

November 27<sup>th</sup>, 2020

**Sojitz Corporation**

Sojitz Corporation Announces Organizational Reforms and Executive Appointments

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

**I. Organizational Reforms**

1. Organizational Reforms (effective as of April 1, 2021)
2. Purpose of Organizational Reforms

**II. Executive Appointments**

1. Executive Officers
2. Changes to Executives' Areas of Responsibility (effective as of April 1, 2021)
3. Updated List of Executives (effective as of April 1, 2021)

Biographical Outlines New Executives will be provided at a later date

**III. Corporate Officer Appointments**

**IV. Other Appointments**

[For questions, contact:]

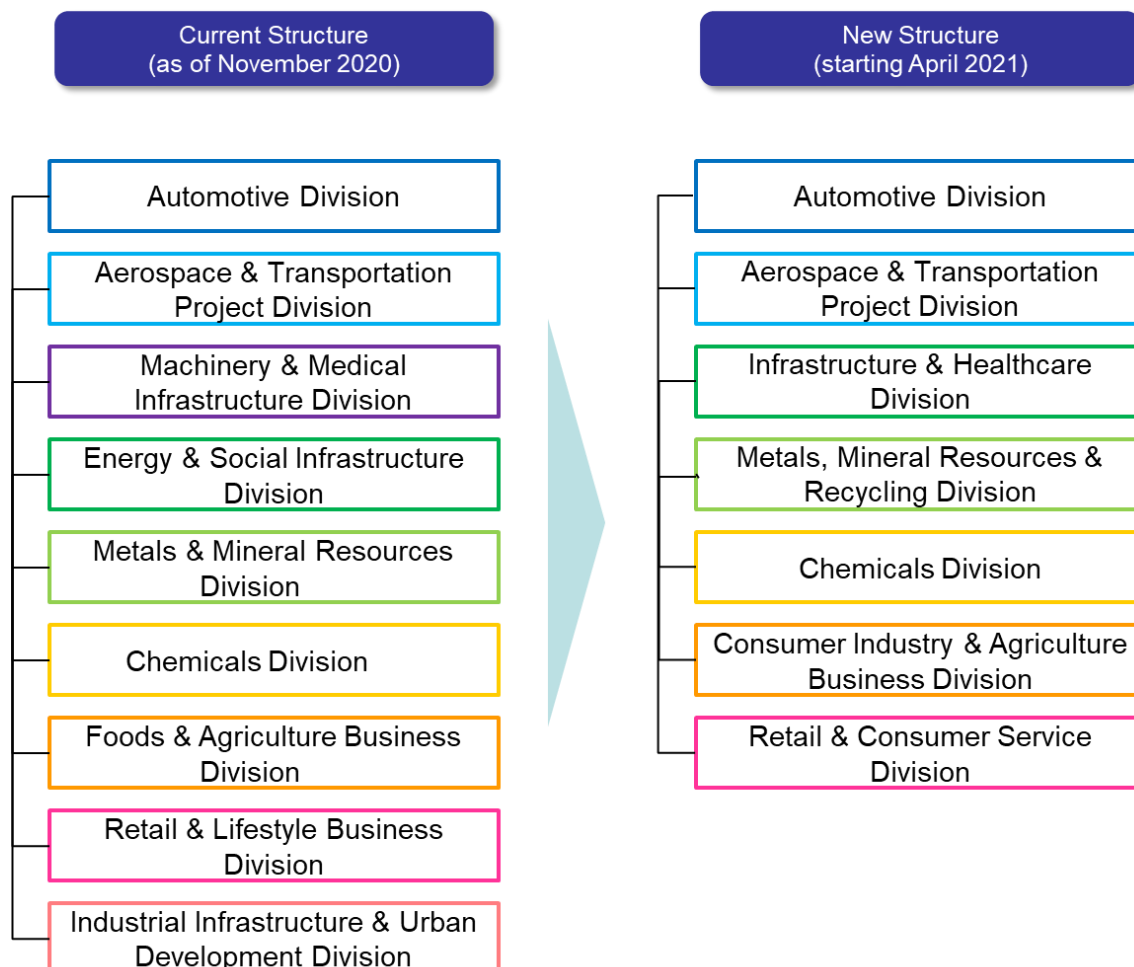
**Sojitz Corporation** Public Relations Dept. 03-6871-3404

