

人を、想う力。街を、想う力。



February 20, 2025

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 2025, 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, 2025)

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

1. Innovation and Business Transformation Group

(1) Establishment of the Media Development Office

To improve revenue and ensure the efficient management of the Mitsubishi Estate Group's assets from an advertising perspective, the Media Development Office will be established in the Business Creation Department, as an organization tasked with establishing new media, developing, planning, formulating and implementing the use of existing media, and providing consulting services.

2. Commercial Property Business Group

(1) Establishment of the Core Logistics Business Promotion Office

To strengthen the promotion of core logistics facilities directly connected to expressway interchanges which support next-generation mobility including autonomously driven trucks, the Core Logistics Business Promotion Office will be established in the Logistics Facilities Development Department.

3. Marunouchi Property Business Group

(1) Establishment of the Retail Property Business Department

To consolidate and reinforce company-wide retail functions, the Retail Property Business Office in the Commercial Property Management Department will be transferred to the Marunouchi Property Business Group, and following the integration of each department's retail functions as the Retail Property Business Department.

(2) Establishment of the IP Business Office

To strengthen the implementation structure of the IP Business, the IP Business Office will be set up in the newly established Retail Property Business Department, integrating IP Business functions handled by the Content Business Planning and Operation Department.

(3) Establishment of the Area Management Business Department

To enhance branding of the Otemachi-Marunouchi-Yurakucho area, the Area Management Business Department will be newly established. Concurrently, the public space management functions and functions including the promotion of services to workers handled by the Area Management Planning Department, along with area event management functions and operating functions such as hall and conference signage handled by the Content Business Planning and Operation Department, will be transferred to the new department.

(4) Establishment of the Urban Development Promotion Department

To enhance R&D functions in urban development, the Urban Development Promotion Department will be newly established, with functions of the Urban Planning Department and some functions of the Area Management Planning Department transferred to the new department.

(5) Elimination of the Area Management Planning Department, Content Business Planning and Operation Department and Urban Planning Department

In connection with the newly established organizations detailed in (2) to (4) above, the Area Management Planning Department, Content Business Planning and Operation Department and Urban Planning Department will be eliminated.

4. Corporate Group

(1) Establishment of the Planning and Research Department

To strengthen PR activities with government entities, economic groups and real estate-related groups, and to enhance research and analysis functions covering economic and real estate market conditions—currently handled by the Corporate Planning Department—the Planning and Research Department will be newly established.

5. Other

(1) Establishment of the Brand Strategy Committee and Brand Strategy Subcommittee

To develop and reinforce a company-wide framework for the deliberation and promotion of brand management, including the brand strategy of the Mitsubishi Estate Group and the formulation of brand penetration initiatives, a Brand Strategy Committee chaired by the President & Chief Executive Officer will be established as a new meeting body, with the Brand Strategy Subcommittee newly established as a subordinate organization to the committee.

II. Change in Representative Corporate Executive Officers

1. Candidate for Newly Appointed Representative Corporate Executive Officer

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Haruhiko Araki	Representative Corporate Executive Officer, Executive Vice President, Supervising Marunouchi Property Business Group, In charge of Marunouchi Property Business Planning Department, Marunouchi Property Management Department, Retail Property Business Department	Senior Executive Officer, In charge of Area Management Planning Department, Content Business Planning and Operation Department, Flexible Workspace Planning and Operation Department, Innovative Communities Department, Museum Management Office

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

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Yuji Fujioka	Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Management Department	Representative Corporate Executive Officer, Executive Vice President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Management Department
Bunroku Naganuma	Representative Corporate Executive Officer, Executive Vice President, Supervising Investment Management Group, In charge of Investment Management Business Department	Representative Corporate Executive Officer, Executive Vice President, In charge of Corporate Planning Department, Sustainability Management and Promotion Department
Yutaro Yotsuzuka	Representative Corporate Executive Officer, Executive Vice President, In charge of Corporate Planning Department, Planning and Research Department, Sustainability Management and Promotion Department	Representative Corporate Executive Officer, Executive Vice President, In charge of Urban Project Development Department, Urban Redevelopment Department, Hotel Business Department
Ryozo Kawabata	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, Collaborative Creation Sales 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 1, Office Leasing and Tenant Relations Department 2

