



January 29, 2026

Company name: Ajinomoto Co., Inc.
 Name of representative: Shigeo Nakamura,
 Representative Executive Officer & President
 (Securities code: 2802;Tokyo Stock Exchange Market)
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Announce of Executive Personnel Changes of President and Executive Officers

Ajinomoto Co., Inc. (“Ajinomoto Co.”) decided on the changes of its Vice President and Executive Officers at a Board of Directors’ Meeting held on January 29, 2026.

1. Leadership Changes

(1) Newly Appointed Executive Officers

New Position	Current Position	Name
Representative Executive Officer & Executive Vice President, Chief Human Resources Officer (CHRO)	President, Ajinomoto Foods North America, Inc.	Hiroshi Kaho
Representative Executive Officer & Senior Vice President, General Manager, Food Products Division	Executive Officer & Senior Vice President, General Manager, ASEAN Division	Ichiro Sakakura

(2) Retiring Executive Officer

New Position	Current Position	Name
Retirement	Representative Executive Officer & Executive Vice President, Chief Innovation Officer (CIO), Supervision of R&D	Hiroshi Shiragami

2. Date of birth, Career and Number of shares of newly appointed Executive Officers

(1) Hiroshi Kaho

① Date of birth : October 15, 1965

② Career

April, 1988	Joined Company
February, 2006	President, Amoy Food Ltd.
January, 2013	General Manager, Corporate Strategy Group, Corporate Planning Dept.
July, 2013	General Manager, Business Strategy and Development Dept.

April, 2016	Strategy Management, Europe & Africa Division
July, 2019	Marketing Director, AJINOMOTO FROZEN FOODS CO., INC.
April, 2022	President, Ajinomoto Foods North America, Inc. (Current Position)

③ Number of shares : 4,075 Shares (as of December 31st, 2025)

(2) Ichiro Sakakura

① Date of birth : August 31, 1963

② Career

April, 1987	Joined Company
July, 2017	President, Ajinomoto Philippines Corporation
June, 2019	Executive Officer, Ajinomoto Co., Inc. President, PT Ajinomoto Indonesia
April, 2021	General Manager, ASEAN Division(Current Position) President, Ajinomoto Co., (Thailand) Ltd. (Current Position)
June, 2021	Executive Officer & Vice President
April, 2025	Executive Officer & Senior Vice President(Current Position)

③ Number of Shares : 8,312 Shares (as of December 31st, 2025)

4. Date of Appointment (Retirement)

April 1, 2026

【Appendix】

1. Ajinomoto Co., Inc. Announces Changes in Its Organization and Executive Personnel
2. Ajinomoto Co., Inc. Announces Its Decision of Candidates for Members of the Board

PRESS RELEASE

Ajinomoto Co., Inc.
15-1, Kyobashi 1-chome, Chuo-ku, Tokyo 104-8315, JAPAN

Ajinomoto Co., Inc. Announces Changes in Its Organization and Executive Personnel

TOKYO, January 29, 2026 – Ajinomoto Co., Inc. (“Ajinomoto Co.”) decided on changes to its executive personnel at a Board of Directors’ meeting held on January 29, 2026. Based on the selection of candidates for other Executive Officers by the President, changes in Executive Officers will be made effective from April 1, 2026.

The Ajinomoto Group is promoting Medium-Term ASV^{*1} Management and focuses on the sustainable enhancement of corporate value by contributing to the well-being of all human beings, our society, and planet with “AminoScience^{*2}”, which we uphold as our Purpose.

In order to achieve the 2030 Roadmap ahead of schedule, talented individuals who demonstrate leadership in business optimization and create new value will be appointed as Executive Officers. Under President Nakamura, the team will unite under the management slogan “Think Well, Do Well!” to further accelerate Medium-Term ASV Management by enhancing both ideation and execution. Chief Human Resources Officer (CHRO) will be added as a new Chief Officer to strengthen human assets and organization assets, enhance the executorial capacity of Our Philosophy, drive the achievement of corporate strategies, and promote the improvement of the company’s sustainable competitiveness. To proactively advance Diversity, Equity & Inclusion (DE&I) and achieve sustainable enhancement of corporate value, one female member (bringing the total to five), one non-Japanese member (bringing the total to three), one member from a group company (bringing the total to two), two members recruited mid-career (bringing the total to three), and one external member (bringing the total to two), will be added in FY2026. The number of Representative Executive Officers will also be changed from two to three as contingency measures.

