

人を、想う力。街を、想う力。



February 16, 2023

To whom it may concern:

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Representative: Junichi Yoshida
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Notice Concerning Changes in Organization, Change of President and Changes in Representative Corporate Executive Officers and Other Personnel

Mitsubishi Estate Co., Ltd. (hereafter “Mitsubishi Estate” or “the Company”) hereby announces that it has decided to make the following organizational changes: change of President and changes in Representative Corporate Executive Officers and other personnel as well as candidates for Directors to be submitted at the Ordinary General Meeting of Shareholders scheduled to be held in the latter half of June 2023, and candidates for committee members of the Nominating Committee, Audit Committee and Remuneration Committee to be submitted at the Board of Directors’ Meeting to be held after the Ordinary General Meeting of Shareholders.

I. Organizational Changes

[Effective as of April 1, 2023]

The Company will make the following organizational changes with a view to achieve further growth in the future.

1. Innovation and Business Transformation Group

(1) Transfer to 5G Infrastructure Sharing Business Office

The 5G Infrastructure Sharing Business Office of the DX Promotion Department will be transferred to the Business Creation Department to integrate the management of the 5G Infrastructure Sharing Business, which has progressed through phases in the business lifecycle, with other new business projects in the Business Creation Department, which has accumulated know-how on the creation, operation and governance of new businesses.

2. Commercial Property Business Group

(1) Launch of Okinawa Business Planning Office

Okinawa Business Planning Office will be established in the Commercial Property Business Planning Department as an organization responsible for developing of business strategies in Okinawa.

(2) Transfer of functions of the Open Innovation Promotion Office

The Open Innovation Promotion Office of the Area Management Planning Department will be constructively dissolved, and its functions will be transferred to the xTECH Leasing and Promotion Department to promote open innovation for towns, which will contribute to improving profit and streamlining the Commercial Property Business, as well as to the efficient implementation of various open innovation initiatives.

(3) Transfer of the OCA TOKYO Business Promotion Office

The OCA TOKYO Business Promotion Office of the Commercial Property Management Department will be transferred to the Flexible Workspace Planning and Operation Department to facilitate the evolution of various services ancillary to the provision of diverse workspace and to promote collaboration with communities fostered among the members of OCA TOKYO, a private club.

(4) Integration of the Facility Management Planning Department into the Commercial Property Management Department

The Facility Management Planning Department will be integrated into the Commercial Property Management Department to efficiently implement comprehensive asset management, including technological aspects, regarding the real estate for which the Commercial Property Business Group is responsible.

3. Residential Business Group

(1) Renaming the CLT Business, Residential Land & Recreational Facilities Management Office the CLT Business, Residential Land & Recreational Facilities Management Department, and launching the Wood Design Business Promotion Office

The CLT Business, Residential Land & Recreational Facilities Management Office will be renamed the CLT Business, Residential Land & Recreational Facilities Management Department, and the Wood Design Business Promotion Office will be established to promote the positive use of wood in view of the growing attention on the wood design business and future needs.

4. Branches

(1) Renaming the Umekita Development Office the GRAND GREEN OSAKA Office

The Umekita Development Office of the Kansai Branch will be renamed the GRAND GREEN OSAKA Office in line with the decision on the name of the town block in the Umekita Development project.

II. Change of company president

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Junichi Yoshida	Chairman of the Board	Director, Representative Corporate Executive Officer, President & Chief Executive Officer
Atsushi Nakajima	Director, Representative Corporate Executive Officer, President & Chief Executive Officer	Representative Corporate Executive Officer, Executive Vice President

III. Change in Representative Directors

1. Candidate for Newly Appointed Representative Corporate Executive Officer

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Bunroku Naganuma	Representative Corporate Executive Officer, Executive Vice President, In charge of Corporate Planning Department, Sustainability Management and Promotion Department	Senior Executive Officer, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office
Yutaro Yotsuzuka	Representative Corporate Executive Officer, Executive Vice President, In charge of Mixed Use Development Department, TOKYO TORCH Department, Urban Redevelopment Department	Senior Executive Officer Supervising International Business Group, In charge of International Business Planning Department Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.

