January 17, 2024
Marubeni Corporation

Organizational and Personnel Changes

Today, Marubeni Corporation has resolved the personnel changes of Members of the Board and Executive Officers, as well as organizational changes.

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   1) Appointed 10 Board Members
   2) Appointed 2 Audit & Supervisory Board Members to Replace 2 Retiring Members

＜Reference＞
・Members of the Board, Audit & Supervisory Board Members, and Executive Officers (As of April 1, 2024)
・Members of the Board, Audit & Supervisory Board Members, and Executive Officers (As of The 100th Ordinary General Meeting of Shareholders & Board Meeting, June, 2024)

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I. Changes of Directors and Officers

1.Changes of Executive Officers (As of April 1, 2024)

1) Promotion and Changes in Assignment of Executive Officers *Promoted

Name	Effective as of April 1, 2024	Current
Akira Terakawa	Senior Executive Vice President, Member of the Board	Senior Executive Vice President, Member of the Board
		Chief Executive Officer, Consumer Products Group
Takayuki Furuya	Senior Managing Executive Officer, Member of the Board	Senior Managing Executive Officer, Member of the Board
	CFO; Chief Operating Officer, Investor Relations and Credit Ratings; Chairman of Investment and Credit Committee	CFO; Chief Operating Officer, Investor Relations and Credit Ratings; Chairman of Investment and Credit Committee; Chief Sustainable Development Officer; Chairman of Disclosure Committee
Jun Horie	Senior Managing Executive Officer	Senior Managing Executive Officer
	CAO; Senior Operating Officer, Audit Dept.; Senior Operating Officer, Executive Secretariat; Vice Chairman of Investment and Credit Committee; Chairman of Disclosure Committee; Chief Compliance Officer; Chairman of Internal Control Committee; Chief Information Officer	Chief Executive Officer, Materials Group
Kenichiro Oikawa	Senior Managing Executive Officer	Senior Managing Executive Officer
	Chief Executive Officer, Consumer Products Group	CSO; Regional CEO for East Asia; Regional CEO for Japan Business; Vice Chairman of Investment and Credit Committee
Yoshiaki Yokota *	Senior Managing Executive Officer	Managing Executive Officer
	Chief Executive Officer, Energy & Infrastructure Solution Group	Chief Executive Officer, Energy & Infrastructure Solution Group
Kosuke Takechi	Managing Executive Officer	Managing Executive Officer
	Chief Executive Officer, Food & Agri Group	Regional CEO for the Americas; Regional COO for North & Central America; President and CEO, Marubeni America Corporation
Seiichi Kuwata	Managing Executive Officer	Managing Executive Officer
	Chief Executive Officer, Materials Group	Regional CEO for Europe & CIS; Regional COO for Europe; Managing Director and CEO, Marubeni Europe plc
Naoshi Hirose	Managing Executive Officer	Managing Executive Officer
	Regional CEO for the Americas; Regional COO for North & Central America; President and CEO, Marubeni America Corporation	Senior Operating Officer for CSO
Satoru Ichinokawa	Managing Executive Officer	Managing Executive Officer
	Regional CEO for Europe; Managing Director and CEO, Marubeni Europe plc	Chief Operating Officer, Chemicals Div.
Koichi Ariizumi *	Managing Executive Officer	Executive Officer
	General Manager, Legal Dept.	General Manager, Legal Dept.

Koji Kashima *	Managing Executive Officer CHRO	Executive Officer Senior Operating Officer for CAO, CHRO
Satoru Harada *	Managing Executive Officer Chief Operating Officer, Power Div.	Executive Officer Chief Operating Officer, Power Div.
Masayuki Omoto *	Managing Executive Officer CDIO; Chief Operating Officer, Next Generation Business Development Div.; Vice Chairman of Investment and Credit Committee	Executive Officer CDIO; Chief Operating Officer, Next Generation Business Development Div.; Vice Chairman of Investment and Credit Committee
Hiromichi Mizuno *	Managing Executive Officer CSO; Regional CEO for Japan Business; Vice Chairman of Investment and Credit Committee; Chief Sustainable Development Officer	Executive Officer General Manager, Corporate Planning & Strategy Dept.
Daisuke Tsuchiya *	Managing Executive Officer Chief Operating Officer, Metals & Mineral Resources Div.	Executive Officer Chief Operating Officer, Metals & Mineral Resources Div.
Takashi Imamura	Executive Officer General Manager, Global Planning & Coordination Dept.	Executive Officer General Manager, Research Institute
Hiromitsu Morishima	Executive Officer General Manager, Osaka Branch	Executive Officer Chief Operating Officer, Lifestyle Div.
Hidefumi Oya	Executive Officer Chief Operating Officer, Food Div.- I	Executive Officer Chief Operating Officer, Food Div.- II

