

February 1, 2024

Dear Sirs and Madams

Name of the Company: NH Foods Ltd.

Representative: Nobuhisa Ikawa  
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 February 1, 2024, approved resolutions for changes of executive officers to be made as of March 31, 2024 and changes of officers and organizational changes to be made as of April 1, 2024 as well as changes of its officers to be made and the management structure in June 2024, as described below.

Further, the changes of its officers to be made in June 2024 will be determined officially at the 79th Ordinary General Meeting of Shareholders to be held towards the end of June 2024 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, 2024)

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

## II. Changes of Executive Officers

### 1. Promotions and Changes of Positions of Executive Officers (as of April 1, 2024)

Name	New Position	Current Position
Yoshitaka Hasegawa	Managing Executive Officer; In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office	Executive Officer; In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office
Nobuo Oda	Managing Executive Officer; In charge of Business Development & Strategy Division, Corporate Planning Department, General Manager of Tokyo Branch Office; in charge of Growth Strategy Project *	Managing Executive Officer; General Manager of Overseas Business Division; General Manager of Operations Management Division
Tadaaki Ito	Executive Officer; General Manager of Overseas Business Division; General Manager of Operations Management Division	Executive Officer; General Manager of Administrative Division, Overseas Business Division
Hideki Fujii	Executive Officer; In charge of North America, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.	Executive Officer; In charge of Americas, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Takao Seki	Executive Officer; General Manager of Sales Management Division, Processed Foods Business Division	Executive Officer; General Manager of Business Development & Strategy Division
Hirohide Fujiwara	Executive Officer; In charge of DX Promotion Department, IT Strategy Department and Sports Business Department	Executive Officer; In charge of Corporate Planning Department, DX Promotion Department, IT Strategy Department and Sports Business Department
Yasuyuki Oishi	Executive Officer; General Manager of Quality Assurance Department; in charge of Customer Service Department, and Research & Development Center	Executive Officer; General Manager of Quality Assurance Department; in charge of Customer Service Department, Lifestyle Research Office, and Research & Development Center

\* We will set up a position to be in charge of the Growth Strategy Project for the purpose of promoting growth strategies across our businesses and engaging in business creations in new areas, aiming at our future business growth and expansion of the business areas.

2. Appointments of New Executive Officers (as of April 1, 2024)

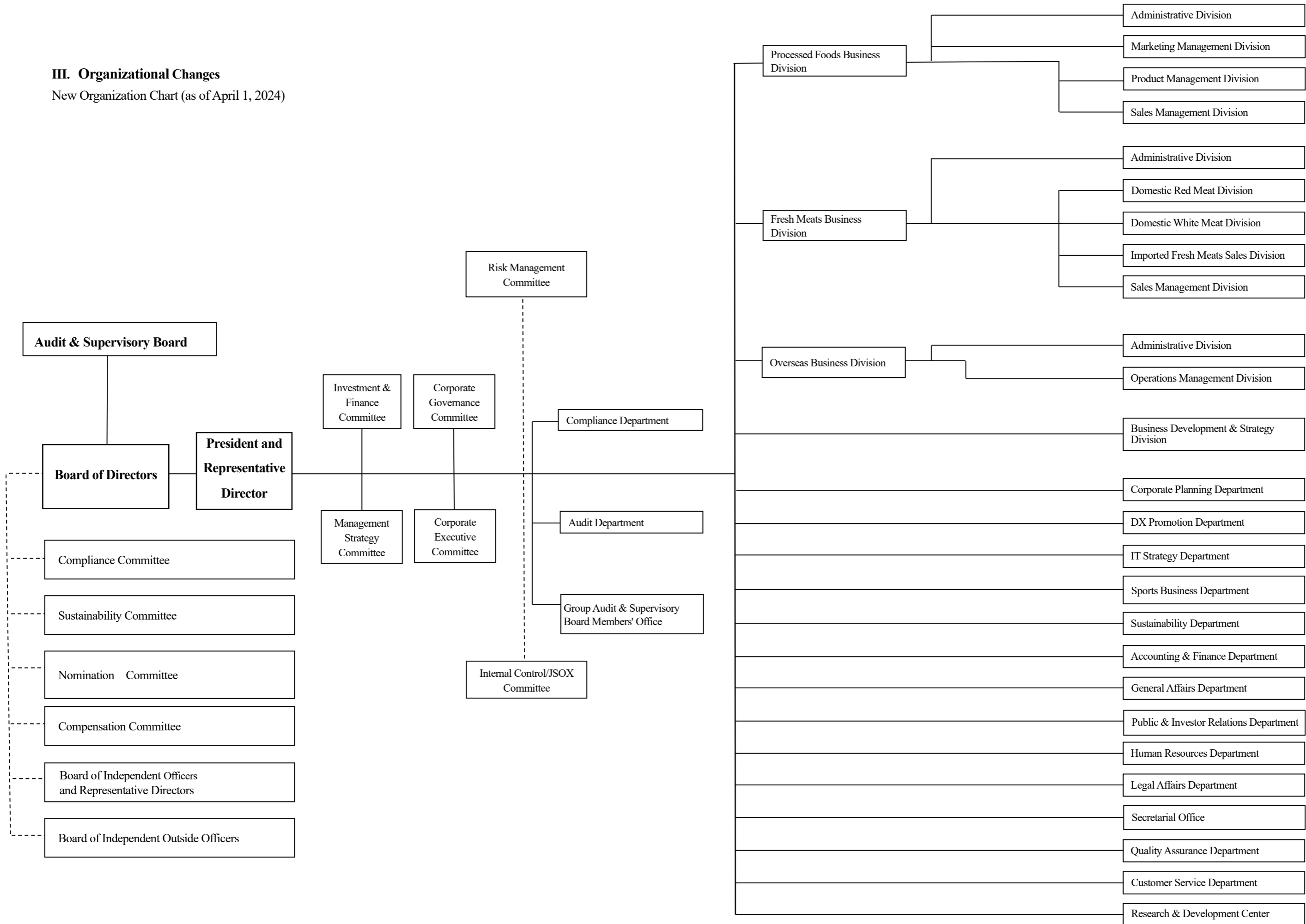
Name	New Position	Current Position
Masashi Kabayama	Executive Officer; General Manager of Administrative Division, Processed Foods Business Division	General Manager of Administrative Division, Processed Foods Business Division
Naomi Koga	Executive Officer; General Manager of Administrative Division, Fresh Meats Business Division	General Manager of Administrative Division, Fresh Meats Business Division