The Ajinomoto Group aims to refine the uniqueness of “AminoScience” and intangible assets such as human resources, technology, customers, and organization, by developing more diverse and creative human assets, so that it can sustainably enhance corporate value as a company contributing to the well-being of all human beings, our society, and our planet. Furthermore, by developing a culture that allows employees and organizations to fully demonstrate their inherent abilities and take on challenges and grow independently, The Group will work to become the “No. 1 organization of high employee engagement” by encouraging people to take on challenges without fear of failure and improving the quality of those challenges.

^{*1} ASV (Ajinomoto Group Creating Shared Value) is about co-creating social and economic value through business. It is the fundamental concept behind Ajinomoto Group’s mission to fulfill its “vision for the future” and Purpose.

^{*2} “AminoScience” is a collective term for the various materials, functions, technologies, and services derived from the research and implementation processes with a rigorous focus on unlocking the power of amino acids. It also refers to the Ajinomoto Group’s unique scientific approach to connect these to resolving social issues and contributing to well-being.

1. Organizational changes

[As of April 1]

The Corporate Division will be abolished.

Organizations currently belonging to the Corporate Division will be assigned to the Executive Officers based on their specific functions and roles.

2. Personnel changes

[As of April 1]

Executive Officers who make up the Executive Committee

New Position	Current Position	Name
Representative Executive Officer, President & Chief Executive Officer (CEO)	Representative Executive Officer, President & Chief Executive Officer (CEO)	Shigeo Nakamura
Representative Executive Officer & Executive Vice President, Chief Human Resources Officer (CHRO)	President, Ajinomoto Foods North America, Inc.	Hiroshi Kaho (Newly appointed)
Representative Executive Officer & Senior Vice President, General Manager, Food Products Division	Executive Officer & Senior Vice President, General Manager, ASEAN Division	Ichiro Sakakura
Executive Officer & Vice President, Chief Transformation Officer (CXO)	Executive Officer & Vice President, Chief Transformation Officer (CXO)	Takeshi Saito
Executive Officer & Vice President, General Manager, Bio & Fine Chemicals Division	Executive Officer, In charge of Corporate Planning	Takaaki Arashida
Executive Officer & Vice President, In charge of Finance	Executive Officer & Vice President, In charge of Finance & Investor Relations	Eiichi Mizutani
Executive Officer & Vice President, Chief Digital Officer (CDO), In charge of Quality Assurance	Executive Officer, In charge of Quality Assurance	Miroslav Smriga
Executive Officer & Vice President, Chief Innovation Officer (CIO), Supervision of R&D	Executive Officer & Vice President, Deputy General Manager, Bio & Fine Chemicals Division, General Manager, Research Institute for Bioscience Products & Fine Chemicals, General Manager, Kawasaki Administration & Coordination Office	Masaru Takayanagi
Executive Officer, In charge of Diversity, In charge of Secretariat of Nomination Committee and Compensation Committee	Executive Officer, In charge of Diversity and HR, In charge of Secretariat of Nomination Committee and Compensation Committee	Shino Kayahara

Executive Officer, Supervision of Manufacturing	Corporate Executive, General Manager, Tokai Plant	Koji Kittaka (Newly Appointed)
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[As of April 1]