2) Newly Appointed Executive Officers

Name	Effective as of April 1, 2024	Current
Koji Iwama	Executive Officer Regional CEO for Oceania; Chairman & Managing Director, Marubeni Australia Ltd.	Senior Operating Officer for Oceania Deputy Managing Director, Marubeni Australia Ltd.
Masahiro Yamazaki	Executive Officer Chief Operating Officer, Energy Div.	Senior Operating Officer, Energy Div.
Takaharu Oda	Executive Officer Chief Operating Officer, Agri Business Div.	Senior Operating Officer, Agri Business Div.
Kentaro Sawada	Executive Officer General Manager, Human Resources Dept.	General Manager, Human Resources Dept.
Koichi Geshi	Executive Officer Chief Operating Officer, Forest Products Div.	Senior Operating Officer, Forest Products Div.
Kanju Horikawa	Executive Officer Chief Operating Officer, Chemicals Div.	Senior Operating Officer, Chemicals Div.
Motoaki Saku	Executive Officer General Manager, Risk Management Dept.	General Manager, Risk Management Dept.

3) Retiring Executive Officers

Name	Effective as of April 1, 2024	Current
Mutsumi Ishizuki	Corporate Advisor	Senior Managing Executive Officer
		CAO; Senior Operating Officer, Audit Dept.; Senior Operating Officer, Executive Secretariat; Vice Chairman of Investment and Credit Committee; Chief Compliance Officer; Chairman of Internal Control Committee; Chief Information Officer
Hidekazu Futai	Corporate Advisor	Managing Executive Officer
		Chief Operating Officer, Agri Business Div.
Tsuyoshi Teragaki	Corporate Advisor	Managing Executive Officer
		Chief Operating Officer, Forest Products Div.
Minoru Tomita	Corporate Advisor	Executive Officer
		General Manager, Osaka Branch
Takashi Yao	Corporate Advisor	Executive Officer
		Regional CEO for Oceania; Chairman & Managing Director, Marubeni Australia Ltd.
Koichi Uchida	Corporate Advisor	Executive Officer
		Chief Operating Officer, Energy Div.
Tomonobu Miki	Corporate Advisor	Executive Officer
		Chief Operating Officer, Food Div.- I

2. Changes of Board Members and Candidates of Board Members

1) Retiring Board Member (As of The 100th Ordinary General Meeting of Shareholders, June, 2024)

Name	Effective as of The 100th Ordinary General Meeting of Shareholders, June, 2024	Effective as of April 1, 2024
Kyohei Takahashi	Retirement	Member of the Board <External>

2) Newly Appointed Board Member

(As of The 100th Ordinary General Meeting of Shareholders, June, 2024)

・Candidates

Soichiro Minami <External>

3. Board Member Candidates

(As of The 100th Ordinary General Meeting of Shareholders, June, 2024)

1) Appointed 10 Board Members

・Candidates

Fumiya Kokubu

Masumi Kakinoki

Akira Terakawa

Takayuki Furuya

Yuri Okina <External>

Masato Kitera <External>

Shigeki Ishizuka <External>

Hisayoshi Ando <External>

Mutsuko Hatano <External>

Soichiro Minami <External>

2) Appointed 2 Audit & Supervisory Board Members to Replace 2 Retiring Members

・Candidates

Kana Odawara <External>

Hiroko Miyazaki <External>

・Retiring Members

Yoichi Kikuchi <External>

Shigeru Nishiyama <External>

＜Reference＞

Members of the Board, Audit & Supervisory Board Members, and Executive Officers (As of April 1, 2024)

