

PRESS RELEASE

2021-02-04

MHI Announces Changes in Executive-level Personnel

Tokyo, February 4, 2021 – Mitsubishi Heavy Industries, Ltd. (MHI) today announced the following executive-level personnel changes effective March 31 and April 1, 2021 and made nominations for Directors to be proposed to the 95th Ordinary General Meeting of Shareholders scheduled for June 29, 2021.

Up to now, the structure for executive-level personnel has been modified in response to corporate reorganization or changes or in business scale due to M&A or other events. This time, the number of executive-level personnel is being revised to accelerate decision-making to implement the recently announced 2021 Medium-Term Business Plan.

I . March 31 or April 1, 2021

1. Change of Executive-level Personnel

(1) Change of Chief Officers, GC, In charge of HR, Head of

Date	Name	New position	Current position
Apr.1	Hitoshi Kaguchi	Executive Vice President, CSO, President and CEO, Energy Systems	Executive Vice President, CSO, Senior General Manager, Growth Strategy Office
Apr.1	Hisato Kozawa	Executive Vice President, CFO, Senior General Manager, Managerial & Financial Planning Department, Senior General Manager, Financial Management Division	Senior Vice President, CFO, Senior General Manager, Managerial & Financial Planning Department, Senior General Manager, Financial Management Division
Apr.1	Eisaku Ito	Executive Vice President, CTO	Executive Vice President, CTO, Senior General Manager, Technology Strategy Office
Apr.1	Masahiko Mishima	Executive Vice President, GC (Jun.29 Executive Vice President, Assistant to President and CEO)	Executive Vice President, GC

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Date	Name	New position	Current position
Apr.1	Junichiro Kakihara	Senior Vice President, In charge of HR	Senior Vice President, In charge of HR, Senior General Manager, Global HR Department, Senior General Manager, Human Resources & Labor Relations Department
Apr.1	Naoaki Ikeda	Senior Vice President, Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.	Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.
Apr.1	Naohiko Abe	Executive Vice President, Head of Integrated Defense & Space Systems, Head of Commercial Aviation Systems	Senior Vice President, Head of Integrated Defense & Space Systems

(2) Change of Administrative Executive Officers

Date	Name	New position	Current position
Apr.1	Kentaro Hosomi	Executive Vice President, Chief Regional Officer, Europe, Middle East & Africa	Executive Vice President, President and CEO, Energy Systems

(3) Change of Senior Vice President and Senior Fellow

Date	Name	New position	Current position
Apr.1	Masayuki Suematsu	Senior Vice President, Head of Business Strategy Office	Senior Vice President, Head of Business Strategy Office, Senior General Manager, Corporate Planning Department
Apr.1	Hiroshi Arakawa	Senior Vice President, Senior General Manager, Growth Strategy Office	Senior Fellow, General Manager, Growth Strategy Office

Date	Name	New position	Current position
Apr.1	Chibumi Kimura	Senior General Manager, Business Risk Management Division, General Manager, Risk Management Department (Jun.29 Senior General Manager, GC, Business Risk Management Division, General Manager, Risk Management Department)	Senior General Manager, Business Risk Management Division, General Manager, Risk Management Department
Apr.1	Setsuo Tokunaga	Senior Fellow, Senior Chief Researcher, Research & Innovation Center (Jun.29 Directors (Audit and Supervisory Committee Member))	Senior Fellow, Senior Chief Researcher, Research & Innovation Center
Apr.1	Motohiro Kitagawa	Senior Fellow, General Manager, Integrated Defense & Space Systems	Senior Fellow, Naval Ship & Maritime Systems Division of Integrated Defense & Space Systems
Apr.1	Yuji Hirano	Senior Fellow, Senior General Manager, Aero Structure Division of Commercial Aviation Systems, Head of Nagoya Aerospace Systems Works	Senior Vice President, Senior General Manager, Aero Structure Division of Commercial Aviation Systems

(4) Newly Appointed

Date	Name	New position	Current position
Apr.1	Tomoaki Omura	Senior Fellow, Senior General Manager, Technology Strategy Office	Senior General Manager, Business Intelligence & Innovation Department of Technology Strategy Office
Apr.1	Shinjiro Kishimoto	Senior Fellow, Deputy Head of Nuclear Energy Systems	Deputy Head of Nuclear Energy Systems, Senior General Manager, Nuclear Energy Systems Department

(5) Retiring of Administrative Executive Officers

Date	Name	New position	Current position
Mar.31	Kaoru Kusumoto	Retiring (Continue as the President of Mitsubishi Heavy Industries Thermal Systems, Ltd.)	Executive Vice President, President of Mitsubishi Heavy Industries Thermal Systems, Ltd.
Mar.31	Keisuke Hirose	Retiring	Executive Vice President, Head of Commercial Aviation Systems, Head of Nagoya Aerospace Systems Works
Mar.31	Takaoki Niwa	Retiring (Continue as the President of Mitsubishi Aircraft Corporation)	Executive Vice President, President of Mitsubishi Aircraft Corporation

