November 17, 2026

For whom it may concern,

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

Organizational and Personnel Changes at Nichirei Corporation

Nichirei Corporation has decided to implement the following organizational and personnel changes, as outlined below.

1. Organizational Changes

[1] Abolition of Organizational Units (As of December 31, 2026)

- Corporate Management Headquarters
- Strategy Headquarters

*Abolition of the divisional headquarters system, following the introduction of a CxO structure that established governance and accountability frameworks tailored to specific management functions.

- Diversity Promotion Division
- Human Resources Planning Division

*Abolished upon the establishment of the Human Capital Strategy Division

[2] Establishment of Organizational Units (As of January 1, 2027)

- Strategic Intelligence Office

*Established directly under the Representative Director, President to strengthen the organizational structure for responding flexibly and swiftly to management challenges, advancing key initiatives and handling special assignments.

- Global Strategic Research & Study Institute

*Established directly under the Representative Director, President

to serve as a think tank responsible for research, analysis, and policy formulation regarding medium- to long-term management issues.

・Global Strategy Division
*Established as a new organization to oversee the Group's global strategy

・Supply Chain Strategy Division
*Established as a new organization to strengthen the integrated management framework across the entire supply chain and to build a foundation that supports improved profitability and sustainable growth.

・Human Capital Strategy Division
*Established by integrating the Diversity Promotion Division and the Human Resources Planning Division to strengthen human capital management and enhance the effectiveness of human capital strategy.

［3］Renaming of Organizational Unit（As of January 1, 2027）
・Corporate Strategy Division
*Renamed from the Strategic Planning Division

2. Personnel Changes

Changes to Directors and Executive Officers scheduled for March 2027 are expected to be formally approved at the 109th Ordinary General Meeting of Shareholders, scheduled for March 2027, and at the subsequent meeting of the Board of Directors.

［1］ Change to Directors and Executive Officers（As of January 1, 2027）

Name	New Position	Current Position
Yuichi Takaku	Representative Director, Vice President, Chief Strategy Officer, Chief Global Officer; in charge of Innovation Planning & Development Division, Real Estate Division and Strategic Intelligence Office; General Manager of Global Strategic Research & Study institute	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

Kenji Suzuki	Director, Senior Executive Officer, Chief Financial Officer; in charge of Public Relations Division and Investor Relations Division; General Manager of Finance 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 Division, Investor Relations Division, Corporate Internal Audit Division and Real Estate Division
Toshiki Yoshino	Senior Executive Officer, Chief Legal Officer, Chief Risk Officer; in charge of General Affairs Division, Corporate Internal Audit Division and Quality Assurance Division; General Manager of Secretarial Office	Executive Officer, Chief Legal Officer; General Manager of Legal Department Division, Secretarial Office

[2] Appointment of New Officer (As of January 1, 2027)

Nam	New Position	Current Position
Rintaro Kitagawa	Senior Executive Officer, Chief Information Officer; in charge of Sustainability Strategy Division, Human Capital Strategy Division, Human Resources and Labor Management Division	Director Managing Executive Officer of Nichirei Logistics Group Inc.

[3] Retirement of Officers (As of December 31, 2026)

Name	Current Position
Joji Sakaguchi	Executive Officer, Chief Information Security 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

[4] Retirement of Officers (As of March 2027)

Name	Current Position
Kenya Okushi*	Representative Director, Chairman
Masahiko Takenaga	Director, Senior Executive Officer, Chief Operating Officer
Mana Nabeshima	Outside Director
Yuhiko Saito	Outside Audit & Supervisory Board Member
Takuji Okugawa	Executive Officer

*Mr. Okushi is set to become an advisor at Nichirei Corporation after stepping down from his current position,

[5] Appointment of New Officers (As of March 2027)

Name	New Position	Current Position
Tetsuo Miyoshi	Director, Senior Executive Officer, Chief Operating Officer	Nichirei Foods Inc. Director, Managing Executive Officer, in charge of Integration; General Manager of the Strategic Planning Office; and General Manager of the Strategic Planning Division (within the Corporate Planning Office)
Yoshikazu Hamada	Outside Director	—

*For the biographical details of Mr. Miyoshi, please refer to the section on candidates for newly appointed director positions provided later in this document; for the biographical details of Mr. Hamada, please refer to the section on candidates for outside director positions.