Other Executive Officers

New Position	Current Position	Name
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	Takayuki Tahara
Executive Officer & Vice President, General Manager, North America Division	Executive Officer, Deputy General Manager, Bio & Fine Chemicals Division, General Manager, Amino Acids Dept.	Michael Lish
Executive Officer & Vice President, Deputy General Manager, Food Products Division, General Manager, Consumer Food Products Dept.	Executive Officer, Deputy General Manager, Food Products Division, General Manager, Consumer Food Products Dept.	Ayumu Kamiya
Executive Officer & Vice President, General Manager, ASEAN Division	Representative Director, President, Ajinomoto Frozen Foods Co., Inc.	Hiroyuki Teramoto (Newly Appointed)
Executive Officer, General Manager, Europe & Africa Division	Executive Officer, General Manager, Europe & Africa Division	Maiko Mori
Executive Officer, In charge of Sustainability	Executive Officer, In charge of Sustainability	Kaori Ono
Executive Officer, Deputy General Manager, Food Products Division, General Manager, Institute of Food Sciences and Technologies	Executive Officer, Deputy General Manager, Food Products Division, General Manager, Institute of Food Sciences and Technologies	Hiroshi Kawase
Executive Officer, General Manager, Latin America Division	Executive Officer, General Manager, Latin America Division	Naoko Yamamoto
Executive Officer, Deputy General Manager, Bio & Fine Chemicals Division, General Manager, Research Institute for Bioscience Products & Fine Chemicals	Corporate Executive, General Manager, Intellectual Property Dept.	Hiroshi Izui (Newly Appointed)
Executive Officer, In charge of Brand Strategy & Communications	Global Communications Dept. Brand Strategy Advisor	Aya Usui (Newly Appointed)
Executive Officer, In charge of Legal & Compliance	Corporate Executive, General Manager, Legal & Compliance Dept.	Yosuke Kakihara (Newly Appointed)
Executive Officer, In charge of IR	Corporate Fellow, General Manager, IR Office	Masataka Kaji (Newly Appointed)

Executive Officer, Supervision of Frozen Foods Business	Corporate Executive, General Manager, Frozen Foods Business Dept.	Taro Komura (Newly Appointed)
Executive Officer, In charge of Green Business Development	President, AJINOMOTO DEL PERÚ S.A.	Iwao Nishitani (Newly Appointed)

[As of April 1]

Retiring Executive Officers

Name	Current Position
Hiroshi Shiragami	Representative Executive Officer & Executive Vice President, Chief Innovation Officer (CIO), Supervision of R&D
Taro Fujie	Executive Officer and Chairman of Company
Tatsuya Sasaki	Executive Officer & Senior Vice President, General Manager, Corporate Division
Yoshiteru Masai	Executive Officer & Senior Vice President, General Manager, Food Products Division
Takayuki Koda	Executive Officer & Senior Vice President, Chief Digital Officer (CDO), Supervision of Manufacturing
Sumio Maeda	Executive Officer & Senior Vice President, General Manager, Bio & Fine Chemicals Division
Ikuo Kira	Executive Officer & Vice President, General Manager, North America Division
Tatsuya Okamoto	Executive Officer & Vice President, Deputy General Manager, Food Products Division, In charge of Marketing Strategy, General Manager, Marketing Design Center
Hideaki Kawana	Executive Officer & Vice President, Supervision of Frozen Foods
Masaki Kashihara	Executive Officer, In charge of Green Business Development
Shuhei Takehara	Executive Officer, In charge of Internal Control and Secretariat of Audit Committee

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

PRESS RELEASE

Ajinomoto Co., Inc.
15-1, Kyobashi 1-chome, Chuo-ku, Tokyo 104-8315, JAPAN

Ajinomoto Co., Inc. Announces Its Decision of Candidates for Members of the Board

TOKYO, January 29, 2026 – Ajinomoto Co., Inc. (“Ajinomoto Co.”) announced that it has selected the following candidates for Members of the Board and three statutory committees at the meeting of the Nomination Committee held on January 15, 2026, and subsequently reported the result in the meeting of the Board of Directors held on January 29, 2026. The appointments of the Members of the Board will be decided at the Ordinary General Meeting of Shareholders of Ajinomoto Co. in late June 2026, while the Chair of the Board and members of the three statutory committees will be decided at a Board of Directors’ Meeting to be held after the Ordinary General Meeting of Shareholders.

