6, 6.6.5 6.6.7
	300	<b>Environmental</b>		
●	<b>GRI 301:</b>	<b>Materials 2016</b>		
	301-1	Materials used by weight or volume	82	6.5.4
	301-2	Recycled input materials used	77-78, 82	6.5.4
	301-3	Reclaimed products and their packaging materials	73, 77-78, 82	6.5.3, 6.5.4 6.7.5
●	<b>GRI 302:</b>	<b>Energy 2016</b>		
	302-1	Energy consumption within the organization	60, 70, 82	6.5.4
	302-2	Energy consumption outside of the organization	—	6.5.4
	302-3	Energy intensity	—	6.5.4
	302-4	Reduction of energy consumption	70-71	6.5.4, 6.5.5
	302-5	Reductions in energy requirements of products and services	62-64	6.5.4, 6.5.5
●	<b>GRI 303:</b>	<b>Water 2018</b>		
	303-1	Interactions with water as a shared resource	74-76, 82	6.5.4

\*1 Securities Report (Japanese only) <https://www.mazda.com/ja/investors/library/s-report/>

Important issues	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
	303-2	Management of water discharge-related impacts	74-76	6.5.4
	303-3	Water withdrawal	74, 82	6.5.4
	303-4	Water discharge	74-75, 82	6.5.4
	303-5	Water consumption	—	6.5.4
	<b>GRI 304 :</b>	<b>Biodiversity 2016</b>		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	6.5.6
	304-2	Significant impacts of activities, products, and services on biodiversity	—	6.5.6
	304-3	Habitats protected or restored	—	6.5.6
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	6.5.6
●	<b>GRI 305 :</b>	<b>Emissions 2016</b>		
	305-1	Direct (Scope1) GHG emissions	70, 82	6.5.5
	305-2	Energy indirect (Scope2) GHG emissions	70, 82	6.5.5
	305-3	Other indirect (Scope3) GHG emissions	82	6.5.5
	305-4	GHG emissions intensity	70	6.5.5
	305-5	Reduction of GHG emissions	70	6.5.5
	305-6	Emissions of ozone-depleting substances (ODS)	—	6.5.3, 6.5.5
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	75, 82	6.5.3
●	<b>GRI 306 :</b>	<b>Effluents and Waste 2016</b>		
	306-1	Water discharge by quality and destination	75, 82	6.5.3, 6.5.4
	306-2	Waste by type and disposal method	82	6.5.3
	306-3	Significant spills	N/A	6.5.3
	306-4	Transport of hazardous waste	—	6.5.3
	306-5	Water bodies affected by water discharges and/or runoff	—	6.5.3, 6.5.4 6.5.6
●	<b>GRI 307 :</b>	<b>Environmental Compliance 2016</b>		
	307-1	Non-compliance with environmental laws and regulations	N/A	4.6
●	<b>GRI 308 :</b>	<b>Supplier Environmental Assessment 2016</b>		
	308-1	New suppliers that were screened using environmental criteria	(Confidential information)	6.3.5, 6.6.6 7.3.1
	308-2	Negative environmental impacts in the supply chain and actions taken	119	6.3.5, 6.6.6 7.3.1
	400	<b>Social</b>		
●	<b>GRI 401 :</b>	<b>Employment 2016</b>		
	401-1	New employee hires and employee turnover	85-86	6.4, 6.4.3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	6.4, 6.4.3 6.4.4
	401-3	Parental leave	91	6.4, 6.4.3
●	<b>GRI 402 :</b>	<b>Labor/Management Relations 2016</b>		
	402-1	Minimum notice periods regarding operational changes	92	6.4, 6.4.3 6.4.4, 6.4.5
●	<b>GRI 403 :</b>	<b>Occupational Health and Safety 2018</b>		
	403-1	Occupational health and safety management system	93	6.4, 6.4.6
	403-2	Hazard identification, risk assessment, and incident investigation	93-96	6.4, 6.4.6