Chairman of the Board	**Fumiya Kokubu**	
President and CEO, Member of the Board	**Masumi Kakinoki**	
Senior Executive Vice President, Member of the Board	**Akira Terakawa**	
Senior Managing Executive Officer, Member of the Board	**Takayuki Furuya**	CFO; Chief Operating Officer, Investor Relations and Credit Ratings; Chairman of Investment and Credit Committee
Member of the Board	**Kyohei Takahashi**	＜External＞
	Yuri Okina	＜External＞
	Masato Kitera	＜External＞
	Shigeki Ishizuka	＜External＞
	Hisayoshi Ando	＜External＞
	Mutsuko Hatano	＜External＞
Audit & Supervisory Board Member	**Takao Ando**	
	Toshiaki Kida	
	Tsuyoshi Yoneda	＜External＞
	Yoichi Kikuchi	＜External＞
	Shigeru Nishiyama	＜External＞
Senior Managing Executive Officer	**Jun Horie**	CAO; Senior Operating Officer, Audit Dept.; Senior Operating Officer, Executive Secretariat; Vice Chairman of Investment and Credit Committee; Chairman of Disclosure Committee; Chief Compliance Officer; Chairman of Internal Control Committee; Chief Information Officer
	Kenichiro Oikawa	Chief Executive Officer, Consumer Products Group
	Yoshiaki Yokota	Chief Executive Officer, Energy & Infrastructure Solution Group
Managing Executive Officer	**Jiro Itai**	Chief Executive Officer, Transportation & Industrial Machinery, Financial Business Group
	Kosuke Takechi	Chief Executive Officer, Food & Agri Group
	Seiichi Kuwata	Chief Executive Officer, Materials Group
	Naoshi Hirose	Regional CEO for the Americas; Regional COO for North & Central America; President and CEO, Marubeni America Corporation
	Satoru Ichinokawa	Regional CEO for Europe; Managing Director and CEO, Marubeni Europe plc
	Takeshi Mamiya	Regional CEO for ASEAN & Southwest Asia; Regional COO for ASEAN; Managing Director, Marubeni ASEAN Pte. Ltd.
	Koichi Ariizumi	General Manager, Legal Dept.
	Koji Kashima	CHRO
	Satoru Harada	Chief Operating Officer, Power Div.
	Masayuki Omoto	CDIO; Chief Operating Officer, Next Generation Business Development Div.; Vice Chairman of Investment and Credit Committee
	Hiromichi Mizuno	CSO; Regional CEO for Japan Business; Vice Chairman of Investment and Credit Committee; Chief Sustainable Development Officer
	Daisuke Tsuchiya	Chief Operating Officer, Metals & Mineral Resources Div.
Executive Officer	**Takashi Imamura**	General Manager, Global Planning & Coordination Dept.
	Taro Kawabe	Chief Operating Officer, Finance, Leasing & Real Estate Business Div.
	Satoru Yokoshiki	General Manager, Business Accounting Dept.
	Hideyoshi Iwane	General Manager, Corporate Accounting Dept.
	Chijo Tajima	General Manager, Finance Dept.
	Hiromitsu Morishima	General Manager, Osaka Branch
	Yasuhiko Ogura	General Manager, Executive Secretariat
	Kei Tomomi	Chief Operating Officer, Infrastructure Project Div.
	Toshio Shinoda	Regional CEO for China; President, Marubeni (China) Co., Ltd.
	Toru Okazaki	Chief Operating Officer, Aerospace & Ship Div.
	Hidefumi Oya	Chief Operating Officer, Food Div.- I
	Toshihiro Fukumura	Chief Operating Officer, Next Generation Corporate Development Div.
	Atsushi Suzuki	General Manager, Chubu Branch
	Takashi Fujinaga	Chief Operating Officer, IT Solutions Div.
	Kazuhiro Kondo	Chief Operating Officer, Construction, Industrial Machinery & Mobility Div.
	Koji Iwama	Regional CEO for Oceania; Chairman & Managing Director, Marubeni Australia Ltd.
	Masahiro Yamazaki	Chief Operating Officer, Energy Div.
	Takaharu Oda	Chief Operating Officer, Agri Business Div.
	Kentaro Sawada	General Manager, Human Resources Dept.
	Koichi Geshi	Chief Operating Officer, Forest Products Div.
	Kanju Horikawa	Chief Operating Officer, Chemicals Div.
	Motoaki Saku	General Manager, Risk Management Dept.

