



April 28, 2025

Press Release

Company : Kikkoman Corporation
Representative : Shozaburo Nakano
President and Chief Executive Officer
Stock Code : 2801
Stock Exchanges : Tokyo, Prime section
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Kikkoman Corporation Announces Changes of Directors and Corporate Officers

The Board of Directors of Kikkoman Corporation at its meeting held on April 28, 2025, resolved the changes to Directors and Corporate Officers.

Incidentally, these changes are subject to the approval at the Ordinary General Meeting of Shareholders, to be held on June 24, 2025, and the approval at the subsequent meeting of the Board of Directors.

1. Changes in Directors and Corporate Officers (Effective June 24, 2025)

(1) Appointment

i)Appointment of Directors

Arthur M. Mitchell Outside Director
(Registered foreign lawyer Senior Advisor, White & Case LLP)

Hiroko Kuniya Outside Director
(former NHK Anchor, Tokyo University of The Art Trustee)

ii) Appointment of Audit & Supervisory Board Member

Yuko Miyazaki Outside Audit & Supervisory Board Member
(Lawyer, Nagashima Ohno & Tsunematsu Law Office Special
Advisor, former Supreme Court Judge)

iii) Appointment of Substitute Audit & Supervisory Board Member

Kenichi Kanbe Substitute Audit & Supervisory Board Member
(Lawyer and Certified Public Accountant,
Daiichi-Chuo Law Office Partner)

(2) Promotion

Corporate Officer Status refers to a person who is an important officer of our subsidiary company, etc. and is equivalent to Corporate Officer.

Shinji Seki	Corporate Officer Status (current Vice General Manager, Product Manager Department of Kikkoman Food Company)
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Yuko Ono	Corporate Officer (current General Manager, Secretary Department)
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Atsuo Yaginuma	Corporate Officer Status (current President of Kikkoman Foods Europe B.V.)
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(3) Resignation

Takao Kamiyama	current Director, Executive Corporate Officer (To be appointed as an Advisor)
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Motohiko Kogo	current Outside Audit & Supervisory Board Member
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Yoshiaki Aasami	current Executive Corporate Officer (To be appointed as an Advisor)
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Yasuhiro Hoshino	Corporate Officer Status (To be appointed as an Advisor)
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(Attached reference material 1)

The structure of the Board of Directors and Audit & Supervisory Board of Kikkoman Corporation after the Ordinary General Meeting of Shareholders to be held on June 24, 2025 will be as follows.

The structure of the Board of Directors

Name	Title	Remarks
Yuzaburo Mogi	Honorary CEO and Chairman of the Board	
Noriaki Horikiri	Representative Director and Executive Chairman	
Shozaburo Nakano	Representative Director, President and CEO	
Osamu Mogi	Representative Director and Senior Executive Corporate Officer	
Masanao Shimada	Director and Senior Executive Corporate Officer	
Asahi Matsuyama	Director and Executive Corporate Officer	
Toshihiko Fukui	Outside Director	
Takeo Inokuchi	Outside Director	
Masako Iino	Outside Director	
Shinsuke Sugiyama	Outside Director	
Nobuhiro Endo	Outside Director	
Arthur M. Mitchell	Outside Director	New appointment
Hiroko Kuniya	Outside Director	New appointment

The structure of the Audit & Supervisory Board

Name	Title	Remarks
Koichi Mori	Audit & Supervisory Board Member	
Haruhiko Fukasawa	Audit & Supervisory Board Member	
Toru Kajikawa	Outside Audit & Supervisory Board Member	
Yuko Miyazaki	Outside Audit & Supervisory Board Member	New appointment

(Attached reference material 2)

Notice Concerning Changes of Representative Directors of Our Subsidiaries

Kikkoman Corporation announces the following changes to the Representative Director of its wholly owned subsidiary.

With respect to this matter, the following subsidiary plans to decide on the election of Directors and the selection of the Representative Director at the ordinary general meeting of shareholders of the subsidiary to be held on June 24, 2025.

1 . Kikkoman Business Service Company (Effective June 24, 2025)

Changes of Representative Director

Tsuyoshi Matsuzaki	Kikkoman Corporation Executive Corporate Officer and Kikkoman Business Service Company Representative Director President	(current Kikkoman Corporation Executive Corporate Officer)
Katsumi Amano	Kikkoman Corporation Advisor	(current Kikkoman Corporation Advisor and Kikkoman Business Service Company Representative Director President)