Important issues	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
	403-3	Occupational health services	94-96	6.4, 6.4.6
	403-4	Worker participation, consultation, and communication on occupational health and safety	93	6.4, 6.4.6
	403-5	Worker training on occupational health and safety	94	6.4, 6.4.6
	403-6	Promotion of worker health	96	6.4, 6.4.6
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	93	6.4, 6.4.6
	403-8	Workers covered by an occupational health and safety management system	93	6.4, 6.4.6
	403-9	Work-related injuries	93-96	6.4, 6.4.6
	403-10	Work-related ill health	93-96	6.4, 6.4.6
●	<b>GRI 404 :</b>	<b>Training and Education 2016</b>		
	404-1	Average hours of training per year per employee	88	6.4, 6.4.7
	404-2	Programs for upgrading employee skills and transition assistance programs	88	6.4, 6.4.7 6.8.5
	404-3	Percentage of employees receiving regular performance and career development reviews	89	6.4, 6.4.7
●	<b>GRI 405 :</b>	<b>Diversity and Equal Opportunity 2016</b>		
	405-1	Diversity of governance bodies and employees	86, 107	6.3.7, 6.3.10 6.4, 6.4.3
	405-2	Ratio of basic salary and remuneration of women to men	87	6.3.7, 6.3.10 6.4, 6.4.3 6.4.4
	<b>GRI 406 :</b>	<b>Non-discrimination 2016</b>		
	406-1	Incidents of discrimination and corrective actions taken	—	6.3, 6.3.6 6.3.7, 6.3.10 6.4.3
	<b>GRI 407 :</b>	<b>Freedom of Association and Collective Bargaining 2016</b>		
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	6.3, 6.3.3 6.3.4, 6.3.5 6.3.8, 6.3.10 6.4.3, 6.4.5
	<b>GRI 408 :</b>	<b>Child Labor 2016</b>		
	408-1	Operations and suppliers at significant risk for incidents of child labor	97-98, 118-119	6.3, 6.3.3 6.3.4, 6.3.5 6.3.7, 6.3.10
●	<b>GRI 409 :</b>	<b>Forced or Compulsory Labor 2016</b>		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	97-98, 118-119	6.3, 6.3.3 6.3.4, 6.3.5 6.3.7, 6.3.10
	<b>GRI 410 :</b>	<b>Security Practices 2016</b>		
	410-1	Security personnel trained in human rights policies or procedures	—	6.3, 6.3.5 6.4.3, 6.6.6
	<b>GRI 411 :</b>	<b>Rights of Indigenous Peoples 2016</b>		
	411-1	Incidents of violations involving rights of indigenous peoples	—	6.3, 6.3.6 6.3.7, 6.3.8 6.6.7
	<b>GRI 412 :</b>	<b>Human Rights Assessment 2016</b>		
	412-1	Operations that have been subject to human rights reviews or impact assessments	97-99	6.3, 6.3.3 6.3.4, 6.3.5
	412-2	Employee training on human rights policies or procedures	97-99	6.3, 6.3.5
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	6.3, 6.3.3 6.3.5, 6.6.6