3. Resigning Representative Corporate Executive Officer

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Kenji Hosokane	Senior Advisor	Representative Corporate Executive Officer, Deputy President, Assistant to President, Supervising Marunouchi Property Business Group, In charge of Marunouchi Property Business Planning Department, Marunouchi Property Management Department

III. Change in Corporate Executive Officers

1. Newly Appointed Corporate Executive Officer

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Toshiyuki Inoue	Senior Executive Officer, In charge of Urban Development Promotion Department, Urban Energy Strategy Planning Department, Marunouchi Development Department, TOKYO TORCH Department	Executive Officer, In charge of Urban Planning Department, Urban Energy Strategy Planning Department, Marunouchi Development Department, TOKYO TORCH Department
Masanori Iwase	Senior Executive Officer, Supervising International Business Group, In charge of International Business Planning Department, Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.	Executive Officer, General Manager of International Business Planning Department
Masahiro Murai	Senior Executive Officer, In charge of Office Leasing and Tenant Relations Department 1, Office Leasing and Tenant Relations Department 2	Executive Officer, General Manager of Office Leasing and Tenant Relations Department 1
Satoshi Iwata	Senior Executive Officer, In charge of Project Planning Department, Logistics Facilities Development Department Urban Project Development Department, Urban Redevelopment Department, Hotel Business Department	Executive Officer, General Manager of Project Planning Department

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

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Toru Kimura	Senior Executive Officer, President mission	Senior Executive Officer Supervising Investment Management Group, In charge of Investment Management Business Department
Masato Aikawa	Senior Executive Officer, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Department	Senior Executive Officer, Supervising International Business Group, In charge of International Business Planning Department, Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.
Hirofumi Kato	Senior Executive Officer, In charge of Kansai Branch	Senior Executive Officer, Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Department
Toru Takeda	Senior Executive Officer, In charge of Business Development Planning Department, Airport Business Department, Kamiseya Business Planning Office, Yokohama Branch	Senior Executive Officer, In charge of Airport Business Department, Kamiseya Business Planning Office, Yokohama Branch
Mikihito Hirai	Senior Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention	Corporate Executive Officer, In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention

3. Resigning Corporate Executive Officer

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Keiji Takano	Senior Advisor, Statutory Auditor of Mitsubishi Estate Hotels & Resorts Co., Ltd.	Senior Executive Officer, In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security
Ikuo Ono	Senior Advisor, President of Mitsubishi Jisho IT Solutions Co., Ltd.	Senior Executive Officer, In charge of Kansai Branch

IV. Change in Executive Officer

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Koji Kurebayashi	Executive Officer, In charge of Area Management Business Department, Flexible Workspace Planning and Operation Department, Innovative Communities Department, Museum Management Office	Group Executive Officer, Managing Director of Mitsubishi Estate Asia Pte. Ltd.
Takayuki Ito	Executive Officer, In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security	General Manager of Airport Business Department
Takehiro Anzai	Executive Officer, General Manager of Office Leasing and Tenant Relations Department 1	General Manager of Client Strategy Planning Department
Toru Hayamizu	Executive Officer, General Manager of International Business Planning Department	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.
Yuko Koibuchi	Executive Officer, General Manager of Urban Project Development Department	General Manager of Urban Project Development Department
Chika Kanamori	Executive Officer, General Manager of Hotel Business Department	General Manager of Hotel Business Department
Takashi Kobari	Senior Advisor, Mitsubishi Jisho Design Inc. *	Executive Officer, In charge of Project Planning Department, Business Development Planning Department, Logistics Facilities Development Department

* The official decision on duties will be made after each company's procedures.

