



January 25, 2024

Sojitz Corporation  
 Masayoshi Fujimoto, President & CEO  
 (TSE Code: 2768; TSE Prime Market)  
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**Sojitz Corporation Announces Changes to Representative Directors following Transition to a  
 Company with an Audit and Supervisory Committee and Executive Appointments  
 Effective as of April 1<sup>st</sup>, 2024**

At a meeting of the Board of Directors held on January 25th, 2024, Sojitz Corporation passed a resolution approving the following changes to Representative Directors.

Sojitz Corporation has announced it will transition from its current “Company with Audit and Supervisory Board” structure to a “Company with Audit and Supervisory Committee,” subject to approval at the 21<sup>st</sup> Ordinary General Shareholders’ Meeting scheduled to convene in June 2024, as stated in a separate announcement today entitled, “Notice Regarding Transition to Company with Audit and Supervisory Committee and Partial Modification of Articles of Incorporation.” At a meeting of the Board of the Directors held today, Sojitz Corporation has passed a resolution regarding changes to representative directors following its transition to a Company with Audit and Supervisory Committee.

Additionally, Sojitz has passed a resolution approving the following changes to directors and executives as part of the Company’s transition to a new structure following organizational reforms effective from April 1<sup>st</sup>, 2024.

**I. Changes to Representative Directors**

**1. Reason for the Change**

The current Medium-term Management Plan 2023 – Start of the Next Decade – will conclude at the end of March 2024, and Sojitz will embark on Medium-term Management Plan 2026 from April 2024. Through this change, Sojitz aims to facilitate a seamless handover process for management and to realize further growth for Sojitz Group by implementing the next medium-term management plan under a new management structure.

**2. Details of the Change**

**(1) Appointees (June 2024)**

Name	New position	As of April 1, 2024
Kosuke Uemura	Representative Director, President & COO	President & COO
Makoto Shibuya	Representative Director Senior Managing Executive Officer CFO Executive Management of	Senior Managing Executive Officer CFO Executive Management of

	Corporate Departments COO, Corporate Planning Department	Corporate Departments COO, Corporate Planning Department
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\*Appointees will be presented as candidates at the General Shareholders' Meeting scheduled for June 2024 after which appointments will be finalized following approval at the Board of Directors Meeting.

(2) Retirees (June 2024)

Name	New position	As of April 1, 2024
Ryutaro Hirai	Corporate Advisor	Representative Director
Yoshiki Manabe	Director, Audit and Supervisory Committee Member	Representative Director, Senior Managing Executive Officer

\*Effective as of the date of the General Shareholders' Meeting scheduled for June 2024

II. Executive Appointments following Transition to a Company with an Audit and Supervisory Committee

1. Director candidates: 7 (excludes Audit and Supervisory Committee Members)  
(Finalized at the General Shareholders' Meeting scheduled for June 2024)

Name	Rank
Masayoshi Fujimoto	Representative Director
Kosuke Uemura	Representative Director
Makoto Shibuya	Representative Director
Tomomi Arakawa	Director
Naoko Saiki	Director
Ungyong Shu	Director
Tsuyoshi Kameoka	Director

2. Director candidates: 3 (includes Audit and Supervisory Committee Members)  
(Finalized at the General Shareholders' Meeting scheduled for June 2024)

Name	Rank
Yoshiki Manabe	Director, Audit and Supervisory Committee Member
Kazuhiro Yamamoto	Director, Audit and Supervisory Committee Member
Haruko Kokue	Director, Audit and Supervisory Committee Member

In addition to the aforementioned directors, an announcement will be made on the 1 additional outside director to be appointed as an Audit and Supervisory Committee Member following approval at the scheduled Board of Directors meeting.

3. Retiring Directors: 2 (effective as of the General Shareholders' Meeting in June 2024)

Name	Current position
Ryutaro Hirai	Representative Director Executive Vice President Advisor to the President Executive Management of Business Group (Automotive, Aerospace, Transportation & Infrastructure, Energy Solution & Healthcare), and East Asia region
Norio Otsuka	Director

Mr. Ryutaro Hirai will transition from Representative Director, Executive Vice President to Representative Director on April 1<sup>st</sup>, 2024. Mr. Ryutaro Hirai will then be appointed as a Corporate Advisor of Sojitz Corporation after finalization on the date of the General Shareholders' Meeting scheduled for June 2024.

