

January 26th, 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 (effective as of April 1st, 2023)

II. Executive Appointments

1. Directors
2. Executive Officers
3. Changes to Executives' Areas of Responsibility
4. Updated List of Executives

III. Corporate Officer Appointments

IV. Other Appointments

[For questions, contact:]

Sojitz Corporation

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I. Organizational Reforms (effective as of April 1, 2023)

[Business Divisions]

- The Metals, Mineral Resources & Recycling Division's Coal Department will change its name to the Coal & Carbon Management Business Department. In addition to handling existing coal businesses, the department will strengthen initiatives to build and expand on decarbonization initiatives based on customer needs.
- The Retail & Consumer Service Division's Apparel & Lifestyle Products Department and Life Platform Business Department will be merged to form the Retail Business Department 3, which will handle business creation in retail business fields based on consumer goods and basic infrastructure.

[Corporate Departments]

- Under the leadership of CDO and CIO Tomomi Arakawa, the IT Operation Department, ERP Transition Office, and CDO Office will be merged and restructured as two new departments: Digital Department 1 and Digital Department 2.
- The Financial Solutions Department and Portfolio Transformation Office will be restructured, and the Portfolio Transformation Office will be renamed as the M&A Strategy & Value Creation Office. This reorganization aims to facilitate the creation and promotion of M&A and investment strategy as well as to strengthen PMI through consolidation of internal information.

II. Executive Appointments

1. Directors

(1) Director candidates: 9 (finalized at the General Shareholders' Meeting scheduled for June 2023)

Name	Rank
Masayoshi Fujimoto	Representative Director
Ryutaro Hirai	Representative Director
Yoshiki Manabe	Representative Director
Masaaki Bito	Director
Norio Otsuka	Director
Naoko Saiki	Director
Ungyong Shu	Director
Haruko Kokue	Director
Tsuyoshi Kameoka	Director

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) Retirees: 1 (effective as of the General Shareholders' Meeting in June 2023)

Name	Current Position
Seiichi Tanaka	Representative Director, Executive Vice President CFO Executive Management of General Accounting, Business Accounting, Finance, IR, Financial Solutions

Mr. Seiichi Tanaka will transition from Representative Director, Executive Vice President to Representative Director on April 1, 2023. Mr. Tanaka will later resign from the position following the General Shareholders' Meeting in June 2023 and be appointed as a Corporate Advisor of Sojitz Corporation.

2. Executive Officers

(1) New appointments: 2 (effective as of April 1, 2023)

Name	New Position	Current Position
Hideo Hatada	Executive Officer General Manager, Secretariat Department	Corporate Officer General Manager, Secretariat Department
Katsunori Okada	Executive Officer 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.	General Manager, Human Resources Department

(2) Promotions: 5 (effective as of April 1, 2023)

Name	New position	Current position
Yoshiki Manabe	Senior Managing Executive Officer CFO Executive Management of General Accounting, Business Accounting, Financial Solutions, Finance	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department
Koichi Yamaguchi	Senior Managing Executive Officer President & CEO for the Americas President, Sojitz Corporation of America President, Sojitz Canada Corporation	Managing Executive Officer President & CEO for the Americas President, Sojitz Corporation of America

Name	New position	Current position
Tatsuya Morita	Managing Executive Officer CCO, CISO COO, Legal Department, Internal Control Administration Department	Executive Officer CCO COO, Legal Department, Internal Control Administration Department
Makoto Shibuya	Managing Executive Officer Executive Management of M&A Strategy & Value Creation, IR, Corporate Sustainability COO, General Accounting Department, Business Accounting Department	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office, Portfolio Transformation Office
Tomomi Arakawa	Managing Executive Officer CDO, CIO COO, Digital Department	Executive Officer CDO, CIO COO, IT Operation Department, ERP Transition Office

(3) Retirees: 4 (effective as of March 31, 2023)

Name	Current Position
Seiichi Tanaka	Executive Vice President CFO Executive Management of General Accounting, Business Accounting, Finance, IR, Financial Solutions
Haruo Inoue	Executive Vice President CISO Executive Management of Legal, Internal Control Administration, ERP Transition
Tsutomu Tanaka	Senior Managing Executive Officer 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.

Name	Current Position
Masanori Kawakami	Executive Officer Special Assistant to the President

Mr. Seiichi Tanaka will transition from Representative Director, Executive Vice President to Representative Director on April 1st, 2023. Mr. Tanaka will later resign from the position following the General Shareholders' Meeting in June 2023 and be appointed as a Corporate Advisor of Sojitz Corporation.

Mr. Haruo Inoue, Mr. Tsutomu Tanaka, and Mr. Masanori Kawakami will be appointed as Corporate Advisors of Sojitz Corporation.

3. Changes to Executives' Areas of Responsibility(effective as of April 1, 2023)

Name	New position	Current position
Yoshiki Manabe	Senior Managing Executive Officer CFO Executive Management of General Accounting, Business Accounting, Financial Solutions, Finance	Managing Executive Officer COO, General Accounting Department, Business Accounting Department, Finance Department
Koichi Yamaguchi	Senior Managing Executive Officer President & CEO for the Americas President, Sojitz Corporation of America President, Sojitz Canada Corporation	Managing Executive Officer President & CEO for the Americas President, Sojitz Corporation of America
Tatsuya Morita	Managing Executive Officer CCO, CISO COO, Legal Department, Internal Control Administration Department	Executive Officer CCO COO, Legal Department, Internal Control Administration Department
Makoto Shibuya	Managing Executive Officer Executive Management of M&A Strategy & Value Creation, IR, Corporate Sustainability COO, General Accounting Department, Business Accounting Department	Executive Officer COO, Corporate Planning Department, Corporate Sustainability Office, Portfolio Transformation Office