V. Change in Group Executive Officers

(Effective as of April 1, 2025)

Name	Title and Duties	
	New	Former
Shuichi Shimizu	Group Executive Officer, President & Chief Executive Officer of Mitsubishi Real Estate Services Co., Ltd.	Executive Officer, In charge of Business Development, Consulting & Solutions Department, Collaborative Creation Sales Department
Tetsuya Masuda	Group Executive Officer, President & Chief Executive Officer of Mitsubishi Jisho Investment Advisors, Inc.	Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Investment Advisors, Inc.
Muneaki Maruoka	Group Executive Officer, Mitsubishi Jisho Property Management Co., Ltd. *	Senior Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.

Masaki Yamagishi	Senior Advisor, President & Chief Executive Officer of Mitsubishi Estate • Simon Co., Ltd.	Group Executive Officer, President & Chief Executive Officer of Mitsubishi Estate • Simon Co., Ltd.
Tetsuya Okusa	Mitsubishi Jisho Design Inc. *	Group Executive Officer, Director & Executive Vice President of Mitsubishi Jisho Design Inc.

* The official decision on duties will be made after each company's procedures.

VI. Change in Directors

1. Candidates for Newly Appointed Director

(Effective as of the end of June 2025)

Name	Title and Duties	
	New	Former as of April 1, 2025
Yutaro Yotsuzuka	Director, Representative Corporate Executive Officer, Executive Vice President, In charge of Corporate Planning Department, Planning and Research Department, Sustainability Management and Promotion Department	Representative Corporate Executive Officer, Executive Vice President, In charge of Corporate Planning Department, Planning and Research Department, Sustainability Management and Promotion Department
Toru Kimura	Director	Senior Executive Officer

2. Resigning Director

(Effective as of the end of June 2025)

Name	Title and Duties	
	New	Former as of April 1, 2025
Bunroku Naganuma	Representative Corporate Executive Officer, Executive Vice President, Supervising Investment Management Group, In charge of Investment Management Business Department	Director, Representative Corporate Executive Officer, Executive Vice President, Supervising Investment Management Group, In charge of Investment Management Business Department
Noboru Nishigai	Senior Advisor	Director

VII. Candidates for Directors

(Effective as of the end of June 2025)

Junichi Yoshida, Chairman of the Board (reappointed)
 Atsushi Nakajima, Director (reappointed)
 Yutaro Yotsuzuka, Director (newly appointed)
 Naoki Umeda, Director (reappointed)
 Mikihiro Hirai, Director (reappointed)
 Hiroshi Katayama, Director (reappointed)
 Toru Kimura, Director (newly appointed)
 Masaaki Shirakawa, Outside Director (reappointed)
 Tetsuo Narukawa, Outside Director (reappointed)
 Tsuyoshi Okamoto, Outside Director (reappointed)
 Melanie Brock, Outside Director (reappointed)
 Wataru Sueyoshi, Outside Director (reappointed)
 Ayako Sonoda, Outside Director (reappointed)
 Naosuke Oda, Outside Director (reappointed)

VIII. Members of Committees

(Effective as of the end of June 2025, 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 2025	Former
Nominating Committee	Tsuyoshi Okamoto, Outside Director (committee chairman) Masaaki Shirakawa, Outside Director Melanie Brock, Outside Director Ayako Sonoda, Outside Director	Tsuyoshi Okamoto, Outside Director (committee chairman) Masaaki Shirakawa, Outside Director Melanie Brock, Outside Director Ayako Sonoda, Outside Director
Audit Committee	Tetsuo Narukawa, Outside Director (committee chairman) Hiroshi Katayama, Director <u>Toru Kimura</u> , Director Wataru Sueyoshi, Outside Director Naosuke Oda, Outside Director	Tetsuo Narukawa, Outside Director (committee chairman) Noboru Nishigai, Director Hiroshi Katayama, Director Wataru Sueyoshi, Outside Director Naosuke Oda, Outside Director
Remuneration Committee	Masaaki Shirakawa, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director Melanie Brock, Outside Director Ayako Sonoda, Outside Director	Masaaki Shirakawa, Outside Director (committee chairman) Tsuyoshi Okamoto, Outside Director Melanie Brock, Outside Director Ayako Sonoda, Outside Director

IX. Change in General Managers

(Effective as of April 1, 2025)

