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

TOKYO, February 16, 2023 – [Mitsubishi Electric Corporation](https://www.mitsubishielectric.com) (TOKYO: 6503) announces that an organizational reform will be conducted and a representative executive officer, the executive officer structure, and division of duties will be changed effective April 1, 2023, pursuant to a resolution passed during a regular meeting of the Board of Directors held on February 16, 2023. The Company also announces Executive Officers (Associate) to be appointed on the same date.

1. Organizational Changes (effective April 1, 2023)

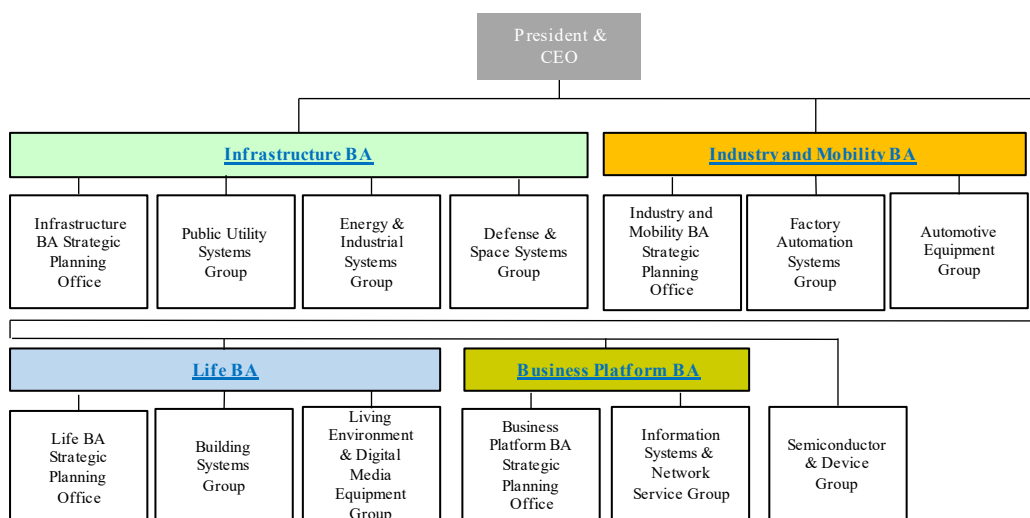
(1) Reform of the Business Area management structure

In order to steadily push forward with the “transformation into a ‘Circular Digital-Engineering Company’ that promotes solution of social challenges through its businesses while positioning the realization of sustainability as the cornerstone of its corporate management” which is the ideal form pursued by the Company, as part of the Business Area (hereinafter, “BA”) management structure that has been introduced in April 2022, the Company will newly establish “BA Strategic Planning Offices” to promote formulation and implementation of strategies of each BA, with the aim of further advancing and developing the management structure and make decisions more quickly.

As organizations that implement management reform and business transformation promoted from the perspective of investors by BA Owners who supervise each BA, the BA Strategic Planning Offices accelerate, through maximization of the asset efficiency based on reallocation of resources with a bird’s-eye view within the BA and integration of technologies and know-how, such initiatives as solution of social challenges by demonstrating synergies beyond walls of business divisions, formulation and implementation of portfolio strategies, and building of optimal organizations and systems according to the characteristics of each business of the BA, and at the same time, promote dynamic collaboration of people and technologies among BAs and provision of the solution business.

In addition, the Semiconductor & Device Group will be separated from the Business Platform BA and made into a business group under the direct control of President. This Group will support growth of each BA through stable supply of semiconductors and devices, and at the same time, make decisions in an appropriate and timely manner from a company-wide perspective on strategic investments in the power

devices business which is expected to grow significantly in the future, and thereby drive the solid growth. The relationship between business areas and business groups in FY2023 will be as follows:



Corporate divisions will make a further shift of their focus to portfolio reforms, value creation activities, and strengthening of the infrastructure shared by the entire company from a company-wide perspective.

(2) Establishment of the DX Innovation Center

The “DX Innovation Center” will be newly established as an organization under the direct control of President with the aim of accelerating transformation into the “Circular Digital-Engineering Company” that contributes to solving social challenges. The Center builds digital infrastructures and spaces to organically link a broad range of data that is being accumulated at each Business Area with the aim of creating and promoting various digital solution businesses, and accelerates and promotes such initiatives as data analysis and usage leveraging the aforementioned infrastructures and spaces, securing and development of digital technology-oriented human resources, and co-creation with customers and partners.

