

January 23, 2025
Sojitz Corporation

Sojitz Corporation Announces Executive Appointments

Sojitz Corporation has approved the following executive and other management appointments.

I Executive Appointments

1. Directors (excludes Audit and Supervisory Committee Members)
2. Directors (Audit and Supervisory Committee Members)
3. Executive Officers
4. Changes to Executives' Areas of Responsibility
5. Updated List of Executives
6. Biographical Outlines of New Directors
7. Biographical Outlines of New Executive Officers

II Corporate Officer Appointments

I Executive Appointments

1. Directors (excludes Audit and Supervisory Committee Members)

- ① Director candidates: 7(excludes Audit and Supervisory Committee Members)
(finalized at the General Shareholders' Meeting scheduled for June 2025)

Name	Rank
Masayoshi Fujimoto	Representative Director
Kosuke Uemura	Representative Director
Makoto Shibuya	Representative Director
Tomomi Arakawa	Director
Ungyong Shu	Independent Director
Tsuyoshi Kameoka	Independent Director
Yumiko Jozuka	Independent Director

- ② Retiring Directors: 1(excludes Audit and Supervisory Committee Members)
(effective as of the General Shareholders' Meeting in June 2025)

Name	Current Position
Naoko Saiki	Independent Director

2. Directors (Audit and Supervisory Committee Members)

- ① Director candidates: 1(Audit and Supervisory Committee Members)
(finalized at the General Shareholders' Meeting scheduled for June 2025)

Name	Rank
Kazuhiko Takeda	Independent Director Audit and Supervisory Committee Member

② Resigning Directors: 1(Audit and Supervisory Committee Members)

(effective as of the General Shareholders' Meeting in June 2025)

Name	Current Position
Kazuhiro Yamamoto	Independent Director Audit and Supervisory Committee Member

3. Executive Officers

① New appointments: 3 (effective as of April 1, 2025)

Name	New Position	Current Position
Shigeru Ogura	Executive Officer COO, Human Resources Department	General Manager, Human Resources Department
Sari Miida	Executive Officer COO, Retail & Consumer Service Division	Corporate Officer Vice COO, Retail & Consumer Service Division General Manager, Planning & Administration Office, Retail & Consumer Service Division
Takahiro Matsunaga	Executive Officer COO, Corporate Planning Department, Energy Transformation Department, M&A Strategy & Value Creation Office General Manager, M&A Strategy & Value Creation Office	Vice COO, Corporate Planning Department General Manager, M&A Strategy & Value Creation Office

② Retiring Executive Officers: 2 (effective as of March 31, 2025)

Name	Current Position
Koji Izutani	Managing Executive Officer General Manager, Kansai Office
Shigeya Kusano	Managing Executive Officer President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Singapore Branch

Mr. Koji Izutani will be appointed as a Corporate Advisor of Sojitz Corporation and a Director, President & CEO of Sojitz Kyushu Corporation.

Mr. Shigeya Kusano will be appointed as a Corporate Advisor of Sojitz Corporation.

4. Changes to Executives' Areas of Responsibility

6 Officers (effective as of April 1, 2025)

Name	New Position	Current Position
Masayoshi Fujimoto	Chairman	Chairman & CEO
Kosuke Uemura	President & CEO	President & COO
Makoto Shibuya	Senior Managing Executive Officer CFO Executive Management of Corporate Departments	Senior Managing Executive Officer CFO Executive Management of Corporate Departments COO, Corporate Planning Department
Satoru Takahama	Managing Executive Officer General Manager, Kansai Office	Managing Executive Officer Representative Director & CEO, JALUX Inc.

Name	New Position	Current Position
Hiroto Murai	Managing Executive Officer President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Singapore Branch	Managing Executive Officer COO, Retail & Consumer Service Division
Toshiaki Kasai	Managing Executive Officer Representative Director & CEO, JALUX Inc.	Managing Executive Officer COO, Human Resources Department

5. Updated List of Executives

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

7 Directors (effective as of April 1, 2025)

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

7 Directors (finalized at the General Shareholders' Meeting scheduled for June 2025)

Rank	Name
Representative Director	Masayoshi Fujimoto
Representative Director	Kosuke Uemura
Representative Director	Makoto Shibuya
Director	Tomomi Arakawa
Independent Director	Ungyong Shu
Independent Director	Tsuyoshi Kameoka
Independent Director	Yumiko Jozuka

