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Company name:	Mitsubishi Heavy Industries, Ltd.
Name of representative:	Seiji Izumisawa, President and CEO
Securities code:	7011
Listed on:	Tokyo, Nagoya, Fukuoka and Sapporo
Inquiries:	Takashi Inoue, Senior General Manager of Investor Relations & Shareholder Relations Department

MHI Announces Changes in Executive-level Personnel

Tokyo, February 4, 2025 – Mitsubishi Heavy Industries, Ltd. (MHI) today announced the following executive-level personnel changes effective March 31 and April 1, 2025 and made nominations for Members of the Board to be proposed to the 100th Ordinary General Meeting of Shareholders scheduled on June 27, 2025.

I . March 31 or April 1, 2025

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	Senior Executive Vice President, Assistant to President and CEO (Jun.27 Retiring)	Senior Executive Vice President, Assistant to President and CEO, Head of GX Solutions
Apr.1	Hisato Kozawa	Executive Vice President, CFO (Jun.27 Director (Member of the Board), Member of the Audit and Supervisory Committee)	Executive Vice President, CFO
Apr.1	Chibumi Kimura	Executive Vice President, President and CEO, Plants & Infrastructure Systems	Executive Vice President, GC
Apr.1	Masayuki Eguchi	Executive Vice President, Head of Integrated Defense & Space Systems	Senior Vice President, Head of Integrated Defense & Space Systems

Date	Name	New position	Current position
Apr.1	Tomoaki Omura	Senior Vice President, CTO	Senior Fellow, Senior General Manager, Growth Strategy Office
Apr.1	Takuya Murase	Senior Vice President, President and CEO, Energy Systems	Senior Fellow, Senior General Manager, GTCC Business Division of Energy Systems, Head of Takasago Machinery Works
Apr.1	Kazuo Ogura	Senior Vice President, GC	Senior Fellow, Senior General Manager, General Affairs Department, Senior General Manager, Legal Department
Apr.1	Taro Fukazawa	Senior Vice President, Head of GX Solutions	Senior Fellow, Deputy Head of GX Solutions
Apr.1	Satoshi Kojima	Senior Vice President, Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.	President of Mitsubishi Heavy Industries Machinery Systems, Ltd.

(2) Change of Senior Vice President and Senior Fellow

Date	Name	New position	Current position
Apr.1	Akira Arita	Senior Vice President, Energy Systems	Senior Vice President, Energy Systems, Senior General Manager, Strategy Planning Department

Date	Name	New position	Current position
Apr.1	Masahiko Hokano	Senior Vice President, Energy Systems	Senior Fellow, Senior General Manager, Steam Power Maintenance Innovation Business Division of Energy Systems, Head of Nagasaki Shipyard & Machinery Works
Apr.1	Fumi Hara	Senior Fellow, Chief Regional Officer, China, President of Mitsubishi Heavy Industries (China) Co., Ltd.	Senior Fellow, President of Mitsubishi Heavy Industries (Shanghai) Co., Ltd.
Apr.1	Katsunori Tanaka	Senior Fellow, Deputy Head of GX Solutions, General Manager, Energy Systems	Senior Fellow, Deputy Head of GX Solutions, General Manager, GX Business Department
Apr.1	Hiroko Sato	Senior Fellow, General Manager, Integrated Defense & Space Systems	Senior Fellow, Senior General Manager, Technology Strategy Office
Apr.1	Yoshihiro Sera	Senior Fellow, General Manager, Integrated Defense & Space Systems	Senior Fellow, Senior General Manager, Aircraft & Missile Systems Division of Integrated Defense & Space Systems

(3) Newly Appointed

Date	Name	New position	Current position
Apr.1	Satoshi Kojima	Senior Vice President, Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.	President of Mitsubishi Heavy Industries Machinery Systems, Ltd.
Apr.1	Hiroshi Nishio	Senior Fellow, CoCFO (Jun.27 Senior Vice President, CFO)	Senior General Manager, Financial Planning Division
Apr.1	Yoichi Tasaki	Senior Fellow, Head of Digital Innovation Headquarters	Head of Digital Innovation Headquarters
Apr.1	Masanori Yuri	Senior Fellow, Senior General Manager, GTCC Business Division of Energy Systems, Head of Takasago Machinery Works	Senior Manager, GTCC Business Division of Energy Systems
Apr.1	Shuichi Shibata	Senior Fellow, General Manager, GTCC Business Division of Energy Systems, Head of Hitachi Works	Senior Manager, GTCC Business Division of Energy Systems
Apr.1	Makoto Fujita	Senior Fellow, Senior General Manager, Steam Power Maintenance Innovation Business Division of Energy Systems Head of Nagasaki Shipyard & Machinery Works	General Manager, Steam Power Maintenance Innovation Business Division of Energy Systems, Senior Manager, Technology Strategy Department