Name	New position	Current position
Tomomi Arakawa	Managing Executive Officer CDO, CIO COO, Digital Department	Executive Officer CDO, CIO COO, IT Operation Department, ERP Transition Office
Naoki Yokoyama	Executive Officer COO, M&A Strategy & Value Creation Office	Executive Officer A member of the Board of Management, General Director, CEO, Saigon Paper Corporation
Kazuhisa Yumikura	Executive Officer COO, Financial Solutions Department, Finance Department	Executive Officer COO, Financial Solutions Department
Taro Okamura	Executive Officer COO, Chemicals Division	Executive Officer President & CEO for Southwest Asia Chairman, Sojitz India Private Ltd.
Toshiaki Kasai	Executive Officer COO, PR Department, Risk Management Department	Executive Officer COO, PR Department, Risk Management Department General Manager, Supply Chain Risk Management Department
Yumie Endo	Executive Officer COO, IR Office, Corporate Sustainability Department	Executive Officer COO, IR Office
Kosuke Uemura	Executive Officer COO, Corporate Planning Department	Executive Officer COO, Chemicals Division

4. Updated List of Executives

(1) [Directors]

8 Directors (effective as of April 1, 2023)

Rank	Name
Representative Director, President & CEO	Masayoshi Fujimoto
Representative Director	Seiichi Tanaka
Representative Director, Executive Vice President	Ryutaro Hirai
Director, Senior Managing Executive Officer	Masaaki Bito
Director	Norio Otsuka
Director	Naoko Saiki
Director	Ungyong Shu
Director	Haruko Kokue

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

9 Directors (finalized at General Shareholders' Meeting scheduled for June 2023)

Rank	Name
Representative Director, President & CEO	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

	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 (effective as of April 1, 2023)

Rank	Name	Position
President	Masayoshi Fujimoto	CEO
Executive Vice President	Ryutaro Hirai	Advisor to the President Executive Management of Business Group (Automotive, Aerospace & Transportation Project, Infrastructure & 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	CFO Executive Management of General Accounting, Business Accounting, Financial Solutions, Finance
Senior Managing Executive Officer	Koichi Yamaguchi	President & CEO for the Americas President, Sojitz Corporation of America President, Sojitz Canada Corporation
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, Human Resources Department
Managing Executive Officer	Kyosuke Sasaki	President & CEO for Europe Managing Director, Sojitz Corporation of Europe B.V. and Sojitz Europe GmbH

Rank	Name	Position
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	Makoto Shibuya	Executive Management of M&A Strategy & Value Creation, IR, Corporate Sustainability COO, General Accounting Department, Business Accounting Department
Managing Executive Officer	Tomomi Arakawa	CDO, CIO COO, Digital Department
Executive Officer	Naoki Yokoyama	COO, M&A Strategy & Value Creation Office
Executive Officer	Yasuhisa Nakao	COO, Business Innovation Office
Executive Officer	Kazuhisa Yumikura	COO, Financial Solutions Department, Finance Department
Executive Officer	Taro Okamura	COO, Chemicals Division
Executive Officer	Toshiaki Kasai	COO, PR Department, Risk Management Department
Executive Officer	Yumie Endo	COO, IR Office, Corporate Sustainability Department
Executive Officer	Kosuke Uemura	COO, Corporate Planning Department
Executive Officer	Tatsuhiko Kanetake	COO, Automotive Division
Executive Officer	Tatsuhiko Niitaka	COO, Aerospace & Transportation Project Division
Executive Officer	Osamu Matsuura	COO, Metals, Mineral Resources & Recycling Division
Executive Officer	Yuji Yuasa	COO, Consumer Industry & Agriculture Business Division
Executive Officer	Takefumi Nishikawa	COO, Infrastructure & Healthcare Division
Executive Officer	Hideo Hatada	General Manager, Secretariat Department

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.

III Corporate Officer Appointments

New appointments: 1

Date	New Position	Name	Current Position
4/1	Corporate Officer President & CEO for Southwest Asia Chairman, Sojitz India Private Ltd.	Takahiro Ebisu	President, Sojitz India Private Ltd. General Manager, Kolkata Branch General Manager, Bengaluru Office

IV Other Appointments

Date	New Position	Name	Current Position
4/1	General Manager, Human Resources Department	Shigeru Ogura	General Manager, Automotive Department 3
4/1	General Manager, Digital Department 1	Yasuo Yamasaki	General Manager, CDO Office
4/1	General Manager, Digital Department 2	Makiya Nami	General Manager, IT Operation Department
4/1	General Manager, Supply Chain Risk Management Department	Chikashi Tsuruta	Supply Chain Risk Management Department
4/1	General Manager, Automotive Department 2	Wataru Takaoka	Presidente / Director General, SOCAFI, S.A. de C.V.
4/1	General Manager, Automotive Department 3	Keita Ohashi	General Manager, Automotive Department 2
4/1	General Manager, Coal & Carbon Management Business Department	Ryota Kusaka	General Manager, Coal Department

Date	New Position	Name	Current Position
4/1	Vice COO, Chemicals Division General Manager, Speciality Chemicals Department	Kenji Maeda	General Manager, Speciality Chemicals Department
4/1	Deputy COO, Retail & Consumer Service Division	Shingo Fujii	General Manager, Apparel & Lifestyle Products Department
4/1	General Manager, Retail Business Department 3	Dai Fukuda	General Manager, Life Platform Business Department
4/1	A member of the Board of Management, General Director, CEO, Saigon Paper Corporation	Shunpei Yamada	A member of the Board of Management, COO, Saigon Paper Corporation