2. Representative Corporate Executive Officer, whose Titles and Duties will be Changed

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Futoshi Chiba	Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department	Representative Corporate Executive Officer, Executive Vice President, Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department, Office Leasing and Tenant Relations Department
Kenji Hosokane	Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Business Strategy Department, Content Business Planning and Operation Department	Representative Corporate Executive Officer, Executive Vice President, In charge of Project Planning Department, Urban Project Development Department, Logistics Facilities Development Department, Hotel Business Department
Yuji Fujioka	Representative Corporate Executive Officer, Executive Vice President, In charge of Airport Business Department, Hotel Business Department,	Representative Corporate Executive Officer, Executive Vice President In charge of Airport Business Department

3. Resigning Representative Corporate Executive Officer

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Junichi Tanisawa	Director, President & Chief Executive Officer of Mitsubishi Jisho Design Inc.	Director, Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Business Strategy Department, Content Business Planning and Operation Department

IV. Change in Corporate Executive Officer

1. Newly Appointed Corporate Executive Officer

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Ryozo Kawabata	Senior Executive Officer, In charge of Office Leasing and Tenant Relations Department	Group Executive Officer, Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.
Masato Aikawa	Senior Executive Officer, Supervising International Business Group, In charge of International Business Planning Department Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.	Group Executive Officer, Managing Director of Mitsubishi Estate Asia Pte. Ltd.
Hirofumi Kato	Senior Executive Officer, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office	Group Executive Officer, Representative Director, President & Chief Executive Officer of Mitsubishi Estate Home Co., Ltd

2. Corporate Executive Officer ,whose Duties will be Changed

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Keiji Takano	Senior Executive Officer, In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security	Senior Executive Officer, Supervising Investment Management Group, In charge of Investment Management Business Department
Toru Kimura	Senior Executive Officer, Supervising Investment Management Group, In charge of Investment Management Business Department	Senior Executive Officer, In charge of Kansai Branch
Ikuo Ono	Senior Executive Officer, In charge of Kansai Branch	Senior Executive Officer, In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security
Haruhiko Araki	Senior Executive Officer, In charge of Commercial Property Management Department, xTECH Leasing and Promotion Department, Flexible Workspace Planning and Operation Department, Museum Management Office	Senior Executive Officer, In charge of Commercial Property Management Department, Facility Management Planning Department, xTECH Leasing and Promotion Department, Flexible Workspace Planning and Operation Department, Museum Management Office

V. Change in Executive Officer

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Takashi Kobari	Executive Officer, In charge of Project Planning Department, Urban Project Development Department, Logistics Facilities Development Department,	Executive Officer, General Manager of Chubu Branch
Seijin Chino	Executive Officer, General Manager of Chubu Branch	Executive Officer, In charge of Mixed Use Development Department, TOKYO TORCH Department, Urban Redevelopment Department
Mikihito Hirai	Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention	Executive Officer, General Manager of Corporate Planning Department
Satoshi Iwata	Executive Officer, General Manager of Project Planning Department	General Manager of Project Planning Department
Junji Inagawa	Executive Officer, General Manager of Investment Management Business Department	General Manager of Investment Management Business Department
Kiyoshi Ota	Executive Officer, General Manager of Corporate Planning Department	General Manager of DX Promotion Department

