

January 31, 2025

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 January 31, 2025, approved resolutions for changes of executive officers to be made as of March 31, 2025 and changes of officers and organizational changes to be made as of April 1, 2025 as well as changes of its officers to be made and the management structure in June 2025, as described below.

Further, the changes of its officers to be made in June 2025 will be determined officially at the 80th Ordinary General Meeting of Shareholders to be held towards the end of June 2025 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, 2025)

Name	New Position	Current Position
Fumio Maeda	Director and Vice President; Executive Vice President; In charge of Corporate Planning Department, Accounting & Finance Department and Growth Strategy Project	Director and Senior Managing Executive Officer; General Manager of Fresh Meats Business Division
Masahito Kataoka	Director	Director and Vice President; Executive Vice President; In charge of Accounting & Finance Department and Sustainability Department

II. Changes of Executive Officers

1. Promotions and Changes of Positions of Executive Officers (as of April 1, 2025)

Name	New Position	Current Position
Nobuhiro Hosoya	Managing Executive Officer; General Manager of Fresh Meats Business Division	Executive Officer; General Manager of Sales Management Division, Fresh Meats Business Division
Hideki Fujii	Executive Officer; General Manager of Overseas Management Division, Processed Foods Business Division	Executive Officer; In charge of North America, Operations Management Division, Overseas Business Division; President and Director of Day-Lee Foods, Inc.
Seiji Inatomi	Executive Officer; General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division	Executive Officer; In charge of Australia, Operations Management Division, Overseas Business Division; Managing Director of NH Foods Australia Pty Ltd.
Yasuyuki Oishi	Executive Officer; In charge of Quality Assurance Department, Customer Service Department and Research & Development Center	Executive Officer; General Manager of Quality Assurance Department; in charge of Customer Service Department and Research & Development Center

2. Appointments of New Executive Officers (as of April 1, 2025)

Name	New Position	Current Position
Atsushi Onishi	Executive Officer; In charge of VBM Promotion Office and Sustainability Department	Deputy Officer of Accounting & Finance Department
Takashi Kamiya	Executive Officer; General Manager of Marketing Management Division, Processed Foods Business Division	President and Representative Director of Naka Nippon Food, Inc.
Kenji Takasaki	Executive Officer; General Manager of Business Strategy Division	General Manager of Business Development & Strategy Division
Teruyuki Asayama	Executive Officer; General Manager of Australia Business Division, Fresh Meats Business Division; Managing Director of NH Foods	Vice President and Director of NH Foods Australia Pty Ltd.

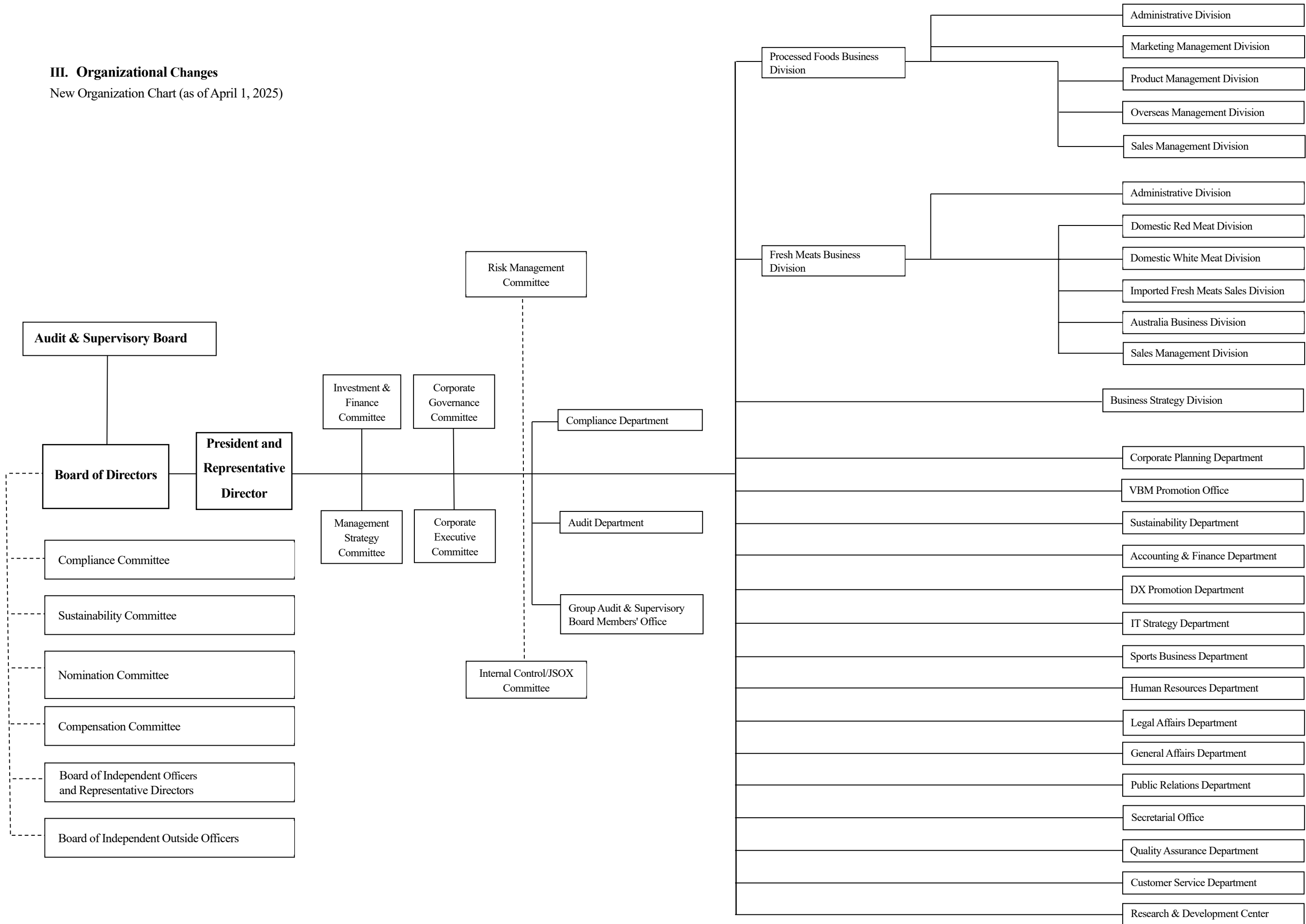
	Australia Pty Ltd.	
Takeshi Fukushima	Executive Officer; General Manager of Sales Management Division, Fresh Meats Business Division	General Manager of Administrative Division, Overseas Business Division
Tatsuro Hishinuma	Executive Officer; General Manager of Domestic Red Meat Division, Fresh Meats Business Division	General Manager of Domestic Red Meat Division, Fresh Meats Business Division