② [Directors (Audit and Supervisory Committee Members)]

4 Directors (effective as of April 1, 2025)

Rank	Name
Director Audit and Supervisory Committee Member	Yoshiki Manabe
Independent Director Audit and Supervisory Committee Member	Kazuhiro Yamamoto
Independent Director Audit and Supervisory Committee Member	Haruko Kokue
Independent Director Audit and Supervisory Committee Member	Satoko Suzuki

4 Directors (effective as of the General Shareholders' Meeting in June 2025)

Rank	Name
Director Audit and Supervisory Committee Member	Yoshiki Manabe
Independent Director Audit and Supervisory Committee Member	Haruko Kokue

Rank	Name
Independent Director Audit and Supervisory Committee Member	Satoko Suzuki
Independent Director Audit and Supervisory Committee Member	Kazuhiko Takeda

Mr. Kazuhiko Takeda's appointment will be effective following the General Shareholders' Meeting scheduled for June 2025.

③ [Executive Officers]

27 Officers (effective as of April 1, 2025)

Rank	Name	Position
Chairman	Masayoshi Fujimoto	
President	Kosuke Uemura	CEO
Senior Managing Executive Officer	Masaaki Bito	Representative Director, Executive Vice President, Metal One Corporation
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
Senior Managing Executive Officer	Tomomi Arakawa	CDO, CIO COO, Digital Department
Managing Executive Officer	Satoru Takahama	General Manager, Kansai Office
Managing Executive Officer	Masakazu Hashimoto	COO, Aerospace, Transportation & Infrastructure Division

Rank	Name	Position
Managing Executive Officer	Hiroto Murai	President & CEO for Asia & Oceania Managing Director, Sojitz Asia Pte. Ltd. General Manager, Singapore Branch
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	Representative Director & CEO, JALUX Inc.
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 and Warsaw Office Director & CEO, Sojitz Europe Trade Holdings GmbH
Executive Officer	Osamu Matsuura	COO, Metals, Mineral Resources & Recycling Division
Executive Officer	Takefumi Nishikawa	COO, Energy Solutions & Healthcare Division

Rank	Name	Position
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
Executive Officer	Shigeru Ogura	COO, Human Resources Department
Executive Officer	Sari Miida	COO, Retail & Consumer Service Division
Executive Officer	Takahiro Matsunaga	COO, Corporate Planning Department, Energy Transformation Department, M&A Strategy & Value Creation Office General Manager, M&A Strategy & Value Creation Office

6. Biographical Outlines of New Director Candidates

Biographical Outline

Yumiko Jozuka

Hometown: Saitama, Japan

Education: Bachelor of Laws, The University of Tokyo, March 1984

July 2024–present	Advisor, Sojitz Corporation
June 2023–present	Representative Director (Chairman), Japan Institute for Women's Empowerment & Diversity Management
April 2022–present	Director, Japan Legal Support Center
June 2021–present	Outside Director, SHIMIZU CORPORATION
June 2021–present	Outside Director, Tokyu Fudosan Holdings Corporation
August 2020	Retired from the Ministry of Health, Labour and Welfare
July 2019	Director General for Human Resource Development, the Ministry of Health, Labour and Welfare
July 2018	Director General, the Ministry of Health, Labour and Welfare
June 2016	Director General, Social Welfare and War Victims' Relief Bureau, the Ministry of Health, Labour and Welfare
May 2014	Councillor, Cabinet Bureau of Personnel Affairs, Cabinet Secretariat
July 2010	Head of Social Welfare and War Victims' Relief Bureau, Welfare Promotion Division of Ministry of Health, Labour and Welfare
August 2007	Head of Work and Family Harmonization Division, Equal Employment, Children and Families Bureau of Ministry of Health, Labour and Welfare
July 2004	Director of Promotion Division, Gender Equality Bureau, Cabinet Office
April 2001	Head of Pharmaceutical Office, General Coordination Division, Pharmaceutical Safety Bureau of Ministry of Health, Labour and Welfare

April 1984

Joined the Ministry of Labour (currently the Ministry of Health, Labour and Welfare)

Honors: None

(Reason for Nomination as an Independent Director Candidate)