## I. Organizational Reforms

### 1. Organizational Reforms (effective as of April 1, 2021)

[Business Divisions]

- The **Machinery & Medical Infrastructure Division**, **Energy & Social Infrastructure Division**, and part of the **Industrial Infrastructure & Urban Development Division** will be reorganized into the **Infrastructure & Healthcare Division**.
- The **Foods & Agriculture Business Division**, **Retail & Lifestyle Business Division**, and part of the **Industrial Infrastructure & Urban Development Division** will be reorganized into the **Consumer Industry & Agriculture Business Division** and the **Retail & Consumer Service Division**.
- The name of the **Metals & Mineral Resources Division** will change to the **Metals, Mineral Resources & Recycling Division**.



[Corporate Departments]

- A new corporate organization, the **Portfolio Transformation Office**, will be established.
- The **Structured Finance Department** and **M&A Management Office** will be merged to form the **Financial Solutions Department**.
- The **Risk Management Planning Department** and **Global Business Support & Promotion Department** will be reorganized.

2. Purpose of Organizational Reforms

[Business Divisions]

- The Infrastructure & Healthcare Division will consolidate internal resources with the aim of expanding the scale of business, focusing on medical and healthcare-related businesses and integrated infrastructure businesses that address social issues both in Japan and overseas.
- Designating sustainable consumption and production as key themes for its agriculture-, forestry-, and fisheries-related business, the Consumer Industry & Agriculture Business Division will promote business including digitalization projects in these areas with the aim of expanding its business areas.
- Taking into account diversifying consumer needs and changing industrial structures in the consumer industry both in Japan and overseas, the Retail & Consumer Service Division will seek to expand service-related business arising from market needs through expansion of existing business, promotion of structural changes, and the creation of new business.
- The Metals, Mineral Resources & Recycling Division will advance changes to current resource-related business, while simultaneously strengthening initiatives within the recycling business.

[Corporate Departments]

- The Portfolio Transformation Office will transform the company's business portfolio by expanding the scale of business through M&A projects while pursuing further growth through structural reforms. Additionally, we will take on next-generation energy-related business initiatives with a mid- to long-term perspective.
- Reorganization will take place in additional corporate departments to best concentrate and optimize use of internal resources as a means of further strengthening our corporate functions.

## II. Executive Appointments

### 1. Executive Officers

(1) New Appointments: 4 (effective as of April 1, 2021)

Name	New Position	Current Position
Yumie Endo	Executive Officer General Manager, IR Office	General Manager, IR Office
Kosuke Uemura	Executive Officer COO, Chemicals Division	Vice COO, Chemicals Division General Manager, Project Development Office
Tatsuhiko Kanetake	Executive Officer COO, Automotive Division	COO, Automotive Division
Makoto Shibuya	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office	COO, Corporate Planning Department, Corporate Sustainability Office

(2) Promotions: 3 (effective as of April 1, 2021)

Name	New Position	Current Position
Satoru Takahama	Managing Executive Officer President & CEO for Europe, Russia & NIS Managing Director, Sojitz Europe plc	Executive Officer President & CEO for Europe, Russia & NIS Managing Director, Sojitz Europe plc
Masakazu Hashimoto	Managing Executive Officer COO, Infrastructure & Healthcare Division	Executive Officer COO, Energy & Social Infrastructure Division
Yoshiki Manabe	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office	Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office, Controller Office

(3) Retirees: 2 (effective as of March 31, 2021)

Name	Current Position
Yoshihiro Tamura	Executive Officer Director/CEO & President, Thai Central Chemical Public Company Limited
Ken Kuribayashi	Executive Officer COO, Global Business Support & Promotion Department

Mr. Yoshihiro Tamura will be appointed as Chairman of Sojitz JECT Corporation.