VI. Change in Group Executive Officers

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Atsuhiko Oida	Group Executive Officer, President & Chief Executive Officer of Mitsubishi Jisho Community Holdings Co., Ltd. President & Chief Executive Officer of Mitsubishi Jisho Community Co., Ltd.	Group Executive Officer, Senior Executive Officer of Mitsubishi Estate Residence Co.,Ltd.
Tomohiro Okada	Group Executive Officer, Mitsubishi Estate Residence Co.,Ltd.	Senior Executive Officer of Mitsubishi Estate Residence Co.,Ltd.
Koji Kurebayashi	Group Executive Officer, Mitsubishi Estate Asia Pte. Ltd. Managing Director	General Manager of Sustainability Management and Promotion Department
Hitoshi Kubo	Director, Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.	Director, Corporate Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention
Nobuhiro Okumoto	Mitsubishi Estate Residence Co.,Ltd.	Group Executive Officer, Representative Director, Deputy President & Chief Executive Officer of Mitsubishi Estate Residence Co., Ltd.
Shinya Mizumura	Senior Adviser, Representative Director, President & Chief Executive Officer of Royal Park Hotels and Resorts Co., Ltd.	Group Executive Officer, Representative Director, President & Chief Executive Officer of Royal Park Hotels and Resorts Co., Ltd.

VII. Change in Directors

1. Directors ,whose Duties will be Changed

(Effective as of April 1, 2023)

Name	Title and Duties	
	New	Former
Hiroataka Sugiyama	Director	Chairman of the Board

*Scheduled to resign from Director and assume post of Senior Advisor at the Ordinary General Meeting of Shareholders scheduled to be held in the latter half of June 2023.

2. Candidates for Newly Appointed Directors

(Effective as of the end of June 2023)

Name	Title and Duties	
	New	Former as of April 1, 2023
Bunroku Naganuma	Director, Representative Corporate Executive Officer, Executive Vice President In charge of Corporate Planning Department, Sustainability Management and Promotion Department	Senior Executive Officer, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office
Mikihito Hirai	Director, Corporate Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention	Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention
Wataru Sueyoshi	Outside Director	(Partner of Sueyoshi & Sato)
Ayako Sonoda	Outside Director	(Representative Director of Cre-en Incorporated)

3. Resigning Director

(Effective as of the end of June 2023)

Name	Title and Duties	
	New	Former as of April 1, 2023
Junichi Tanisawa	Senior Adviser, President & Chief Executive Officer of Mitsubishi Jisho Design Inc.	Director, President & Chief Executive Officer of Mitsubishi Jisho Design Inc.
Hitoshi Kubo	Group Executive Officer, Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.	Director, Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.
Setsuko Egami	Resign	Outside Director
Iwao Taka	Resign	Outside Director

VIII. Candidates for Directors

(Effective as of the end of June 2023)

Junichi Yoshida, Chairman of the Board (reappointed)

Atsushi Nakajima, Director (reappointed)

Bunroku Naganuma, Director (newly appointed)

Naoki Umeda, Director (reappointed)

Mikihito Hirai, Director (newly appointed)

Noboru Nishigai, Director (reappointed)

Hiroshi Katayama, Director (reappointed)

Tsuyoshi Okamoto, Outside Director (reappointed)

Tetsuo Narukawa, Outside Director (reappointed)

Masaaki Shirakawa, Outside Director (reappointed)

Shin Nagase, Outside Director (reappointed)
Wataru Sueyoshi, Outside Director (newly reappointed)
Ayako Sonoda, Outside Director (newly reappointed)
Melanie Brock, Outside Director (reappointed)

IX. Members of Committees

(Effective as of the end of June 2023, To be decided at the Board of Directors' Meeting which will be held after the Ordinary Meeting of Shareholders.)

	Effective as of the end of June 2023	Former
Nominating Committee	Tsuyoshi Okamoto, Outside Director (committee chairman) Masaaki Shirakawa, Outside Director <u>Ayako Sonoda</u> , Outside Director Melanie Brock, Outside Director	Tsuyoshi Okamoto, Outside Director (committee chairman) Masaaki Shirakawa, Outside Director Setsuko Egami, Outside Director Melanie Brock, Outside Director
Audit Committee	Tetsuo Narukawa, Outside Director (committee chairman) Noboru Nishigai, Director Hiroshi Katayama, Director Shin Nagase, Outside Director <u>Wataru Sueyoshi</u> , Outside Director	Tetsuo Narukawa, Outside Director (committee chairman) Noboru Nishigai, Director Hiroshi Katayama, Director Shin Nagase, Outside Director Iwao Taka, Outside Director
Remuneration Committee	Masaaki Shirakawa, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director <u>Ayako Sonoda</u> , Outside Director Melanie Brock, Outside Director	Masaaki Shirakawa, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director Setsuko Egami, Outside Director Melanie Brock, Outside Director

