

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
5. Biographical Outlines for New Directors
6. Biographical Outlines for New Executive Officers

III. Corporate Officer Appointments

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[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	<p>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.</p>

5. Biographical Outlines for New Directors

Biographical Outline

Yoshiki Manabe (Representative Director, Senior Managing Executive Officer, CFO, Executive Management of General Accounting, Business Accounting, Financial Solutions, and Finance)

Hometown: Hiroshima, Japan

Education: Bachelor of Economics, Osaka Prefecture University in March 1986

April 2022 – present	COO, General Accounting Department, Business Accounting Department, Finance Department
April 2021 – present	Managing Executive Officer
April 2021	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, 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)
April 2012	General Manager, Controller Office (Energy & Metal)
October 2005	Sojitz Holdings Corporation and Sojitz Corporation merge to form
April 2004	company under trade name, Sojitz Corporation Nichimen Corporation and Nissho Iwai Corporation merge to form
April 1986	company under trade name, Sojitz Corporation Joined Nissho Iwai Corporation

Honors: None

(Reason for Nomination as a Director)

As the COO for General Accounting, Business Accounting, Finance, and IR, Mr. Manabe has contributed to strengthening the company's financial foundation. As the Chairman of the Finance & Investment Deliberation Council, Mr. Manabe determines growth investments while overseeing cash flow management and balance sheet management. Additionally, Mr. Manabe possesses deep insights on corporate governance from his experience with risk management fields during his time as the regional CFO & CAO for the Americas, and Mr. Manabe has therefore been nominated as an outside director with the expectation that he will contribute to raising the company's corporate value.

Biographical Outline

Tsuyoshi Kameoka (Outside Director)

Hometown: Hyogo, Japan

Education: Bachelor of Economics, Kwansei Gakuin University in March 1979

September 2022	Advisor, Sojitz Corporation
– present	
June 2022 – present	Outside Director, J-Oil Mills, Inc.
April 2022 – present	Trustee and Board Member, Kwansei Gakuin University
June 2021 – present	Independent Director, Kawasaki Kisen Kaisha, Ltd.
June 2020	Special Advisor, Idemitsu Kosan Co., Ltd.
April 2019	Representative Director, Vice Chairman and Executive Officer, Idemitsu Kosan Co., Ltd.
March 2015	President & Representative Director, Group CEO, Showa Shell Sekiyu K.K.
March 2013	Executive Officer, Vice President, Oil Business COO, Showa Shell Sekiyu K.K.
March 2009	Corporate Executive Officer of Marketing Division, Showa Shell Sekiyu K.K.
November 2008	Executive Officer and General Manager, Head Office Sales Division, Showa Shell Sekiyu K.K.
March 2006	Executive Officer and Kinki Area Manager, Showa Shell Sekiyu K.K.
April 2005	Senior Officer and Kinki Area Manager, Showa Shell Sekiyu K.K.
April 2003	International Oil Products Trading Division Manager, Showa Shell Sekiyu K.K.
April 1979	Joined Showa Shell Sekiyu K.K. (current: Idemitsu Kosan Co., Ltd.)

Honors: None

(Reason for Nomination as an Outside Director)

Mr. Kameoka has served as President & Representative Director, Group CEO of Showa Shell Sekiyu K.K. (current: Idemitsu Kosan Co., Ltd.) and brings a wealth of experience and deep insights from his experience of overseeing the business integration of Idemitsu Kosan in April 2019. Based on his background and expertise, Mr. Kameoka has been nominated as an outside director with the expectation that he will bring an independent and objective perspective to business management and will contribute to strengthening Sojitz's corporate governance and raising its corporate value.

6. Biographical Outlines of New Executive Officers

Biographical Outline

Hideo Hatada

Hometown: Toyama, Japan

Education: Bachelor of Engineering, Sophia University in March 1989

April 2021– present	Corporate Officer
March 2020 – present	General Manager, Secretariat Department
April 2016	General Manager, Automotive Division, Automotive Department 3
October 2013	Director President, Autrans (Thailand) Co., Ltd. (Bangkok)
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 1989	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Katsunori Okada

Hometown: Gunma, Japan

Education: Bachelor of Education, Waseda University in March 1991

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| April 2020 – present | General Manager, Human Resources Department |
| April 2018 | General Manager, Metals & Mineral Resources Division, Coal & Iron Ore Department |
| | General Manager, Kyushu Office |
| April 2015 | General Manager, Metals & Coal Division, Coal & Iron Ore Department |
| January 2008 | President, Sojitz New Energy (China) Co., Ltd. |
| 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 1991 | Joined Nissho Iwai Corporation |

Honors: None

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	Shumpei Yamada	A member of the Board of Management, COO, Saigon Paper Corporation