＜Reference＞

Members of the Board, Audit & Supervisory Board Members, and Executive Officers
(As of The 100th Ordinary General Meeting of Shareholders & Board Meeting, June, 2024)

Chairman of the Board	**Fumiya Kokubu**	
President and CEO, Member of the Board	**Masumi Kakinoki**	
Senior Executive Vice President, Member of the Board	**Akira Terakawa**	
Senior Managing Executive Officer, Member of the Board	**Takayuki Furuya**	CFO; Chief Operating Officer, Investor Relations and Credit Ratings; Chairman of Investment and Credit Committee
Member of the Board	**Yuri Okina**	＜External＞
	Masato Kitera	＜External＞
	Shigeki Ishizuka	＜External＞
	Hisayoshi Ando	＜External＞
	Mutsuko Hatano	＜External＞
	Soichiro Minami	＜External＞
Audit & Supervisory Board Member	**Takao Ando**	
	Toshiaki Kida	
	Tsuyoshi Yoneda	＜External＞
	Kana Odawara	＜External＞
	Hiroko Miyazaki	＜External＞
Senior Managing Executive Officer	**Jun Horie**	CAO; Senior Operating Officer, Audit Dept.; Senior Operating Officer, Executive Secretariat; Vice Chairman of Investment and Credit Committee; Chairman of Disclosure Committee; Chief Compliance Officer; Chairman of Internal Control Committee; Chief Information Officer
	Kenichiro Oikawa	Chief Executive Officer, Consumer Products Group
	Yoshiaki Yokota	Chief Executive Officer, Energy & Infrastructure Solution Group
Managing Executive Officer	**Jiro Itai**	Chief Executive Officer, Transportation & Industrial Machinery, Financial Business Group
	Kosuke Takechi	Chief Executive Officer, Food & Agri Group
	Seiichi Kuwata	Chief Executive Officer, Materials Group
	Naoshi Hirose	Regional CEO for the Americas; Regional COO for North & Central America; President and CEO, Marubeni America Corporation
	Satoru Ichinokawa	Regional CEO for Europe; Managing Director and CEO, Marubeni Europe plc
	Takeshi Mamiya	Regional CEO for ASEAN & Southwest Asia; Regional COO for ASEAN; Managing Director, Marubeni ASEAN Pte. Ltd.
	Koichi Ariizumi	General Manager, Legal Dept.
	Koji Kashima	CHRO
	Satoru Harada	Chief Operating Officer, Power Div.
	Masayuki Omoto	CDIO; Chief Operating Officer, Next Generation Business Development Div.; Vice Chairman of Investment and Credit Committee
	Hiromichi Mizuno	CSO; Regional CEO for Japan Business; Vice Chairman of Investment and Credit Committee; Chief Sustainable Development Officer
	Daisuke Tsuchiya	Chief Operating Officer, Metals & Mineral Resources Div.
Executive Officer	**Takashi Imamura**	General Manager, Global Planning & Coordination Dept.
	Taro Kawabe	Chief Operating Officer, Finance, Leasing & Real Estate Business Div.
	Satoru Yokoshiki	General Manager, Business Accounting Dept.
	Hideyoshi Iwane	General Manager, Corporate Accounting Dept.
	Chijo Tajima	General Manager, Finance Dept.
	Hiromitsu Morishima	General Manager, Osaka Branch
	Yasuhiko Ogura	General Manager, Executive Secretariat
	Kei Tomomi	Chief Operating Officer, Infrastructure Project Div.
	Toshio Shinoda	Regional CEO for China; President, Marubeni (China) Co., Ltd.
	Toru Okazaki	Chief Operating Officer, Aerospace & Ship Div.
	Hidefumi Oya	Chief Operating Officer, Food Div.- I
	Toshihiro Fukumura	Chief Operating Officer, Next Generation Corporate Development Div.
	Atsushi Suzuki	General Manager, Chubu Branch
	Takashi Fujinaga	Chief Operating Officer, IT Solutions Div.
	Kazuhiro Kondo	Chief Operating Officer, Construction, Industrial Machinery & Mobility Div.
	Koji Iwama	Regional CEO for Oceania; Chairman & Managing Director, Marubeni Australia Ltd.
	Masahiro Yamazaki	Chief Operating Officer, Energy Div.
	Takaharu Oda	Chief Operating Officer, Agri Business Div.
	Kentaro Sawada	General Manager, Human Resources Dept.
	Koichi Geshi	Chief Operating Officer, Forest Products Div.
	Kanju Horikawa	Chief Operating Officer, Chemicals Div.
	Motoaki Saku	General Manager, Risk Management Dept.