(3) Disbandment of the Corporate Communication Group

Under the Corporate Communication Group, the Sustainability Planning Division, Public Relations Division and the Corporate Advertising Division have made united effort and facilitated communication with stakeholders to promote ESG.

Going forward, with the aim of making sustainability the cornerstone of management and realizing “solution of social challenges through businesses” by mobilizing Group-wide efforts, the Sustainability Planning Division will become an organization under the direct control of President, which will be the core organization to achieve the foregoing together with the Business Area management structure that has been established recently.

The Public Relations Division and the Corporate Advertising Division will become organizations under the direct control of President, respectively, as communication strategy promotion divisions. They will be responsible for building a new Mitsubishi Electric brand by disclosing information, inside and outside of the Company in a highly transparent manner, on the progress of our sustainability management which will be realized through diverse corporate activities and product systems and services. As a result, the “Corporate Communication Group” will be disbanded in a constructive manner.

(4) Rename of the Electronic Systems Group to the Defense & Space Systems Group

The name of the business group will be changed to the “Defense & Space Systems Group” to fulfill the accountability to stakeholders as a company responsible for national security and disclose information appropriately.

2. Change of Representative Executive Officer (effective April 1, 2023)

Name	Assignments and positions (as of April 1, 2023)	Assignments and positions (as of February 16, 2023)
Kunihiko Kaga	Representative Executive Officer, Senior Vice President, Industry and Mobility Business Area Owner (Senior General Manager, Industry and Mobility BA Strategic Planning Office), CTO (In charge of Technology Strategies)	Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, IR and SR, and Operations of Associated Companies), CTO (In charge of Technology Strategies)

* The representative executive officers of the Company are Messrs. Uruma, Matsumoto, and Kaga as of April 1, 2023.

3. Changes of Executive Officers (effective April 1, 2023)

Name	Assignments and positions (as of April 1, 2023)	Assignments and positions (as of February 16, 2023)
Kei Uruma	Representative Executive Officer, President & CEO	Same as left
Tadashi Matsumoto	Representative Executive Officer, Executive Vice President, Life Business Area(*) Owner (Senior General Manager, Life BA Strategic Planning Office, Representative Director and President, Mitsubishi Electric Building Solutions Corporation), In charge of Export Control	Representative Executive Officer, Senior Vice President, Life Business Area(*) Owner (Group President, Building Systems, Representative Director and President, Mitsubishi Electric Building Solutions Corporation), In charge of Export Control
Kunihiko Kaga	Representative Executive Officer, Senior Vice President, Industry and Mobility Business Area(*) Owner (Senior General Manager, Industry and Mobility BA Strategic Planning Office), CTO (In charge of Technology Strategies(**))	Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, IR and SR, and Operations of Associated Companies), CTO (In charge of Technology Strategies(**))
Noriyuki Takazawa	Senior Vice President, Infrastructure Business Area(*) Owner (Senior General Manager, Infrastructure BA Strategic Planning Office)	Executive Officer, Infrastructure Business Area(*) Owner (Group President, Energy & Industrial Systems)
Atsuhiko Yabu	Executive Officer, Group President, Automotive Equipment	Same as left
Satoshi Kusakabe	Executive Officer, CRO (In charge of Legal Affairs & Compliance, Risk Management, Economic Security and Export Control)	Same as left

Yoji Saito	Executive Officer, CMO (In charge of Global Marketing(*) and Advertising, Vice President, Corporate Marketing), In charge of Government & External Relations	Executive Officer, CMPO (In charge of Purchasing), CCO (Vice President, Corporate Communication, In charge of Government & External Relations)
Eiichiro Mitani	Executive Officer, Business Platform Business Area(*) Owner (Senior General Manager, Business Platform BA Strategic Planning Office, Group President, Information Systems & Network Service), CIO (In charge of Information Security and IT, Vice President, Corporate Process & Operation Reengineering)	Executive Officer, Business Platform Business Area(*) Owner (Group President, Information Systems & Network Service), CIO (In charge of Information Security and IT, Vice President, Corporate Process & Operation Reengineering)
Kuniaki Masuda	Executive Officer, CFO (In charge of Accounting and Finance)	Executive Officer, CFO (In charge of Accounting and Finance), CHRO (In charge of General Affairs and Human Resources)
Tomonori Sato	Executive Officer, Group President, Defense & Space Systems	Executive Officer, In charge of Intellectual Property, Vice President, Corporate Research and Development
Yoshikazu Nakai	Executive Officer, CPO (In charge of Manufacturing*), Vice President, Corporate Total Productivity Management & Environmental Programs), CQO (Vice President, Corporate Quality Assurance Reengineering)	Executive Officer, CPO (In charge of Manufacturing*), CQO (Vice President, Corporate Quality Assurance Reengineering)
Satoshi Takeda	Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, IR and SR, Operations of Associated Companies, Three Key Reforms*), and Sustainability)	Executive Officer, Industry and Mobility Business Area(*) Owner (Group President, Factory Automation Systems)
Hiroshi Sakakibara	Executive Officer, CDO (In charge of DX, Vice President, Business Innovation)	Executive Officer, CDO (Vice President, Corporate Business Innovation)
Yasunari Abe	Executive Officer, CHRO (In charge of General Affairs and Human Resources, Senior General Manager, Corporate Human Resources Div.), In charge of Public Relations	Executive Officer (Associate), Senior General Manager, Corporate Human Resources Div.

