

(Translation)

February 12, 2013

Name of the Company: Nippon Meat Packers, Inc.

Representative: Noboru Takezoe
President and Representative Director

(Code No. 2282, First Sections of the Tokyo Stock Exchange and
the Osaka Securities Exchange)

Person to contact: Shigeru Nakajima
General Manager of Public & Investor
Relations Department

Notice of Changes of Officers and Organizational Changes

It is hereby notified that Nippon Meat Packers, Inc. (the "Company"), at the meeting of its Board of Directors held today, adopted a resolution for changes of its officers and organizational changes, as described below:

Description

I. Changes of Directors (as of April 1, 2013):

Name	New Position	Current Position
Koji Uchida	Director and Senior Managing Executive Officer; General Manager of Processed Foods Business Division	Director and Managing Executive Officer; General Manager of Processed Foods Business Division
Kazuhiro Tsujimoto	Director and Executive Officer; General Manager of Sales & Marketing Division, Processed Foods Business Division	Director and Executive Officer; General Manager of Sales & Marketing Division and General Manager of General Merchandising Division, Processed Foods Business Division

II. Changes of Executive Officers

1. Changes of Positions of Executive Officers (as of April 1, 2013):

Name	New Position	Current Position
Katsumi Inoue	Executive Officer; General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division	Executive Officer; Assistant to General Manager of Fresh Meats Business Division (special assignment)
Shunichi Ogata	Executive Officer; General Manager of Quality Assurance Department and General Manager of Customer Communications Department	Executive Officer; General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Kanji Bando	Executive Officer; General Manager of Overseas Fresh Meats Operations Department, General Manager of Operations Management, Australia and General Manager of Operations Management, Asia and EU, Fresh Meats Business Division	Executive Officer; General Manager of Overseas Fresh Meats Operations Department and General Manager of Operations Management, Asia and EU, Fresh Meats Business Division
Tetsuhiro Kito	Executive Officer; General Manager of General Merchandising Division, Sales & Marketing Division, Processed Foods Business Division	Executive Officer; General Manager of Food Services Department, Sales & Marketing Division, Processed Foods Business Division
Kazuhiro Mikuni	Executive Officer; General Manager of Deli & Processed Foods Division and General Manager of Product Planning Department, Processed Foods Business Division	Executive Officer; General Manager of Deli & Processed Foods Division and General Manager of Sales Promotion Department, Processed Foods Business Division
Hajime Takamatsu	Executive Officer; In charge of General Affairs Department, Human Resources Department, Legal Affairs Department and Engineering Department	Executive Officer; General Manager of General Affairs Department, in charge of Human Resources Department and Legal Affairs Department
Koichi Oyama	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division	Executive Officer; General Manager of Administrative Division and General Manager of Administrative Department, Processed Foods Business Division

2. Appointment of New Executive Officers (as of April 1, 2013):

Name	New Position	Current Position
Shuji Okoso	Executive Officer; General Manager of Hams & Sausages Division, Processed Foods Business Division	General Manager of Hams & Sausages Division, Processed Foods Business Division
Sadakazu Ogawa	Executive Officer; General Manager of Sales & Logistics Operations Division, Fresh Meats Business Division	President and Representative Director, Nishi Nippon Food, Inc.

Name	New Position	Current Position
Chiharu Moriyama	Executive Officer; General Manager of Food Services Department, Sales & Marketing Division, Processed Foods Business Division	General Manager of Kanto FS Department, Food Services Department, Sales & Marketing Division, Processed Foods Business Division
Fumio Maeda	Executive Officer; General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division	General Manager of Domestic Pork Department, General Manager of Domestic Products Department and General Manager of Oil Feedstuff and Byproducts Department, Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Masahito Kataoka	Executive Officer; General Manager of Accounting & Finance Department	General Manager of Accounting & Finance Department
Hideki Fujii	Executive Officer; General Manager of Overseas Business Strategy Department, Corporate Management Division, in charge of Corporate Strategic Task Force	General Manager of Overseas Business Strategy Department, Corporate Management Division

3. Retirement of Executive Officers (as of March 31, 2013):

Name	New Position	Current Position
Teruo Yamada	Retirement	Managing Executive Officer; General Manager of Quality Assurance Department and General Manager of Customer Communications Department
Toshimichi Miyachi	President and Representative Director; Nippon Ham Customer Communication Co., Ltd.	Executive Officer; Assistant to President (special assignment), in charge of Engineering Department
Kazushi Ohta	President and Representative Director; Japan Food Corporation	Executive Officer; General Manager of Sales & Logistics Administrative Division, Fresh Meats Business Division

<For reference>

▪ Management Structure as of April 1, 2013 (scheduled):