II. Organizational Changes (As of April 1, 2024)

Corporate Staff Group

1. The position of Senior Operating Officer for CAO, CHRO will be changed to the position of CHRO (a position independent of the CAO).

2. The Sustainability Management Dept. will be transferred from under the CFO to under the CSO.

3. The Regional Planning & Coordination Dept. and Research Institute will be merged into the Global Planning & Coordination Dept.

4. The IR & SR Dept. will be newly formed under the CFO.

5. The Corporate Communications Dept. will be transferred from under the CFO to under the CAO.

Audit Dept.		
Executive Secretariat		
CHRO (Chief Human Resources Officer)		[Changed]
CSO (Chief Strategy Officer)	Corporate Planning & Strategy Dept.	
	Global Planning & Coordination Dept.	[Merged]
	Sustainability Management Dept.	[Transferred]
CFO (Chief Financial Officer)	Corporate Accounting Dept.	
	Business Accounting Dept.	
	Finance Dept.	
	IR & SR Dept.	[Newly Formed]
CAO (Chief Administrative Officer)	Human Resources Dept.	
	General Affairs Dept.	
	Corporate Communications Dept.	[Transferred]
	Information Strategy Dept.	
	Risk Management Dept.	
	Legal Dept.	
	Compliance Control Dept.	
CDIO (Chief Digital Innovation Officer)	Digital Innovation Dept.	

Business Groups

1. The Food & Agri Group will be newly formed, and Food Div.- I, Food Div.- II, and the Agri Business Div. will be transferred from the Consumer Products Group to the Food & Agri Group.

2. The Forest Products Div. will be transferred from the Materials Group to the Consumer Products Group.

Consumer Products Group	Lifestyle Div.	
	Forest Products Div.	[Transferred]
	IT Solutions Div.	
Food & Agri Group [Newly Formed]	Food Div.- I	[Transferred]
	Food Div.- II	[Transferred]
	Agri Business Div.	[Transferred]
Materials Group	Chemicals Div.	
	Metals & Mineral Resources Div.	
Energy & Infrastructure Solution Group	New Energy Business Development Dept.	
	Energy Div.	
	Power Div.	
	Infrastructure Project Div.	
Transportation & Industrial Machinery, Financial Business Group	Aerospace & Ship Div.	
	Finance, Leasing & Real Estate Business Div.	
	Construction, Industrial Machinery & Mobility Div.	
CDIO (Chief Digital Innovation Officer)	Next Generation Business Development Div.	
	Next Generation Corporate Development Div.	

Consumer Products Group

Lifestyle Div.

1. The Functional Materials Dept. and Tires & Rubber Materials Dept. will be reorganized into the Rubber & Industrial Materials Dept. and Tire Business Dept.

Forest Products Div.

2. The Pulp Dept. and Wood Chip & Biomass Fuel Dept. will be reorganized into the Forest Solutions Dept. and Forest Resources Business Dept.

