MITSUBISHI ELECTRIC
Changes for the Better

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FOR IMMEDIATE RELEASE **No. 3770**

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Mitsubishi Electric Announces Organizational Changes and Changes in Representative Executive Officers, Executive Officers, and Executive Officers (Associate) Effective April 1

TOKYO, February 20, 2025 – Mitsubishi Electric Corporation (TOKYO: 6503) announced today its organizational changes and changes in representative executive officers, the executive officer structure, and division of duties effective April 1, 2025, pursuant to a resolution passed during an extraordinary meeting of the Board of Directors held earlier today. The company also announced Executive Officers (Associate) to be appointed on the same date.

1. Organizational Changes (effective April 1, 2025)

(1) Establishment of Corporate Culture Transformation Division

Mitsubishi Electric intends to further penetrate its efforts and support self-directed initiatives to reform the Mitsubishi Electric Group's organizational culture from the perspective of its employees, which have been led mainly by the Corporate Transformation Group. For this purpose, the company will newly establish the Corporate Culture Transformation Division in the Sustainability Innovation Group by integrating functions of and measures for diversity, equity & inclusion (DE&I), well-being for employees, and the My Purpose Project[1], among others.

(2) Establishment of Corporate External Affairs Division

External relations activities including intelligence activities[2] related to economy and industry have become increasingly important with international situations getting complicated and laws and regulations enforced. Under these circumstances, Mitsubishi Electric intends to minimize risks and maximize business opportunities by gathering and analyzing such intelligence. For this purpose, the company will strengthen the roles and functions of the Government & External Relations Division, which currently belongs to the Corporate Legal & Risk Management Group, and form the Corporate External Affairs Division, reporting directly to the President.

[1] The project for each and every employee to consider one's life purpose to identify how it aligns and connects with the corporate purpose of the Mitsubishi Electric Group, announced on September 14, 2023 (in Japanese only).
[2] Activities for a company or an organization to gather and analyze necessary information to make optimal management decisions

(3) Renaming Corporate Advertising Division to Brand Communication Division

Mitsubishi Electric will rename the Corporate Advertising Division to the Brand Communication Division, to clarify its intention to strengthen branding initiatives such as brand governance[3] and consistent messaging from a global perspective and to enhance its corporate value.

(4) Establishment of Corporate Procurement Group

Mitsubishi Electric will strengthen the roles and functions of the Corporate Purchasing Division and form the Corporate Procurement Group, with the intention to strengthen the supply chain of the entire Mitsubishi Electric Group and penetrate procurement governance and promote procurement activities with speed.

(5) Renaming Corporate Total Productivity Management Group to Corporate Manufacturing and Engineering Group, and Changing the Japanese Name of Corporate Research and Development Group

Mitsubishi Electric will integrate the development functions for engineering design technology, currently under the Corporate Research and Development Group, into the Corporate Total Productivity Management Group in order to strengthening *monozukuri* (manufacturing and engineering) technologies from manufacturing to services. The company will therefore rename the Corporate Total Productivity Management Group to the Corporate Manufacturing and Engineering Group, and change the Japanese name of the Corporate Research and Development Group, making it more relevant to the current English name. Going forward, the Corporate Research and Development Group will place more emphasis on research and development of technologies for future businesses.

(6) Changing the Japanese Name of Energy & Industrial Systems Group

Achieving carbon neutrality has become a major social challenge, and the Mitsubishi Electric Group has been making efforts toward expanding the introduction of decarbonized energy, developing technologies for the efficient use of energy, and providing energy management solutions. To better express its commitment to realize a sustainable society through such efforts, the company will change the Japanese name of the Energy & Industrial Systems Group, making it more relevant to the current English name.

(7) Establishment of Digital Innovation Group

To accelerate efforts towards achieving the Mitsubishi Electric Group's vision of becoming a "Circular Digital-Engineering Company," the company will reorganize the Business Platform Business Area and the IT Solution Business & Business Process Reengineering Group to newly form the Digital Innovation Group. The company will also incorporate the DX Innovation Center into the group to further accelerate its solutions businesses.

[3] Process of control and management to sustainably improve brand consistency and its value

2. Change in Representative Executive Officers (effective April 1, 2025)

Name	Assignments and positions (as of April 1, 2025)	Assignments and positions (as of February 20, 2025)
Noriyuki Takazawa	Representative Executive Officer, Senior Vice President; CSO (In charge of Corporate Strategic Planning and Operations of Associated Companies)	Senior Vice President; Infrastructure Business Area* Owner, Senior General Manager, Infrastructure BA Strategic Planning Office

Note: The company will have three Representative Executive Officers as of April 1, 2025, namely, Mr. Uruma, Mr. Kaga, and Mr. Takazawa.