After joining the Ministry of Labor (currently the Ministry of Health, Labor and Welfare), Ms. Jozuka held important positions such as Director-General of the Social Welfare and War Victims' Relief Bureau, Director-General of the Ministry of Health, Labour and Welfare, and Director-General for Human Resources Development at the Ministry of Health, Labor and Welfare, and has deep insight into the administration of the Ministry of Health, Labor and Welfare, as well as knowledge of human capital management such as personnel and labor management, human resource development, and promoting women's participation in the workforce. We have selected her as a candidate in the hope that she will utilize her experience and expertise to exercise management oversight functions from an independent and objective perspective and contribute to strengthening our corporate governance and improving our corporate value.

Biographical Outline

Kazuhiko Takeda

Hometown: Kanagawa, Japan

Education: Bachelor of Economics, Keio University, March 1983

June 2022–present	Outside Director and Chairperson of the Audit Committee, Mitsubishi Materials Corporation
July 2021–present	Executive Alumnus, Sony Group Corporation
July 2018	Senior Vice President, Sony Corporation; Deputy President and CFO, Sony Interactive Entertainment LLC
January 2018	Senior Vice President Corporate Executive in charge of Corporate Planning & Control and Accounting, CIO, Sony Corporation
June 2015	Senior Vice President Corporate Executive in charge of Corporate Planning & Control and Accounting, Sony Corporation
October 2013	Vice President; Senior General Manager of Corporate Planning & Control Division, Sony Corporation
August 2008	Senior Vice President in charge of Corporate Management and Accounting, Sony Europe Limited
April 2006	Executive Officer; CFO, Sony NEC Optiarc Inc.
October 2001	Vice President in charge of Accounting, Sony Ericsson Mobile Communications Inc.
April 1983	Joined Sony Corporation (currently Sony Group Corporation)

Honors: None

(Reason for Nomination as an Audit and Supervisory Committee Member and an Independent Director Candidate)

Mr. Takeda has held important positions at Sony Corporation (currently Sony Group Corporation), including Executive Officer and CIO, and Executive Vice President and CFO at major subsidiaries, and has insight into management and corporate governance cultivated through his management experience at global companies, as well as extensive knowledge of finance and accounting. We have selected him as a candidate in the hope that he will utilize his experience and expertise to perform appropriate auditing and supervision functions from an independent and objective perspective and contribute to improving our corporate governance and corporate value.

7. Biographical Outlines of New Executive Officers

Biographical Outline

Shigeru Ogura

Hometown: Tokyo, Japan

Education: Bachelor of Commerce, Waseda University in March 1992

April 2023–present	General Manager, Human Resources Department
March 2020	General Manager, Automotive Department 3
June 2016	Director, Mitsubishi Motors Philippines Corporation (Manila)
January 2012	General Director, Subaru Motor LLC (Moscow)
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 1992	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Sari Miida

Hometown: Chiba, Japan

Education: Bachelor of Engineering, The University of Tokyo in March 1995

April 2024–present	Corporate Officer
April 2022–present	Vice COO, Retail & Consumer Service Division General Manager, Planning & Administration Office, Retail & Consumer Service Division
April 2021	General Manager, Retail Business Department
April 2018	General Manager, Investment Management Department
May 2017	General Manager, Planning & Administration Office (Foods & Agriculture Business, Retail & Lifestyle Business, Industrial Infrastructure & Urban Development Division)
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 1995	Joined Nissho Iwai Corporation

Honors: None

Biographical Outline

Takahiro Matsunaga

Hometown: Kumamoto, Japan

Education: Bachelor of Economics, Kyushu University in March 1996

October 2024—present	Vice COO, Corporate Planning Department
April 2024—present	(Concurrent) General Manager, M&A Strategy & Value Creation Office
September 2022	General Manager, Corporate Planning Department
April 2018	General Manager, Aerospace Department
May 2016	General Manager, Seattle Branch, Sojitz Corporation of America General Manager, Mesa Office, Seattle Branch
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 1996	Joined Nissho Iwai Corporation

Honors: None

II Corporate Officer Appointments

New Appointments: 1 (effective as of April 1, 2025)

Name	New Position	Current Position
Hide Nobu Saito	Corporate Officer COO for the Americas COO, Sojitz Corporation of America	COO for the Americas COO, Sojitz Corporation of America