*Details of areas of responsibility

Technology Strategies:	Intellectual Property, Corporate Research and Development
Global Marketing:	Overseas and Domestic Marketing
Manufacturing:	Corporate Quality Assurance Reengineering, Total Productivity Management & Environmental Programs
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
 Business Platform Business Area: Information Systems & Network Service
 Three Key Reforms: Quality assurance reform, organizational culture reform, governance reform

***Details of Chief Officer**

CEO: Chief Executive Officer
 CTO: Chief Technology Officer
 CSO: Chief Strategy Officer
 CRO: Chief Risk Management Officer
 CMO: Chief Marketing Officer
 CMPO: Chief Material Procurement Officer
 CCO: Chief Communication Officer
 CIO: Chief Information Officer
 CFO: Chief Financial Officer
 CHRO: Chief Human Resources Officer
 CPO: Chief Productivity Officer
 CQO: Chief Quality Officer
 CDO: Chief Digital Officer

4. Retiring Executive Officers (effective March 31, 2023)

Executive Officer	Yoshihisa Hara
Executive Officer	So Suzuki
Executive Officer	Shozui Takeno
Executive Officer	Katsuya Furuta

5. Changes of Executive Officers (Associate) (effective April 1, 2023)

Name	Assignments and positions (as of April 1, 2023)	Positions (as of February 16, 2023)
Yasumichi Tazunoki	Executive Officer, Group President, Living Environment & Digital Media Equipment	Executive Officer, Senior General Manager, Corporate Strategic Planning Div.
Shigeki Kawaji	Executive Officer, In charge of Purchasing, Senior General Manager, Corporate Purchasing Div.	Executive Officer, Senior General Manager, Corporate Purchasing Div.
Kenichiro Fujimoto	Executive Officer, Overseeing Accounting and Finance, Senior General Manager, Corporate Accounting Div.	Same as left
Masayoshi Takemi	Executive Officer, Group President, Semiconductor & Device	Same as left
Hideto Negoro	Executive Officer, Group President, Public Utility Systems	Same as left
Masahiro Oya	Executive Officer, Vice President, Global Strategic Planning & Marketing	Executive Officer, Vice President, Global Strategic Planning & Marketing, Representative of Americas, Global Strategic Planning & Marketing President, Mitsubishi Electric US Holdings, Inc. Chairperson, Mitsubishi Electric US, Inc.

Iwao Oda	Executive Officer, Group President, Building Systems, Representative Director and Vice President, Mitsubishi Electric Building Solutions Corporation	Group Senior Vice President, Building Systems, Senior General Manager, Planning & Administration Dept. of Building Systems Group, Director, Mitsubishi Electric Building Solutions Corporation
Hiroshi Tsuchimoto	Executive Officer, Senior General Manager, Corporate Strategic Planning Div.	Senior General Manager, Planning & Administration Div. of Semiconductor & Device Group, Senior General Manager, LCD Division
Toshie Takeuchi	Executive Officer, Group President, Factory Automation Systems	Senior General Manager, Fukuyama Works
Soichi Hamamoto	Executive Officer, Group President, Energy & Industrial Systems	Senior General Manager, Energy Systems Center
Toru Oka	Executive Officer, In charge of Intellectual Property, Vice President, Corporate Research and Development	Senior General Manager, Advanced Technology R&D Center
Michael Corbo	Executive Officer, Representative of Americas, Global Strategic Planning & Marketing President, Mitsubishi Electric US Holdings, Inc. President & CEO, Mitsubishi Electric US, Inc.	President & CEO, Mitsubishi Electric US, Inc.