Date	Name	New position	Current position
Apr.1	Koji Sakatani	Senior Fellow, Vice President, Plants & Infrastructure Systems	Vice President, Plants & Infrastructure Systems
Apr.1	Yoshihiro Ito	Senior Fellow, Vice President, Logistics, Thermal & Drive Systems, President of Mitsubishi Heavy Industries Thermal Systems, Ltd.	President of Mitsubishi Heavy Industries Thermal Systems, Ltd.

(4) Retiring of Administrative Executive Officers

Date	Name	New position	Current position
Mar.31	Toshiyuki Hashi	Retiring	Executive Vice President, President and CEO, Energy Systems
Mar.31	Ikeda Naoaki	Retiring	Executive Vice President, President and CEO, Plants & Infrastructure Systems, Head of Machinery Systems

(5) Retiring of Senior Vice President and Senior Fellow

Date	Name	New position	Current position
Mar.31	Takashi Kubo	Retiring	Senior Vice President, Chief Regional Officer, China, President of Mitsubishi Heavy Industries (China) Co., Ltd.
Mar.31	Takashi Tozawa	Retiring	Senior Vice President, Energy Systems

Date	Name	New position	Current position
Mar.31	Hideshi Kawamoto	Retiring	Senior Fellow, General Manager, Sales Strategy Department of Energy Systems, General Manager, Energy Solution Business Department
Mar.31	Yoshiyuki Miyamoto	Retiring	Senior Fellow, General Manager, GTCC Business Division of Energy Systems, Head of Hitachi Works

2. Officers (as of April 1, 2025)

Position	Name	Duties
Chairman of the Board	Seiji Izumisawa	Chairman of the Board
Chief Officers (Promotion)	Eisaku Ito	President and CEO
	Masayuki Suematsu	Executive Vice President, CSO, Head of Business Strategy Office
	Hisato Kozawa	Executive Vice President, CFO
	Tomoaki Omura	Senior Vice President, CTO
	Takuya Murase	Senior Vice President, President and CEO, Energy Systems
	Chibumi Kimura	Executive Vice President, President and CEO, Plants & Infrastructure Systems
	Masahiko Sasakura	Senior Vice President, President and CEO Logistics, Thermal & Drive Systems
GC	Kazuo Ogura	Senior Vice President, GC
In charge of HR	Junichiro Kakihara	Executive Vice President, In charge of HR

Position	Name	Duties
Head of	Hidehito Mimaki	Senior Vice President, Head of Nuclear Energy Systems
	Taro Fukazawa	Senior Vice President, Head of GX Solutions
	(New) Satoshi Kojima	Senior Vice President, Head of Machinery Systems, President of Mitsubishi Heavy Industries Machinery Systems, Ltd.
	(Promotion) Masayuki Eguchi	Executive Vice President, Head of Integrated Defense & Space Systems
	Hiroyuki Koguchi	Senior Vice President, Head of Commercial Aviation Systems
Senior Executive Vice President	Hitoshi Kaguchi	Assistant to President and CEO,
Executive Vice President	Takajiro Ishikawa	Assistant to President and CEO, President of Mitsubishi Heavy Industries America, Inc.,
Senior Vice President	Hiroshi Matsuda	Chief Regional Officer, Europe, Middle East & Africa, Chief Executive Officer of Mitsubishi Heavy Industries EMEA, Ltd.
	Takafumi Yoshida	Senior General Manager, Research & Innovation Center
	Akira Arita	Vice President, Energy Systems
	Masahiko Hokano	Vice President, Energy Systems
Senior Fellow	Fumi Hara	Chief Regional Officer, China, President of Mitsubishi Heavy Industries (China) Co., Ltd.
	Takehiko Kikuchi	Chief Regional Officer, Asia Pacific, Chief Regional Officer, India, Managing Director of Mitsubishi Heavy Industries Asia Pacific Pte. Ltd.
	(New) Hiroshi Nishio	CoCFO
	Junichiro Masada	General Manager (Assistant to CTO) , General Manager (In charge of technical development) , Energy Systems
	Koichi Ishizaka	General Manager, Research & Innovation Center
	(New) Yoichi Tasaki	Head of Digital Innovation Headquarters