• Directors

Chairman and Representative Director	Hiroshi Kobayashi	
President and Representative Director	Noboru Takezoe	
Director and Senior Managing Executive Officer	Hiroji Okoso	In charge of Quality Assurance Department, Customer Communications Department and Audit Department, and General Manager of Tokyo Branch Office
Director and Senior Managing Executive Officer	Koji Uchida	General Manager of Processed Foods Business Division
Director and Managing Executive Officer	Yoshihide Hata	General Manager of Corporate Management Division, in charge of Accounting & Finance Department and IT Strategy Department
Director and Managing Executive Officer	Juichi Suezawa	General Manager of Fresh Meats Business Division
Director and Executive Officer	Kazuhiro Tsujimoto	General Manager of Sales & Marketing Division, Processed Foods Business Division
Director and Executive Officer	Koji Kawamura	General Manager of Affiliated Business Division
Director (Outside)	Toshiko Katayama	
Director (Outside)	Iwao Taka	

• Corporate Auditors

Corporate Auditor	Hiroshi Itagaki	(Full-time)
Corporate Auditor	Katsutoshi Nishio	(Full-time)
Corporate Auditor (Outside)	Fumio Motoi	
Corporate Auditor (Outside)	Akira Otsuka	
Corporate Auditor (Outside)	Tamio Morimoto	

