

January 31, 2023

Dear Sirs and Madams

Name of the Company: NH Foods Ltd.

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

Person to contact: Tomoya Matsuda
General Manager, Public & Investor
Relations Department
(TEL: +81-6-7525-3031)

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 January 31, 2023, approved resolutions for changes of executive officers to be made as of March 31, 2023 and changes of officers and organizational changes to be made as of April 1, 2023 as well as changes of its officers to be made in June 2023 and the management structure, as described below.

Further, the changes of its officers to be made in June 2023 will be determined officially at the 78th Ordinary General Meeting of Shareholders to be held towards the end of June 2023 and the meeting of the Board of Directors to be held thereafter.

Description

I. Changes of Directors

Promotions and Changes of Position of Directors (as of April 1, 2023)

Name	New Position	Current Position
Fumio Maeda	Director and Managing Executive Officer; General Manager of Fresh Meats Business Division	Director and Managing Executive Officer; General Manager of Processed Foods Business Division
Masahito Kataoka	Director and Managing Executive Officer; In charge of Accounting & Finance Department, Sustainability Department; General Manager of Tokyo Branch Office	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

II. Changes of Executive Officers

1. Promotions and Changes of Positions of Executive Officers (as of April 1, 2023)

Name	New Position	Current Position
Kohei Akiyama	Managing Executive Officer; In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department, and Secretarial Office	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
Yukihiro Matsumoto	Managing Executive Officer; General Manager of Processed Foods Business Division	Executive Officer; General Manager of Product Management Division, General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Takao Seki	Executive Officer; General Manager of Business Development & Strategy Division	Executive Officer; General Manager of Sales Management Division, Fresh Meats Business Division
Hirohide Fujiwara	Executive Officer; In charge of Corporate Planning Department, DX Promotion Department, IT Strategy Department, and Sports Business Department	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
Akio Wakita	Executive Officer; General Manager of Product Management Division, Processed Foods Business Division	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division
Yoshitaka Hasegawa	Executive Officer; In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office	Executive Officer; General Manager of Accounting & Finance Department; in charge of General Affairs Department

2. Appointment of New Executive Officers (as of April 1, 2023)

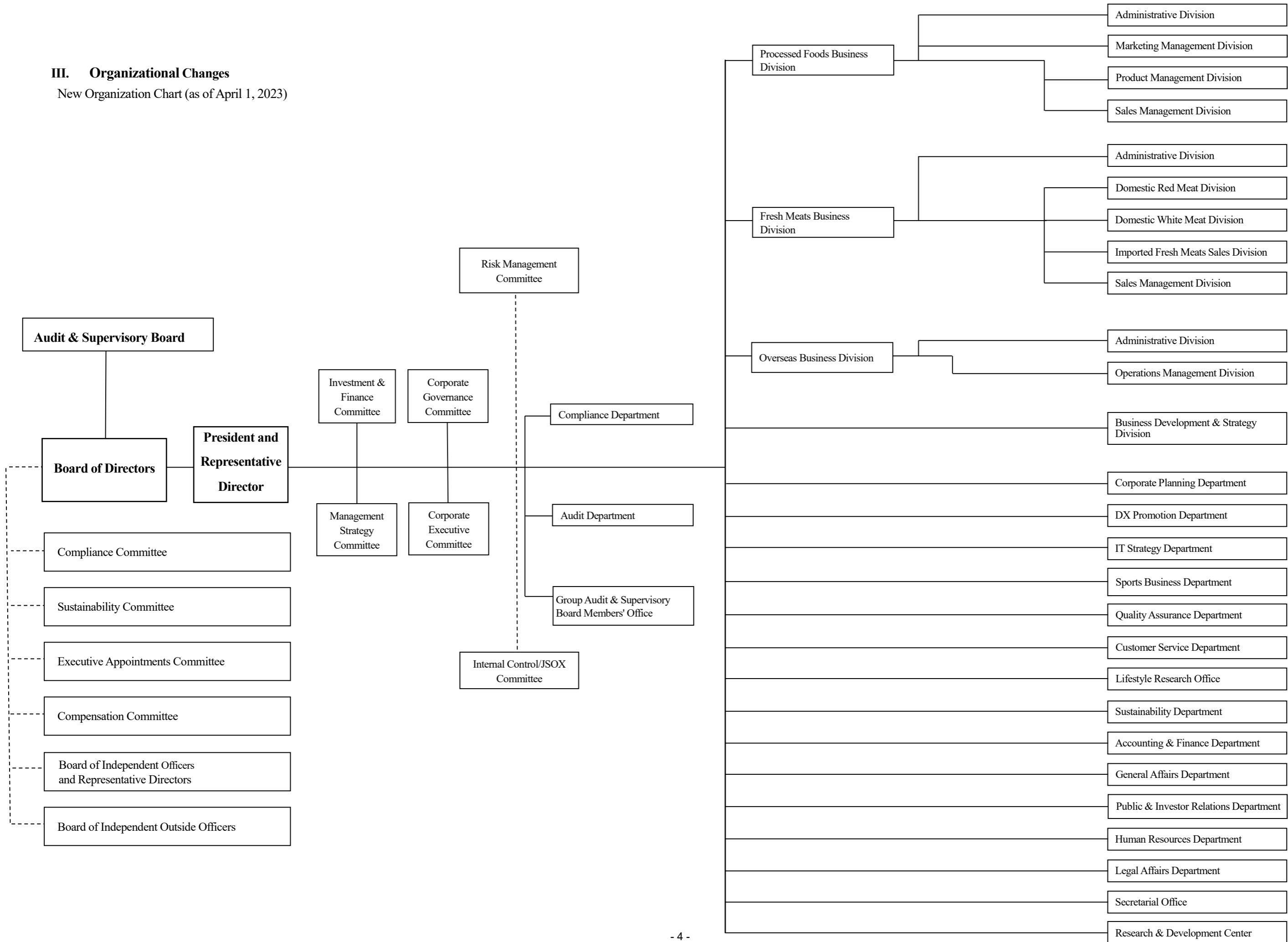
Name	New Position	Current Position
Seiji Inatomi	Executive Officer; In charge of Australia, Operations Management Division, Overseas Business Division; Managing Director of NH Foods Australia Pty Ltd	In charge of Australia, Operations Management Division, Overseas Business Division; Managing Director of NH Foods Australia Pty Ltd
Sakae Kishimoto	Executive Officer; General Manager of Marketing Management Division, Processed Foods Business Division	Deputy General Manager of Dairy & Marine Products Division, Processed Foods Business Division
Yasuyuki Oishi	Executive Officer; General Manager of Quality Assurance Department; in charge of Customer Service Department, Lifestyle Research Office, and Research & Development Center	General Manager of Quality Assurance Department
Nobuhiro Hosoya	Executive Officer; General Manager of Sales Management Division, Fresh Meats Business Division	General Manager of Operations Administrative Office, Domestic Red Meat Division, Fresh Meats Business Division

