

Financial Accounting Standards Foundation (FASF)



November 28, 2023

Sojitz Corporation
Masayoshi Fujimoto, President & CEO
(TSE Code: 2768; TSE Prime Market)

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Sojitz Corporation Announces Organizational Reforms and Executive Appointments

At a meeting of the Board of Directors held on November 27th, 2023, Sojitz passed a resolution approving the following changes to company organizational structure, as well as to executives and other management.

For further details, please see the attachment.

November 28, 2023

Sojitz Corporation

Sojitz Corporation Announces Organizational Reforms and Executive Appointments

Sojitz Corporation has approved the following changes to company organizational structure, as well as to executives and other management.

I. Organizational Reforms

1. Organizational Reforms (effective as of April 1st, 2024)
2. Purpose of Organizational Reforms

II. Executive Appointments

1. Executive Officers
2. Changes to Executives' Areas of Responsibility
3. Updated List of Executives (effective as of April 1st, 2024)
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III. Corporate Officer Appointments

[For questions, contact:]

Sojitz Corporation

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I. Organizational Reforms

1. Organizational Reforms (effective as of April 1st, 2024)

[Business Divisions]

- Part of the Aerospace & Transportation Project Division and Infrastructure & Healthcare Division will be restructured as the Aerospace, Transportation & Infrastructure Division and the Energy Solution & Healthcare Division.

[Corporate Departments]

- New corporate departments will be established to promote new energy, decarbonization, and digital transformation businesses through company-wide collaboration.

2. Purpose of Organizational Reforms

[Business Divisions]

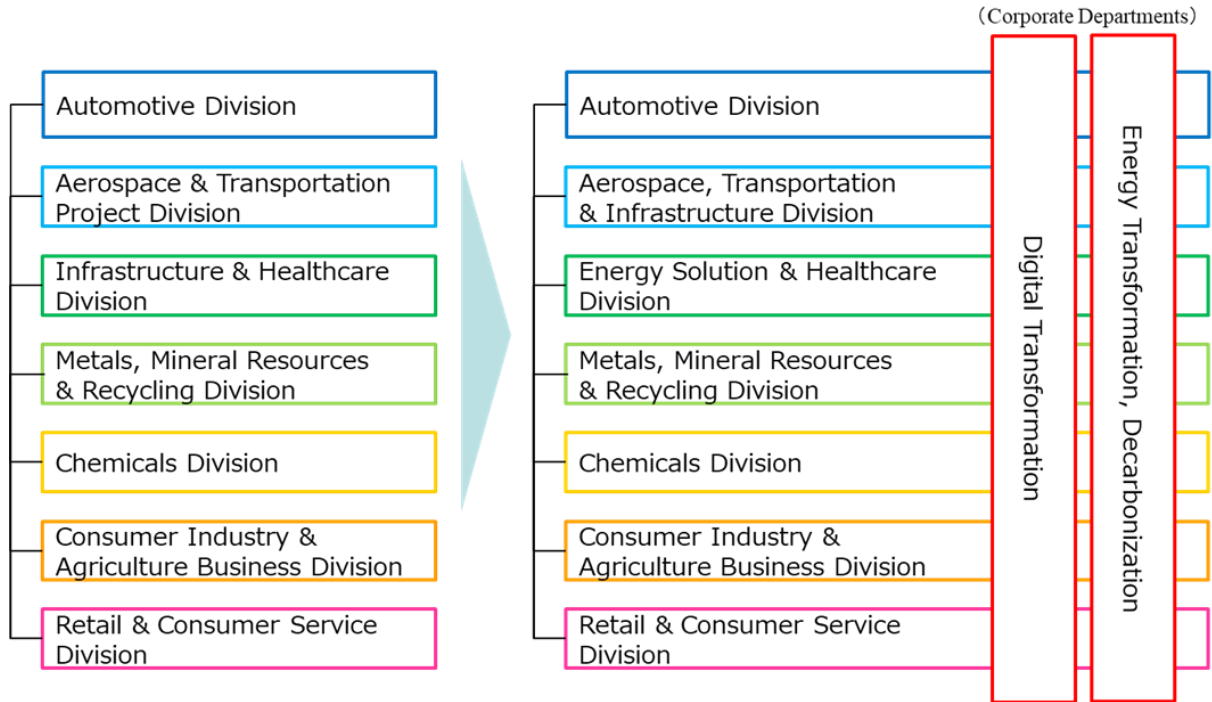
- This reorganization aims to consolidate resources related to aerospace and other transportation fields in addition to airports, industrial parks, and other social infrastructure businesses in order to strengthen the company's project development functions and to expand the scale of business.
- Based on the company's efforts to address social issues and respond to market needs, Sojitz has positioned the power business—including renewable energy businesses in Japan and overseas—and healthcare businesses as focus areas for growth. This reorganization aims to consolidate resources in order to expand business scale.