Mr. Ken Kuribayashi will be appointed as a Corporate Advisor of Sojitz Corporation.

2. Changes to Executives' Areas of Responsibility (effective as of April 1, 2021)

Name	New Position	Current Position
Seiichi Tanaka	Executive Vice President CFO Executive Management of General Accounting, Business Accounting, Finance, IR, Financial Solutions, Controller Office	Executive Vice President CFO Executive Management of General Accounting, Business Accounting, Finance, Structured Finance, IR, M&A Management Office, Controller Office
Ryutaro Hirai	Executive Vice President Advisor to the President Executive Management of Business Group (Automotive, Aerospace & Transportation Project, Infrastructure & Healthcare, Metals, Mineral Resources & Recycling), and East Asia region	Executive Vice President Advisor to the President Executive Management of Business Group (Automotive, Aerospace & Transportation Project, Machinery & Medical Infrastructure, Energy & Social Infrastructure, Metals & Mineral Resources), and East Asia region

Masao Goto	Senior Managing Executive Officer Executive Management of Business Group (Chemicals, Consumer Industry & Agriculture Business, Retail & Consumer Service)	Senior Managing Executive Officer Executive Management of Business Group (Chemicals, Foods & Agriculture Business, Retail & Lifestyle Business, Industrial Infrastructure & Urban Development)
Koji Izutani	Managing Executive Officer COO, Consumer Industry & Agriculture Business Division	Managing Executive Officer COO, Foods & Agriculture Business Division
Masaaki Bito	Managing Executive Officer COO, Metals, Mineral Resources & Recycling Division	Managing Executive Officer COO, Metals & Mineral Resources Division
Masakazu Hashimoto	Managing Executive Officer COO, Infrastructure & Healthcare Division	Executive Officer COO, Energy & Social Infrastructure Division
Yoshiki Manabe	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office	Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office, Controller Office
Takafumi Ogasawara	Executive Officer COO, Risk Management Department	Executive Officer COO, Risk Management Planning Department, Risk Management Department
Kyosuke Sasaki	Executive Officer Chairman, solvadis deutschland gmbh	Executive Officer COO, Chemicals Division
Hiroto Murai	Executive Officer COO, Retail & Consumer Service Division	Executive Officer COO, Retail & Lifestyle Business Division

Ikuo Koinuma	Executive Officer COO, Portfolio Transformation Office	Executive Officer COO, Machinery & Medical Infrastructure Division
Kazuhisa Yumikura	Executive Officer COO, Financial Solutions Department, Controller Office	Executive Officer COO, Structured Finance Department, M&A Management Office

### 3. Updated List of Executives (effective as of April 1, 2021)

#### (1) [Directors]

7 Directors (effective as of April 1, 2021)

Rank	Name
Representative Director, President & CEO	Masayoshi Fujimoto
Representative Director, Executive Vice President	Seichi Tanaka
Representative Director, Executive Vice President	Ryutaro Hirai
Director, Senior Managing Executive Officer	Masao Goto
Director	Kayoko Naito
Director	Norio Otsuka
Director	Naoko Saiki

Ms. Kayoko Naito, Mr. Norio Otsuka, and Ms. Naoko Saiki satisfy the requirements to be appointed outside directors as stipulated in Article 2, Paragraph 15 of the Companies Act.

