

February 17, 2026

For whom it may concern,

Company: Nichirei Corporation
Representative: Kenya Okushi
Representative Director, President, Chief
Executive Officer
(Securities Code: 2871, Tokyo Stock Exchange, Prime Market)
Contact: Public Relations & Investor Relations
(TEL 03-3248-2235)

Notice of Changes in Representative Directors and Officers

Nichirei Corporation (the "Company") hereby announces that at its Board of Directors meeting held today, the following resolutions were made regarding the changes in representative directors and officers.

1. Changes in Representative Directors

(1) Details of changes

<New appointments as of April 1, 2026>

Representative Director, Chairman Kenya Okushi

Current position: Representative Director, President, Chief Executive Officer

Representative Director, President, Kazunori Shimamoto

Chief Executive Officer Current position: Director, Senior Executive Officer

(2) Reason for changes

This initiative is intended to strengthen the management structure in order to ensure the steady execution of the post-integration growth strategy for the foods business and to maximize group synergies.

(3) Brief biography of new Representative Director, President to be Appointed

Please see the attachment 1.

2. Other changes

The following changes will be implemented after they are officially approved at the 108th ordinary general meeting of shareholders to be held in June 2026 and at the Board of Directors' meeting to follow.

(1) Details of changes

<Retiring in June, 2026>

Director, Senior Executive Officer
Audit & Supervisory Board Member

Wataru Tanabe
Tetsuro Katabuchi

<New appointments as of June 2026>

Director, Senior Executive Officer, Chief Operating Officer Hiroyuki Morai

* Mr. Hiroyuki Morai is scheduled to assume the position of Representative Director, President, Nichirei Logistics Group Inc., effective April 1, 2026.

(2) Brief Biography of the Newly Appointed Director

Please see the attachment 2.

3 . Executive Officer

<Change of Directors and Executive Officer (As of April 1, 2026) >

Name	New Position	Current Position
Masahiko Takenaga	Director, Senior Executive Officer, Chief Operating Officer	Director, Senior Executive Officer
Kenji Suzuki	Director, Senior Executive Officer, Chief Financial Officer; Executive General Manager of Corporate Management Headquarters, in charge of Accounting & Tax Division, Finance Division, Public Relations Division, Investor Relations Division, Corporate Internal Audit Division and Real Estate Division	Director, Senior Executive Officer, Chief Financial Officer; Executive General Manager of Corporate Management Headquarters, in charge of Accounting & Tax Division, Finance Division, Public Relations & Investor Relations Division, Human Resources Development Division, Legal Department Division, Corporate Internal Audit Division, Quality Assurance Division and Real Estate Division
Yuichi Takaku	Director, Senior Executive Officer, Chief Strategy Officer, Chief Global Officer; Executive General Manager of Strategy Headquarters, in charge of Strategic Planning Division, Sustainability Strategy Division, Innovation Planning & Development Division	Director, Senior Executive Officer; Executive General Manager of Strategy Headquarters, in charge of IT Strategy Division, Sustainability Strategy Division, Innovation Planning & Development Division, and Diversity Promotion Division, General Manager of Strategic Planning Division
Joji Sakaguchi	Executive Officer, Chief Information Security Officer; General Manager of IT Strategy Division	Executive Officer; General Manager of IT Strategy Division
Emi Kataoka	Executive Officer; Deputy Executive General Manager of Corporate Management Headquarters, in charge of General Affairs Division, Diversity Promotion Division, Human Resources Planning Division, Human Resources and Labor Management Division	Executive Officer; in charge of General Affairs Division, Human Resources Planning Division, General Manager of Diversity Promotion Division

<Change of New Executive Officer (As of April 1, 2026) >

Executive Officer, Chief Legal Officer;
General Manager of Legal Department Division, Secretarial Office Toshiki Yoshino

4. Representative Directors, Directors, Company Auditors and Executive Officers as of April 1, 2026

Position	Name
Representative Director, Chairman	Kenya Okushi
Representative Director, President, Chief Executive Officer	Kazunori Shimamoto
Director, Senior Executive Officer, Chief Operating Officer	Masahiko Takenaga
Director, Senior Executive Officer	Wataru Tanabe
Director, Senior Executive Officer, Chief Financial Officer; Executive General Manager of Corporate Management Headquarters, in charge of Accounting & Tax Division, Finance Division, Public Relations Division, Investor Relations Division, Corporate Internal Audit Division and Real Estate Division	Kenji Suzuki
Director, Senior Executive Officer, Chief Strategy Officer, Chief Global Officer; Executive General Manager of Strategy Headquarters, in charge of Strategic Planning Division, Sustainability Strategy Division, Innovation Planning & Development Division	Yuichi Takaku
Outside Director	Mana Nabeshima
Outside Director	Itsuo Hama
Outside Director	Kenji Hamashima
Outside Director	Yukiko Yoshimaru
Outside Director	Yumi Yamaguchi
Audit & Supervisory Board Member	Tetsuro Katabuchi
Audit & Supervisory Board Member	Kenji Yanagisawa
Outside Audit & Supervisory Board Member	Yuhiko Saito
Outside Audit & Supervisory Board Member	Takaaki Kato
Outside Audit & Supervisory Board Member	Hiromichi Matsushima
Senior Executive Officer	Hideo Yokoi
Executive Officer; General Manager of Quality Assurance Division	Takuji Okugawa
Executive Officer, Chief Information Security Officer; General Manager of IT Strategy Division	Joji Sakaguchi
Executive Officer; Deputy Executive General Manager of Corporate Management Headquarters, in charge of General Affairs Division, Diversity Promotion Division, Human Resources Planning Division, Human Resources and Labor Management Division	Emi Kataoka
Executive Officer, Chief Legal Officer; General Manager of Legal Department Division, Secretarial Office	Toshiki Yoshino

