

February 2, 2022

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
General Manager, 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 2, 2022, approved resolutions for changes of executive officers to be made as of March 18, 2022 and changes of positions of its representative director, officers and organizational changes to be made as of April 1, 2022 as well as changes of its officers to be made in June 2022 and the management structure, as described below.

Further, the changes of its officers to be made in June 2022 will be determined officially at the 77th Ordinary General Meeting of Shareholders to be held towards the end of June 2022 and the meeting of the Board of Directors to be held thereafter.

Description

I. Change of Position of Representative Director (as of April 1, 2022)

Name	New Position	Current Position
Nobuhisa Ikawa	Representative Director and Vice President; Executive Vice President; General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of new business development; in charge of Hokkaido project	Representative Director and Vice President; Executive Vice President; General Manager of Processed Foods Business Division; in charge of new business development

II. Change of Position of Director (as of April 1, 2022)

Name	New Position	Current Position
Fumio Maeda	Director and Managing Executive Officer; General Manager of Processed Foods Business Division	Director and Managing Executive Officer; General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of Hokkaido project

III. Changes of Executive Officers

1. Change of Positions of Executive Officer (as of March 18, 2022)

Name	New Position	Current Position
Kuniharu Hirai	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division; Managing Director of Fighters Sports & Entertainment Co., Ltd.	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division

2. Promotion and Changes of Positions of Executive Officers (as of April 1, 2022)

Name	New Position	Current Position
Kohei Akiyama	Managing Executive Officer; In charge of Human Resources Department, Legal Affairs Department, Public & Investor Relations Department, Secretarial Office, Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office; in charge of corporate communications	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
Takao Seki	Executive Officer; General Manager of Sales Management Division, Fresh Meats Business Division	Executive Officer; General Manager of Sales & Logistics Operations Division, Fresh Meats Business Division
Shuichi Narumi	Executive Officer; General Manager of Domestic Red Meat Division, Fresh Meats Business	Executive Officer; General Manager of Domestic Fresh Meats Sales Division, Fresh Meats

	Division	Business Division
Hirohide Fujiwara	Executive Officer; General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department, IT Strategy Department and Sports & Group Business Promotion Department	Executive Officer; General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department and IT Strategy Department
Akio Wakita	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division	Executive Officer; General Manager of Domestic Fresh Meats Production Division, Fresh Meats Business Division
Yukihiro Matsumoto	Executive Officer; General Manager of Product Management Division, General Manager of Dairy & Marine Products Division, Processed Foods Business Division	Executive Officer; General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Yoshitaka Hasegawa	Executive Officer; General Manager of Accounting & Finance Department; in charge of General Affairs Department	Executive Officer; General Manager of Accounting & Finance Department