(2) [Auditors]

5 Auditors (effective as of April 1, 2021)

	Name
Audit & Supervisory Board Member	Junichi Hamatsuka
Audit & Supervisory Board Member	Masaaki Kushibiki
Audit & Supervisory Board Member	Kazunori Yagi
Audit & Supervisory Board Member	Hyo Kambayashi
Audit & Supervisory Board Member	Michiko Nagasawa

Mr. Kazunori Yagi, Mr. Hyo Kambayashi, and Ms. Michiko Nagasawa satisfy the requirements to be an outside auditor as stipulated in Article 2, Paragraph 16 of the Companies Act.

(3) [Executive Officers]

31 Officers (effective as of April 1, 2021)

Rank	Name	Position
President	Masayoshi Fujimoto	CEO
Executive Vice President	Seiichi Tanaka	CFO Executive Management of General Accounting, Business Accounting, Finance, IR, Financial Solutions, Controller Office
Executive Vice President	Ryutaro Hirai	Advisor to the President Executive Management of Business Group (Automotive, Aerospace & Transportation Project, Infrastructure & Healthcare, Metals, Mineral Resources & Recycling), and East Asia region
Senior Managing Executive Officer	Shigeru Nishihara	President & CEO for the Americas President, Sojitz Corporation of America



Senior Managing Executive Officer	Tsutomu Tanaka	President & CEO for China Chairman, Sojitz (China) Co., Ltd. Chairman & President, Sojitz (Shanghai) Co., Ltd. Chairman, Sojitz (Dalian) Co., Ltd., Sojitz (Guangzhou) Co., Ltd. and Sojitz (Hong Kong) Ltd.
Senior Managing Executive Officer	Masao Goto	Executive Management of Business Group (Chemicals, Consumer Industry & Agriculture Business, Retail & Consumer Service)
Senior Managing Executive Officer	Haruo Inoue	CCO, Internal Control Administration Department, ERP Transition Office
Managing Executive Officer	Yasushi Nishimura	General Manager, Kansai Office
Managing Executive Officer	Koichi Yamaguchi	COO, Aerospace & Transportation Project Division
Managing Executive Officer	Koji Izutani	COO, Consumer Industry & Agriculture Business Division
Managing Executive Officer	Shigeya Kusano	President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. (Singapore) General Manager, Singapore Branch
Managing Executive Officer	Masaaki Bito	COO, Metals, Mineral Resources & Recycling Division
Managing Executive Officer	Satoru Takahama	President & CEO for Europe, Russia & NIS Managing Director, Sojitz Europe plc
Managing Executive Officer	Masakazu Hashimoto	COO, Infrastructure & Healthcare Division
Managing Executive Officer	Yoshiki Manabe	COO, General Accounting Department, Business Accounting Department, Finance Department, IR Office
Executive Officer	Takafumi Ogasawara	COO, Risk Management Department
Executive Officer	Naoki Yokoyama	A member of the Board of Management, General Director, CEO, Saigon Paper Corporation

Executive Officer	Toshifumi Murata	Vice President for the Americas (South America) Chairman, Sojitz do Brasil S.A.
Executive Officer	Kyosuke Sasaki	Chairman, solvadis deutschland gmbh
Executive Officer	Hiroto Murai	COO, Retail & Consumer Service Division
Executive Officer	Ikuo Koinuma	COO, Portfolio Transformation Office
Executive Officer	Masanori Kawakami	COO, Internal Control Administration Department, ERP Transition Office
Executive Officer	Tatsuya Morita	COO, Legal Department, PR Department
Executive Officer	Yasuhisa Nakao	COO, Business Innovation Office
Executive Officer	Kazuhisa Yumikura	COO, Financial Solutions Department, Controller Office
Executive Officer	Taro Okamura	President & CEO for Southwest Asia Chairman, Sojitz India Private Ltd.
Executive Officer	Toshiaki Kasai	COO, Human Resources Department, General Affairs & IT Operation Department
Executive Officer	Yumie Endo	General Manager, IR Office
Executive Officer	Kosuke Uemura	COO, Chemicals Division
Executive Officer	Tatsuhiko Kanetake	COO, Automotive Division
Executive Officer	Makoto Shibuya	COO, Corporate Planning Department, Corporate Sustainability Office

