

## Ajinomoto Co., Inc. Announces Executive Personnel Changes of President and Executive Officers

**TOKYO, January 31, 2022** – Ajinomoto Co., Inc. (“Ajinomoto Co.”) finalized the following executive changes of its President and Executive Officers at a Board of Directors’ Meeting held on January 31, 2022. Based on the selection by its Nomination Committee<sup>1</sup>, which is chaired by an Independent Outside Director, the new President is to be inaugurated on April 1, 2022, and based on the selection of other Executive Officers candidates by the incoming President, the other new Executive Officers are to be inaugurated on April 1, 2022 and in late June 2022.

### [Reasons for change in leadership]

Since structural reforms toward the 2025 target of the medium-term management plan are progressing steadily, the foundation for ASV (Ajinomoto Group Creating Shared Value) management has been set firmly. Looking ahead to 2025 and beyond, the current President Takaaki Nishii has come to believe that the next generation of leaders are well prepared to ensure the desired growth by integrating with our intangible assets of food products and amino science. The Nomination Committee agrees with this assessment and that it is the best time to change president and pass the baton to the next generation as it moves toward realizing our vision for 2030.

### [Hopes and expectations for incoming President/CEO Taro Fujie and the new team of Executive Officers]

The expectations for the new President and the Executive Officers are (1) to grow priority businesses while promoting sustainability initiatives, achieve 2020-2025 Medium-Term Management Plan, and increase corporate value as “a solution-providing group of companies for food and health issues,” and (2) to exercise leadership that accelerates the realization of the 2030 Vision and build new business models that can tackle issues beyond 2030. Under the new management system, Ajinomoto Co. will elevate the Chief Innovation Officer (CIO) to the vice president level to strengthen leadership and to achieve the above expectations.

Mr. Taro Fujie has significant management experience both in Japan and internationally since joining Ajinomoto Co., including managing our China business, serving as President of subsidiaries in the Philippines and Brazil, and leading both the food and amino science businesses. He has many achievements related to successfully managing the transition from structural reform to the growth stage. Since 2013, he has played a key role in the Group’s corporate cultural transformation as a corporate executive officer and executive officer. Having shown his determination and dedication to realize the company’s 2030 Vision, the Board of Directors has judged that he will be able to promote ASV management to further enhance Ajinomoto Group’s corporate value.

The new team of Executive Officers are experienced in creating value across the board by “cross-functional” integration of food products and amino science and leveraging the many “intangible assets” of Ajinomoto Group, including its human capital, knowledge, and brand power. Ajinomoto Co. is confident that this system will allow us to lead in creating true diversity and inclusion (D&I) and constantly challenge ourselves to change.

In order to clarify and simplify internal control, the new executive structure does not include a Chairman of Company but rather the President/CEO and officerships in external organizations will be supported by Senior Corporate Advisors. As of late June 2022, Mr. Takaaki Nishii, Mr. Hiroshi Fukushi, and Mr. Masatoshi Ito will be appointed as Senior Corporate Advisors.

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<sup>1</sup> In June 2021, Ajinomoto Co. transitioned to a company with a Nomination Committee, and together with the pre-existing Nomination Advisory Committee, they conducted a two-year evaluation to select the next president.

**[Message from incoming President & CEO, Taro Fujie]**

*I will do my best with all my heart and soul. I believe that my role is to firmly inherit our "purpose" and "passion" to solve food and health issues by carrying on ASV management. I am committed to further refine, improve, and accelerate these initiatives to achieve continuous growth for the Ajinomoto Group. While making the most of the amino acid technologies and knowledge Ajinomoto Co. has accumulated since our founding, we aim to tackle the increasingly critical issues of food and health by "help extend the healthy life expectancy of 1 billion people," and "reduce our environmental impact by 50%" by 2030. Looking further ahead in the future, we will accelerate our innovation to create new business models that are unique to our company and promote sustainability beyond 2030.*

*I am committed to lead Ajinomoto (which means "essence of taste") to grow continuously as a company that brings "essence of happiness" to consumers and all stakeholders around the world.*