3. Retirement of Executive Officer (as of March 31, 2023)

Name	New Position	Current Position
Hiroyuki Tsukuda	President and Representative Director of Japan Food Corporation (as of April 1, 2023)	Executive Officer; General Manager of Administrative Division, Fresh Meats Business Division

III. Organizational Changes

New Organization Chart (as of April 1, 2023)



IV. Changes in the Fundamental Structure

1. Establishment and abolishment of organizational units
 - Abolishment of “Corporate Planning Division”

In order to enhance the firm-wide speed for decision making and execution by further reinforcement of the cooperation amongst the departments in the headquarter, “Corporate Planning Division” will be abolished. The division’s subordinated departments, “Corporate Planning Department”, “DX Promotion Department”, “IT Strategy Department”, “Sports Business Department (changed from Sports & Group Business Promotion Department)” and “Sustainability Department” will be transferred to the Corporate Staff Division.
 - New establishment of “Marketing Management Division”

To reinforce and promote brand development of the processed foods businesses, expansion of revenue and profits for flagship brand products as well as creation of new market by way of analyzing market data from the viewpoints of customers, “Marketing Management Division” will be established in the Processed Foods Business Division.
 - Abolishment of “Dairy & Marine Products Division”

To streamline the business processes and pursue further synergy amongst controlling affiliated companies, “Dairy & Marine Products Division” will be abolished and the function will be transferred and consolidated to Product Management Division.
 - New establishment of “Business Development & Strategy Division”

To promote realization of the cross-business strategy (sales/logistics reform project), “Business Development & Strategy Division” will be newly established.
 - Abolishment of “Hokkaido Project Promotion Office”

To promote the group’s efforts in Hokkaido in conjunction with the group management strategy further, “Hokkaido Project Promotion Office” will be abolished and the function will be transferred and consolidated in the Corporate Planning Department.
2. Control change of organizational unit
 - Control change of “New Business Development Department”

In line with the above new establishment of the “Business Development & Strategy Division”, the control of the “New Business Development Department” will be changed to be controlled by “Business Development & Strategy Division” to further promote incubations/commercialization of new businesses as cross-group efforts.
3. Name change of organizational unit
 - Name change of “Sports & Group Business Promotion Department”

In anticipation of opening of the new ballpark in this spring, the name of “Sports & Group Business Promotion Department” will be changed to “Sports Business Department” to transfer the function of group sales to other department and make it specialized in sports business.
4. Control change of affiliated companies
 - Control changes of “Hoko Co., Ltd”, “Nippon Luna, Inc.” and “Premium Kitchen Co. Ltd.”

