

Sojitz Corporation
January 27, 2015

Sojitz Corporation Announces Organizational Reforms and Executive Appointments

Sojitz Corporation's Board of Directors, at its meeting on January 27, 2015, approved the following organizational reforms and appointment of executives and corporate officers. Changes to the Board of Directors will be formally decided upon the General Shareholders' Meeting scheduled to be held in late June.

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Attached: Organization Chart

1. Organizational Reforms (effective as of April 1, 2015)

1. Organizational Reforms

[Business Divisions]

The current system (consisting of nine units under four divisions) will be reworked into a nine division system, with each division organized around their department's commodities, functions, and industries.

The nine new divisions are as follows.

- Automotive Division
- Aerospace & IT Business Division
- Infrastructure & Environment Business Division
- Energy Division
- Metals & Coal Division
- Chemicals Division
- Foods & Agriculture Business Division
- Lifestyle Commodities & Materials Division
- Retail Division

[Overseas Operating Structure]

Part of the geographical segment belonging to the Asia and Oceania region will be revised, resulting in Sojitz Taiwan Corporation and Sojitz Korea Corporation being removed from the jurisdiction of this region and placed under the direct control of Headquarters.

2. Purpose of Organizational Reforms

[Business Divisions]

The organizational reforms are designed to further the evolution of the Company's current product-based organizational structure by establishing a structure that also reflects the functions of these departments and the industries in which they operate. Through the development of such a structure, Sojitz will endeavor to more accurately respond to market needs and more effectively utilize its functions to better create value.

By flattening the organization, the Company aims to better integrate corporate and onsite

management in order to realize greater overall management speed.

The Company will separate its businesses segment into nine divisions, replacing the current four, to institute a new organizational structure that reflects the business areas in which Sojitz intends to pursue growth. Through this structure, the Company hopes to clarify its business operations for stakeholders.

[Overseas Operating Structure]

The scope of jurisdiction of the Asia and Oceania region, which manages a wide range of geographical segments, will be revised in order to focus more on addressing the economic growth of India and the ASEAN countries. Responsibility for Sojitz Taiwan Corporation and Sojitz Korea Corporation will be transferred from this region to the head office, allowing for enhanced coordination with the head office business divisions and subsidiaries. Sojitz believes that this change will strengthen its earning foundation.

II Executive Appointments

1. Directors

(1) New appointments: 1 (effective as of late June 2015)

Name	New position	Current position
Toshihiko Kita	Representative Director Executive Vice President※1 Executive Management of Business Group (Automotive, Aerospace & IT Business, Infrastructure & Environment Business)	Managing Executive Officer President, Machinery Division

※1 Effective April 1, 2015, Toshihiko Kita is to be promoted from Managing Executive Officer to Executive Vice President, and will become Representative Director and Executive Vice President subject to approval at the Board of Directors meeting held after the General Shareholders' Meeting scheduled to be held in late June.

(2) Retirees: 1 (effective as of March 31, 2015)

Name	New position	Current position
Shigeki Dantani	Director ※	Representative Director Executive Vice President Executive Management of Business Group

Effective April 1, 2015, Shigeki Dantani will retire from the post of Representative Director and Executive Vice President and be appointed Director. Furthermore, he will be instated as an Advisor subject to approval at the Board of Directors meeting held after the General Shareholders' Meeting scheduled to be held in late June.

2. Executive Officers

(1) New appointments: 4 (effective as of April 1, 2015)

Name	New position	Current position
Yoshiaki Ichimura	Executive Officer COO, Foods & Agriculture Business Division	Corporate Officer Subaru Motor LLC. General Director
Masayoshi Fujimoto	Executive Officer Corporate Planning, Investor Relations	Corporate Officer Senior General Manager, Corporate Planning
Masaaki Kushibiki	Executive Officer Risk Management Planning, Risk Management	Corporate Officer Senior General Manager, Corporate Accounting
Koichi Yamaguchi	Executive Officer COO, Aerospace & IT Business Division	General Manager, Aerospace Department