[Corporate Departments]

- Sojitz will establish a specialized corporate organization in-house that collaborates with each business division and consolidates internal resources in the new energy and decarbonization field, which is a focus area under the next medium-term management plan.
- Existing organizations will be restructured and expanded to accelerate the digital transformation process for each business division's businesses and each corporate department's functions. By leveraging digital technologies, we will create new clusters of revenue-generating business.

**Current Structure
(As of November 2023)**

**New Structure
(Starting April 2024)**



II. Executive Appointments

1. Executive Officers

(1) New appointments: 3 (effective as of April 1, 2024)

Name	New Position	Current Position
Hitoshi Oda	Executive Officer COO, Risk Management Department	General Manager, General Risk Management Department
Kenji Maeda	Executive Officer COO, Chemicals Division	Vice COO, Chemicals Division General Manager, Specialty Chemicals Department
Mizue Nakazawa	Executive Officer COO, General Accounting Department, Business Accounting Department	General Manager, General Accounting Department

(2) Promotions: 6 (effective as of April 1, 2024)

Name	New position	Current position
Kosuke Uemura	President & COO	Executive Officer COO, Corporate Planning Department
Makoto Shibuya	Senior Managing Executive Officer CFO Executive Management of Corporate Departments COO, Corporate Planning Department	Managing Executive Officer CFO Executive Management of M&A Strategy & Value Creation, IR, Corporate Sustainability, Financial Solutions, Finance COO, General Accounting Department, Business Accounting Department

Name	New position	Current position
Tomomi Arakawa	Senior Managing Executive Officer CDO, CIO COO, Digital Department	Managing Executive Officer CDO, CIO COO, Digital Department
Yasuhisa Nakao	Managing Executive Officer COO, Business Innovation Office Executive Management of Economic Security	Executive Officer COO, Business Innovation Office
Kazuhisa Yumikura	Managing Executive Officer COO, Financial Solutions Department, Finance Department	Executive Officer COO, Financial Solutions Department, Finance Department
Toshiaki Kasai	Managing Executive Officer COO, Human Resources Department	Executive Officer COO, PR Department, Risk Management Department

(3) Retirees: 3 (effective as of March 31, 2024)

Name	Current Position
Kyosuke Sasaki	Managing Executive Officer President & CEO for Europe Managing Director, Sojitz Corporation of Europe B.V. General Manager, Sojitz Corporation of Europe B.V., Paris Branch
Naoki Yokoyama	Executive Officer COO, M&A Strategy & Value Creation Office
Yuji Yuasa	Executive Officer COO, Consumer Industry & Agriculture Business Division

Mr. Kyosuke Sasaki, Mr. Naoki Yokoyama, and Mr. Yuji Yuasa will be appointed as Corporate Advisors of Sojitz Corporation.

2. Changes to Executives' Areas of Responsibility

(1) Effective as of January 1, 2024

Name	New position	Current position
Kosuke Uemura	Executive Officer COO, Corporate Planning Department, Energy Transformation, Decarbonization Area	Executive Officer COO, Corporate Planning Department

(2) Effective as of April 1, 2024

Name	New position	Current position
Masayoshi Fujimoto	Chairman & CEO	President & CEO
Kosuke Uemura	President & COO	Executive Officer COO, Corporate Planning Department
Ryutaro Hirai	Executive Vice President Advisor to the President Executive Management of Business Group (Automotive, Aerospace, Transportation & Infrastructure, Energy Solution & Healthcare), and East Asia region	Executive Vice President Advisor to the President Executive Management of Business Group (Automotive, Aerospace & Transportation Project, Infrastructure & Healthcare), and East Asia region
Makoto Shibuya	Senior Managing Executive Officer CFO Executive Management of Corporate Departments COO, Corporate Planning Department	Managing Executive Officer CFO Executive Management of M&A Strategy & Value Creation, IR, Corporate Sustainability, Financial Solutions, Finance COO, General Accounting Department, Business Accounting Department
Masakazu Hashimoto	Managing Executive Officer COO, Aerospace, Transportation & Infrastructure Division	Managing Executive Officer COO, Human Resources Department