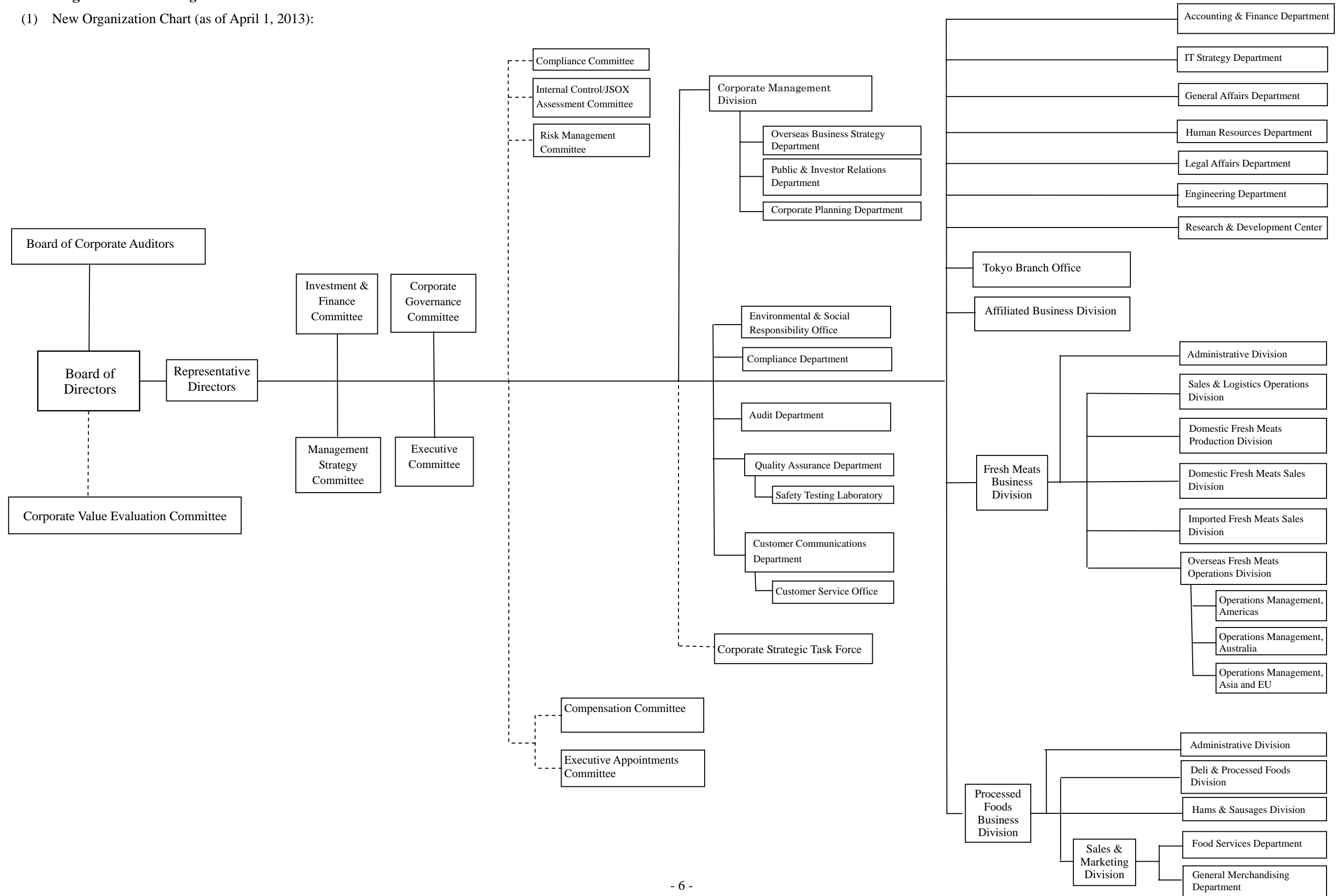
• Executive Officers

Executive Officer	Katsumi Inoue	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Takahito Okoso	General Manager of Operations Management, Americas, Fresh Meats Business Division; President and Representative Director of Day-Lee Foods, Inc.
Executive Officer	Shunichi Ogata	General Manager of Quality Assurance Department and General Manager of Customer Communications Department
Executive Officer	Kazunori Shinohara	General Manager of Administrative Division, Fresh Meats Business Division

Executive Officer	Kanji Bando	General Manager of Overseas Fresh Meats Operations Department, General Manager of Operations Management, Australia and General Manager of Operations Management, Asia and EU, Fresh Meats Business Division
Executive Officer	Tetsuhiro Kito	General Manager of General Merchandising Division, Sales & Marketing Division, Processed Foods Business Division
Executive Officer	Koichi Nishihara	General Manager of Compliance Department, in charge of Environmental & Social Responsibility Office
Executive Officer	Kazuhiro Mikuni	General Manager of Deli & Processed Foods Division and General Manager of Product Planning Department, Processed Foods Business Division
Executive Officer	Sadanori Miyagai	General Manager of Corporate Planning Department, Corporate Management Division, in charge of Research & Development Center
Executive Officer	Hajime Takamatsu	In charge of General Affairs Department, Human Resources Department, Legal Affairs Department and Engineering Department
Executive Officer	Koichi Oyama	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer	Hiroyuki Yano	General Manager of Domestic Fresh Meats Production Division, Fresh Meats Business Division
Executive Officer (New)	Shuji Okoso	General Manager of Hams & Sausages Division, Processed Foods Business Division
Executive Officer (New)	Sadakazu Ogawa	General Manager of Sales & Logistics Operations Division, Fresh Meats Business Division
Executive Officer (New)	Chiharu Moriyama	General Manager of Food Services Department, Sales & Marketing Division, Processed Foods Business Division
Executive Officer (New)	Fumio Maeda	General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer (New)	Masahito Kataoka	General Manager of Accounting & Finance Department
Executive Officer (New)	Hideki Fujii	General Manager of Overseas Business Strategy Department, Corporate Management Division, in charge of Corporate Strategic Task Force

III. Organizational Changes:

(1) New Organization Chart (as of April 1, 2013):



IV. Changes in the fundamental structure:

The Company will speed up decision-making, allocate management resources selectively and clearly define operational responsibilities, whereby strengthening its management system that will strongly promote the "New Medium-Term Management Plan Part IV", which started in the current fiscal year.

- (1) The "Engineering Department" will be changed from a department under direct control of management to a department under the administrative division of the headquarters of the Company.

Through enhanced cooperation with the "General Affairs Department", the Engineering Department will promote organized and efficient administration of operations concerning portfolio management, disposition and the like of the entire Group.

- (2) The designation of the "Sales & Logistics Administrative Division" of the Fresh Meats Business Division will be changed to the "Sales & Logistics Operations Division".

By changing its designation from an administrative division to an operational division, the Company will define its operational responsibilities more clearly.

V. Other change:

The Company established the "Corporate Strategic Task Force" as of February 1, 2013.

The Group advocates the theme of "Joy of Eating" through food and aims to materialize the "pleasures of good eating and the joys of health". The flow of our business starts with the "cultivation of nature (lives)". We pledge to impart the "Joy of Eating" with the greatest of care, through products that reflect our appreciation of the bounty of nature so cultivated and our uncompromising commitment to quality. Thus, we will remain at the forefront in our exploration of food's contribution to a happy and healthy life to materialize "The Brilliance of People for the Future of Food".

The new unit, with the aim of further enhancing the Group's corporate value, will increase the affinity of its entire product brands, corporate brands and group brands organically to enhance the Group's brand value. Furthermore, the unit will strengthen the functions of the Group's cross-sectional marketing and communications within and outside of the Group to maximize its corporate value. Thus, the unit will formulate a business portfolio of the Group in anticipation of the changing times and take on a challenge to enter a new stage.

The functions of the Corporate Strategic Task Force are:

- (i) Brand management,
- (ii) Corporate marketing,
- (iii) Corporate communications and
- (iv) Portfolio management

of the Nippon Ham Group.

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