In line with the abolishment of “Dairy & Marine Products Division”, the controls of “Hoko Co., Ltd”, “Nippon Luna, Inc.” and “Premium Kitchen Co. Ltd.” will be changed to the Product Management Division.

<For reference>

- Management Structure as of April 1, 2023 (scheduled)

- Directors

Chairperson and Director	Tetsuhiro Kito	Chairperson of the Board of Directors
President and Representative Director (President and CEO)	Nobuhisa Ikawa	
Director and Managing Executive Officer	Fumio Maeda	General Manager of Fresh Meats Business Division
Director and Managing Executive Officer	Masahito Kataoka	In charge of Accounting & Finance Department and Sustainability Department; General Manager of Tokyo Branch Office
Director	Yoshihide Hata	
Director (Outside)	Yasuko Kono	
Director (Outside)	Hideo Arase	
Director (Outside)	Tokushi Yamasaki	

- Audit & Supervisory Board Members

Audit & Supervisory Board Member	Sadanori Miyagai	(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)	Shigeru Nishiyama	

- Executive Officers

Managing Executive Officer	Nobuo Oda	General Manager of Overseas Business Division; General Manager of Operations Management Division
Managing Executive Officer	Yukihiro Matsumoto	General Manager of Processed Foods Business Division
Managing Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office
Managing Executive Officer	Keiji Maeda	General Manager of Sales Management Division, Processed Foods Business Division
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 Business Development & Strategy 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	In charge of Corporate Planning Department, DX Promotion Department, IT Strategy Department and Sports Business Department
Executive Officer	Akio Wakita	General Manager of Product Management Division, Processed Foods Business Division
Executive Officer	Yoshitaka Hasegawa	In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division
Executive Officer (new)	Seiji Inatomi	In charge of Australia, Operations Management Division, Overseas Business Division; Managing Director of NH Foods Australia Pty Ltd
Executive Officer (new)	Sakae Kishimoto	General Manager of Marketing Management Division, Processed Foods Business Division
Executive Officer (new)	Yasuyuki Oishi	General Manager of Quality Assurance Department; in charge of Customer Service Department, Lifestyle Research Office, and Research & Development Center
Executive Officer (new)	Nobuhiro Hosoya	General Manager of Sales Management Division, Fresh Meats Business Division

V. Election and Retirement of Directors and Audit & Supervisory Board Members (scheduled towards the end of June 2023)

1. Candidate for New Director

Name	New Position	Current Position
Kohei Akiyama	Director and Managing Executive Officer; in charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office	Managing Executive Officer; in charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office

2. Retiring Director

Name	New Position	Current Position
Yoshihide Hata	Corporate Advisor	Director

3. Candidate for New Audit & Supervisory Board Member

Name	New Position	Current Position
Katsumi Nakamura	Audit & Supervisory Board Member (Outside)	Substitute Audit & Supervisory Board Member (Outside)

4. Retiring Audit & Supervisory Board Member

Akihiko Shiba

<For reference>

- Management Structure scheduled towards the end of June 2023 (scheduled)

- Directors

Chairperson and Director	Tetsuhiro Kito	Chairperson of the Board of Directors
President and Representative Director; President & CEO	Nobuhisa Ikawa	
Director and Managing Executive Officer	Fumio Maeda	General Manager of Fresh Meats Business Division
Director and Managing Executive Officer	Masahito Kataoka	In charge of Accounting & Finance Department and Sustainability Department; General Manager of Tokyo Branch Office
Director and Managing Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public & Investor Relations Department and Secretarial Office
Director (Outside)	Yasuko Kono	
Director (Outside)	Hideo Arase	
Director (Outside)	Tokushi Yamasaki	

- Audit & Supervisory Board Members

Audit & Supervisory Board Member	Sadanori Miyagai	(Full-time)
Audit & Supervisory Board Member	Nobuyuki Tazawa	(Full-time)
Audit & Supervisory Board Member (Outside)	Masayuki Kitaguchi	
Audit & Supervisory Board Member (Outside)	Shigeru Nishiyama	
Audit & Supervisory Board Member (Outside)	Katsumi Nakamura	

- Executive Officers

Managing Executive Officer	Nobuo Oda	General Manager of Overseas Business Division; General Manager of Operations Management Division
Managing Executive Officer	Yukihiro Matsumoto	General Manager of Processed Foods Business Division
Managing Executive Officer	Keiji Maeda	General Manager of Sales Management Division, Processed Foods Business Division
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 Business Development & Strategy 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	In charge of Corporate Planning Department, DX Promotion Department, IT Strategy Department, and Sports Business Department
Executive Officer	Akio Wakita	General Manager of Product Management Division, Processed Foods Business Division
Executive Officer	Yoshitaka Hasegawa	In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division
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Executive Officer	Nobuhiro Hosoya	General Manager of Sales Management Division, Fresh Meats Business Division

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