3. Changes in Executive Officers (effective April 1, 2025)

Name	Assignments and positions (as of April 1, 2025)	Assignments and positions (as of February 20, 2025)
Kei Uruma	Representative Executive Officer, President & CEO	Same as left
Kunihiko Kaga	Representative Executive Officer, Senior Vice President; Industry and Mobility Business Area* Owner, Senior General Manager, Industry and Mobility BA Strategic Planning Office; In charge of Export Control	Representative Executive Officer, Senior Vice President; Industry and Mobility Business Area* Owner, Senior General Manager, Industry and Mobility BA Strategic Planning Office; Group President, Automotive Equipment; Representative Director and President, Mitsubishi Electric Mobility Corporation
Noriyuki Takazawa	Representative Executive Officer, Senior Vice President; CSO (In charge of Corporate Strategic Planning and Operations of Associated Companies)	Senior Vice President; Infrastructure Business Area* Owner, Senior General Manager, Infrastructure BA Strategic Planning Office
Satoshi Kusakabe	Senior Vice President; CRO (In charge of Risk Management & Economic Security, Legal Affairs & Intellectual Property & External Relations, and Security Trade Control); In charge of External Relations	Senior Vice President; CRO (In charge of Legal Affairs & Intellectual Property & External Relations, Risk Management, Economic Security, Export Control, and Government & External Relations)
Satoshi Takeda	Senior Vice President; CDO (In charge of DX and Business Innovation); CIO (In charge of Information Security and IT); Group President, Digital Innovation; Representative Director and President, Mitsubishi Electric Digital Innovation Corporation	Executive Officer; CSO (In charge of Corporate Strategic Planning, Operations of Associated Companies, and Three Key Reforms); CDO (In charge of DX, Vice President, Business Innovation)

Tomonori Sato	Executive Officer; CTO (In charge of Technology Strategies*); Group President, Defense & Space Systems	Same as left
Yoshikazu Nakai	Executive Officer; CPO (In charge of Manufacturing*); CQO (Vice President, Corporate Quality Assurance Reengineering)	Same as left
Yasunari Abe	Executive Officer; CHRO (In charge of Global Human Resources Strategy, Human Resources & General Affairs, Vice President, Corporate Human Resources); In charge of Public Relations	Same as left
Yasumichi Tazunoki	Executive Officer; Life Business Area* Owner, Senior General Manager, Life BA Strategic Planning Office; Representative Director and Chairman, Mitsubishi Electric Building Solutions Corporation	Executive Officer (Associate); Group President, Living Environment & Digital Media Equipment
Hideto Negoro	Executive Officer; Infrastructure Business Area* Owner, Senior General Manager, Infrastructure BA Strategic Planning Office	Executive Officer (Associate); Group President, Public Utility Systems
Shigeki Kawaji	Executive Officer; In charge of Procurement; Vice President, Corporate Procurement	Executive Officer (Associate); In charge of Purchasing; Senior General Manager, Corporate Purchasing Div.
Kenichiro Fujimoto	Executive Officer; CFO (In charge of Financial Strategy, Accounting, and Finance); In charge of IR and SR	Executive Officer (Associate); Vice President, Corporate Finance & Accounting

*Details of areas of responsibility

Technology Strategies:	Intellectual Property, Corporate Research and Development
Manufacturing:	Manufacturing and Engineering
Infrastructure Business Area:	Public Utility Systems, Energy & Industrial Systems, Defense & Space Systems
Industry and Mobility Business Area:	Factory Automation Systems, Automotive Equipment
Life Business Area:	Building Systems, Living Environment & Digital Media Equipment

*Details of Chief Officers

CEO:	Chief Executive Officer
CDO:	Chief Digital Officer
CFO:	Chief Financial Officer
CHRO:	Chief Human Resources Officer
CIO:	Chief Information Officer
CPO:	Chief Productivity Officer
CQO:	Chief Quality Officer
CRO:	Chief Risk Management Officer
CSO:	Chief Strategy Officer
CTO:	Chief Technology Officer

4. Retiring Executive Officers (effective March 31, 2025)

Representative Executive Officer, Executive Vice President	Tadashi Matsumoto
Executive Officer	Yoji Saito
Executive Officer	Eiichiro Mitani
Executive Officer	Kuniaki Masuda