3. Appointment of New Executive Officer (as of April 1, 2022)

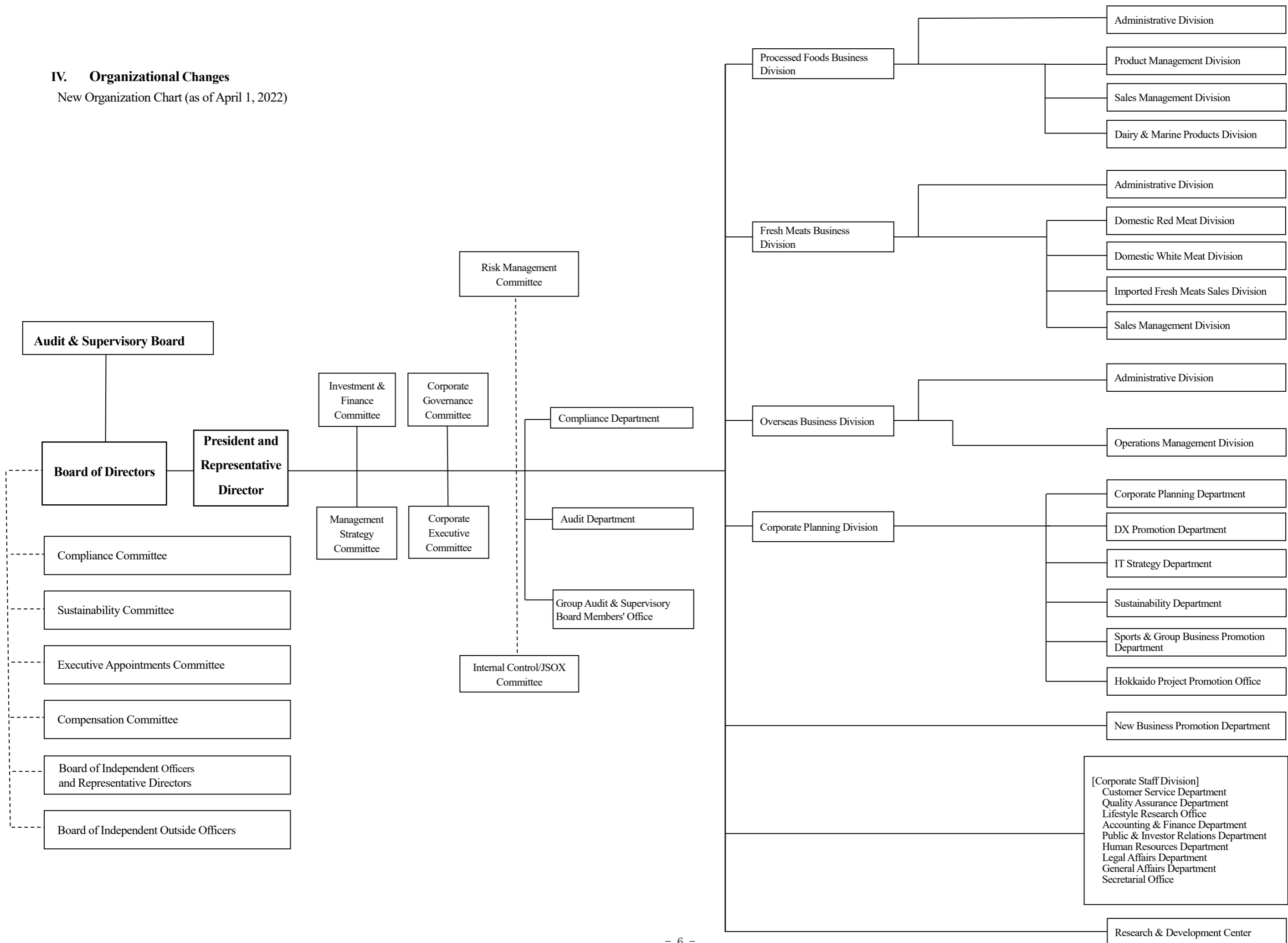
Name	New Position	Current Position
Toyotake Imon	Executive Officer; General Manger of Domestic White Meat Division, Fresh Meats Business Division	Representative Director and President of Nippon White Farm Co., Ltd.

4. Retirements of Executive Officers (as of March 31, 2022)

Name	New Position	Current Position
Hitoshi Yao	Advisor (as of April 1, 2022)	Managing Executive Officer; In charge of Compliance Department and Audit Department; General Manager of Group Audit & Supervisory Board Members' Office
Kuniharu Hirai	Managing Director of Fighters Sports & Entertainment Co., Ltd.	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division; Managing Director of Fighters Sports & Entertainment Co., Ltd.
Hideki Egi	Representative Director and President of Nippon Pure Food, Inc. (as of April 1, 2022)	Executive Officer; General Manager of Product Management Division, Processed Foods Business Division

IV. Organizational Changes

New Organization Chart (as of April 1, 2022)



V Changes in the Fundamental Structure

1. Establishments and abolishment of organizational units

- Abolishment of “Domestic Fresh Meats Production Division” and “Domestic Fresh Meats Sales Division” and new establishment of “Domestic Red Meat Division” and “Domestic White Meat Division”

In order to promptly respond to the diversification of customer needs arisen from changes in the market structure and external environment of the fresh meats business, the “Domestic Fresh Meats Production Division” and the “Domestic Fresh Meats Sales Division” will be abolished and reorganized into the “Domestic Red Meat Division” which will handle production and consignment of domestic beef and domestic pork, and “Domestic White Meat Division,” which will handle production and consignment of domestic chicken, in order to change the organizational structure from the functional divisional structure to the value chain divisional structure by livestock species.

