

Mazda is stepping up initiatives in the area of corporate social responsibility (CSR) as it aims to play its part in realizing a sustainable society. In fiscal 2005, our CSR program put particular emphasis on the environment.

REINFORCING GROUP-WIDE ENVIRONMENTAL EFFORTS

In April 2005, we reviewed the Mazda Global Environmental Charter, which defines our basic corporate policy concerning the environment. The scope of the updated charter has been extended from Mazda Motor Corporation to cover the entire Mazda Group, providing a stronger framework for a more concerted Group-wide approach to tackling environmental issues.

To accelerate Group environmental efforts, Mazda overhauled its environmental promotion system in July 2005. Executive Vice President John G. Parker was appointed officer in charge of environmental issues, and the Mazda Global Environmental Conference was replaced by the Mazda Environmental Committee. Chaired by the president, this committee has five subcommittees to handle environmental action in specific areas.

Moreover, we have started introducing an environmental management system at sales, component sales and other consolidated non-manufacturing subsidiaries to promote environmental activities at Mazda Group companies.

MAZDA GLOBAL ENVIRONMENTAL CHARTER

ENVIRONMENTAL PRINCIPLES

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

55 ACTION PLANS LAUNCHED TO PREVENT GLOBAL WARMING

In July 2005, Mazda announced its participation in "Team Minus 6%," a government-led initiative to reduce emissions of greenhouse gases by 6%.

As an automaker, Mazda has been working for many years to reduce emissions of gases that cause global warming. Participation in Team Minus 6% has further raised awareness of the issues at stake and led us to step up our environmental activities. Specifically, we have drafted a total of 55 action

plans, split between 28 office- and 27 home-based initiatives. These include setting air conditioner thermostats at 28°C and wearing lighter clothes in the summer and turning lights off during lunch hour. We are encouraging all of our approximately 25,000 personnel and their families to do what they can to implement these initiatives on an individual basis.

SOCIAL & ENVIRONMENTAL REPORT 2005 EXPANDED TO INCLUDE MORE SOCIAL INFORMATION

Although Mazda started including social information in the 2004 edition of its Social & Environmental Report, this content was expanded further in 2005 to encourage greater understanding among stakeholders about Mazda's social activities by offering more readily understandable information. We were also conscious of the need to create a more visually appealing, easier-to-understand report and selected individuals from related divisions to develop stronger content for each section.



We are currently working on the 2006 edition of the report, due to be published this summer, with the goal of offering even more content to readers.

"FAMILY OF EXPERTS" SYSTEM INTRODUCED

In April 2006, taking advantage of revisions to Japan's Law Concerning Stabilization of Employment of Elder Persons, Mazda introduced a new system that enables the reemployment of workers who reach retirement age. Called the "Family of Experts" system, this new program gives all Mazda employees who reach mandatory retirement age the opportunity to continue working provided they meet certain criteria.

For some time, Mazda has been addressing the issue of how to pass on the techniques and technical skills at the core of automotive craftsmanship to a new generation of workers. In 1991, Mazda inaugurated the "Senior Family" system, which was designed to promote the reemployment of retired technical workers engaged in automotive manufacturing. This system serves as the foundation for the new Family of Experts system, which is an expanded program covering all retiring employees across the company. As specialists in the area where they are rehired, these valued employees bring with them the critical skills and experience to help energize Mazda's corporate culture.