Name	New	Former
Daisuke Goto	General Manager of Client Strategy Planning Department	Unit Leader of Commercial Property Business Planning Department
Yoshihiro Hasegawa	General Manager of Business Creation Department	Unit Leader of Business Creation Department
Norifumi Watanabe	General Manager of Project Planning Department	Unit Leader of Project Planning Department
Hitoshi Nishimura	General Manager of Airport Business Department	President & Chief Executive Officer of Mt. Fuji Shizuoka Airport Co., Ltd.
Masayuki Watanabe	General Manager of Retail Property Business Department	General Manager of Urban Energy Strategy Planning Department
Makoto Hasegawa	General Manager of Area Management Business Department	Unit Leader of Corporate Communications Department
Miwako Chiba	General Manager of Museum Management Office	Director of Japan Real Estate Asset Management Co., Ltd.
Yasutaka Goto	General Manager of Urban Development Promotion Department	General Manager of Urban Planning Department
Mariko Shigematsu	General Manager of Urban Energy Strategy Planning Department	Unit Leader of Urban Planning Department
Akira Matsumoto	General Manager of CLT Business, Residential Land & Recreational Facilities Management Department	General Manager of Internal Audit Department
Ryuichi Sasaki	General Manager of Planning and Research Department	Unit Leader of Corporate Planning Department
Norimitsu Adachi	General Manager of Internal Audit Department	General Manager of Museum Management Office
Kyota Kobayashi	Mitsubishi Jisho IT Solutions Co., Ltd. *	General Manager of Content Business Planning and Operation Department
Kenichi Hattori	Yokohama Sky Building Co., Ltd. *	General Manager of Area Management Planning Department
Yoshitaka Morishita	MEC Industry Co., Ltd. *	General Manager of CLT Business, Residential Land & Recreational Facilities Management Department
Ken Takanashi	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 Officer of Mitsubishi Jisho Investment Advisors, Inc.

Shinya Kato	Managing Director of Mitsubishi Estate Asia Pte. Ltd.	Unit Leader of Finance & Accounting Department
Shojiro Kojima	Statutory Auditor of Mitsubishi Jisho Investment Advisors, Inc.	Representative Director, President & Chief Executive Officer of Japan Real Estate Asset Management Co., Ltd.
Kazuyuki Inoue	Representative Director, President & Chief Executive Officer of Japan Real Estate Asset Management Co., Ltd.	General Manager of Business Creation Department

* The official decision on duties will be made after each company's procedures.

(Reference) Officials as of April 1, 2025

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	Masaaki Shirakawa
Outside Director	Tetsuo Narukawa
Outside Director	Tsuyoshi Okamoto
Outside Director	Melanie Brock
Outside Director	Wataru Sueyoshi
Outside Director	Ayako Sonoda
Outside Director	Naosuke Oda

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 Department
Representative Corporate Executive Officer, Deputy President	Yuji Fujioka	Assistant to President, Supervising Commercial Property Business Group, In charge of Commercial Property Business Planning Department, Commercial Property Management Department
Representative Corporate Executive Officer, Executive Vice President	Bunroku Naganuma	Supervising Investment Management Group, In charge of Investment Management Business Department
Representative Corporate Executive Officer, Executive Vice President	Yutaro Yotsuzuka	In charge of Corporate Planning Department, Planning and Research Department, Sustainability Management and Promotion Department
Representative Corporate Executive Officer, Executive Vice President	Ryozo Kawabata	Supervising Business Development, Client Relations & Solutions Group, In charge of Client Strategy Planning Department, Business Development, Consulting & Solutions Department, Collaborative Creation Sales Department
Representative Corporate Executive Officer, Executive Vice President	Haruhiko Araki	Supervising Marunouchi Property Business Group, In charge of Marunouchi Property Business Planning Department, Marunouchi Property Management Department, Retail Property Business Department
Senior Executive Officer	Toru Kimura	President mission
Senior Executive Officer	Naoki Umeda	In charge of Finance & Accounting Department, Corporate Communications Department
Senior Executive Officer	Masato Aikawa	Supervising Residential Business Group, In charge of Residential Business Planning Department, CLT Business, Residential Land & Recreational Facilities Management Department