X. Change in General Managers

(Effective as of April 1, 2023)

Name	New	Former
Nozomu Kuniyoshi	General Manager of DX Promotion Department	Unit Leader of Corporate Planning Department
Motohiro Sato	General Manager of Commercial Property Business Planning Department	General Manager of Corporate Communications Department
Chika Kanamori	General Manager of Hotel Business Department	Director and Executive Officer of Royal Park Hotels and Resorts Co., Ltd.
Susumu Adachi	General Manager of Commercial Property Management Department	General Manager of Commercial Property Management Department, Facility Management Planning Department
Takayuki Ito	General Manager of Airport Business Department	Representative Director Senior Managing Officer of MEC Design International Corp.
Tomohisa Suzuki	General Manager of Residential Business Planning Department	General Manager of Hotel Business Department
Yoshitaka Morishita	General Manager of CLT Business, Residential Land & Recreational Facilities Management Department	General Manager of CLT Business, Residential Land & Recreational Facilities Management Office
Tetsuji Azuta	General Manager of Sustainability Management and Promotion Department	Unit Leader of Sustainability Management and Promotion Department
Keiko Nakano	General Manager of Corporate Communications Department	Executive Officer of Royal Park Hotels and Resorts Co., Ltd.
Katsuhiko Kasai	Executive Officer General Manager of Hokkaido Branch	General Manager of Airport Business Department
Kentarō Suganuma	Executive Officer General Manager of Kansai Branch	Unit Leader of Kansai Branch
Keiji Ide	Tokyo Kōsoku Dōro K.K.	Representative Director & Senior Executive Officer of Mitsubishi Jisho Design Inc.
Masaya Oshima	Marunouchi Hotel Co., Ltd.	General Manager of Commercial Property Business

		Planning Department
Masato Kawasaki	Statutory Auditor of Mitsubishi Estate Residence Co.,Ltd.	Executive Officer General Manager of Hokkaido Branch
Soichiro Hosoya	Representative Director, President & Chief Executive Officer of Mitsubishi Estate Home Co., Ltd.	General Manager of Residential Business Planning Department, President & Chief Executive Officer of Urban life Co.,Ltd
Tetsuya Nakajima	Mitsubishi Jisho Design Inc.	Executive Officer General Manager of Kansai Branch

(Reference) Officials as of April 1, 2023

Directors

Title	Name
Chairman of the Board	Junichi Yoshida
Director	Atsushi Nakajima
Director	Junichi Tanisawa
Director	Naoki Umeda
Director	Hitoshi Kubo
Director	Hirofuka Sugiyama
Director	Noboru Nishigai
Director	Hiroshi Katayama
Outside Director	Tsuyoshi Okamoto
Outside Director	Tetsuo Narukawa
Outside Director	Masaaki Shirakawa
Outside Director	Shin Nagase
Outside Director	Setsuko Egami
Outside Director	Iwao Taka
Outside Director	Melanie Brock

Representative Corporate Executive Officers and Corporate Executive Officers

Title	Name	Duties
Representative Corporate Executive Officer, President & Chief Executive Officer	Atsushi Nakajima	General, In charge of Internal Audit Office
Representative Corporate Executive Officer, Deputy President	Futoshi Chiba	Assistant to President, Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department
Representative Corporate Executive Officer, Deputy President	Kenji Hosokane	Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Business Strategy Department, Content Business Planning and Operation Department
Representative Corporate Executive Officer, Executive Vice President	Yuji Fujioka	In charge of Hotel Business Department, Airport Business Department
Representative Corporate Executive Officer, Executive Vice President	Bunroku Naganuma	In charge of Corporate Planning Department, Sustainability Management and Promotion Department
Representative	Yutaro Yotsuzuka	In charge of Mixed Use Development Department,