3. The Packaging Business Dept. will be renamed the Packaging Solutions Dept.

Business Administration Dept., Consumer Products Group		
Lifestyle Div.	Planning & Strategy Dept., Lifestyle Div.	
	Lifestyle Business Dept.	
	Rubber & Industrial Materials Dept.	[Reorganized]
	Tire Business Dept.	[Reorganized]
Forest Products Div.	Planning & Strategy Dept., Forest Products Div.	
	Forest Solutions Dept.	[Reorganized]
	Forest Resources Business Dept.	[Reorganized]
	Packaging Solutions Dept.	[Renamed]
	Consumer Products Business Dept.	
IT Solutions Div.	Planning & Strategy Dept., IT Solutions Div.	
	Digital Solutions Business Dept.	
	Mobile Solutions Business Dept.	
	Network Solutions Business Dept.	
	Supply Chain Solutions Business Dept.	

Food & Agri Group

1. Business Administration Dept., Food & Agri Group will be newly formed.

Food Div.- I

2. The Food Products Materials Dept. will be renamed the Food Ingredients Dept.

3. The Fresh Food Dept. will be eliminated, and the Food Business Administration Dept. will be newly formed.

Agri Business Div.

4. The Fertilizer Business Dept. will be renamed the Agri Business Development Dept.

Business Administration Dept., Food & Agri Group		[Newly Formed]
Food Div.- I	Planning & Strategy Dept., Food Div.- I	
	Food Merchandising Dept.	
	Food Ingredients Dept.	[Renamed]
	Beverage Dept.	
	Food Business Administration Dept.	[Newly Formed]
Food Div.- II	Planning & Strategy Dept., Food Div.- II	
	Meat Dept.	
	Grain and Oilseeds Dept.	
Agri Business Div.	Planning & Strategy Dept., Agri Business Div.	
	Agri-Input Business Dept.	
	Agri Business Development Dept.	[Renamed]

Transportation & Industrial Machinery, Financial Business Group (*Revised on February 27, 2024)

Finance, Leasing & Real Estate Business Div.

1. The Mobility Finance Dept. and Aircraft Leasing Business Dept. will be merged into the Asset Finance Dept.

2. The Finance & Leasing Business Dept. will be renamed the Finance & Leasing Dept.

3. The Real Estate Development Dept. and Real Estate Investment Business Dept. will be reorganized into the Domestic Real Estate Business Dept.* and Real Estate Business Dept.

Construction, Industrial Machinery & Mobility Div.

4. The Industrial System & Mobility Business Dept. will be renamed the Mobility Business Dept.

5. The Next Mobility Development Dept. will be newly formed.

Business Administration Dept., Transportation & Industrial Machinery, Financial Business Group		
Aerospace & Ship Div.	Planning & Strategy Dept., Aerospace & Ship Div.	
	Aviation, Space & Defense Dept.	
	Ship Dept.	
	Ship Project Dept.	
Finance, Leasing & Real Estate Business Div.	Planning & Strategy Dept., Finance, Leasing & Real Estate Business Div.	
	Asset Finance Dept.	[Merged]
	Finance & Leasing Dept.	[Renamed]
	Business Investment Dept.	
	Domestic Real Estate Business Dept.*	[Reorganized]
	Real Estate Business Dept.	[Reorganized]
	Overseas Real Estate Business Dept.	
	Insurance & Risk Solutions Dept.	
Construction, Industrial Machinery & Mobility Div.	Planning & Strategy Dept., Construction, Industrial Machinery & Mobility Div.	
	Construction & Mining Equipment Dept.- I	
	Construction & Mining Equipment Dept.- II	
	Mobility Business Dept.	[Renamed]
	Next Mobility Development Dept.	[Newly Formed]
	Production System Dept.	