Senior Executive Officer	Hirofumi Kato	In charge of Kansai Branch
Senior Executive Officer	Toru Takeda	In charge of Business Development Planning Department, Airport Business Department, Kamiseya Business Planning Office, Yokohama Branch
Senior Executive Officer	Toshiyuki Inoue	In charge of Urban Development Promotion Department, Urban Energy Strategy Planning Department, Marunouchi Development Department, TOKYO TORCH Department
Senior Executive Officer	Masanori Iwase	Supervising International Business Group, In charge of International Business Planning Department, Director, Deputy President of Mitsubishi Estate Residence Co., Ltd.
Senior Executive Officer	Masahiro Murai	In charge of Office Leasing and Tenant Relations Department 1, Office Leasing and Tenant Relations Department 2
Senior Executive Officer	Mikihito Hirai	In charge of Human Resources Department, General Affairs Department, Legal & Compliance Department, Compliance, Risk Management and Disaster Prevention
Senior Executive Officer	Satoshi Iwata	In charge of Project Planning Department, Logistics Facilities Development Department, Urban Project Development Department, Urban Redevelopment Department, Hotel Business Department

Executive Officers

Title	Name	Duties
Executive Officer	Seijin Chino	General Manager of Chubu Branch
Executive Officer	Junji Inagawa	General Manager of Investment Management Business Department
Executive Officer	Kiyoshi Ota	General Manager of Corporate Planning Department
Executive Officer	Koji Kurebayashi	In charge of Area Management Business Department, Flexible Workspace Planning and Operation Department, Innovative Communities Department, Museum Management Office
Executive Officer	Takayuki Ito	In charge of Business Creation Department, DX Promotion Department, Information System, Information System Security
Executive Officer	Takehiro Anzai	General Manager of Office Leasing and Tenant Relations Department 1
Executive Officer	Toru Hayamizu	General Manager of International Business Planning Department
Executive Officer	Yuko Koibuchi	General Manager of Urban Project Development Department
Executive Officer	Chika Kanamori	General Manager of Hotel Business Department

Group Executive Officers

Title	Name	Duties
Group Executive Officer	Masaharu Miyajima	Representative Director, President & Chief Executive Officer of Mitsubishi Estate Residence Co., Ltd.
Group Executive Officer	Hitoshi Kubo	Representative Director, President & Chief Executive Officer of Mitsubishi Jisho Property Management Co., Ltd.
Group Executive Officer	Shuichi Shimizu	President & Chief Executive Officer of Mitsubishi Real Estate Services Co., Ltd.
Group Executive Officer	Atsuhiko Oida	President & Chief Executive Officer of Mitsubishi Jisho Community Co., Ltd.
Group Executive Officer	Tomohiro Okada	Representative Director, Senior Managing Executive Officer of Mitsubishi Estate Residence Co., Ltd. *
Group Executive Officer	Masaya Oshima	President & Chief Executive Officer of Mitsubishi Estate Hotels & Resorts Co., Ltd
Group Executive Officer	Jiro Mearashi	Managing Executive Officer of Mitsubishi Estate Residence Co., Ltd.*
Group Executive Officer	Tetsuya Masuda	President & Chief Executive Officer of Mitsubishi Jisho Investment Advisors, Inc.
Group Executive Officer	Muneaki Maruoka	Mitsubishi Jisho Property Management Co., Ltd.*

* The official decision on duties will be made after each company's procedures.

(Reference) Officials as of the end of June 2025

Directors

Title	Name
Chairman of the Board	Junichi Yoshida
Director	Atsushi Nakajima
Director	Yutaro Yotsuzuka
Director	Naoki Umeda

Director	Mikihito Hirai
Director	Hiroshi Katayama
Director	Toru Kimura
Outside Director	Masaaki Shirakawa
Outside Director	Tetsuo Narukawa
Outside Director	Tsuyoshi Okamoto
Outside Director	Melanie Brock
Outside Director	Wataru Sueyoshi
Outside Director	Ayako Sonoda
Outside Director	Naosuke Oda