Name	New position	Current position
Yasuhisa Nakao	Managing Executive Officer COO, Business Innovation Office Executive Management of Economic Security	Executive Officer COO, Business Innovation Office
Toshiaki Kasai	Managing Executive Officer COO, Human Resources Department	Executive Officer COO, PR Department, Risk Management Department
Taro Okamura	Executive Officer President & CEO for Middle East & Africa	Executive Officer COO, Chemicals Division
Yumie Endo	Executive Officer COO, PR Department, IR Office, Corporate Sustainability Department	Executive Officer COO, IR Office, Corporate Sustainability Department
Tatsuhiko Niitaka	Executive Officer President & CEO for Europe Managing Director, Sojitz Corporation of Europe B.V. General Manager, Sojitz Corporation of Europe B.V., Paris Branch Director & CEO, Sojitz Europe Trade Holdings GmbH	Executive Officer COO, Aerospace & Transportation Project Division
Takefumi Nishikawa	Executive Officer COO, Energy Solution & Healthcare Division	Executive Officer COO, Infrastructure & Healthcare Division
Hideo Hatada	Executive Officer COO, Consumer Industry & Agriculture Business Division	Executive Officer General Manager, Secretariat Department

3. Updated List of Executives (effective as of April 1, 2024)

(1) [Directors] 9 Directors

Rank	Name
Representative Director, Chairman	Masayoshi Fujimoto
Representative Director, Executive Vice President	Ryutaro Hirai
Representative Director, Senior Managing Executive Officer	Yoshiki Manabe
Director, Senior Managing Executive Officer	Masaaki Bito
Director	Norio Otsuka
Director	Naoko Saiki
Director	Ungyong Shu
Director	Haruko Kokue
Director	Tsuyoshi Kameoka

Mr. Norio Otsuka, Ms. Naoko Saiki, Mr. Ungyong Shu, Ms. Haruko Kokue, and Mr. Tsuyoshi Kameoka satisfy the requirements to be appointed outside directors as stipulated in Article 2, Paragraph 15 of the Companies Act.

(2) [Auditors] 5 Auditors

Rank	Name
Audit & Supervisory Board Member (full-time)	Masaaki Kushibiki
Audit & Supervisory Board Member (full-time)	Takehiro Honda
Audit & Supervisory Board Member	Michiko Nagasawa
Audit & Supervisory Board Member	Kazuhiro Yamamoto
Audit & Supervisory Board Member	Junko Kamei

Ms. Michiko Nagasawa, Mr. Kazuhiro Yamamoto, and Ms. Junko Kamei satisfy the requirements to be outside auditors as stipulated in Article 2, Paragraph 16 of the Companies Act.

(3) [Executive Officers] 28 Officers

Rank	Name	Position
Chairman	Masayoshi Fujimoto	CEO
President	Kosuke Uemura	COO
Executive Vice President	Ryutaro Hirai	Advisor to the President Executive Management of Business Group (Automotive, Aerospace, Transportation & Infrastructure, Energy Solution & Healthcare), and East Asia region
Senior Managing Executive Officer	Masaaki Bito	Executive Management of Business Group (Metals, Mineral Resources & Recycling, Chemicals, Consumer Industry & Agriculture Business, Retail & Consumer Service)
Senior Managing Executive Officer	Yoshiki Manabe	Executive Management of Corporate Departments
Senior Managing Executive Officer	Koichi Yamaguchi	President & CEO for the Americas President, Sojitz Corporation of America President, Sojitz Canada Corporation
Senior Managing Executive Officer	Makoto Shibuya	CFO Executive Management of Corporate Departments COO, Corporate Planning Department
Senior Managing Executive Officer	Tomomi Arakawa	CDO, CIO COO, Digital Department
Managing Executive Officer	Koji Izutani	General Manager, Kansai Office
Managing Executive Officer	Shigeeya Kusano	President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Singapore Branch