(2) Promotions: 5 (effective as of April 1, 2015)

Name	New position	Current position
Toshihiko Kita	Executive Vice President Executive Management of Business Group (Automotive, Aerospace & IT Business, Infrastructure & Environment Business)	Managing Executive Officer President, Machinery Division
Masato Takei	Senior Managing Executive Officer Executive Management of Business Group (Foods & Agriculture Business, Lifestyle Commodities & Materials, Retail)	Managing Executive Officer President, Consumer Lifestyle Business Division
Masao Goto	Managing Executive Officer President & CEO for China Chairman & President, Sojitz (China) Co., Ltd., General Manager, Qingdao Branch, Wuhan Office, Chongqing Office, Chairman, Sojitz (Shanghai) Co., Ltd., Sojitz (Dalian) Co., Ltd., Sojitz (Tianjin) Co., Ltd., Sojitz (Qingdao) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd. General Manager, Beijing (Liaison) Office	Executive Officer President & CEO for China Chairman & President, Sojitz (China) Co., Ltd., General Manager, Wuhan Office, Chongqing Office Chairman, Sojitz (Shanghai) Co., Ltd., Sojitz (Dalian) Co., Ltd., Sojitz (Tianjin) Co., Ltd., Sojitz (Qingdao) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd. General Manager, Beijing (Liaison) Office
Toshiharu Yoshimura	Managing Executive Officer COO, Infrastructure & Environment Business Division	Executive Officer Senior Vice President, Machinery Division Senior General Manager, Infrastructure Project & Industrial Machinery Unit
Ryutaro Hirai	Managing Executive Officer Secretariat, Human Resources & General Affairs	Executive Officer Secretariat, Human Resources & General Affairs

(3) Retirees: 3 (effective as of March 31, 2015)

Name	Current position
Shigeki Dantani	Executive Vice President Executive Management of Business Group
Masahiko Nishimura	Executive Officer Vice President for Europe, Africa, Middle East, Russia & NIS (Corporate Affairs)
Hideto Maruta	Executive Officer Senior Vice President, Machinery Division General Manager, Planning & Administration Office

Masahiko Nishimura is due to be appointed as an Advisor for Sojitz Corporation.

Hideto Maruta is due to be appointed as an Advisor for Sojitz Machinery Corporation

3.Changes to Executives' Areas of Responsibility (effective as of April 1, 2015)

Name	New position	Current position
Shinichi Taniguchi	Executive Vice President East Asia and Kansai Region	Executive Vice President Senior Management of Internal Control Administration, IT Planning, Public Relations Executive Assistant to the President
Yoshio Mogi	Executive Vice President CFO Executive Management of Finance & Accounting, Risk Management	Executive Vice President CFO Senior Management of Finance & Accounting, Risk Management Corporate Accounting, Forex & Securities
Toshihiko Kita	Executive Vice President Executive Management of Business Group (Automotive, Aerospace & IT Business, Infrastructure & Environment Business)	Managing Executive Officer President, Machinery Division
Satoshi Mizui	Senior Managing Executive Officer Executive Management of Business Group (Energy, Metals & Coal, Chemicals)	Senior Managing Executive Officer President, Energy & Metal Division
Masato Takei	Senior Managing Executive Officer Executive Management of Business Group (Foods & Agriculture Business, Lifestyle Commodities & Materials, Retail)	Managing Executive Officer President, Consumer Lifestyle Business Division
Tetsuya Konoda	Managing Executive Officer Internal Control Administration, Controller Office Oversight	Managing Executive Officer CIO Internal Control Administration, IT Planning, Public Relations
Masahiro Komiya	Managing Executive Officer Global Business Support & Promotion	Managing Executive Officer Global Business Support & Promotion, Controller Office Oversight
Hiroshi Matsumura	Managing Executive Officer COO, Metals & Coal Division	Managing Executive Officer Senior Vice President, Energy & Metal Division Senior General Manager, Metal & Utility Unit

