

(Translation)

February 1, 2021

Dear Sirs and Madams

Name of the Company: NH Foods Ltd.

Representative: Yoshihide Hata  
President and Representative Director  
(Code No. 2282, First Section of the  
Tokyo Stock Exchange)

Person to contact: Tomoya Matsuda  
Public & Investor Relations  
Department  
(TEL: 06-7525-3031)

### **Notice of Changes of Officers and Organizational Changes**

It is hereby notified that NH Foods Ltd. (the "Company"), at the meeting of its Board of Directors held on February 1, 2021, approved resolutions for change of officers to be made as of February 1, 2021 and changes of positions of its representative directors (promotion), officers and organizational changes to be made as of April 1, 2021 as well as changes of its officers to be made in June 2021 and the management structure, as described below.

Also, in the year ending March 31, 2022, persons in charge of promoting the four initiatives that cross departmental boundaries (cross-business strategy, new business development, Hokkaido project and corporate communications) will be assigned.

Further, the changes of its officers to be made in June 2021 will be determined officially at the 76th Ordinary General Meeting of Shareholders to be held towards the end of June 2021 and the meeting of the Board of Directors to be held thereafter.

#### Description

#### **I. Changes of Positions of Representative Directors**

Promotion and Changes of Positions of Representative Directors (as of April 1, 2021)

Name	New Position	Current Position
Tetsuhiro Kito	Representative Director and Executive Vice President; General Manager of Fresh Meats	Representative Director and Senior Managing Executive Officer; General Manager of Fresh Meats

	Business Division; in charge of cross-business strategy (*1)	Business Division
Nobuhisa Ikawa	Representative Director and Executive Vice President; General Manager of Processed Foods Business Division; in charge of new business development (*2)	Representative Director and Senior Managing Executive Officer; General Manager of Processed Foods Business Division

\*1. A person in charge of cross-business strategy will be appointed in order to plan and execute a company-wide common strategy that demonstrates the comprehensive strengths of the entire Group of the Company transcending business divisions, toward the sustainable development of the Group.

\*2. A person in charge of new business development will be appointed in order to accelerate efforts in new growth areas in anticipation of future environmental changes and aim for specific commercialization, and at the same time to foster a corporate culture in which the Group takes on challenges.

## II. Changes of Directors

### Changes of Positions of Directors (as of April 1, 2021)

Name	New Position	Current Position
Fumio Maeda	Director and Managing Executive Officer; General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of Hokkaido project (*3)	Director and Managing Executive Officer; General Manager of Corporate Planning Division; in charge of Research & Development Center
Sadanori Miyagai	Director	Director and Managing Executive Officer; In charge of Quality Assurance Department, Customer Service Department, Sustainability Department and Lifestyle Research Office; General Manager of Tokyo Branch Office

\*3. In preparation for the opening of the new stadium in 2023 in Hokkaido where the Company Group has many bases, a person in charge of Hokkaido project will be appointed in order to create synergies with our core business as well as contribute to regional development.

## III. Changes of Executive Officers

### 1. Changes of Positions of Executive Officers (as of February 1, 2021)

Name	New Position	Current Position
Hideki Fujii	Executive Officer; General Manager of Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.	Executive Officer; General Manager of Operations Management Division, Overseas Business Division

### 2. Changes of Positions of Executive Officers (as of April 1, 2021)

Name	New Position	Current Position
Nobuo Oda	Managing Executive Officer; General Manager of Overseas Business Division; General Manager of Operations Management Division	Managing Executive Officer; General Manager of Overseas Business Division
Hitoshi Yao	Managing Executive Officer; In charge of Compliance Department and Audit Department, General Manager of Group Audit & Supervisory	Managing Executive Officer; In charge of Compliance Department and Audit Department