3. Retirements of Executive Officers (as of March 31, 2025)

Name	New Position	Current Position
Nobuo Oda	Advisor (as of April 1, 2025)	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
Tadaaki Ito	Audit & Supervisory Board Member (full-time) of Kanto Nippon Food, Inc. (as of April 1, 2025)	Executive Officer; General Manager of Overseas Business Division, General Manager of Operations Management Division
Shuichi Toda	Managing Director of Japan Food Corporation (as of April 1, 2025)	Executive Officer; General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Sakae Kishimoto	President and Representative Director of Hoko Co., Ltd. (as of April 1, 2025)	Executive Officer; General Manager of Marketing Management Division, Processed Foods Business Division
Toyotake Imon	President and Representative Director of Nippon Chilled Logistics, Inc. (as of April 1, 2025)	Executive Officer; General Manger of Domestic White Meat Division, Fresh Meats Business Division

III. Organizational Changes

New Organization Chart (as of April 1, 2025)



IV. Changes in the Fundamental Structure

1. Establishment and abolishment of organizational units

- Abolishment of “Overseas Business Division”

In order to accelerate and strengthen the collaboration of our processing technology and human resource rotation to achieve the “Global strengthening” set forth in the growth strategies of the Medium-Term Management Plan 2026, we will abolish the “Overseas Business Division” and reorganize into two business divisions, the Processed Foods Business Division and the Fresh Meats Business Division.

In line with this reorganization, all overseas associated companies and overseas affiliated companies under the jurisdiction of the Overseas Business Division will be transferred to the “Overseas Management Division” under the Processed Foods Business Division and the “Imported Fresh Meats Sales Division” and the “Australia Business Department” under the Fresh Meats Business Division, respectively.

- New establishment of “Overseas Management Division”

In order to expand the processing business in the high-growth markets of North America and ASEAN countries, the “Overseas Management Division” will be newly established within the Processed Foods Business Division to accelerate and strengthen the collaboration of processing technologies cultivated in the domestic business, the development of main brands represented by “*Schau Essen*” and co-creation outside the Company. The new division will be given jurisdiction of the fifteen overseas companies for processing production business and sales.

- New establishment of “Australia Business Division”

In order to stabilize profits by strengthening domestic and overseas sales of branded beef amid rising global demand for Australian beef, the “Australia Business Division” will be newly established within the Fresh Meats Business Division, and the jurisdiction of the six Australian meat business companies will be transferred.

- New establishment of “VBM Promotion Office”

The VBM Promotion Office will be newly established and for the purpose of strengthening the function of management resource allocation and enhancing information dissemination and communication with investors for rational securities price formation in the capital market, a portion of the functions of the Corporate Planning Department and the Public & Investor Relations Department will be transferred.