Name	New position	Current position
Junichi Hamatsuka	Managing Executive Officer Executive Vice President for Asia & Oceania (Corporate Affairs)	Managing Executive Officer Risk Management Planning, Risk Management
Tsutomu Tanaka	Managing Executive Officer COO, Chemicals Division	Managing Executive Officer President, Chemicals Division
Shigeru Nishihara	Managing Executive Officer CIO Executive Management of Corporate Planning, Investor Relations IT Planning, Public Relations, Logistics & Insurance	Managing Executive Officer Corporate Planning, Logistics & Insurance, Investor Relations
Masao Goto	Managing Executive Officer President & CEO for China Chairman & President, Sojitz (China) Co., Ltd., General Manager, Qingdao Branch, Wuhan Office, Chongqing Office, Chairman, Sojitz (Shanghai) Co., Ltd., Sojitz (Dalian) Co., Ltd., Sojitz (Tianjin) Co., Ltd., Sojitz (Qingdao) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd. General Manager, Beijing (Liaison) Office	Executive Officer President & CEO for China Chairman & President, Sojitz (China) Co., Ltd., General Manager, Wuhan Office, Chongqing Office Chairman, Sojitz (Shanghai) Co., Ltd., Sojitz (Dalian) Co., Ltd., Sojitz (Tianjin) Co., Ltd., Sojitz (Qingdao) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd. General Manager, Beijing (Liaison) Office
Toshiharu Yoshimura	Managing Executive Officer COO, Infrastructure & Environment Business Division	Executive Officer Senior Vice President, Machinery Division Senior General Manager, Infrastructure Project & Industrial Machinery Unit

Name	New position	Current position
Takeshi Yoshimura	Executive Officer President & CEO for Europe, Africa, Middle East, Russia & NIS Managing Director, Sojitz Europe plc	Executive Officer President & CEO for Europe, Africa, Middle East, Russia & NIS Managing Director, Sojitz Europe plc Managing Director, Sojitz UK plc
Yoshizumi Kurata	Executive Officer COO, Automotive Division	Executive Officer Senior Vice President, Machinery Division Senior General Manager, Automotive Unit
Satoru Takahama	Executive Officer General Manager, Executive Management Affairs Office, Business Group	Executive Officer Senior Vice President, Energy & Metal Division General Manager, Planning & Administration Office
Yasushi Nishimura	Executive Officer COO, Retail Division	Executive Officer Asset Management, Investment Management
Seiichi Tanaka	Executive Officer General Accounting, Forex & Securities, Finance	Executive Officer Finance General Manager, Finance Department

4. Updated List of Executives

Directors

(1) 7 directors (effective as of April 1, 2015)

Position	Name
Representative Director, Chairman of the Board	Yutaka Kase
Representative Director, Vice Chairman	Takashi Hara
Representative Director, President & CEO	Yoji Sato
Representative Director, Executive Vice President	Yoshio Mogi
Director	Shigeki Dantani
Director	Yoko Ishikura
Director	Yukio Kitazume

Ms. Yoko Ishikura and Mr. Yukio Kitazume satisfy the requirements to be outside directors as stipulated in Article 2, Paragraph 15 of the Companies Act.

(2) 7 directors (Subject to approval at the General Shareholders' Meeting scheduled to be held in late June 2015)

Position	Name
Representative Director, Chairman of the Board	Yutaka Kase
Representative Director, Vice Chairman	Takashi Hara
Representative Director, President & CEO	Yoji Sato
Representative Director, Executive Vice President	Yoshio Mogi
Representative Director, Executive Vice President	Toshihiko Kita
Director	Yoko Ishikura
Director	Yukio Kitazume

Ms. Yoko Ishikura and Mr. Yukio Kitazume satisfy the requirements to be outside directors as

stipulated in Article 2, Paragraph 15 of the Companies Act.