(6) Retiring of Senior Vice President and Senior Fellow

Date	Name	New position	Current position
Mar.31	Akira Shiki	Retiring (Continue as the Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.)	Senior Vice President, Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.
Mar.31	Makoto Kanda	Retiring	Senior Vice President, Chief Regional Officer, Europe, Middle East & Africa, President of Mitsubishi Heavy Industries France S.A.S.
Mar.31	Toru Kitamura	Retiring (Continue as the S President of Mitsubishi Shipbuilding Co., Ltd.)	Senior Vice President, President of Mitsubishi Shipbuilding Co., Ltd.
Mar.31	Kenji Terasawa	Retiring (Continue as the S President of Mitsubishi Heavy Industries Engineering, Ltd.)	Senior Vice President, President of Mitsubishi Heavy Industries Engineering, Ltd.
Mar.31	Sumiu Uchida	Retiring	Senior Fellow, Senior Chief Researcher, Research & Innovation Center

Date	Name	New position	Current position
Mar.31	Kimiko Ogino	Retiring	Senior Fellow, In charge of MRJ structure (Research & Innovation Center), career development (HR)
Mar.31	Mitsuru Hamada	Retiring	Senior Fellow, General Manager, Value Chain Headquarters, General Manager, Integrated Defense & Space Systems
Mar.31	Tetsuro Hisano	Retiring (Continue as the Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.)	Senior Fellow, Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.
Mar.31	Kunio Shiiba	Retiring (Continue as the President of Mitsubishi Heavy Industries Marine Structure Co., Ltd., Head of Nagasaki Shipyard & Machinery Works of Mitsubishi Heavy Industries, Ltd.)	Senior Fellow, President of Mitsubishi Heavy Industries Marine Structure Co., Ltd., Head of Nagasaki Shipyard & Machinery Works of Mitsubishi Heavy Industries, Ltd.
Mar.31	Kimiharu Takeda	Retiring (Continue as the Executive Vice President of Mitsubishi Heavy Industries Thermal Systems, Ltd.)	Senior Fellow, Executive Vice President of Mitsubishi Heavy Industries Thermal Systems, Ltd.
Mar.31	Hidenari Yamatoya	Retiring	Senior Fellow, General Manager, Nuclear Energy Systems (Japan Atomic Energy Agency)
Mar.31	Masahiro Atsumi	Retiring	Senior Fellow, General Manager, Integrated Defense & Space Systems
Mar.31	Hiroshi Taneda	Retiring	Senior Fellow, Deputy Head of Commercial Aviation Systems

2. Officers (as of April 1, 2021)

Position	Name	Duties
Chairman of the Board	Shunichi Miyanaga	Chairman of the Board
Chief Officers (Promotion)	Seiji Izumisawa	President and CEO
	Hitoshi Kaguchi	Executive Vice President, CSO, President and CEO, Energy Systems
	Hisato Kozawa	Executive Vice President, CFO, Senior General Manager, Managerial & Financial Planning Department, Senior General Manager, Financial Management Division
	Eisaku Ito	Executive Vice President, CTO
	Takashi Ishizuka	Executive Vice President, President and CEO, Plants & Infrastructure Systems
	Takashi Mikogami	Executive Vice President, President and CEO, Logistics, Thermal & Drive Systems
GC	Masahiko Mishima	Executive Vice President, GC
In charge of HR	Junichiro Kakihara	Senior Vice President, In charge of HR
Head of (New) (Promotion)	Akihiko Kato	Executive Vice President, Head of Nuclear Energy Systems
	Naoaki Ikeda	Senior Vice President, Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.
	Naohiko Abe	Executive Vice President, Head of Integrated Defense & Space Systems, Head of Commercial Aviation Systems

Position	Name	Duties
Executive Vice President	Yoshihiro Shiraiwa	President of Mitsubishi Heavy Industries America, Inc.
	Yoshiyuki Hanasawa	Chief Regional Officer, Asia Pacific, Chief Regional Officer, India, President of Mitsubishi Heavy Industries Asia Pacific Pte. Ltd.
	Kentaro Hosomi	Chief Regional Officer, Europe, Middle East & Africa,
Senior Executive Fellow	Takajiro Ishikawa	Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.,
	Yasushi Fukuizumi	Vice President, Energy Systems
Senior Vice President	Masayuki Suematsu	Head of Business Strategy Office
	Hiroshi Arakawa	Senior General Manager, Growth Strategy Office
	Chibumi Kimura	Senior General Manager, Business Risk Management Division, General Manager, Risk Management Department
	Takero Makino	Senior General Manager, Research & Innovation Center
	Hiroaki Takahashi	Head of Value Chain Headquarters
	Kaoru Aoki	Chief Regional Officer, China, President of Mitsubishi Heavy Industries(China) Co., Ltd.
	Hirokazu Nakagawa	Vice President, Energy Systems, Senior General Manager, NEXT Energy Business Division
	Hiroshi Matsuda	Vice President, Energy Systems
	Masaaki Kusunoki	Vice President, Plants & Infrastructure Systems
Takeshi Kajino	Vice President, Logistics, Thermal & Drive Systems, President of Mitsubishi Heavy Industries Engine & Turbocharger, Ltd., Head of Sagamihara Machinery Works of Mitsubishi Heavy Industries, Ltd.	