	Board Members' Office	
Masahito Kataoka	Executive Officer; In charge of Accounting & Finance Department, Quality Assurance Department, Customer Service Department, and Lifestyle Research Office; General Manager of Tokyo Branch Office	Executive Officer; In charge of Accounting & Finance Department and Public & Investor Relations Department
Hideki Fujii	Executive Officer; In charge of Americas, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.	Executive Officer; General Manager of Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Tadaaki Ito	Executive Officer; General Manager of Administrative Division, Overseas Business Division	Executive Officer; General Manager of Administrative Division, Quality Assurance Office, Overseas Business Division
Hiroyuki Tsukuda	Executive Officer; General Manager of Administrative Division, Fresh Meats Business Division	Executive Officer; General Manager of Administrative Division and Fresh Meats Marketing & Promotion Department, Fresh Meats Business Division
Kohei Akiyama	Executive Officer; In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office; in charge of corporate communications (*4)	Executive Officer; In charge of Human Resources Department, Legal Affairs Department, General Affairs Department and Secretarial Office
Shuichi Narumi	Executive Officer; General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division	Executive Officer; General Manager of Domestic Beef Development, Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Hirohide Fujiwara	Executive Officer; General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department and IT Strategy Department	Executive Officer; General Manager of Corporate Planning Department, Corporate Planning Division

\*4. In order to strengthen the function of corporate communications and to build and improve reputation by developing strategic communication with stakeholders, a person in charge of corporate communications will

be appointed.

3. Appointment of New Executive Officers (as of April 1, 2021)

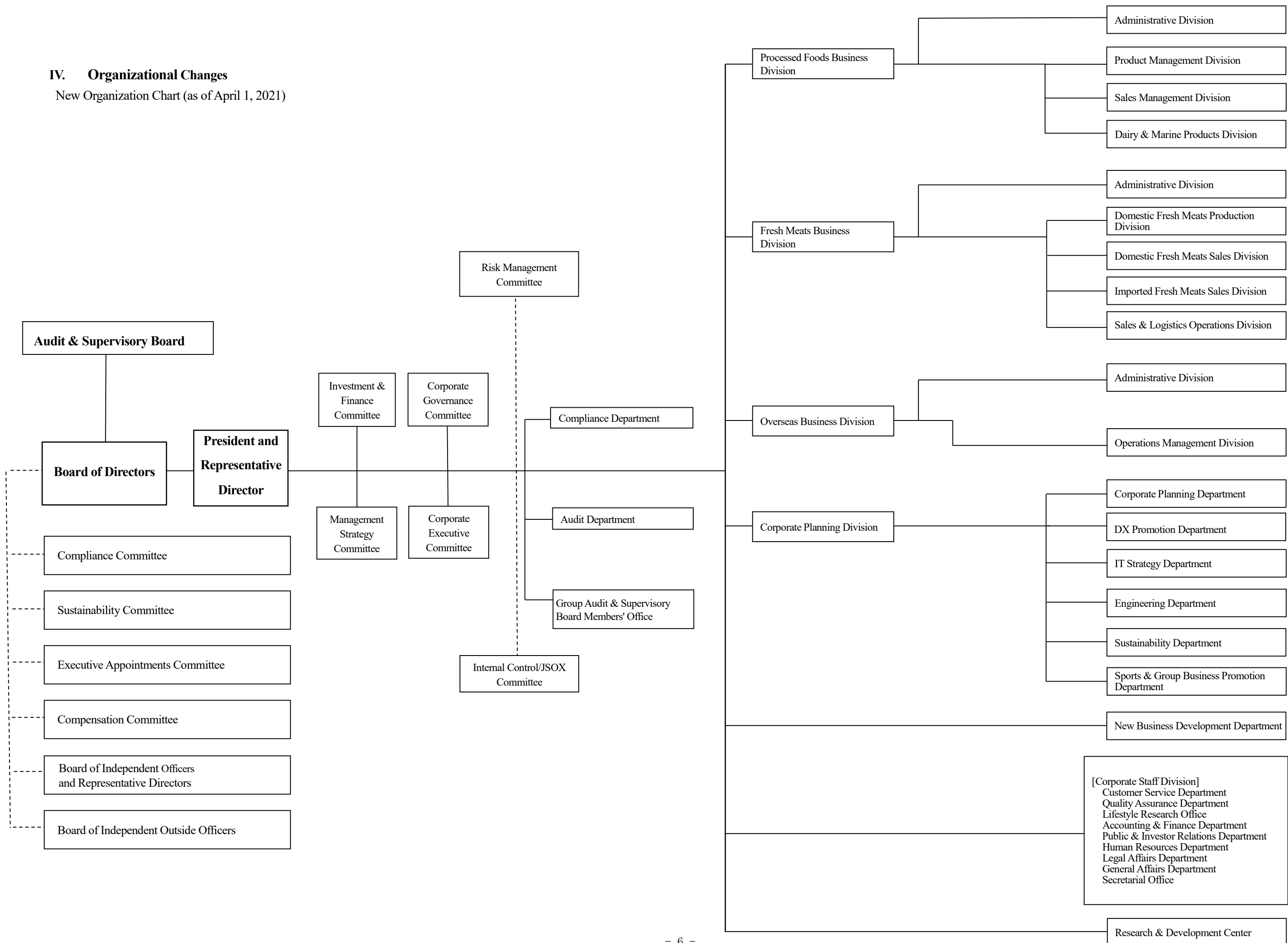
Name	New Position	Current Position
Yukihiro Matsumoto	Executive Officer; General Manager of Dairy & Marine Products Division, Processed Foods Business Division	General Manager of Product Innovation Department, Processed Foods Business Division
Yoshitaka Hasegawa	Executive Officer; General Manager of Accounting & Finance Department	General Manager of Accounting & Finance Department