Corporate Executive Officer, Executive Vice President		TOKYO TORCH Department, Urban Redevelopment Department
Senior Executive Officer	Keiji Takano	In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security
Senior Executive Officer	Toru Kimura	Supervising Investment Management Group, In charge of Investment Management Business Department
Senior Executive Officer	Ikuo Ono	In charge of Kansai Branch
Senior Executive Officer	Naoki Umeda	In charge of Finance & Accounting Department, Corporate Communications Department
Senior Executive Officer	Ryozo Kawabata	In charge of Office Leasing and Tenant Relations Department
Senior Executive Officer	Haruhiko Araki	In charge of Commercial Property Management Department, xTECH Leasing and Promotion Department, Flexible Workspace Planning and Operation Department, Museum Management Office
Senior Executive Officer	Masato Aikawa	Supervising International Business Group, In charge of International Business Planning Department Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.
Senior Executive Officer	Hirofumi Kato	Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office

Executive Officers

Title	Name	Duties
Executive Officer	Takashi Kobari	In charge of Project Planning Department, Urban Project Development Department, Logistics Facilities Development Department,
Executive Officer	Toshiyuki Inoue	In charge of Urban Planning Department, Area Management Planning Department, Urban Energy Strategy Planning Department, General Manager of Commercial Property Business Strategy Department
Executive Officer	Seijin Chino	General Manager of Chubu Branch
Executive Officer	Shuichi Shimizu	In charge of Business Development, Consulting & Solutions Department, Collaborative Creation Sales Department
Executive Officer	Masanori Iwase	General Manager of International Business Planning Department
Executive Officer	Toru Takeda	General Manager of Yokohama Branch
Executive Officer	Masahiro Murai	General Manager of Office Leasing and Tenant Relations Department
Executive Officer	Mikihito Hirai	In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention
Executive Officer	Satoshi Iwata	General Manager of Project Planning Department
Executive Officer	Junji Inagawa	General Manager of Investment Management Business Department
Executive Officer	Kiyoshi Ota	General Manager of Corporate Planning Department

Group Executive Officers

Title	Name	Duties
Group Executive Officer	Masaki Yamagishi	President & Chief Executive Officer of Mitsubishi Estate • Simon Co., Ltd.
Group Executive Officer	Masaharu Miyajima	Representative Director, President & Chief Executive Officer of Mitsubishi Estate Residence Co., Ltd.
Group Executive Officer	Tetsuya Okusa	Director & Executive Vice President of Mitsubishi Jisho Design Inc.
Group Executive Officer	Atsuhiko Oida	President & Chief Executive Officer of Mitsubishi Jisho Community Holdings Co., Ltd. President & Chief Executive Officer of Mitsubishi Jisho Community Co., Ltd.
Group Executive Officer	Tomohiro Okada	Mitsubishi Estate Residence Co., Ltd.
Group Executive Officer	Koji Kurebayashi	Mitsubishi Estate Asia Pte. Ltd. Managing Director
Group Executive Officer	Hitoshi Kubo	Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.

(Reference) Officials as of the end of June, 2023

Directors

Title	Name
Chairman of the Board	Junichi Yoshida
Director	Atsushi Nakajima
Director	Bunroku Naganuma
Director	Naoki Umeda
Director	Mikihito Hirai
Director	Noboru Nishigai
Director	Hiroshi Katayama
Outside Director	Tsuyoshi Okamoto
Outside Director	Tetsuo Narukawa
Outside Director	Masaaki Shirakawa
Outside Director	Shin Nagase
Outside Director	Wataru Sueyoshi
Outside Director	Ayako Sonoda
Outside Director	Melanie Brock