Position	Name	Duties
Senior Fellow (New)	Tomoaki Omura	Senior General Manager, Technology Strategy Office
	Takaaki Furuya	General Manager, Technology Strategy Office,
	Setsuo Tokunaga	Senior Chief Researcher, Research & Innovation Center
	Masanori Onozuka	Head of ICT Solution Headquarters
	Keiji Sakurai	Senior Executive Vice President of Mitsubishi Heavy Industries America, Inc.
	Masaharu Watabe	General Manager, Energy Systems
	Mitsuru Nagaya	Deputy Head of Nuclear Energy Systems, Head of Kobe Shipyard & Machinery Works
	(New) Shinjiro Kishimoto	Deputy Head of Nuclear Energy Systems
	Motohiro Kitagawa	General Manager, Integrated Defense & Space Systems
	Masashi Morita	General Manager, Integrated Defense & Space Systems
	Hitoshi Shiraishi	Senior General Manager, Aircraft & Missile Systems Division of Integrated Defense & Space Systems
	Yuji Hirano	Senior General Manager, Aero Structure Division of Commercial Aviation Systems, Head of Nagoya Aerospace Systems Works
	Hiroyuki Koguchi	Senior General Manager, Commercial Aircraft Division of Commercial Aviation Systems

Notes

CEO : Chief Executive Officer

CSO : Chief Strategy Officer

CFO : Chief Financial Officer

CTO : Chief Technology Officer

GC : General Counsel

HR : Human Resources

II. June 29, 2021

1. Reappointment to Directors*¹

Name	New Title(as of June 29, 2021)
Shunichi Miyanaga	Chairman of the Board(Director)
Seiji Izumisawa	Member of the Board(Director)
Hisato Kozawa	Member of the Board(Director)
Naoyuki Shinohara	Member of the Board(Outside Director)
Ken Kobayashi	Member of the Board(Outside Director)

2. New Appointment to Director*¹

Name	New Title(as of June 29, 2021)
Hitoshi Kaguchi	Member of the Board(Director)
Nobuyuki Hirano	Member of the Board(Outside Director)

* Nobuyuki Hirano Changed from the Director(Audit and Supervisory Committee Member) to the Director.

3. Reappointment to Directors(Audit and Supervisory Committee Member)*¹

Name	New Title(as of June 29, 2021)
Koji Okura	Member of the Board(Director)
Hiroo Unoura	Member of the Board(Outside Director)

4. New Appointment to Directors(Audit and Supervisory Committee Member)*¹

Name	New Title(as of June 29, 2021)
Setsuo Tokunaga	Member of the Board(Director)
Noriko Morikawa	Member of the Board(Outside Director)
Masako Ii	Member of the Board(Outside Director)
Nobuhiro Oka	Member of the Board(Substitute Outside Director)

* Noriko Morikawa Changed from the Director to the Director(Audit and Supervisory Committee Member).

5. Reappointment to Representative Directors*2

Name
Seiji Izumisawa
Hisato Kozawa

6. New Appointment to Representative Director*2

Name
Hitoshi Kaguchi

7. Retiring from Directors*3

Name	Current Title
Masahiko Mishima	Member of the Board(Director)
Toshifumi Goto	Member of the Board(Director)
Christina Ahmadjian	Member of the Board(Outside Director)

8. Member of the Board of Directors (as of June 29, 2021)

Title	Name	Duties	
Chairman of the Board	Shunichi Miyanaga		
President	Seiji Izumisawa	CEO	*4
Director	Hisato Kozawa	Executive Vice President, CFO, Senior General Manager, Financial Planning Division	*4
	(New) Hitoshi Kaguchi	Executive Vice President, CSO, President and CEO, Energy Systems	*4
Outside Director	Naoyuki Shinohara		
	Ken Kobayashi	(Chairman of the Board ,Mitsubishi Corporation)	
	(New) Nobuyuki Hirano	(Chairman of the Board of Mitsubishi UFJ Financial Group, Inc.)	

Title	Name	Duties
Director (Audit and Supervisory Committee Member)	Koji Okura	
	(New) Setsuo Tokunaga	
Outside Director (Audit and Supervisory Committee Member)	Hiroo Unoura	Audit and Supervisory Committee Member (Executive Advisor of Nippon Telegraph and Telephone Corporation)
	(New) Noriko Morikawa	Audit and Supervisory Committee Member
	(New) Masako Ii	Audit and Supervisory Committee Member (Professor of Hitotsubashi University, School of International and Public Policy)
	(New • Substitute) Nobuhiro Oka	Audit and Supervisory Committee Member (Oka-Partners Law Office representative (Lawyer))

*1: Subject to approval at the 96th Ordinary General Meeting of Shareholders.

*2: Subject to approval at the meeting of the Board of Directors following the 96th Ordinary General Meeting of Shareholders.

*3: Effective at the end of the 96th Ordinary General Meeting of Shareholders.

*4: Indicates representative directors to be appointed as of June 29, 2021.