4. Resigning Executive Officers: 1 (effective as of the General Shareholders' Meeting in June 2024)

Name	Current position
Yoshiki Manabe	Senior Managing Executive Officer Executive Management of Corporate Departments

Mr. Yoshiki Manabe will be presented as a Director candidate for the Audit and Supervisory Committee at the General Shareholders' Meeting scheduled for June 2024. Mr. Manabe will then resign from his role as Senior Managing Executive Officer following appointment as Director, Audit and Supervisory Committee Member.

5. Retiring Auditors: 5 (effective as of the General Shareholders' Meeting in June 2024)

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

Kazuhiro Yamamoto	Audit & Supervisory Board Member
Junko Kamei	Audit & Supervisory Board Member

Mr. Kazuhiro Yamamoto will be presented as a candidate for the Audit and Supervisory Committee at the General Shareholders' Meeting scheduled for June 2024.

### III. Executive Appointments (effective as of April 1<sup>st</sup>, 2024)

#### 1. Resigning Directors: 1 (effective as of March 31<sup>st</sup>, 2024)

Name	Current position
Masaaki Bito	Director, Senior Managing Executive Officer Executive Management of Business Group (Metals, Mineral Resources & Recycling, Chemicals, Consumer Industry & Agriculture Business, Retail & Consumer Service)

Mr. Masaaki Bito will transition from Director, Senior Managing Executive Officer to Senior Managing Executive Officer on April 1<sup>st</sup>, 2024.

#### 2. Changes to Executives' Areas of Responsibility: 2 (effective as of April 1<sup>st</sup>, 2024)

Name	After change	Appointment announced on November 27 <sup>th</sup> , 2023
Masaaki Bito	Senior Managing Executive Officer Representative Director, Executive Vice President, Metal One Corporation*	Senior Managing Executive Officer Executive Management of Business Group (Metals, Mineral Resources & Recycling, Chemicals, Consumer Industry & Agriculture Business, Retail & Consumer Service)
Kazuhiro Yumikura	Managing Executive Officer COO, Finance Department	Managing Executive Officer COO, Financial Solutions Department, Finance Department

\*Mr. Masaaki Bito will be appointed a Director at Metal One Corporation following the company's General Shareholders' Meeting scheduled for April 2024. Mr. Bito will then assume his role as Representative Director, Executive Vice President at Metal One Corporation effective following resolution at the Board of Directors Meeting to be held after the General Shareholders' Meeting.

#### 3. Retiring Executive Officers: 1 (effective as of March 31<sup>st</sup>, 2024)

Name	Current position
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

Mr. Ryutaro Hirai will transition from Representative Director, Executive Vice President to Representative Director on April 1<sup>st</sup>, 2024. Mr. Ryutaro Hirai will be appointed as a Corporate Advisor of Sojitz Corporation after finalization on the date of the General Shareholders' Meeting scheduled for June 2024.

### IV. Updated List of Executives

#### 1. Effective as of April 1, 2024

## (1) [Directors] 8 Directors

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

## (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

## (3) [Executive Officers] 27 Officers

Rank	Name	Position
Chairman	Masayoshi Fujimoto	CEO
President	Kosuke Uemura	COO
Senior Managing Executive Officer	Masaaki Bito	Representative Director, Executive Vice President, Metal One Corporation* <sup>1</sup>
Senior Managing Executive Officer	Yoshiki Manabe	Executive Management of Corporate Departments* <sup>2</sup>
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	Shigeya Kusano	President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Singapore Branch
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 Affairs
Managing Executive Officer	Kazuhisa Yumikura	COO, 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
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
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\*1: Mr. Masaaki Bito will be appointed a Director at Metal One Corporation following the company's General Shareholders' Meeting scheduled for April 2024. Mr. Bito will then assume his role as Representative Director, Executive Vice President at Metal One Corporation effective following resolution at the Board of Directors Meeting to be held after the General Shareholders' Meeting.