Auditors

5 auditors (effective as of April 1, 2015)

Name	
Jun Matsumoto	Corporate Auditor
Yoichi Ojima	Corporate Auditor
Yukio Machida	Corporate Auditor
Miki Seko	Corporate Auditor
Tadao Tsuya	Corporate Auditor

Yoichi Ojima, Yukio Machida, Miki Seko, and Tadao Tsuya satisfy the requirements to be outside corporate auditors as stipulated in Article 2 paragraph 16 of the Companies Act.

Executive Officers: 32 (effective as of April 1, 2015)

Rank	Name	Position
Chairman	Yutaka Kase	
Vice Chairman	Takashi Hara	
President	Yoji Sato	CEO
Executive Vice President	Shinichi Taniguchi	East Asia and Kansai Region
Executive Vice President	Yoshio Mogi	CFO Executive Management of Finance & Accounting, Risk Management
Executive Vice President	Toshihiko Kita	Executive Management of Business Group (Automotive, Aerospace & IT Business, Infrastructure & Environment Business)
Senior Managing Executive Officer	Satoshi Mizui	Executive Management of Business Group (Energy, Metals & Coal, Chemicals)
Senior Managing Executive Officer	Masato Takei	Executive Management of Business Group (Foods & Agriculture Business, Lifestyle Commodities & Materials, Retail)
Managing Executive Officer	Tetsuya Konoda	Internal Control Administration, Controller Office Oversight
Managing Executive Officer	Masahiro Komiyama	Global Business Support & Promotion
Managing Executive Officer	Shinichi Teranishi	President & CEO for the Americas President, Sojitz Corporation of America and Sojitz Canada Corporation
Managing Executive Officer	Hiroshi Matsumura	COO, Metals & Coal Division
Managing Executive Officer	Junichi Hamatsuka	Executive Vice President for Asia & Oceania (Corporate Affairs)

Rank	Name	Position
Managing Executive Officer	Hideaki Kato	President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Phnom Penh Office and Singapore Branch
Managing Executive Officer	Masayuki Hanai	CCO Legal, Internal Audit
Managing Executive Officer	Tsutomu Tanaka	COO, Chemicals Division
Managing Executive Officer	Shigeru Nishihara	CIO Senior Management of Corporate Planning, Investor Relations IT Planning, Public Relations, Logistics & Insurance
Managing Executive Officer	Masao Goto	President & CEO for China Chairman & President, Sojitz (China) Co., Ltd., General Manager, Qingdao Branch, Wuhan Office and Chongqing Office Chairman, Sojitz (Shanghai) Co., Ltd., Sojitz (Dalian) Co., Ltd., Sojitz (Tianjin) Co., Ltd., Sojitz (Qingdao) Co., Ltd., Sojitz (Guangzhou) Co., Ltd., Sojitz (Hong Kong) Ltd. General Manager, Beijing (Liaison) Office
Managing Executive Officer	Toshiharu Yoshimura	COO, Infrastructure & Environment Business Division
Managing Executive Officer	Ryutaro Hirai	Secretariat, Human Resources & General Affairs
Executive Officer	Takeshi Yoshimura	Executive Officer President & CEO for Europe, Africa, Middle East, Russia & NIS Managing Director, Sojitz Europe plc
Executive Officer	Masashi Shinohara	Vice President for Europe, Africa, Middle East, Russia & NIS (Africa & Middle East Region)

Rank	Name	Position
Executive Officer	Yoshizumi Kurata	COO, Automotive Division
Executive Officer	Yoshihiro Tamura	Executive Vice President for China President, Sojitz (Shanghai) Co., Ltd.
Executive Officer	Yutaka Yamada	Structured Finance
Executive Officer	Satoru Takahama	General Manager, Executive Management Affairs Office, Business Group
Executive Officer	Yasushi Nishimura	COO, Retail Division
Executive Officer	Seiichi Tanaka	General Accounting, Forex & Securities, Finance
Executive Officer	Yoshiaki Ichimura	COO, Foods & Agriculture Business Division
Executive Officer	Masayoshi Fujimoto	Corporate Planning, Investor Relations
Executive Officer	Masaaki Kushibiki	Risk Management Planning, Risk Management
Executive Officer	Koichi Yamaguchi	COO, Aerospace & IT Business Division