Rank	Name	Position
Managing Executive Officer	Satoru Takahama	Representative Director, Chief Executive Officer, JALUX Inc.
Managing Executive Officer	Masakazu Hashimoto	COO, Aerospace, Transportation & Infrastructure Division
Managing Executive Officer	Hiroto Murai	COO, Retail & Consumer Service Division
Managing Executive Officer	Tatsuya Morita	CCO, CISO COO, Legal Department, Internal Control Administration Department
Managing Executive Officer	Yasuhisa Nakao	COO, Business Innovation Office Executive Management of Economic Security
Managing Executive Officer	Kazuhisa Yumikura	COO, Financial Solutions Department, Finance Department
Managing Executive Officer	Toshiaki Kasai	COO, Human Resources Department
Executive Officer	Taro Okamura	President & CEO for Middle East & Africa
Executive Officer	Yumie Endo	COO, PR Department, IR Office, Corporate Sustainability Department
Executive Officer	Tatsuhiko Kanetake	COO, Automotive Division
Executive Officer	Tatsuhiko Niitaka	President & CEO for Europe Managing Director, Sojitz Corporation of Europe B.V. General Manager, Sojitz Corporation of Europe B.V., Paris Branch Director & CEO, Sojitz Europe Trade Holdings GmbH
Executive Officer	Osamu Matsuura	COO, Metals, Mineral Resources & Recycling Division
Executive Officer	Takefumi Nishikawa	COO, Energy Solution & Healthcare Division
Executive Officer	Hideo Hatada	COO, Consumer Industry & Agriculture Business Division

Rank	Name	Position
Executive Officer	Katsunori Okada	President & CEO for China Chairman, Sojitz (China) Co., Ltd. Chairman & President, Sojitz (Shanghai) Co., Ltd. Chairman, Sojitz (Dalian) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd., and Sojitz (Shenzhen) Co., Ltd.
Executive Officer	Hitoshi Oda	COO, Risk Management Department
Executive Officer	Kenji Maeda	COO, Chemicals Division
Executive Officer	Mizue Nakazawa	COO, General Accounting Department, Business Accounting Department

4. Biographical Outlines of New Executives

Biographical Outline

Hitoshi Oda

Hometown: Hyogo, Japan

Education: Bachelor of Law, Chuo University in March 1991

April 2022–present	General Manager, General Risk Management Department
April 2020	General Manager, Risk Management Department
April 2019	Managing Executive Officer, Sojitz Pla-Net Corporation
July 2018	Management Support for Risk Management Planning, Risk Management
April 2017	General Manager, Controller Office (Foods & Agriculture Business, Retail & Lifestyle Business, Industrial Infrastructure & Urban Development Division)
July 2015	General Manager, Controller Office (Foods & Agriculture Business, Lifestyle Commodities & Materials, Retail Division)
August 2006	Joined Sojitz Corporation
March 2003	Resigned from Nissho Iwai Corporation
April 1991	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Kenji Maeda

Hometown: Hiroshima, Japan

Education: Bachelor of Economics, Yamaguchi University in March 1993

April 2023–present	Vice COO, Chemicals Division, General Manager, Specialty Chemicals Department
December 2020	General Manager, Specialty Chemicals Department
June 2017	Director COO, solvadis deutschland gmbh
October 2005	Sojitz Holdings Corporation and Sojitz Corporation merge to form company under trade name, Sojitz Corporation
April 2004	Nichimen Corporation and Nissho Iwai Corporation merge to form company under trade name, Sojitz Corporation
April 1993	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Mizue Nakazawa

Hometown: Tokyo, Japan

Education: Bachelor of Political Science and Economics, Waseda University in March 1994

June 2020–present	General Manager, General Accounting Department
April 2013	Section Manager, Corporate Accounting Department, IFRS Section
October 2005	Sojitz Holdings Corporation and Sojitz Corporation merge to form company under trade name, Sojitz Corporation
April 2004	Nichimen Corporation and Nissho Iwai Corporation merge to form company under trade name, Sojitz Corporation
April 1994	Joined Nichimen Corporation

Honors: None

III. Corporate Officer Appointments

New appointments: 2

Date	New Position	Name	Current Position
4/1	Corporate Officer Vice COO, Retail & Consumer Service Division General Manager, Planning & Administration Office, Retail & Consumer Service Division	Sari Miida	Vice COO, Retail & Consumer Service Division General Manager, Planning & Administration Office, Retail & Consumer Service Division
4/1	Corporate Officer President, Sojitz Vietnam Company Ltd. General Manager, Hanoi Branch	Kozo Mizushima	Vice President, Sojitz Vietnam Company Ltd. General Manager, Ho Chi Minh Branch

Changes to Area of Responsibility: 1

Date	New Position	Name	Current Position
4/1	Corporate Officer A member of the Board of Management, General Director, CEO, Saigon Paper Corporation	Kiyooki Tsuda	Corporate Officer President & CEO for Middle East & Africa