4. Retirement of Executive Officers (as of March 31, 2021)

Name	New Position	Current Position
Toshiyuki Hagino	President and Representative Director of Nippon Luna, Inc. (as of April 1, 2021)	Executive Officer; General Manager of Sports Community Department
Kazuhiro Mikuni	President and Representative Director of Japan Food Corporation (as of April 1, 2021)	Executive Officer; General Manager of Dairy & Marine Products Division, Processed Foods Business Division

**IV. Organizational Changes**

New Organization Chart (as of April 1, 2021)



## V Changes in the fundamental structure

### 1. Establishments of new organizational units

- New establishment of “New Business Development Department”  
For incubation of new business by using new business models such as D2C (\*1) and to promote commercialization, “New Business Development Department” is to be established.
- New establishment of “Group Audit & Supervisory Board Members' Office”  
To strengthen the audit function and internal control function of the affiliate companies under control, “Group Audit & Supervisory Board Members' Office” is to be established.

### 2. Change of Control within the Organization and Name Changes

- Change of control of “Sustainability Department” and “Sports Community Department”  
  
To strengthen the ability to formulate and promote management strategies for the next medium-term management plan and for the entire Group to promote such reinforcement, the controlling division of the “Sustainability Department” and “Sports Community Department” will be changed from “Corporate Staff Division” to “Corporate Planning Division”.
- Changes of names of “Sports Community Department” and “Business Innovation Department”  
The name of “Sports Community Department” will be changed to “Sports & Group Business Promotion Department” and the name of “Business Innovation Department” will be changed to “DX (\*2) Promotion Department”.

\*1 D2C: Direct to Consumer

\*2 DX: Digital Transformation

<For reference>

- Management Structure as of April 1, 2021 (scheduled)

- Directors

President and Representative Director (President and CEO)	Yoshihide Hata	
Representative Director and Executive Vice President	Tetsuhiro Kito	General Manager of Fresh Meats Business Division; in charge of cross-business strategy
Representative Director and Executive Vice President	Nobuhisa Ikawa	General Manager of Processed Foods Business Division; in charge of new business development
Director and Managing Executive Officer	Fumio Maeda	General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of Hokkaido project
Director	Sadanori Miyagai	
Director (Outside)	Yasuko Kono	
Director (Outside)	Atsushi Iwasaki	
Director (Outside)	Hideo Arase	

- Audit & Supervisory Board Members

Audit & Supervisory Board Member	Koichi Nishihara	(Full-time)
Audit & Supervisory Board Member	Nobuyuki Tazawa	(Full-time)
Audit & Supervisory Board Member (Outside)	Akihiko Shiba	
Audit & Supervisory Board Member (Outside)	Masayuki Kitaguchi	
Audit & Supervisory Board Member (Outside)	Tokushi Yamasaki	