### III. Corporate Officer Appointments

Changes to Area of Responsibility: 1

Date	Name	New position	Current position
1/1	Osamu Matsuura	Corporate Officer Vice COO, Metals & Mineral Resources Division General Manager, Planning & Administration Office, Metals & Mineral Resources Division General Manager, Coal & Iron Ore Department	Corporate Officer Vice COO, Metals & Mineral Resources Division General Manager, Planning & Administration Office, Metals & Mineral Resources Division
4/1	Osamu Matsuura	Corporate Officer Vice COO, Metals, Mineral Resources & Recycling Division General Manager, Planning & Administration Office, Metals, Mineral Resources & Recycling Division	Corporate Officer Vice COO, Metals & Mineral Resources Division General Manager, Planning & Administration Office, Metals & Mineral Resources Division

New Appointments: 1

Date	Name	New position	Current position
4/1	Hideo Hatada	Corporate Officer General Manager, Secretariat Department	General Manager, Secretariat Department

## IV. Other Appointments

Date	Name	New Position	Current Position
1/1	Daisei Yamamoto	General Manager, Corporate Planning Department	General Manager, Mineral Resources Development Department
1/1	Takefumi Nishikawa	Vice COO, Energy & Social Infrastructure Division General Manager, Planning & Administration Office, Energy & Social Infrastructure Division	General Manager, Corporate Planning Department
1/1	Toshiharu Chichibu	General Manager, Mineral Resources Development Department	General Manager, Coal & Iron Ore Department
1/1	Takahiro Yamashita	Deputy COO, Foods & Agriculture Business Division	General Manager, Grain & Agribusiness Department
1/1	Takuma Okada	General Manager, Grain & Agribusiness Department	Grain & Agribusiness Department
1/1	Yu Mizuike	COO, Industrial Infrastructure & Urban Development Division General Manager, Planning & Administration Office, Industrial Infrastructure & Urban Development Division	COO, Industrial Infrastructure & Urban Development Division
1/1	Tian Lin	President, Sojitz (Guangzhou) Co., Ltd.	Automotive Department 3

1/1	Takashi Sumi	Director President, Sojitz New Urban Development Corporation	Vice COO, Industrial Infrastructure & Urban Development Division General Manager, Planning & Administration Office, Industrial Infrastructure & Urban Development Division
2/1	Takashi Yanase	General Manager, Portland Branch, Sojitz Corporation of America	Investment Management Department
4/1	Hidemitsu Takahashi	General Manager, Portfolio Transformation Office	General Manager, M&A Management Office
4/1	Akira Mitsuda	General Manager, Financial Solutions Department	General Manager, Structured Finance Department
4/1	Takefumi Nishikawa	Vice COO, Infrastructure & Healthcare Division General Manager, Planning & Administration Office, Infrastructure & Healthcare Division	General Manager, Corporate Planning Department
4/1	Yu Mizuike	Vice COO, Infrastructure & Healthcare Division for Urban Development	COO, Industrial Infrastructure & Urban Development Division
4/1	Seiji Itagaki	Vice COO, Chemicals Division General Manager, Planning & Administration Office, Chemicals Division	General Manager, Basic Chemicals Department

4/1	Yuji Yuasa	Vice COO, Retail & Consumer Service Division General Manager, Planning & Administration Office, Retail & Consumer Service Division	Vice COO, Retail & Lifestyle Business Division General Manager, Planning & Administration Office, Retail & Lifestyle Business Division General Manager, Apparel & Lifestyle Products Department
4/1	Takahiro Yamashita	Director/CEO & President, Thai Central Chemical Public Company Limited *	General Manager, Grain & Agribusiness Department

\*Scheduled to be confirmed at Thai Central Chemical Public Company Limited's General Shareholders' Meeting in March 2021