\*2: Mr. Yoshiki Manabe will resign from his role effective following the General Shareholders' Meeting scheduled for June 2024.

## 2. Candidates to be presented at the General Shareholders' Meeting scheduled for June 2024

### (1) [Directors: 7 (excludes Audit and Supervisory Committee Members)]

Rank	Name
Representative Director, Chairman	Masayoshi Fujimoto
Representative Director, President	Kosuke Uemura
Representative Director, Senior Managing Executive Officer	Makoto Shibuya
Director, Senior Managing Executive Officer	Tomomi Arakawa
Director	Naoko Saiki
Director	Ungyong Shu
Director	Tsuyoshi Kameoka

### (2) [Directors: 3 (includes Audit and Supervisory Committee Members)]

Rank	Name
Director, Audit and Supervisory Committee Member	Yoshiki Manabe
Director, Audit and Supervisory Committee Member	Kazuhiro Yamamoto
Director, Audit and Supervisory Committee Member	Haruko Kokue

In addition to the aforementioned directors, an announcement will be made on the 1 additional outside director to be appointed as an Audit and Supervisory Committee Member following approval at the scheduled Board of Directors meeting.

## 3. Biographical Outlines of New Directors

Please refer to the next section.

**Kosuke Uemura**

Hometown: Hyogo, Japan

Date of Birth: May 18, 1968

Education: Master of Business Administration, Southern Methodist University, May 2001

Bachelor of Science in Agriculture, University of Tokyo, March 1993

Number of Shares Owned: 2,711 shares

January 2024–present	Executive Officer COO, Corporate Planning Department, Energy Transformation, Decarbonization Area
April 2023	COO, Corporate Planning Department
April 2021	Executive Officer COO, Chemicals Division
March 2020	Vice COO, Chemicals Division General Manager, Chemicals Division, Project Development Office
April 2018	General Manager, Chemicals Division, Project Development Office
June 2015	Director Senior Vice President, Sojitz Energy Venture Inc. (Houston)
August 2013	General Manager, Energy & Metals Division for the Americas Sojitz Corporation of America (New York)
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

### **Makoto Shibuya**

Hometown: Kanagawa, Japan

Date of Birth: June 20, 1971

Education: Bachelor of Law, Waseda University, March 1994

Number of Shares Owned: 8,481 shares

April 2023–present	Managing Executive Officer CFO Executive Management of M&A, Strategy & Value Creation, IR, Corporate Sustainability Office, Financial Solutions, Finance COO, General Accounting Department, Business Accounting Department
September 2022	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office, Portfolio Transformation Office
April 2022	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office, Portfolio Transformation Office General Manager, Corporate Planning Department
April 2021	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office
April 2020	COO, Corporate Planning Department, Corporate Sustainability Office
April 2019	Vice COO, General Accounting Department, Finance Department, IR Office, Corporate Sustainability Office
April 2018	Senior General Manager, Corporate Planning Department, Corporate Sustainability Office, Overseas Project Development Office General Manager, Corporate Sustainability Office
April 2017	Senior General Manager, Corporate Planning Department, Public Relations Department, Secretariat Department
April 2016	Senior General Manager, Corporate Planning Department, IR Office, Public Relations Department General Manager, Corporate Planning Department
October 2014	General Manager, Corporate Planning Department

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 Nissho Iwai Corporation

Honors: None

## Biographical Outline

### Tomomi Arakawa

Hometown: Chiba, Japan

Education: Bachelor of Commerce, Keio University, March 1985

April 2023–present	Managing Executive Officer CDO, CIO COO, Digital Department
January 2023	Executive Officer CDO, CIO COO, IT Operation ERP Transition Office
December 2021	Executive Officer CDO
October 2021	Advisor, Sojitz Corporation
April 2021	Senior Advisor, Polaris Capital Group Co., Ltd.
January 2018	Board of Director and Vice President, Customer Success, Cloud and Cognitive Software
July 2015	Board of Director and Chief Digital Officer and Vice President, Digital Sales
April 2014	Board of Director and Vice President, Digital Sales
January 2012	Vice President, Inside Sales
January 2010	Director, Tivoli Software
October 2007	Director, Security Services
May 2007	Director, System x IBM Japan, Ltd.
April 2006	Program Director, Marketing Lenovo Asia Pacific Corporation
May 2005	Executive Officer General Manager, Brand and Marketing Business Department Lenovo Japan LLC
July 2001	Program Director, PC Direct and Brand Marketing Personal Computing Business Unit IBM Japan, Ltd.
February 2000	Marketing General Manager, General Business Department
January 1998	Retail Segment Executive, General Business Unit IBM Asia Pacific Service Corporation
April 1985	Joined IBM Japan, Ltd.