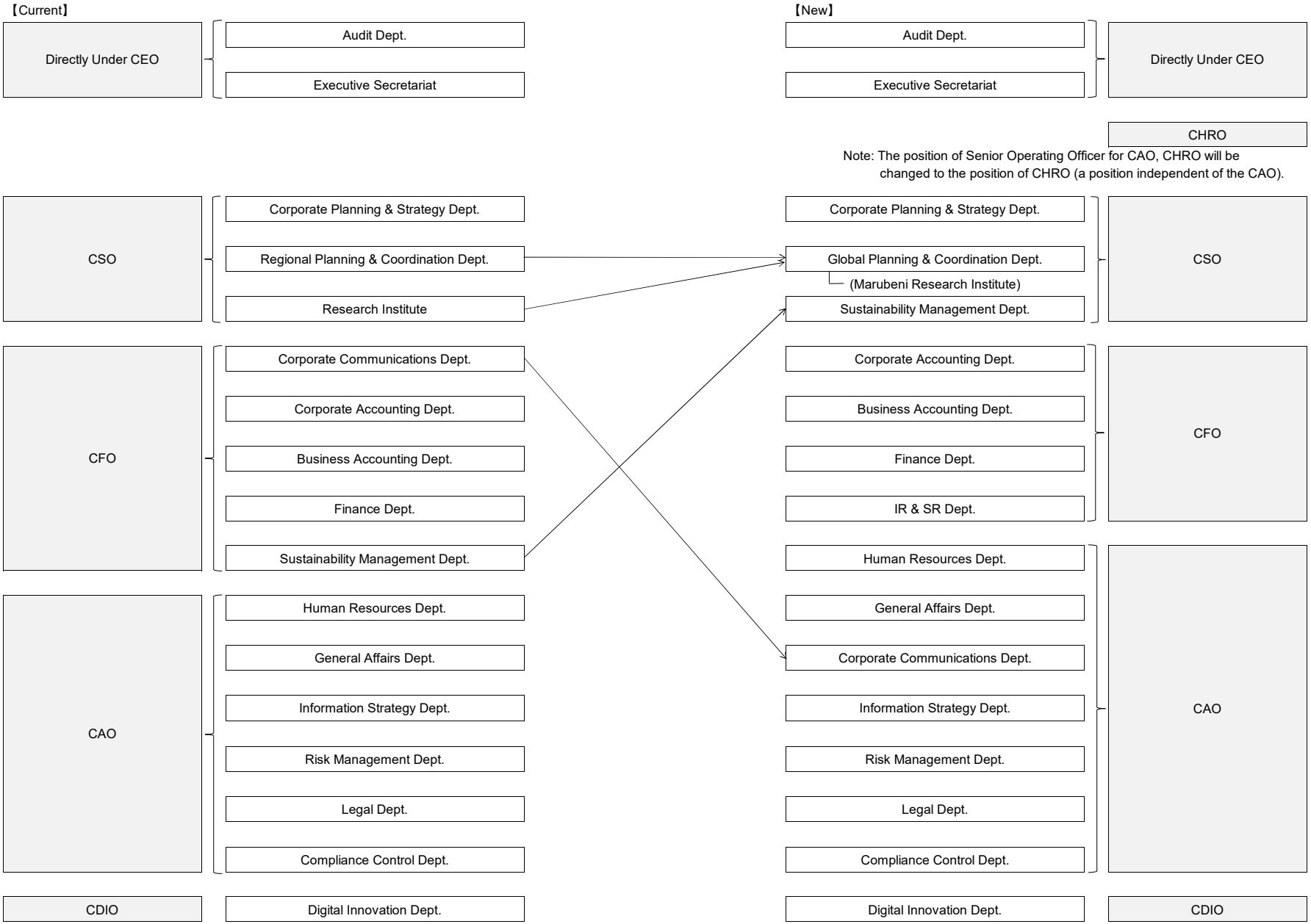
Overseas

1. The Regional CEO for Europe & CIS will be renamed the Regional CEO for Europe, and the Regional COO for Europe and Regional COO for CIS will be eliminated.

