

February 18, 2021

To whom it may concern:

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Notice Concerning Changes in Organization, 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: 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 2021, and candidates for committee members of the Nominating Committee, Audit Committee and Remuneration Committee to be submitted at the Board of Directors’ Meeting which will be held after the Ordinary General Meeting of Shareholders.

I. Organizational Changes

[Effective as of April 1, 2021]

The Company will make the following organizational changes with a view to achieving further growth going forward.

1. Commercial Property Business Group

(1) Abolition of the Area Management Promotion Office

The Company will abolish the Area Management Promotion Office which is part of the Area Management Planning Department.

(2) Establishment of the Logistics Facilities Tenant Relation Office

The Company will seek to address a broad range of customer needs by consolidating information obtained through our various operations (planning, sales, and facility management, etc) related to logistics facilities that it develops and manages, and to provide the necessary solutions. To do so, it will integrate property management and leasing functions and establish the Logistics Facilities Tenant Relation Office as part of the Logistics Facilities Development Department.

(3) Establishment of the Retail Property Strategy & Marketing Planning Office

The Company will seek to strengthen the development of new commercial facilities that meet diverse demand from users and office workers, as well as new properties including those for commercial applications. To do so, it will establish the Retail Property Strategy & Marketing Planning Office under the Commercial Property Management Department as an organization responsible for planning attractive commercial and customer attraction content according to asset types, while simultaneously developing location strategies for new commercial facilities and product planning.

As a result of the above changes, the Company will transfer the product planning function for commercial facilities of the Client Relations & Solutions Group, to the Retail Property Strategy & Marketing Planning Office.

(4) Establishment of the OCA TOKYO Business Promotion Office

The Company will work on the smooth operation of the OCA Tokyo, a private club that plans, develops and provides high-quality experiences and services, to satisfy customer lifestyles and tastes that are further diversifying due to new lifestyles. With this in mind, it will establish the OCA TOKYO Business Promotion Office as part of the Commercial Property Management Department.

II. Change in Representative Directors

1. Candidate for Newly Appointed Representative Corporate Executive Officer

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Hiroshi Katayama	Director, Representative Corporate Executive Officer, Executive Vice President, In charge of Finance & Accounting Department, Corporate Communications Department	Director, Senior Executive Officer, In charge of Finance & Accounting Department, Corporate Communications Department
Kenji Hosokane	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, Retail Property Leasing Department	Senior Executive Officer, In charge of Office Leasing and Tenant Relations Department, Retail Property Leasing Department

2. Representative Corporate Executive Officers, whose Duties will be Changed

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Junichi Tanisawa	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, Area Management Planning Department	Director, Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Strategy Department, Commercial Property Business Planning Department, Urban Planning Department, Area Management Planning Department

3. Resigning Representative Corporate Executive Officers

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Atsuo Kyono	Senior Adviser	Representative Corporate Executive Officer, Executive Vice President, Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department, Business Development, Consulting & Solutions Department 1, Business Development, Consulting & Solutions Department 2
Noboru Nishigai	Executive Vice President, President mission	Representative Corporate Executive Officer, Executive Vice President, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office

III. Change in Corporate Executive Officer

1. Newly Appointed Corporate Executive Officer

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Ikuo Ono	Senior Executive Officer, In charge of Business Creation Department, DX Promotion Department	Executive Officer, In charge of Business Creation Department, DX Promotion Department
Hitoshi Kubo	Corporate Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention	General Manager of General Affairs Department

2. Corporate Executive Officers, whose Duties will be Changed

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Bunroku Naganuma	Director, Senior Executive Officer Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office	Director, Senior Executive Officer In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention

IV. Change in Executive Officer

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Toshiyuki Inoue	Executive Officer, In charge of Urban Planning Department, General Manager of Commercial Property Business Strategy Department	Executive Officer, General Manager of Commercial Property Business Strategy Department, General Manager of Urban Planning Department
Shuichi Shimizu	Executive Officer, In charge of Business Development, Consulting & Solutions Department 1, Business Development, Consulting & Solutions Department 2, General Manager of Business Development, Consulting & Solutions Department 1	General Manager of Client Strategy Planning Department, General Manager of Collaborative Partner Development Office

V. Change in Group Executive Officers

(Effective as of April 1, 2021)

Name	Title and Duties	
	New	Former
Hirofumi Kato	Group Executive Officer Representative Director, President & Chief Executive Officer of Mitsubishi Estate Home Co., Ltd.	Representative Director, President & Chief Executive Officer of Mitsubishi Estate Home Co., Ltd.
Masanori Iwase	Group Executive Officer Executive Vice President of Rockefeller Group International, Inc. President of Mitsubishi Estate New York Inc. Senior Vice President & CFO of MEC Global Partners Holdings LLC.	Executive Vice President of Rockefeller Group International, Inc. President of Mitsubishi Estate New York Inc. Senior Vice President & CFO of MEC Global Partners Holdings LLC.
Akinori Nakajo	Senior Adviser, Representative Director & Deputy President of Royal Park Hotels and Resorts Co., Ltd.	Group Executive Officer, Representative Director & Deputy President of Royal Park Hotels and Resorts Co., Ltd.
Akihiko Watanabe	Senior Adviser, Representative Director & Executive Vice President of Mitsubishi Jisho Sekkei Inc, President & Chief Executive Officer of MEC Design International Corporation	Group Executive Officer, Representative Director & Executive Vice President of Mitsubishi Jisho Sekkei Inc, President & Chief Executive Officer of MEC Design International Corporation