5. Biographical Outlines of New Executives

Biographical Outline

Yoshiaki Ichimura

Birthplace: Aichi Prefecture

Date of Birth: January 24, 1955

Education: Graduated from the Faculty of Business Administration, Yokohama National University in March 1977

April 2014-present	Corporate Officer
August 2013-present	Subaru Motor LLC. General Director
April 2011	Hyundai Motor (Thailand) Co., Ltd. Director President
April 2009	Senior Vice President, Machinery Division Senior General Manager, Automotive Unit General Manager, Automotive Department 3
April 2008	General Manager, Automotive Department 3
April 2007	General Manager, Automotive Department 1
October 2005	Sojitz Holdings and Sojitz Corporation merged to form the newly named Sojitz Corporation Mitsubishi Motors Philippines Corp. Director Senior Executive Vice President
April 2004	Sojitz Corporation formed through the merger of Nichimen Corporation and Nissho Iwai Corporation Mitsubishi Motors Philippines Corp. Director Senior Executive Vice President
October 2002	Mitsubishi Motors Philippines Corp. Director Senior Executive Vice President
April 1977	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Masayoshi Fujimoto

Birthplace: Fukuoka Prefecture

Date of Birth: January 9, 1958

Education: Graduated from the Faculty of Law, University of Tokyo in March 1981

October 2014-present	Corporate Officer Senior General Manager, Corporate Planning
August 2012	Sojitz Corporation of America Regional General Manager, Machinery Division, Americas
December 2008	MMC Automotriz S.A. Director President
October 2005	Sojitz Holdings and Sojitz Corporation merged to form the newly named Sojitz Corporation General Manager, Automotive Department 3
April 2005	General Manager, Automotive Department 3
April 2004	Sojitz Corporation formed through the merger of Nichimen Corporation and Nissho Iwai Corporation General Manager, Automotive Industry Project Department
April 1996	Toyota Motor Poland Company Director Vice President
April 1981	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Masaaki Kushibiki

Birthplace: Tokyo

Date of Birth: April 21, 1960

Education: Graduated from the School of Law, Waseda University in March 1983

July 2014-present	Corporate Officer Senior General Manager, Corporate Accounting
April 2014	Corporate Officer General Manager, Corporate Accounting Department
April 2007	General Manager, Corporate Accounting Department
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 1983	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Koichi Yamaguchi

Birthplace: Chiba Prefecture

Date of Birth: December 25, 1962

Education: Graduated from the Graduate School of Science and Engineering, National Defense Academy in March 1986

August 2012-present	General Manager, Aerospace Department
October 2006	General Manager, Seattle Branch, Sojitz Corporation of America
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

III Corporate Officer Appointments

1. Corporate Officers

Announcement Date	Announcement Details	Name	Continuing Responsibilities (Previous Position)
April 1, 2015	Corporate Officer East Asia and Kansai Region	Yoshiro Oomura	Corporate Officer (West Japan Region and Vice President for Asia & Oceania (East Asia Region))
April 1, 2015	Corporate Officer CFO, CAO for Europe, Africa, Middle East, Russia & NIS	Takafumi Ogasawara	(General Manager, Controller Office, Chemicals Division)
April 1, 2015	Corporate Officer Representative Director Vice President, Sojitz Fashion Co., Ltd.	Koji Yumoto	(Senior Managing Director, Sojitz Fashion Co., Ltd.)

IV Other Personnel Changes

Announcement Date	Announcement Details	Name	Continuing Responsibilities (Previous Position)
April 1, 2015	COO, Energy Division	Hiroshi Kawahara	(Senior Vice President, Energy & Metal Division Senior General Manager, Energy Unit) General Manager, Energy Development Dept.
April 1, 2015	COO, Lifestyle Commodities & Materials Division	Tadahiro Kinoshita	(Senior Vice President, Consumer Lifestyle Business Division Senior General Manager, Forest Products & Lifestyle Unit)