

# 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 “Social Data Calculation Report FY2022 ” (hereafter “the Report”). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information regarding the indicators of social dimension data for FY 2022<sup>\*1</sup> for following items in the Report, was correctly calculated, in accordance with Social data Calculation Procedure (hereafter “the Rule”). The purpose of the verification is to evaluate the Report objectively and to enhance the credibility of information regarding indicators of social dimension data in the Report.

\*1: The fiscal year 2022 of the Company ended on March 31, 2023.

- Injury frequency rate (Total injury frequency rate, Lost-time injury frequency rate)
- Number of Employees (male, female, total)<sup>\*2</sup>
- Average age (male, female, total)
- Average years of employment (male, female, total)
- Number of reemployments after retirement
- Number of female employees hired
- Number of female managers and percentage of female managers (Assistant manager and above, Middle management and above)
- Number of male managers (Middle management and above)
- Average age of managers
- Percentage of employees with special needs and number of employees with special needs
- Employee turnover rate
- Number of new graduates hired (University, college and high school graduates : each male and female)
- Number of Employees<sup>\*3</sup>

\*2: The “Non-consolidated” numbers, \*3: The “Consolidated” numbers

## 2. Procedures Performed

JQA conducted verification in accordance with “ISAE 3000”. The scope of this verification assignment includes items shown above. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of calculated figures for each item in the Report. As for the organizational boundaries, the Consolidated number of Employees is for the Company and its consolidated subsidiaries, while other items are for the Company only.

Our verification procedures include followings:

- Performing validation of integrated functions to check the Rule
- Checking the scope of calculation; calculation scenario; monitoring and calculation system; the appropriateness of the calculation formula for social dimension data; and calculation results in the Report against evidence

## 3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the calculated results regarding the Company’s social dimension data for FY 2022 in the Report, are not materially correct, or have not been prepared in accordance with the Rule.

## 4. Consideration

The Company was responsible for preparing the Report, and JQA’s responsibility was to conduct verification of indicators of social dimension 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

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June 30, 2023