VI. Change in Directors

1. Candidates for Newly Appointed Directors

(Effective as of the end of June 2021)

Name	Title and Duties	
	New	Former
Noboru Nishigai	Director	Executive Vice President (Effective as of April 1, 2021)
Hitoshi Kubo	Director, Corporate Executive Officer	Corporate Executive Officer (Effective as of April 1, 2021)

2. Resigning Directors

(Effective as of the end of June 2021)

Name	Title and Duties	
	New	Former
Bunroku Naganuma	Senior Executive Officer	Director, Senior Executive Officer
Toru Okusa	Resign	Director

VII. Candidates for Directors

(Effective as of the end of June 2021)

Hiroataka Sugiyama, Chairman of the Board (reappointed)
 Junichi Yoshida, Director (reappointed)
 Junichi Tanisawa, Director (reappointed)
 Tetsuji Arimori, Director (reappointed)
 Hiroshi Katayama, Director (reappointed)
 Hitoshi Kubo, Director (newly appointed)
 Jo Kato, Director (reappointed)
 Noboru Nishigai, Director (newly appointed)
 Tsuyoshi Okamoto, Outside Director (reappointed)
 Shin Ebihara, Outside Director (reappointed)
 Tetsuo Narukawa, Outside Director (reappointed)
 Masaaki Shirakawa, Outside Director (reappointed)
 Shin Nagase, Outside Director (reappointed)
 Setsuko Egami, Outside Director (reappointed)
 Iwao Taka, Outside Director (reappointed)

VIII. Members of Committees

(Effective as of the end of June 2021, 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 2021	Former
Nominating Committee	Tsuyoshi Okamoto, Outside Director (committee chairman) Shin Ebihara, Outside Director Masaaki Shirakawa, Outside Director Setsuko Egami, Outside Director	Tsuyoshi Okamoto, Outside Director (committee chairman) Shin Ebihara, Outside Director Masaaki Shirakawa, Outside Director Setsuko Egami, Outside Director
Audit Committee	Tetsuo Narukawa, Outside Director (committee chairman) Jo Kato, Director <u>Noboru Nishigai</u> , Director Shin Nagase, Outside Director Iwao Taka, Outside Director	Tetsuo Narukawa, Outside Director (committee chairman) Jo Kato, Director Toru Okusa, Director Shin Nagase, Outside Director Iwao Taka, Outside Director
Remuneration Committee	Shin Ebihara, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director Masaaki Shirakawa, Outside Director Setsuko Egami, Outside Director	Shin Ebihara, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director Masaaki Shirakawa, Outside Director Setsuko Egami, Outside Director

IX. Change in General Managers

(Effective as of April 1, 2021)

Name	New	Former
Hiroki Ito	General Manager of Client Strategy Planning Department	General Manager of xTECH Leasing and Promotion Department
Yasutaka Goto	General Manager of Urban Planning Department	General Manager of Area Management Planning Department
Kenichi Hattori	General Manager of Area Management Planning Department	General Manager of Chushikoku Branch
Hiroshi Yamamoto	General Manager of xTECH Leasing and Promotion Department	Executive Officer, General Manager of Marunouchi Office Tenant Relations & Building Management Department of Mitsubishi Jisho Property Management Co., Ltd.
Jiro Mearashi	General Manager of General Affairs Department	Mitsubishi Estate Asia Pte. Ltd. Executive Director
Akira Matsumoto	General Manager of Internal Audit Office	Director & Senior Executive Officer of Mitsubishi Jisho House Net Co., Ltd.
Naoki Takahashi	General Manager of Chushikoku Branch	General Manager of Internal Audit Office
Tetsuya Takahashi	Senior Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.	General Manager of Business Development, Consulting & Solutions Department 1

(Reference) Officials as of April 1, 2021

Directors

Title	Name
Chairman of the Board	Hiroataka Sugiyama
Director	Junichi Yoshida
Director	Junichi Tanisawa
Director	Tetsuji Arimori
Director	Hiroshi Katayama
Director	Bunroku Naganuma
Director	Jo Kato
Director	Toru Okusa
Outside Director	Tsuyoshi Okamoto
Outside Director	Shin Ebihara
Outside Director	Tetsuo Narukawa
Outside Director	Masaaki Shirakawa
Outside Director	Shin Nagase
Outside Director	Setsuko Egami
Outside Director	Iwao Taka