Important issues	GRI Standard	Disclosures	Relevant pages/ Reason for omission in parentheses	ISO26000
●	<b>GRI 413 :</b>	<b>Local Communities 2016</b>		
	413-1	Operations with local community engagement, impact assessments, and development programs	105	6.3.9, 6.6.7 6.8, 6.8.5 6.8.7
	413-2	Operations with significant actual and potential negative impacts on local communities	—	6.3.9, 6.5.3 6.5.6, 6.8.9
●	<b>GRI 414 :</b>	<b>Supplier Social Assessment 2016</b>		
	414-1	New suppliers that were screened using social criteria	(Confidential information)	—
	414-2	Negative social impacts in the supply chain and actions taken	—	—
	<b>GRI 415 :</b>	<b>Public Policy 2016</b>		
	415-1	Political contributions	—	—
●	<b>GRI 416 :</b>	<b>Customer Health and Safety 2016</b>		
	416-1	Assessment of the health and safety impacts of product and service categories	48	6.3.9, 6.6.6 6.7, 6.7.4 6.7.5
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—	6.3.9, 6.6.6 6.7, 6.7.4 6.7.5
●	<b>GRI 417 :</b>	<b>Marketing and Labeling 2016</b>		
	417-1	Requirements for product and service information and labeling	—	6.7, 6.7.3 6.7.4, 6.7.5 6.7.6, 6.7.9
	417-2	Incidents of non-compliance concerning product and service information and labeling	—	6.7, 6.7.3 6.7.4, 6.7.5 6.7.6, 6.7.9
	417-3	Incidents of non-compliance concerning marketing communications	N/A	6.7, 6.7.3 6.7.6, 6.7.9
●	<b>GRI 418 :</b>	<b>Customer Privacy 2016</b>		
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	6.7, 6.7.7
●	<b>GRI 419 :</b>	<b>Socioeconomic Compliance 2016</b>		
	419-1	Non-compliance with laws and regulations in the social and economic area	N/A	6.6, 6.6.3 6.6.7, 6.8.7

## Corporate Profile (as of March 31, 2020)

Company name:	Mazda Motor Corporation	Research and development sites:	Head Office, Mazda R&D Center (Yokohama), Mazda North American Operations (U.S.A), Mazda Motor Europe (Germany), China Engineering Support Center (China)
Founded:	January 30, 1920	Production sites:	Japan: Hiroshima Plant (Head Office, Ujina), Hofu Plant (Nishinoura, Nakanoseki), Miyoshi Plant Overseas: China, Thailand, Mexico, Vietnam* <sup>2</sup> , Malaysia* <sup>2</sup> , Russia* <sup>2</sup>
Head Office:	3-1 Shinchi, Fuchu-cho, Aki-gun, Hiroshima 730-8670, Japan	Sales companies:	Japan: 212, Overseas: 140
Main business lines:	Manufacture and sales of passenger cars and commercial vehicles	Principal products:	Four-wheeled vehicles, gasoline reciprocating engines, diesel engines, automatic and manual transmissions for vehicles
Stock information:	1,200,000,000 total shares issuable 631,803,979 total outstanding shares 148,222 shareholders		
Capital:	284 billion yen		
Employees:	Consolidated Total: 50,479* <sup>1</sup>		

\*1 Excluding the number of Mazda Group employees dispatched to companies outside the Group, but including the number of employees dispatched to Mazda Group companies from outside the Group.  
\*2 Assembly only (Volume is not disclosed).

## Other Information

### Official websites

	URL	Content
CSR	<a href="https://www.mazda.com/en/csr/">https://www.mazda.com/en/csr/</a>	Mazda's CSR initiatives and other general information
Investor relations	<a href="https://www.mazda.com/en/investors/">https://www.mazda.com/en/investors/</a>	Financial and governance information
Company	<a href="https://www.mazda.com/en/about/">https://www.mazda.com/en/about/</a>	Overview and business/production bases of the Mazda Group
Brand	<a href="https://www.mazda.com/en/innovation/">https://www.mazda.com/en/innovation/</a>	Information on brand, technologies
News	<a href="https://newsroom.mazda.com/en/">https://newsroom.mazda.com/en/</a>	News releases, social media, animations
Sales/Customer service	<a href="https://www.mazda.com/en/about/d-list/">https://www.mazda.com/en/about/d-list/</a> *	Information on products and others to customers before/after purchase

\* Choose the country/area to be searched.



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<https://www.mazda.com/en/csr/report/download/>



**Annual Report 2020**  
<https://www.mazda.com/en/investors/library/annual/>



**Mazda Technical Review**  
<https://www.mazda.com/ja/innovation/technology/gjhou/>



(For English, Summary is available)

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