[Explanation by Mr. George Nakayama (Chair of the Nomination Committee)]

The candidates were selected based on the skills required as a Member of the Board, as well as on the assessment of a mutually complementary perspective in order to sustainably enhance the corporate value of the Ajinomoto Group by promoting Medium-Term ASV^{*1} Management and contributing to the well-being of all human beings, our society, and planet with “AminoScience^{*2}”. The Board continues to be comprised of six Independent Outside Directors and four Internal Directors (three of whom are serving concurrently as Executive Officers, including the CEO and one Internal Director who is a member of the audit committee (standing)). Female Directors now account for 40% of the Board. The Nomination Committee and the Compensation Committee are solely comprised of Outside Directors.

Regarding the Internal Directors serving concurrently as Executive Officers, Mr. Hiroshi Shiragami and Mr. Tatsuya Sasaki are scheduled to resign from their positions as Director at the Ordinary General Meeting of Shareholders of Ajinomoto Co. to be held in late June 2026. Mr. Hiroshi Kaho, Representative Executive Officer & Executive Vice President, is scheduled to be appointed as a new Director. The Board of Directors, as the highest decision-making body for management, will continue to strive to sustainably enhance corporate value.

^{*1} ASV (Ajinomoto Group Creating Shared Value) is about co-creating social and economic value through business. It is the fundamental concept behind Ajinomoto Group’s mission to fulfill its “vision for the future” and Purpose.

^{*2} “AminoScience” is a collective term for the various materials, functions, technologies, and services derived from the research and implementation processes with a rigorous focus on unlocking the power of amino acids. It also refers to the Ajinomoto Group’s unique scientific approach to connect these to resolving social issues and contributing to well-being.

[As of late June] Candidates for Independent Directors

New Position	Current Position	Name
Member of the Board, Chair of the Board, Member of the Nomination Committee, Member of the Compensation Committee	Member of the Board, Chair of the Board, Member of the Nomination Committee, Member of the Compensation Committee	Kimie Iwata
Member of the Board, Chair of the Nomination Committee, Member of the Compensation Committee, Member of the Audit Committee	Member of the Board, Chair of the Nomination Committee, Member of the Compensation Committee, Member of the Audit Committee	George Nakayama
Member of the Board, Chair of the Audit Committee, Member of the Nomination Committee	Member of the Board, Chair of the Audit Committee, Member of the Nomination Committee	Mami Indo
Member of the Board, Member of the Compensation Committee, Member of the Audit Committee	Member of the Board, Member of the Compensation Committee, Member of the Audit Committee	Yoko Hatta
Member of the Board, Chair of the Compensation Committee, Member of the Nomination Committee	Member of the Board, Chair of the Compensation Committee, Member of the Nomination Committee	Scott Davis
Member of the Board, Member of the Nomination Committee, Member of the Audit Committee	Member of the Board, Member of the Nomination Committee, Member of the Audit Committee	Yukako Wagatsuma

[As of late June] Candidates for Internal Directors

New Position	Current Position	Name
Member of the Board, Representative Executive Officer, President & Chief Executive Officer (CEO)	Member of the Board, Representative Executive Officer, President & Chief Executive Officer (CEO)	Shigeo Nakamura
Member of the Board, Representative Executive Officer & Executive Vice President, Chief Human Resources Officer (CHRO)	President, Ajinomoto Foods North America, Inc.	Hiroshi Kaho
Member of the Board, Executive Officer & Vice President, Chief Transformation Officer (CXO)	Member of the Board, Executive Officer & Vice President, Chief Transformation Officer (CXO)	Takeshi Saito
Member of the Board, Member of the Audit Committee (Standing)	Member of the Board, Member of the Audit Committee (Standing)	Takumi Matsuzawa

[As of late June] Retiring Directors

Current Position	Name
Member of the Board	Hiroshi Shiragami
Member of the Board	Tatsuya Sasaki

Reference

[Table of Skills of the Members of the Board Once They Are All Elected]

Up to four skills of each member that are especially expected to be demonstrated are listed. These do not represent all of their skills.