6. Name and Career Summary of New Officers (as of February 16, 2023)

(1) Newly appointed representative executive officer

Kunihiko Kaga Date of Birth: September 22, 1964 The number of shares owned: 14,000 shares	March 1990	Completed Master's degree in Engineering Science, Graduate School of Engineering, Kyoto University
	April 1990	Joined the Company
	April 2017	Deputy Senior General Manager, Air-Conditioning & Refrigeration Systems Works
	April 2018	Senior General Manager, Air-Conditioning & Refrigeration Systems Works
	April 2020	Deputy Vice President, Corporate Research and Development Group
	April 2021	Executive Officer (in charge of Research and Development), CTO, Vice President, Corporate Research and Development
	July 2021	Executive Officer (in charge of Corporate Strategic Planning and Operations of Associated Companies), CSO, Senior General Manager, Corporate Strategic Planning Div.
	April 2022	Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, Operations of Associated Companies), CTO (In charge of Technology Strategies)
June 2022	Director, Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, Operations of Associated Companies), CTO (In charge of Technology Strategies)	
January 2023	Director, Executive Officer, In charge of Auditing, CSO (In charge of Corporate Strategic Planning, IR and SR, and Operations of Associated Companies), CTO (In charge of Technology Strategies) (current position)	

(2) Newly appointed executive officer

Yasunari Abe	March 1989	Graduated from Faculty of Education, Tohoku University
	April 1989	Joined the Company
	April 2018	Deputy Senior General Manager, Corporate Human Resources Div.
	April 2020	Senior General Manager, Public Relations Div. of Corporate Communication Group
	April 2022	Executive Officer (Associate), Senior General Manager, Corporate Human Resources Div. (current position)

(3) Newly appointed executive officers (associate)

Iwao Oda	March 1986	Graduated from School of Law, Waseda University
	April 1986	Joined the Company
	April 2014	Deputy Senior General Manager, Planning & Administration Dept. of Building Systems Group
	April 2016	President, Mitsubishi Elevator India Private Ltd.
	April 2017	Senior General Manager, Planning & Administration Dept. of Building Systems Group
	October 2020	Group Senior Vice President, Building Systems, Senior General Manager, Planning & Administration Dept. of Building Systems Group
April 2022	Group Senior Vice President, Building Systems, Senior General Manager, Planning & Administration Dept. of Building Systems Group, Director, Mitsubishi Electric Building Solutions Corporation (current position)	
Hiroshi Tsuchimoto	March 1988	Graduated from School of Economics, Kansei Gakuin University
	April 1988	Joined the Company
	April 2016	Senior General Manager, Planning & Administration Dept. of Telecommunication Systems Group
	April 2020	Senior General Manager, Planning & Administration Div. of Semiconductor & Device Group, Senior General Manager, LCD Division (current position)
Toshie Takeuchi	March 1988	Graduated from Department of Mathematics, School of Science, Osaka University
	April 1988	Joined the Company
	April 2016	Deputy Senior General Manager, Transmission & Distribution Systems Center.
	April 2019	Deputy Senior General Manager, Energy Systems Center
	April 2021	Senior General Manager, Fukuyama Works (current position)
Soichi Hamamoto	March 1992	Completed Master's course in Physics, Graduate School of Science, Kyushu University
	April 1992	Joined the Company
	October 2017	Deputy Senior General Manager, Kobe Works
	April 2019	Senior General Manager, Energy Systems Center (current position)

Toru Oka	March 1993	Completed Master's course in Precision Engineering, Graduate School of Engineering, Tohoku University
	April 1993	Joined the Company
	April 2017	President, Mitsubishi Electric R&D Centre Europe B.V.
	April 2019	Senior General Manager, Planning & Administration Dept. of Corporate Research and Development Group
	April 2021	Deputy Senior General Manager, Corporate Strategic Planning Div.
	July 2021	Senior General Manager, Advanced Technology R&D Center (current position)
Michael Corbo	May 1981	Graduated in Marketing, School of Business, Ohio University
	1981	Joined Katy Steel & Aluminum
	1982	Joined Schindler Elevator Corporation
	August 1986	Joined Mitsubishi Electric Sales America, Inc.
	April 2018	Executive Vice President & COO, Mitsubishi Electric US, Inc.
	May 2021	President & CEO, Mitsubishi Electric US, Inc. (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 4,476.7 billion yen (U.S.\$36.7 billion*) in the fiscal year ended March 31, 2022. For more information, please visit www.MitsubishiElectric.com

*U.S. dollar amounts are translated from yen at the rate of ¥122=U.S.\$1, the approximate rate on the Tokyo Foreign Exchange Market on March 31, 2022