3. Retirements of Executive Officers (as of March 31, 2024)

Name	New Position	Current Position
Keiji Maeda	Retirement	Managing Executive Officer; General Manager of Sales Management Division, Processed Foods Business Division
Shuichi Narumi	President and Representative Director of NH Japan Food Ltd. (as of April 1, 2024)	Executive Officer; General Manager of Domestic Red Meat Division, Fresh Meats Business Division

### III. Organizational Changes

New Organization Chart (as of April 1, 2024)



#### **IV. Change in the Fundamental Structure**

##### Abolishment of organizational unit

- Abolishment and consolidation of “Lifestyle Research Office”  
In order to consolidate information on customers’ values and lifestyles and to enhance our efforts to improve the quality of products and services from the customer's perspective and to create new values, the “Lifestyle Research Office” will be abolished and integrated into the “Customer Service Department”.

<For reference>

- Management Structure as of April 1, 2024 (scheduled)

- Directors

Chairperson and Director	Tetsuhiro Kito	Chairperson of the Board of Directors
President and Representative Director (President and CEO)	Nobuhisa Ikawa	
Director and Vice President; Executive Vice President	Masahito Kataoka	In charge of Accounting & Finance Department and Sustainability Department
Director and Senior Managing Executive Officer	Fumio Maeda	General Manager of Fresh Meats Business Division
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	In charge of Business Development & Strategy Division, Corporate Planning Department, General Manager of Tokyo Branch Office; in charge of Growth Strategy Project
Managing Executive Officer	Yukihiro Matsumoto	General Manager of Processed Foods Business Division
Managing Executive Officer	Yoshitaka Hasegawa	In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Tadaaki Ito	General Manager of Overseas Business Division; General Manager of Operations Management Division
Executive Officer	Hideki Fujii	In charge of North America, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Executive Officer	Takao Seki	General Manager of Sales Management Division, Processed Foods Business Division
Executive Officer	Shuichi Toda	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division

Executive Officer	Hirohide Fujiwara	In charge of 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	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division
Executive Officer	Seiji Inatomi	In charge of Australia, Operations Management Division, Overseas Business Division; Managing Director of NH Foods Australia Pty Ltd
Executive Officer	Sakae Kishimoto	General Manager of Marketing Management Division, Processed Foods Business Division
Executive Officer	Yasuyuki Oishi	General Manager of Quality Assurance Department; in charge of Customer Service Department and Research & Development Center
Executive Officer	Nobuhiro Hosoya	General Manager of Sales Management Division, Fresh Meats Business Division
Executive Officer (new)	Masashi Kabayama	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer (new)	Naomi Koga	General Manager of Administrative Division, Fresh Meats Business Division

#### V. Election of Directors (scheduled towards the end of June 2024)

Candidate for New Director

Name	New Position	Current Position
Hiroko Miyazaki	Director (Outside)	Attorney-at-law Counsel, GI&T Law Office

<For reference>

- Management Structure scheduled towards the end of June 2024 (scheduled)

- Directors

Chairperson and Director	Tetsuhiro Kito	Chairperson of the Board of Directors
President and Representative Director (President and CEO)	Nobuhisa Ikawa	
Director and Vice President; Executive Vice President	Masahito Kataoka	In charge of Accounting & Finance Department and Sustainability Department
Director and Senior Managing Executive Officer	Fumio Maeda	General Manager of Fresh Meats Business Division
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	
Director (Outside)	Hiroko Miyazaki	

- 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	In charge of Business Development & Strategy Division, Corporate Planning Department, General Manager of Tokyo Branch Office; in charge of Growth Strategy Project
Managing Executive Officer	Yukihiro Matsumoto	General Manager of Processed Foods Business Division
Managing Executive Officer	Yoshitaka Hasegawa	In charge of Audit Department and Compliance Department; General Manager of Group Audit & Supervisory Board Members' Office
Executive Officer	Tadaaki Ito	General Manager of Overseas Business Division; General Manager of Operations Management Division
Executive Officer	Hideki Fujii	In charge of North America, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Executive Officer	Takao Seki	General Manager of Sales Management Division, Processed Foods Business Division



Executive Officer	Shuichi Toda	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Hirohide Fujiwara	In charge of 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	Toyotake Imon	General Manger of Domestic White Meat Division, Fresh Meats Business Division
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Executive Officer	Masashi Kabayama	General Manager of Administrative Division, Processed Foods Business Division
Executive Officer	Naomi Koga	General Manager of Administrative Division, Fresh Meats Business Division

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