• Executive Officers

Managing Executive Officer	Keiji Maeda	General Manager of Sales Management Division, Processed Foods Business Division
Managing Executive Officer	Nobuo Oda	General Manager of Overseas Business Division; General Manager of Operations Management Division,
Managing Executive Officer	Hitoshi Yao	In charge of Compliance Department and Audit Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Masahito Kataoka	In charge of Accounting & Finance Department, Quality Assurance Department, Customer Service Department, and Lifestyle Research Office; General Manager of Tokyo Branch Office
Executive Officer	Hideki Fujii	In charge of Americas, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Executive Officer	Tadaaki Ito	General Manager of Administrative Division, Overseas Business Division
Executive Officer	Kuniharu Hirai	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer	Takao Seki	General Manager of Sales & Logistics Operations Division, Fresh Meats Business Division
Executive Officer	Hiroyuki Tsukuda	General Manager of Administrative Division, Fresh Meats Business Division
Executive Officer	Shuichi Toda	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office; in charge of corporate communications
Executive Officer	Hideki Egi	General Manager of Product Management Division, Processed Foods Business Division
Executive Officer	Shuichi Narumi	General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Hirohide Fujiwara	General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department and IT Strategy Department
Executive Officer	Akio Wakita	General Manager of Domestic Fresh Meats Production Division, Fresh Meats Business Division
Executive Officer (new)	Yukihiro Matsumoto	General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Executive Officer (new)	Yoshitaka Hasegawa	General Manager of Accounting & Finance Department

**VI Election and Retirement of Directors and Audit & Supervisory Board Members (scheduled towards the end of June 2021)**

1. Candidate for New Director

Name	New Position	Current Position
Masahito Kataoka	Director and Executive Officer; In charge of Accounting & Finance Department, Quality Assurance Department, Customer Service Department, and Lifestyle Research Office; General Manager of Tokyo Branch Office	Executive Officer; In charge of Accounting & Finance Department, Quality Assurance Department, Customer Service Department, and Lifestyle Research Office; General Manager of Tokyo Branch Office

2. Retiring Director

Sadanori Miyagai                      Director

3. Candidate for New Audit & Supervisory Board Member

Name	New Position	Current Position
Sadanori Miyagai	Audit & Supervisory Board Member (Full-time)	Director (as of April 1, 2021)

4. Retiring Audit & Supervisory Board Member

Koichi Nishihara                      Audit & Supervisory Board Member

<For reference>

- Management Structure scheduled towards the end of June 2021 (scheduled)

- Directors

President and Representative Director (President and CEO)	Yoshihide Hata	
Representative Director and Executive Vice President	Tetsuhiro Kito	General Manager of Fresh Meats Business Division; in charge of cross-business strategy
Representative Director and Executive Vice President	Nobuhisa Ikawa	General Manager of Processed Foods Business Division; in charge of new business development
Director and Managing Executive Officer	Fumio Maeda	General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of Hokkaido project
Director and Executive Officer	Masahito Kataoka	In charge of Accounting & Finance Department, Quality Assurance Department, Customer Service Department, and Lifestyle Research Office; General Manager of Tokyo Branch Office
Director (Outside)	Yasuko Kono	
Director (Outside)	Atsushi Iwasaki	
Director (Outside)	Hideo Arase	

- Audit & Supervisory Board Members

Audit & Supervisory Board Member	Nobuyuki Tazawa	(Full-time)
Audit & Supervisory Board Member	Sadanori Miyagai	(Full-time)
Audit & Supervisory Board Member (Outside)	Akihiko Shiba	
Audit & Supervisory Board Member (Outside)	Masayuki Kitaguchi	
Audit & Supervisory Board Member (Outside)	Tokushi Yamasaki	

• Executive Officers

Managing Executive Officer	Keiji Maeda	General Manager of Sales Management Division, Processed Foods Business Division
Managing Executive Officer	Nobuo Oda	General Manager of Overseas Business Division; General Manager of Operations Management Division,
Managing Executive Officer	Hitoshi Yao	In charge of Compliance Department and Audit Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Hideki Fujii	In charge of Americas, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Executive Officer	Tadaaki Ito	General Manager of Administrative Division, Overseas Business Division
Executive Officer	Kuniharu Hirai	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer	Takao Seki	General Manager of Sales & Logistics Operations Division, Fresh Meats Business Division
Executive Officer	Hiroyuki Tsukuda	General Manager of Administrative Division, Fresh Meats Business Division
Executive Officer	Shuichi Toda	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office; in charge of corporate communications
Executive Officer	Hideki Egi	General Manager of Product Management Division, Processed Foods Business Division
Executive Officer	Shuichi Narumi	General Manager of Domestic Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Hirohide Fujiwara	General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department and IT Strategy Department
Executive Officer	Akio Wakita	General Manager of Domestic Fresh Meats Production Division, Fresh Meats Business Division
Executive Officer	Yukihiro Matsumoto	General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Executive Officer	Yoshitaka Hasegawa	General Manager of Accounting & Finance Department

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