Representative Corporate Executive Officers and Corporate Executive Officers

Title	Name	Duties
Representative Corporate Executive Officer, President & Chief Executive Officer	Junichi Yoshida	General, In charge of Internal Audit Office
Representative Corporate Executive Officer, Deputy President	Junichi Tanisawa	Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Business Strategy Department, Area Management Planning Department
Representative Corporate Executive Officer, Executive Vice President	Tetsuji Arimori	In charge of Corporate Planning Department, Sustainability Management and Promotion Department
Representative Corporate Executive Officer, Executive Vice President	Hidemi Waki	In charge of Urban Redevelopment Department
Representative Corporate Executive Officer, Executive Vice President	Futoshi Chiba	In charge of Commercial Property Management Department, Facility Management Planning Department, xTECH Leasing and Promotion Department, Museum Management Office
Executive Vice President	Noboru Nishigai	President mission
Representative Corporate Executive Officer, Executive Vice President	Hiroshi Katayama	In charge of Finance & Accounting Department, Corporate Communications Department
Representative Corporate Executive Officer, Executive Vice President	Kenji Hosokane	Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department, Office Leasing and Tenant Relations Department, Retail Property Leasing Department
Senior Executive Officer	Keiji Takano	Supervising Investment Management Group, In charge of Investment Management Business Department
Senior Executive Officer	Atsushi Nakajima	In charge of Project Planning Department, Urban Project Development Department, Logistics Facilities Development Department, Hotel Business Department
Senior Executive Officer	Yuji Fujioka	In charge of Airport Business Department
Senior Executive Officer	Bunroku Naganuma	Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Office
Senior Executive Officer	Toru Kimura	In charge of Kansai Branch
Senior Executive Officer	Yutaro Yotsuzuka	Supervising International Business Group, In charge of International Business Planning Department Director, Deputy President of Mitsubishi Jisho Residence Co., Ltd.
Senior Executive Officer	Ikuo Ono	In charge of Business Creation Department, DX Promotion Department
Corporate Executive Officer	Hitoshi Kubo	In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention

Executive Officer

Title	Name	Duties
Executive Officer	Takashi Kobari	General Manager of Chubu Branch
Executive Officer	Toshiyuki Inoue	In charge of Urban Planning Department, General Manager of Commercial Property Business Strategy Department
Executive Officer	Seijin Chino	In charge of Mixed Use Development Department, TOKYO TORCH Department, General Manager of TOKYO TORCH Department
Executive Officer	Shuichi Shimizu	In charge of Business Development, Consulting & Solutions Department 1, Business Development, Consulting & Solutions Department 2, General Manager of Business Development, Consulting & Solutions Department 1

Group Executive Officers

Title	Name	Duties
Group Executive Officer	Tetsuo Yuasa	President & Chief Executive Officer of Mitsubishi Real Estate Services Co., Ltd.
Group Executive Officer	Hisashi Komada	President & Chief Executive Officer of Mitsubishi Jisho Community Holdings Co., Ltd. President & Chief Executive Officer of Mitsubishi Jisho Community Co., Ltd.
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 Jisho Residence Co., Ltd.
Group Executive Officer	Tetsuya Okusa	Director & Executive Vice President of Mitsubishi Jisho Sekkei Inc.
Group Executive Officer	Nobuhiro Okumoto	Director & Senior Managing Executive Officer of Mitsubishi Jisho Residence Co., Ltd.
Group Executive Officer	Naoki Umeda	Representative Director, President & Chief Executive Officer of Japan Real Estate Asset Management Co., Ltd.
Group Executive Officer	Ryozo Kawabata	Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.
Group Executive Officer	Shinya Mizumura	Representative Director, President & Chief Executive Officer of Royal Park Hotels and Resorts Co., Ltd.
Group Executive Officer	Haruhiko Araki	President & Chief Executive Officer of Mitsubishi Jisho Investment Advisors, Inc.
Group Executive Officer	Masato Aikawa	Managing Director of Mitsubishi Estate Asia Pte. Ltd.
Group Executive Officer	Hirofumi Kato	Representative Director, President & Chief Executive Officer of Mitsubishi Estate Home Co., Ltd.
Group Executive Officer	Masanori Iwase	Executive Vice President of Rockefeller Group International, Inc. President of Mitsubishi Estate New York Inc. Senior Vice President & CFO of MEC Global Partners Holdings LLC.

(Reference) Officials as of the end of June, 2021

Directors

Title	Name
Chairman of the Board	Hiroataka Sugiyama
Director	Junichi Yoshida
Director	Junichi Tanisawa
Director	Tetsuji Arimori
Director	Hiroshi Katayama
Director	Hitoshi Kubo
Director	Jo Kato
Director	Noboru Nishigai
Outside Director	Tsuyoshi Okamoto
Outside Director	Shin Ebihara
Outside Director	Tetsuo Narukawa
Outside Director	Masaaki Shirakawa
Outside Director	Shin Nagase
Outside Director	Setsuko Egami
Outside Director	Iwao Taka