**[As of April 1]Executive Officers (Executive Committee Members)**

New Position	Current Position	Name
Representative Executive Officer, President & Chief Executive Officer (CEO)	Executive Officer & Senior Vice President, General Manager, Food Products Division	Taro Fujie
Representative Executive Officer & Executive Vice President, Chief Innovation Officer (CIO) Supervision of R&D	Executive Officer & Senior Vice President, Chief Innovation Officer (CIO), Supervision of R&D	Hiroshi Shiragami
Executive Officer & Senior Vice President, In charge of diversity and HR	Executive Officer & Senior Vice President, In charge of diversity and HR	Chiaki Nosaka
Executive Officer & Senior Vice President, General Manager, Global Corporate Division and Corporate Service Division	Executive Officer & Vice President, General Manager, Latin America Division	Tatsuya Sasaki
Executive Officer & Senior Vice President, General Manager, Food Products Division	Executive Officer & Vice President, General Manager, Europe & Africa Division	Yoshiteru Masai
Executive Officer & Senior Vice President, Chief Digital Officer (CDO), Chief Transformation Officer (CXO)	Executive Officer & Vice President, Chief Transformation Officer (CXO), In charge of SCM Reform	Takayuki Koda
Executive Officer & Vice President, In charge of Finance & Investor Relations	Executive Officer & Vice President, In charge of Finance & Investor Relations	Tetsuya Nakano
Executive Officer & Vice President, General Manager, AminoScience Division	Corporate Executive, President, Ajinomoto Foods North America, Inc.	Sumio Maeda (Newly appointed)
Executive Officer & Vice President, Deputy General Manager, Food Products Division, General Manager, Institute of Food Sciences and Technologies	Executive Officer & Vice President, Deputy General Manager, Food Products Division, General Manager, Institute of Food Sciences and Technologies	Junichiro Kojima

[As of April 1]Executive Officers

New Position	Current Position	Name
Executive Officer & Vice President, Deputy General Manager, AminoScience Division, General Manager, Research Institute for Bioscience Products & Fine Chemicals, General Manager, Kawasaki Administration & Coordination Office	Executive Officer & Vice President, Deputy General Manager, AminoScience Division, General Manager, Research Institute for Bioscience Products & Fine Chemicals, General Manager, Kawasaki Administration & Coordination Office	Ikuo Kira
Executive Officer & Vice President, Deputy General Manager, Food Products Division, Supervision of Food Products Sales	Executive Officer & Vice President, Deputy General Manager, Food Products Division, Supervision of Food Products Sales	Narutoshi Fukase
Executive Officer & Vice President, General Manager, North America Division	Executive Officer & Vice President, General Manager, North America Division	Jiro Sakamoto
Executive Officer & Vice President, General Manager, ASEAN Division	Executive Officer & Vice President, General Manager, ASEAN Division	Ichiro Sakakura
Executive Officer & Vice President, General Manager, Europe & Africa Division	Corporate Executive, President, AJINOMOTO FOODS EUROPE SAS	Masami Kashiwakura (Newly appointed)
Executive Officer & Vice President, General Manager, Latin America Division	Corporate Executive, General Manager, Specialty Chemicals Dept.	Shigeo Nakamura (Newly appointed)
Executive Officer & Vice President, Deputy General Manager, Food Products Division, In charge of Marketing Strategy	Corporate Executive, General Manager, Sauce & Seasoning Dept.	Tatsuya Okamoto (Newly appointed)
Executive Officer & Vice President, Supervision of Frozen Foods	Corporate Executive, General Manager, Frozen Foods Business Dept.	Hideaki Kawana (Newly appointed)
Executive Officer, In charge of Sustainability and Communications	Executive Officer, In charge of Sustainability and Communications	Chika Morishima
Executive Officer, In charge of Business Model Transformation	Corporate Executive, General Manager, Research & Business Planning Dept.	Masaki Kashihara (Newly appointed)
Executive Officer, In charge of Internal Control and Audit Committee	Executive Officer, In charge of Internal Control and Audit Committee	Takumi Matsuzawa

[As of April 1]Executive Officers retiring from representative and responsible positions

New Position	Current Position	Name
Executive Officer	Representative Executive Officer, President & Chief Executive Officer (CEO)	Takaaki Nishii
Executive Officer	Representative Executive Officer & Executive Vice President, Chief Digital Officer (CDO)	Hiroshi Fukushi

Executive Officer	Executive Officer and Chairman of Company	Masatoshi Ito
Executive Officer	Executive Officer & Senior Vice President, General Manager, Global Corporate Division and Corporate Service Division	Kaoru Kurashima
Executive Officer	Executive Officer & Vice President, General Manager, AminoScience Division	Gwinnett Bompas

[As of late June]Retiring Executive Officers

Current Position	Name
Executive Officer	Takaaki Nishii
Executive Officer	Hiroshi Fukushi
Executive Officer	Masatoshi Ito
Executive Officer	Kaoru Kurashima
Executive Officer	Gwinnett Bompas

The Ajinomoto Group, unlocking the power of amino acids, aims to resolve food and health issues associated with dietary habits and aging, and contribute to greater wellness for people worldwide.

Based on the corporate message of “Eat Well, Live Well,” we have been scientifically pursuing the possibilities of amino acids to aim for future growth by creating new value through sustainable and innovative solutions for communities and society.

The Ajinomoto Group has offices in 35 countries and regions, and sells products in more than 130 countries and regions (as of 2021). In fiscal 2020, sales were 1.0714 trillion yen (10.1 billion U.S. dollars). To learn more, visit [www.ajinomoto.com](http://www.ajinomoto.com).

For further information, please contact: [HERE](#).