5. Changes in Executive Officers (Associate) (effective April 1, 2025)

Name	Assignments and positions (as of April 1, 2025)	Positions (as of February 20, 2025)
Masayoshi Takemi	Executive Officer (Associate); Group President, Semiconductor & Device	Same as left
Masahiro Oya	Executive Officer (Associate); In charge of Global Strategic Planning & Marketing; Vice President, Global Strategic Planning & Marketing	Executive Officer (Associate); Vice President, Global Strategic Planning & Marketing
Iwao Oda	Executive Officer (Associate); Group President, Building Systems; Representative Director and President, Mitsubishi Electric Building Solutions Corporation	Same as left
Hiroshi Tsuchimoto	Executive Officer (Associate); In charge of Auditing; Vice President, Corporate Strategic Planning	Same as left
Toshie Takeuchi	Executive Officer (Associate); In charge of Brand Communication; Vice President, Corporate Marketing	Executive Officer (Associate); Group President, Factory Automation Systems
Soichi Hamamoto	Executive Officer (Associate); Group President, Energy & Industrial Systems (Japanese name renamed)	Executive Officer (Associate); Group President, Energy & Industrial Systems
Toru Oka	Executive Officer (Associate); In charge of Intellectual Property; Vice President, Corporate Research and Development (Japanese name renamed)	Executive Officer (Associate); In charge of Intellectual Property; Vice President, Corporate Research and Development
Michael Corbo	Executive Officer (Associate); Representative of Americas, Global Strategic Planning & Marketing; President, Mitsubishi Electric US Holdings, Inc.; President & CEO, Mitsubishi Electric US, Inc.	Same as left
Yusuke Sijiki	Executive Officer (Associate); Vice President, Corporate Manufacturing and Engineering	Executive Officer (Associate); Vice President, Corporate Total Productivity Management
Norikazu Yamaguchi	Executive Officer (Associate); Vice President, Corporate Legal & Risk Management	Same as left

Seiji Oguro	Executive Officer (Associate); In charge of Sustainability; Vice President, Sustainability Innovation	Same as left
Masafumi Ando	Executive Officer (Associate); Group President, Living Environment & Digital Media Equipment	Chief Executive Officer & General Manager, Mitsubishi Electric Hydronics & IT Cooling Systems S.p.A.
Yoshihide Asakura	Executive Officer (Associate); Vice President, Corporate Finance & Accounting	Deputy Senior General Manager, Corporate Strategic Planning Div.
Naoto Masuda	Executive Officer (Associate); Group President, Public Utility Systems	Senior General Manager, Electronics and Communication Systems Center
Takayuki Tsuzuki	Executive Officer (Associate); Group President, Factory Automation Systems	Group Senior Vice President, Public Utility Systems; Senior General Manager, Itami Works
Kazunori Tanaka	Executive Officer (Associate); Group President, Automotive Equipment; Representative Director and President, Mitsubishi Electric Mobility Corporation	Group Senior Vice President, Automotive Equipment; Director and Vice President, Mitsubishi Electric Mobility Corporation
Komi Matsubara	Executive Officer (Associate); Vice President, Business Innovation	Deputy Vice President, Business Innovation; Senior General Manager, Business Innovation Projects Div.

6. Name and Career Summaries of New Officers (as of February 20, 2025)

(1) Newly Appointed Representative Executive Officer

Noriyuki Takazawa Date of birth: August 12, 1962 Number of shares owned: 38 thousand shares	March 1986	Graduated from School of Economics, Osaka University
	April 1986	Joined the Company
	April 2014	Deputy Senior General Manager, Transmission & Distribution Systems Marketing Div.
	April 2016	Senior General Manager, Transmission & Distribution Systems Marketing Div.
	April 2018	Group Senior Vice President, Energy & Industrial Systems; Senior General Manager, Transmission & Distribution Systems Marketing Div.; Senior General Manager, Nuclear Energy, Advanced Magnetic Systems Marketing Div.
	April 2020	Executive Officer; Group President, Energy & Industrial Systems
	April 2022	Executive Officer; Infrastructure Business Area Owner; Group President, Energy & Industrial Systems
	April 2023	Senior Vice President; Infrastructure Business Area Owner, Senior General Manager, Infrastructure BA Strategic Planning Office (current position)