3. Representative Directors, Directors, Company Auditors and Executive Officers as of January 1, 2027

Position	Name
Representative Director, Chairman	Kenya Okushi
Representative Director, President, Chief Executive Officer	Kazunori Shimamoto
Representative Director, Vice President, Chief Strategy Officer, Chief	Yuichi Takaku

Global Officer; in charge of Innovation Planning & Development Division, Real Estate Division and Strategic Intelligence Office; General Manager of Global Strategic Research & Study Institute	
Director, Senior Executive Officer, Chief Operating Officer	Masahiko Takenaga
Director, Senior Executive Officer, Chief Financial Officer; in charge of Public Relations Division and Investor Relations Division; General Manager of Finance Division	Kenji Suzuki
Director, Senior Executive Officer, Chief Operating Officer; in charge of Supply Chain Strategy Division	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
Senior Executive Officer, Chief Legal Officer, Chief Risk Officer; in charge of General Affairs Division, Corporate Internal Audit Division and Quality Assurance Division; General Manager of Secretarial Office	Toshiki Yoshino
Senior Executive Officer, Chief Information Officer; in charge of Sustainability Strategy Division, Human Capital Strategy Division, Human Resources and Labor Management Division	Rintaro Kitagawa
Executive Officer	Takuji Okugawa

4. Representative Directors, Directors, Company Auditors and Executive Officers as of March 2027 (Planned)

Position	Name
Representative Director, President, Chief Executive Officer	Kazunori Shimamoto
Representative Director, Vice President, Chief Strategy Officer, Chief Global Officer; in charge of Innovation Planning & Development Division,	Yuichi Takaku

Real Estate Division and Strategic Intelligence Office; Global Strategic Research & Study Institute	
Director, Senior Executive Officer, Chief Financial Officer; in charge of Public Relations Division and Investor Relations Division; General Manager of Finance Division	Kenji Suzuki
Director, Senior Executive Officer, Chief Operating Officer; in charge of Supply Chain Strategy Division	Hiroyuki Moriai
Director, Senior Executive Officer, Chief Operating Officer	Tetsuo Miyoshi
Outside Director	Itsuo Hama
Outside Director	Kenji Hamashima
Outside Director	Yukiko Yoshimaru
Outside Director	Yumi Yamaguchi
Outside Director	Yoshikazu Hamada
Audit & Supervisory Board Member	Kenji Yanagisawa
Outside Audit & Supervisory Board Member	Takaaki Kato
Outside Audit & Supervisory Board Member	Hiromichi Matsushima
Senior Executive Officer	Hideo Yokoi
Senior Executive Officer, Chief Legal Officer, Chief Risk Officer; in charge of General Affairs Division, Corporate Internal Audit Division and Quality Assurance Division; General Manager of Secretarial Office	Toshiki Yoshino
Senior Executive Officer, Chief Information Officer; in charge of Sustainability Strategy Division, Human Capital Strategy Division, Human Resources and Labor Management Division	Rintaro Kitagawa

Attachment 1: Biography of New Director to Be Appointed

Name Tetsuo Miyoshi

Date of birth February 1, 1975

Work history

April 1997 Joined Nichirei Corporation

April 2021 General Manager of Consumer Brand Division, Nichirei Foods Inc.

April 2023 General Manager of Strategic Planning Division, Nichirei Foods Inc.

April 2024 Executive Officer; General Manager of Strategic Planning Division, Nichirei

Foods Inc.

April 2025 Executive Officer; Executive General Manager of Strategic Planning Office/ General Manager of Strategic Planning Department, Nichirei Foods Inc.

April 2026 Director, Managing Executive Officer; in charge of Integration; Executive General Manager of Strategic Planning Office/ General Manager of Strategic Planning Department, Nichirei Foods Inc. (to the present)

Attachment 2: Biography of New Outside Director to Be Appointed

Name Yoshikazu Hamada

Date of birth November 9, 1963

Work history

April 1987 Joined Mitsui & Co., Ltd.

January 2009 General Manager of Audit & Supervisory Board Member Office, Mitsui & Co. Ltd.

April 2012 General Manager of Planning & Legal Affairs Office, Legal Division, Mitsui & Co. Ltd

March 2017 CCO* and General Counsel of Europe, Middle East and Africa Business Unit, Mitsui & Co. Ltd.; CCO* and General Counsel, Mitsui & Co. Europe Ltd

*Chief Compliance Officer

February 2020 Joined IHI

April 2020 Manager of Legal Division

October 2020 Director; Manager of Legal Division

April 2022 Executive Officer; General Manager of Legal Division, In Charge of Business Relating to Administration and Legal, Group Compliance

April 2023 Executive Officers; In charge of Business Relating to Shareholder Meeting/Board of Directors In charge of Group Legal Affairs, Group Compliance General Manager of Legal Division

April 2024 Managing Executive Officer ; In charge of Business Relating to Shareholder Meeting/Board of Directors, Group Legal Affairs, Group

		Compliance, General Manager of Corporate Planning Division
April	2026	Advisor (Executive Fellow) (to the present)