- New establishment of “Hokkaido Project Promotion Office”

In anticipation of the opening of the ballpark in 2023, “Hokkaido Project Promotion Office” will be established in the Corporate Planning Division to create synergy with the main business by promoting sports initiatives in Hokkaido together with the Group's management strategy and to contribute to the development of the community.

- Abolishment and integration of “Engineering Department”

The Engineering Department will be integrated into the Sustainability Department as the Engineering Section of the department which will support the Group's environmental impact reduction activities from a technical perspective, in order to promote efforts to achieve the medium-term environmental goals in the Five Materialities (key issues) together with the Group's management strategy.

2. Name change of organizational unit

- Name change of “Sales & Logistics Operations Division”

In line with the above reorganization of the Fresh Meats Business Division, the “Sales & Logistics Operations Division” will be changed to “Sales Management Division” in order to clarify its role as a sales division.

3. Control change of affiliated companies

- Control change of “Nipponham Engineering Ltd.”

In line with the above change of the Engineering Department, the controlling division of “Nipponham Engineering Ltd.” will be changed from “Engineering Department” to “Sustainability Department”.

<For reference>

- Management Structure as of April 1, 2022 (scheduled)

- Directors

President and Representative Director (President and CEO)	Yoshihide Hata	
Representative Director and Vice President Executive Vice President	Tetsuhiro Kito	General Manager of Fresh Meats Business Division; in charge of cross-business strategy
Representative Director and Vice President Executive Vice President	Nobuhisa Ikawa	General Manager of Corporate Planning Division; in charge of Research & Development Center; in charge of new business development; in charge of Hokkaido project
Director and Managing Executive Officer	Fumio Maeda	General Manager of Processed Foods Business Division
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	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, Public & Investor Relations Department, Secretarial Office, Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office; in charge of corporate communications
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	Takao Seki	General Manager of Sales Management 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	Shuichi Narumi	General Manager of Domestic Red Meat Division, Fresh Meats Business Division
Executive Officer	Hirohide Fujiwara	General Manager of Corporate Planning Department, Corporate Planning Division; in charge of DX Promotion Department, IT Strategy Department and Sports & Group Business Promotion Department
Executive Officer	Akio Wakita	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer	Yukihiro Matsumoto	General Manager of Product Management Division, General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Executive Officer	Yoshitaka Hasegawa	General Manager of Accounting & Finance Department; in charge of General Affairs Department
Executive Officer (new)	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division

VI Election and Retirement of Directors and Audit & Supervisory Board Members (scheduled towards the end of June 2022)

1. Candidate for New Director

Name	New Position	Current Position
Tokushi Yamasaki	Director (Outside)	Audit & Supervisory Board Member (Outside)

2. Retiring Director

Atsushi Iwasaki Director (Outside)

3. Candidate for New Audit & Supervisory Board Member

Name	New Position	Current Position
Shigeru Nishiyama	Audit & Supervisory Board Member (Outside)	Substitute Audit & Supervisory Board Member (Outside)

4. Candidate for Substitute Audit & Supervisory Board Member

Name	New Position	Current Position
Katsumi Nakamura	Substitute Audit & Supervisory Board Member (Outside)	Attorney at law ; Certified Fraud Examiner ; Partner at T. Kunihiro & Co. Attorneys-at-Law; Outside Audit & Supervisory Board Member of Japan Novel Corporation; Outside Director, Audit and Supervisory Committee Member of UMC Electronics Co., Ltd.; Outside Audit & Supervisory Board Member of WILL GROUP, INC.

* In case that the number of Audit & Supervisory Board Members falls short of the number prescribed by laws and regulations, the Substitute Audit & Supervisory Board Member as stipulated in Article 329, Paragraph 3 of the Companies Act is to be elected.

<For reference>

- Management Structure scheduled towards the end of June 2022 (scheduled)

- Directors

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

- 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)	Shigeru Nishiyama	

- 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	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, Public & Investor Relations Department, Secretarial Office, Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office; in charge of corporate communications

Executive Officer	Hideki Fujii	In charge of Americas, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
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Executive Officer	Yoshitaka Hasegawa	General Manager of Accounting & Finance Department; in charge of General Affairs Department
Executive Officer	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division

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