5 . Representative Directors, Directors, Company Auditors and Executive Officers after the ordinary general meeting of shareholders to be held in June 2026

Position	Name
Representative Director, Chairman	Kenya Okushi
Representative Director, President, Chief Executive Officer	Kazunori Shimamoto
Director, Senior Executive Officer, Chief Operating Officer	Masahiko Takenaga
Director, Senior Executive Officer, Chief Financial Officer; Executive General Manager of Corporate Management Headquarters, in charge of Accounting & Tax Division, Finance Division, Public Relations Division, Investor Relations Division, Corporate Internal Audit Division and Real Estate Division	Kenji Suzuki
Director, Senior Executive Officer, Chief Strategy Officer, Chief Global Officer; Executive General Manager of Strategy Headquarters, in charge of Strategic Planning Division, Sustainability Strategy Division, Innovation Planning & Development Division	Yuichi Takaku
Director, Senior Executive Officer, Chief Operating Officer	Hiroyuki Moriai
Outside Director	Mana Nabeshima
Outside Director	Itsuo Hama
Outside Director	Kenji Hamashima
Outside Director	Yukiko Yoshimaru
Outside Director	Yumi Yamaguchi
Audit & Supervisory Board Member	Kenji Yanagisawa
Outside Audit & Supervisory Board Member	Yuhiko Saito
Outside Audit & Supervisory Board Member	Takaaki Kato
Outside Audit & Supervisory Board Member	Hiromichi Matsushima
Senior Executive Officer	Hideo Yokoi
Executive Officer; General Manager of Quality Assurance Division	Takuji Okugawa
Executive Officer, Chief Information Security Officer; General Manager of IT Strategy Division	Joji Sakaguchi
Executive Officer; Deputy Executive General Manager of Corporate Management Headquarters, in charge of General Affairs Division, Diversity Promotion Division, Human Resources Planning Division, Human Resources and Labor Management Division	Emi Kataoka
Executive Officer, Chief Legal Officer; General Manager of Legal Department Division, Secretarial Office	Toshiki Yoshino

6 . Inquiries

Nichirei Corporation
 Public Relations
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Attachment 1: Biography of new Representative Director, President to be appointed

Name Kazunori Shimamoto
Date of birth February 5, 1972
Shareholding 12,368 shares

Work history

- April 1996** Joined Nichirei Corporation
- April 2014** Shanghai Representative Office, Nichirei Logistics Group Inc.
- April 2017** Manager of Bangkok Representative Office, Nichirei Logistics Group Inc.
- April 2020** General Manager of Sales Strategy Division, Nichirei Logistics Group Inc.
- April 2021** Executive Officer; General Manager of Strategic Planning Division, Sales Strategy Division, Nichirei Logistics Group Inc.
- June 2023** Director, Executive Officer; General Manager of Strategic Planning Division, Sales Strategy Division, Nichirei Logistics Group Inc.
- April 2024** Representative Director, President, Nichirei Logistics Group Inc. (to the present)
- June 2024** Director, Senior Executive Officer (to the present)

Attachment 2: Biography of New Director to Be Appointed

Name Hiroyuki Morai
Date of birth August 24, 1968
Shareholding 0

Work history

- April 1992** Joined Nichirei Corporation
- April 2015** General Manager of Business Development Division, Nichirei Logistics Group Inc.
- April 2017** Senior Managing Executive Officer; Executive General Manager of Logistics Business Division, Logistics Network Inc.
- April 2020** Executive Officer, Nichirei Logistics Group Inc.
- June 2020** Director, Senior Managing Executive Officer; Head of Logistics Business Division, Logistics Network Inc.
- April 2021** Representative Director, President, Logistics Network Inc.
- June 2023** Director, Executive Officer, Nichirei Logistics Group Inc.
- April 2024** Director, Managing Executive Officer, Nichirei Logistics Group Inc.
- April 2025** Director and Senior Managing Executive Officer, Nichirei Logistics Group Inc. (to the present)
Representative Director, Chairman, Logistics Network Inc.
- June 2025** Director, Chairman, Logistics Network Inc. (to the present)