Position	Name	Duties
Senior Fellow	(New) Masanori Yuri	Senior General Manager, GTCC Business Division of Energy Systems, Head of Takasago Machinery Works
	(New) Shuichi Shibata	General Manager, GTCC Business Division of Energy Systems, Head of Hitachi Works
	(New) Makoto Fujita	Senior General Manager, Steam Power Maintenance Innovation Business Division of Energy Systems Head of Nagasaki Shipyard & Machinery Works
	(New) Koji Sakatani	Vice President, Plants & Infrastructure Systems
	(New) Yoshihiro Ito	Vice President, Logistics, Thermal & Drive Systems, President of Mitsubishi Heavy Industries Thermal Systems, Ltd.
	Shinjiro Kishimoto	Deputy Head of Nuclear Energy Systems
	Kaname Shibato	Deputy Head of Nuclear Energy Systems, Head of Kobe Shipyard & Machinery Works
	Yoshinari Iwasa	Deputy Head of Nuclear Energy Systems
	Katsunori Tanaka	Deputy Head of GX Solutions, General Manager, Energy Systems
	Hiroko Sato	General Manager, Integrated Defense & Space Systems
	Hitoshi Shiraishi	General Manager, Integrated Defense & Space Systems
	Syojiro Furuya	General Manager, Integrated Defense & Space Systems
	Yoshihiro Sera	General Manager, Integrated Defense & Space Systems
	Hiroaki Yamamoto	Deputy Head of Commercial Aviation Systems

Notes

CEO : Chief Executive Officer

CSO : Chief Strategy Officer

CFO : Chief Financial Officer

CoCFO : Co-Chief Financial Officer

CTO : Chief Technology Officer

GC : General Counsel

HR : Human Resources

II. June 27, 2025

1. New Appointment to Director*¹

Name
Masayuki Suematsu
Hiroshi Nishio

2. Reappointment to Outside Director*¹

Name
Ken Kobayashi
Nobuyuki Hirano
Mitsuhiro Furusawa

3. New Appointment to Director(Audit and Supervisory Committee Member)*¹

Name
Hisato Kozawa

* Masayuki Fujisawa will continue as the Director(Audit and Supervisory Committee Member).

4. Reappointment to Outside Director(Audit and Supervisory Committee Member)*¹

Name
Hiroo Unoura
Noriko Morikawa
Masako Ii
Nobuhiro Oka (Substitute)

5. New Appointment to Representative Director*²

Name
Masayuki Suematsu
Hiroshi Nishio

6. Retiring from Director*³

Name
Hitoshi Kaguchi

7. Retiring from Director(Audit and Supervisory Committee Member)*3

Name
Setsuo Tokunaga

8. Member of the Board of Directors (as of June 27, 2025)

Title	Name	Duties	
Chairman of the Board	Seiji Izumisawa		
President	Eisaku Ito	CEO	*4
Director	Masayuki Suematsu	Executive Vice President, CSO, Head of Business Strategy Office	*4
	Hiroshi Nishio	Senior Vice President, CFO	*4
Outside Director	Ken Kobayashi	(Senior Executive Adviser of Mitsubishi Corporation)	
	Nobuyuki Hirano	(Advisor of Mitsubishi UFJ Financial Group, Inc.)	
	Mitsuhiro Furusawa	(President Institute for Global Financial Affairs SUMITOMO MITSUI BANKING CORPORATION)	

Title	Name	Duties
Director (Audit and Supervisory Committee Member) (New)	Masayuki Fujisawa	
	Hisato Kozawa	
Outside Director (Audit and Supervisory Committee Member) (Substitute)	Hiroo Unoura	Audit and Supervisory Committee Member (Advisor of Nippon Telegraph and Telephone Corporation)
	Noriko Morikawa	Audit and Supervisory Committee Member
	Masako Ii	Audit and Supervisory Committee Member (Professor of Hitotsubashi University, School of International and Public Policy, Professor of Hitotsubashi University, Graduate School of Economics/Faculty of Economics)
	Nobuhiro Oka	Audit and Supervisory Committee Member (Oka-Partners Law Office representative)

*1 : Subject to approval at the 100th Ordinary General Meeting of Shareholders.

*2 : Subject to approval at the meeting of the Board of Directors following the 100th Ordinary General Meeting of Shareholders.

*3 : Effective at the end of the 100th Ordinary General Meeting of Shareholders.

*4 : Indicates representative directors to be appointed as of June 27, 2025.