(2) Newly Appointed Executive Officers

Yasumichi Tazunoki	March 1987	Graduated from Faculty of Letters, the University of Tokyo
	April 1987	Joined the Company
	April 2015	Senior General Manager, Planning & Administration Dept., Living Environment & Digital Media Equipment
	April 2020	Senior General Manager, Air-Conditioning & Refrigeration Systems Div.
	April 2021	Deputy Senior General Manager, Corporate Strategic Planning Div.
	April 2022	Executive Officer (Associate); Senior General Manager, Corporate Strategic Planning Div.
	April 2023	Executive Officer (Associate); Group President, Living Environment & Digital Media Equipment (current position)
Hideto Negoro	March 1991	Completed Master's course, majoring in Information Engineering, Graduate School of Engineering, Shinshu University
	April 1991	Joined the Company
	April 2016	Deputy Senior General Manager, Engineering Planning Dept., Public Utility Systems
	April 2017	Senior General Manager, Engineering Planning Dept., Public Utility Systems
	April 2018	Senior General Manager, Itami Works
	April 2021	Senior General Manager, Public-Use Systems Marketing Div., Public Utility Systems
	April 2022	Executive Officer (Associate); Group President, Public Utility Systems (current position)
Shigeki Kawaji	March 1985	Graduated from School of Education, Waseda University
	April 1985	Joined the Company
	April 2019	Senior General Manager, Overseas Marketing Div., Public Utility Systems
	April 2022	Executive Officer (Associate); Senior General Manager, Corporate Purchasing Div.
	April 2023	Executive Officer (Associate); In charge of Purchasing; Senior General Manager, Corporate Purchasing Div. (current position)
Kenichiro Fujimoto	March 1988	Graduated from Faculty of Law, Kyoto University
	April 1988	Joined the Company
	April 2016	Deputy Senior General Manager, Associated Companies Div.
	April 2018	Senior General Manager, Planning & Administration Dept., Public Utility Systems
	April 2020	Senior General Manager, Planning & Administration Dept., Living Environment & Digital Media Equipment
	April 2022	Executive Officer (Associate); Overseeing Accounting and Finance; Senior General Manager, Corporate Accounting Div.
	April 2024	Executive Officer (Associate); Vice President, Corporate Finance & Accounting (current position)

(3) Newly Appointed Executive Officers (Associate)

Masafumi Ando	March 1989	Graduated from College of Engineering, Osaka Prefecture University
	April 1989	Joined the Company
	April 2018	Senior General Manager, Overseas Air-Conditioning & Refrigeration Systems Div.
	April 2021	Chief Executive Officer & General Manager, Mitsubishi Electric Hydronics & IT Cooling Systems S.p.A. (current position)
Yoshihide Asakura	March 1990	Graduated from Faculty of Law, Seikei University
	April 1990	Joined the Company
	April 2022	Senior General Manager, Planning & Administration Dept., Public Utility Systems
	April 2023	Deputy Vice President, Infrastructure BA Strategic Planning Office; Senior General Manager, Accounting Dept., Infrastructure BA Strategic Planning Office
	April 2024	Deputy Senior General Manager, Corporate Strategic Planning Div. (current position)
Naoto Masuda	March 1992	Completed Master's course majoring in Environment Engineering, Graduate School of Engineering, the University of Osaka
	April 1992	Joined the Company
	April 2018	Deputy Senior General Manager, Engineering Planning Dept., Public Utility Systems
	April 2020	Senior General Manager, Kobe Works
	April 2023	Senior General Manager, Electronics and Communication Systems Center (current position)
Takayuki Tsuzuki	March 1991	Graduated from Faculty of Science, Kobe University
	April 1991	Joined the Company
	April 2019	Deputy Senior General Manager, Nagoya Works
	April 2020	Senior General Manager, Nagoya Works
	April 2023	Group Senior Vice President, Public Utility Systems; Senior General Manager, Itami Works (current position)
Kazunori Tanaka	March 1989	Graduated from Department of Mechanical Engineering, National Institute of Technology (KOSEN), Akashi College
	January 1990	Joined the Company
	April 2020	Deputy Senior General Manager, Himeji Works
	April 2022	Senior General Manager, Himeji Works
	April 2024	Director and Vice President, Mitsubishi Electric Mobility Corporation
	July 2024	Group Senior Vice President, Automotive Equipment
	December 2024	Group Senior Vice President, Automotive Equipment; Director and Vice President, Mitsubishi Electric Mobility Corporation (current position)

Komi Matsubara	March 1992	Graduated from Faculty of Fine Arts, Tokyo University of the Arts
	April 1992	Joined the Company
	April 2021	Deputy Senior General Manager, Integrated Design Center
	April 2022	Senior General Manager, Integrated Design Center
	April 2023	Senior General Manager, Planning & Administration Dept., Corporate Research and Development
	April 2024	Deputy Vice President, Business Innovation; Senior General Manager, Business Innovation Projects Div. (current position)

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About Mitsubishi Electric Corporation

With more than 100 years of experience in providing reliable, high-quality products, Mitsubishi Electric Corporation (TOKYO: 6503) is a recognized world leader in the manufacture, marketing and sales of electrical and electronic equipment used in information processing and communications, space development and satellite communications, consumer electronics, industrial technology, energy, transportation and building equipment. Mitsubishi Electric enriches society with technology in the spirit of its "Changes for the Better." The company recorded a revenue of 5,257.9 billion yen (U.S.$ 34.8 billion*) in the fiscal year ended March 31, 2024. For more information, please visit www.MitsubishiElectric.com

*U.S. dollar amounts are translated from yen at the rate of ¥151=U.S.$1, the approximate rate on the Tokyo Foreign Exchange Market on March 31, 2024