<div>Skill</div> <div>Name</div>	Management Strategy	Global	Sustainability	Digital	R&D/Production	Sales/Marketing	Finance/Accounting	HR/HR Development	Legal Affairs/Risk Management
Kimie Iwata	<input type="radio"/>		<input type="radio"/>					<input type="radio"/>	
George Nakayama	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>			<input type="radio"/>	
Mami Indo	<input type="radio"/>			<input type="radio"/>			<input type="radio"/>		<input type="radio"/>
Yoko Hatta		<input type="radio"/>					<input type="radio"/>		<input type="radio"/>
Scott Davis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>					<input type="radio"/>	
Yukako Wagatsuma		<input type="radio"/>							<input type="radio"/>
Shigeo Nakamura	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>			
Hiroshi Kaho	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>		<input type="radio"/>	
Takeshi Saito	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>		<input type="radio"/>		
Takumi Matsuzawa		<input type="radio"/>						<input type="radio"/>	<input type="radio"/>

The definitions of the skills used in the table and the reasons for selection are as follows.

Skill	Definition	Reasons for selection
Management Strategy	Skills to realize enhancement of corporate value through sustainable growth by gaining thorough knowledge of business, and through supervising and promoting an appropriate strategy that is conscious of capital markets	As a group of companies contributing to the well-being of all human beings, our society, and our planet with “AminoScience,” these skills are essential to dramatically increase the corporate value of the Ajinomoto Group through the promotion of Ajinomoto Group Creating Shared Value (ASV) management.

Global	Skills to supervise and promote appropriate strategies for global business development based on diverse values and cultures	These skills are essential for appropriate supervision and promotion of business execution based on understanding of diverse values and cultures for the sustainable global expansion of business domains.
Sustainability	Skills to supervise and promote appropriate strategies for resolving social issues through business to realize a sustainable society	These skills are essential to achieve "the extension of healthy life expectancy for 1 billion people" and "the reduction of our environmental footprint by 50%" through ASV management that achieves both social value and economic value.
Digital	Skills to supervise and promote appropriate strategies for innovation and improvement of productivity, etc. by making full use of IT and digital technologies	These skills are essential for transforming the company into a group of companies contributing to the well-being of all human beings, our society, and our planet with "AminoScience" while enhancing our corporate value by raising our competitiveness, efficiency, and productivity through DX.
R&D/Production	Skills to supervise and promote appropriate strategies for constantly pursuing innovative R&D as well as safe and secure products and services	These skills are essential to achieve "the extension of healthy life expectancy for 1 billion people" and "the reduction of our environmental footprint by 50%" through innovation based on "AminoScience."
Sales/Marketing	Skills to supervise and promote appropriate strategies to enhance brand value to accelerate growth in key businesses	These skills are essential for growth through brand management that meets the values of the market and consumers and "Speed Up x Scale Up."
Finance/Accounting	Skills to supervise and promote appropriate strategies based on advanced expertise in finance, accounting, and tax matters	These skills are essential to maximize corporate value through ASV management, to formulate and promote strategies that realize both investment for growth and shareholder returns, and to ensure appropriate supervision of business execution.
HR/HR Development	Skills to supervise and promote appropriate strategies for each and every diverse human resource to develop and maximize their abilities	These skills are essential to evolve ASV management by strengthening human assets, which are the driving force for the enhancement of the value of all intangible assets, through the co-growth of individuals and organizations.

Legal Affairs/Risk Management	Skills to supervise and promote appropriate strategies to realize sustainable enhancement of corporate value through legal compliance, corporate governance and risk management	These skills are essential to steadily and stably promote ASV management by realizing sustainable enhancement of corporate value through penetration and implementation of Ajinomoto Group Policies (AGP)* ³ .
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*3 The AGP not only set out the actions and attitudes that all Ajinomoto Group companies and each of their employees must comply with but also set forth a commitment to comply with them in good faith offered to all stakeholders.

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