(VBM: Value Based Management, corporate value creation management)

2. Name change of organizational unit

- Name change of “Business Development & Strategy Division”

In addition to the cross-business strategy, the “Business Development & Strategy Division” will be renamed the “Business Strategy Division” and the “Business Development & Strategy Office” will be established within the division in order to promote collaboration and co-creation with companies outside the Group, leading to the creation of new value.

- Name change of “Public & Investor Relations Department”

In conjunction with the establishment of the “VBM Promotion Office,” the “Public & Investor Relations Department” will be renamed the “Public Relations Department” to transfer its investor relations function.

3. Change of jurisdiction of associated companies

- Change of jurisdiction of overseas associated companies

With the abolishment of the “Overseas Business Division” as described above, the jurisdiction over the four fresh meats trading companies and the poultry production and sales company in Turkey will be

transferred to the “Imported Fresh Meats Sales Division” in order to strengthen business collaboration, including personnel rotation.

<For reference>

- Management Structure as of April 1, 2025 (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	Fumio Maeda	In charge of Corporate Planning Department, Accounting & Finance Department, and Growth Strategy Project
Director and Managing Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public Relations Department, and Secretarial Office
Director	Masahito Kataoka	
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	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
Managing Executive Officer	Nobuhiro Hosoya	General Manager of Fresh Meats Business Division
Executive Officer	Hideki Fujii	General Manager of Overseas Management Division, Processed Foods Business Division
Executive Officer	Takao Seki	General Manager of Sales Management Division, Processed Foods 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	Seiji Inatomi	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Yasuyuki Oishi	In charge of Quality Assurance Department,

		Customer Service Department and Research & Development Center
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
Executive Officer (new)	Atsushi Onishi	In charge of VBM Promotion Office and Sustainability Department
Executive Officer (new)	Takashi Kamiya	General Manager of Marketing Management Division, Processed Foods Business Division
Executive Officer (new)	Kenji Takasaki	General Manager of Business Strategy Division
Executive Officer (new)	Teruyuki Asayama	General Manager of Australia Business Division, Fresh Meats Business Division; Managing Director of NH Foods Australia Pty Ltd.
Executive Officer (new)	Takeshi Fukushima	General Manager of Sales Management Division, Fresh Meats Business Division
Executive Officer (new)	Tatsuro Hishinuma	General Manager of Domestic Red Meat Division, Fresh Meats Business Division

V. Retirement of Directors (scheduled towards the end of June 2025)

Retiring Directors

Name	New Position	Current Position
Masahito Kataoka	Advisor	Director
Hideo Arase	Retirement	Director (Outside)

VI. Election and Retirement of Audit & Supervisory Board Members (scheduled towards the end of June 2025)

1. Candidate for New Audit & Supervisory Board Member

Name	New Position	Current Position
Nobuo Oda	Audit & Supervisory Board Member (full-time)	Advisor

2. Retiring Audit & Supervisory Board Member

Name	New Position	Current Position
Sadanori Miyagai	Retirement	Audit & Supervisory Board Member (full-time)

<For reference>

- Management Structure scheduled towards the end of June 2025 (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	Fumio Maeda	In charge of Corporate Planning Department, Accounting & Finance Department, and Growth Strategy Project
Director and Managing Executive Officer	Kohei Akiyama	In charge of Human Resources Department, Legal Affairs Department, General Affairs Department, Public Relations Department, and Secretarial Office
Director (Outside)	Yasuko Kono	
Director (Outside)	Tokushi Yamasaki	
Director (Outside)	Hiroko Miyazaki	

- Audit & Supervisory Board Members

Audit & Supervisory Board Member	Nobuyuki Tazawa	(Full-time)
Audit & Supervisory Board Member	Nobuo Oda	(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	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
Managing Executive Officer	Nobuhiro Hosoya	General Manager of Fresh Meats Business Division
Executive Officer	Hideki Fujii	General Manager of Overseas Management Division, Processed Foods Business Division
Executive Officer	Takao Seki	General Manager of Sales Management Division, Processed Foods 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	Seiji Inatomi	General Manager of Imported Fresh Meats Sales Division, Fresh Meats Business Division
Executive Officer	Yasuyuki Oishi	In charge of Quality Assurance Department, Customer Service Department and Research & Development Center
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
Executive Officer	Atsushi Onishi	In charge of VBM Promotion Office and Sustainability Department
Executive Officer	Takashi Kamiya	General Manager of Marketing Management Division, Processed Foods Business Division
Executive Officer	Kenji Takasaki	General Manager of Business Strategy Division
Executive Officer	Teruyuki Asayama	General Manager of Australia Business Division, Fresh Meats Business Division; Managing Director of NH Foods Australia Pty Ltd.
Executive Officer	Takeshi Fukushima	General Manager of Sales Management Division, Fresh Meats Business Division
Executive Officer	Tatsuro Hishinuma	General Manager of Domestic Red Meat Division, Fresh Meats Business Division

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