Honors: None

## Biographical Outline

### Yoshiki Manabe

Hometown: Hiroshima, Japan

Education: Bachelor of Economics from Osaka University, March 1986

June 2023–present	Representative Senior Managing Executive Officer Executive Management of Corporate Departments
April 2023	Senior Managing Executive Officer Executive Management of Corporate Departments
April 2022	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department
April 2021	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office
April 2020	Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office, Controller Office
April 2019	Executive Officer COO, General Accounting Department, Finance Department, Structured Finance Department, IR Office
July 2017	CFO & CAO for the Americas CFO & CAO of Sojitz Corporation of America
July 2015	General Manager, Controller Office (Automotive, Aerospace & IT Business, Infrastructure & Environment Business)
April 2015	General Manager, Controller Office (Energy, Metals & Coal Division)
April 2012	General Manager, Controller Office (Energy & Metal Division)
October 2005	Sojitz Holdings and Sojitz Corporation merged to form the newly named Sojitz Corporation
April 2004	Sojitz Corporation formed through the merger of Nichimen Corporation and Nissho Iwai Corporation
April 1986	Joined Nissho Iwai Corporation

Honors: None

## Biographical Outline

### **Kazuhiro Yamamoto**

Hometown: Fukui, Japan

Education: Bachelor of Law, Kobe University in March 1975

June 2021 - present	Outside Audit & Supervisory Board Member, Sojitz Corporation
June 2020- June 2021	Advisor, Teijin Limited
April 2019	Executive Vice President, Representative Director of the Board President, Responsible for Chief Officers of Teijin Group, Teijin Limited
April 2017	Executive Vice President, Representative Director of the Board CFO Chief Information & Innovation Officer General Manager, Accounting, Finance, and Procurement Division, Teijin Limited
April 2016	Senior Executive Officer, Member of the Board CFO General Manager, Accounting, Finance, and Procurement Division, Teijin Limited
June 2015	Executive Officer, Member of the Board CFO General Manager, Accounting, Finance, and Procurement Division, Teijin Limited
April 2014	Executive Officer, Member of the Board CFO, Teijin Group General Manager, Accounting, Finance, and Procurement Division, Teijin Limited
April 2012	Executive Officer, Member of the Board, Teijin Group General Manager, Corporate Planning Division, Teijin Limited
April 2011	President & CEO, Infocom Corporation
June 2010	Senior Managing Director, Infocom Corporation
June 2008	Director & CFO, Executive Management of Finance, Corporate Communications, and IR Office,

	Infocom Corporation
July 2001	General Manager, Pharmaceuticals and Healthcare Business Management, Teijin Limited
April 2000	Manager, Management System Reform Promotion Office, Teijin Limited
April 1975	Joined Teijin Limited

Honors: None

## Biographical Outline

### **Haruko Kokue**

Hometown: Tokyo, Japan

Education: Bachelor in English Literature, Shirayuri University in March 1981

July 2023–present	Director, Kinden Corporation
June 2022–present	Outside Director, Sojitz Corporation
May 2021	Advisor, Sojitz Corporation (resigned in January 2022)
June 2020	Outside Director, Toppan Forms Co., Ltd.
April 2020	Counselor
April 2016	Senior Director, General Manager, Corporate Communications Division
April 2013	Senior Director, General Manager, CSR Division
April 2011	General Manager, SCM Division
April 2006	General Manager, MITSUI PHENOLS SINGAPORE PTE. LTD.
April 1981	Joined Mitsui Petrochemical Industries (currently: Mitsui Chemicals Inc.)

Honors: None