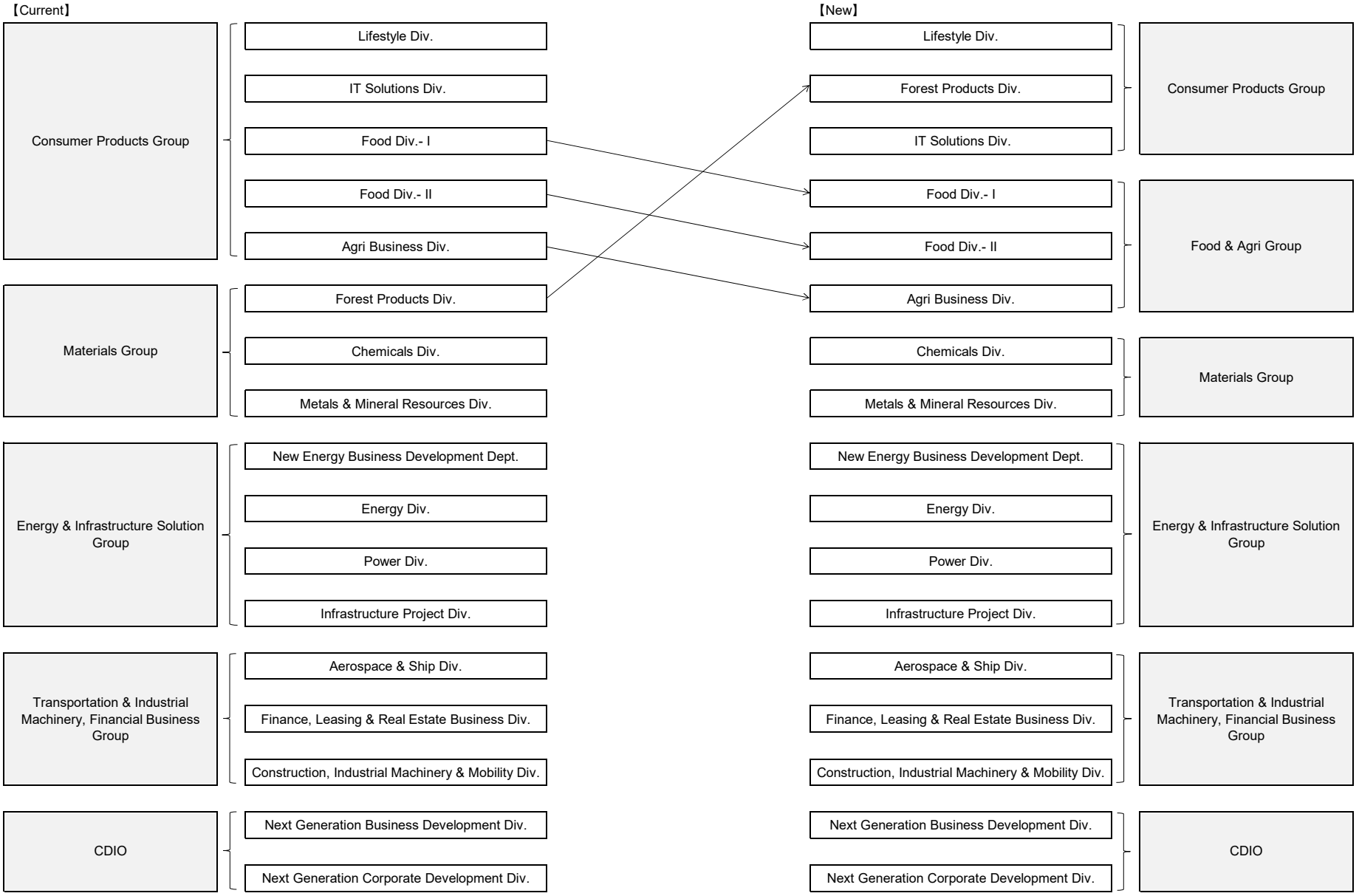
2. The Regional CEO for the Middle East will be renamed the Regional CEO for the Middle East & Central Asia.

3. The Habana Branch will be closed.

Reference：Change of Corporate Staff Group Organization



Reference：Change of Business Groups Organization



III. Personnel Changes

Name	Effective as of April 1, 2024	Current
Minako Wakayama	General Manager, Corporate Planning & Strategy Dept.	General Manager, New Business Development Dept.
Tetsuya Ishida	General Manager, IR & SR Dept.	Chief Financial Officer, Marubeni Europe plc
Koichiro Kittaka	General Manager, Information Strategy Dept.	Deputy General Manager, Information Strategy Dept.
Konosuke Okura	General Manager, Digital Innovation Dept.	Deputy General Manager, Digital Innovation Dept.
Kazumichi Watanabe	Chief Operating Officer, Lifestyle Div.	Senior Operating Officer, Lifestyle Div.; General Manager, Lifestyle Business Dept.
Jun Shiihara	Chief Operating Officer, Food Div.- II	Senior Operating Officer, Food Div.- II; General Manager, Grain and Oilseeds Dept.