



Delicious, Fun, and Healthy



森永製菓株式会社

NEWS RELEASE

February 14, 2025

Notice Regarding Executive and Major Personnel Changes and Organizational Reforms

Morinaga & Co., Ltd. (the Company) hereby announces that a meeting of the Board of Directors held on February 10, 2025, resolved to make the following Officer and major personnel appointments effective on April 1 and June 27, 2025. The Company also plans to present the appointments of Directors and Statutory Auditors to the 177th annual general meeting of shareholders on June 27, 2025.

1. New Executive Officers (Effective April 1, 2025)

To be	Name	Current
Executive Officer, General Manager of Accounting Division	Tetsuya Okumura	General Manager of Accounting Division

2. New Directors (Effective June 27, 2025)

To be	Name	Current
Director (Outside Director, Independent)	Yoichiro Shimomura	—
Director (Outside Director, Independent)	Hiromi Yamagishi	—

3. Retiring Directors (Effective June 27, 2025)

To be	Name	Current
Retirement	Kuniko Urano	Director (Outside Director, Independent)

4. Reappointment of Directors (Effective June 27, 2025)

Representative Director, Chairman, CEO	Eijiro Ota
Representative Director, President, COO	Shinya Mori
Director, Managing Executive Officer	Daisuke Fujii
Director, Senior Executive Officer	Hideki Matsunaga
Director, Senior Executive Officer	Tetsuya Takagi
Director, Senior Executive Officer	Kenji Takanami
Director (Outside Director, Independent)	Shinji Sakaki

Director (Outside Director, Independent)	Tamaki Sawamura
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<Reference>

Management after the 177th annual general meeting of shareholders on June 27, 2025 (assumed)

Representative Director, Chairman, CEO	Eijiro Ota
Representative Director, President, COO	Shinya Mori
Director, Managing Executive Officer	Daisuke Fujii
Director, Senior Executive Officer	Hideki Matsunaga
Director, Senior Executive Officer	Tetsuya Takagi
Director, Senior Executive Officer	Kenji Takanami
Director (Outside Director, Independent)	Shinji Sakaki
Director (Outside Director, Independent)	Tamaki Sawamura
Director (Outside Director, Independent)	Yoichiro Shimomura
Director (Outside Director, Independent)	Hiromi Yamagishi
Standing Statutory Auditor	Toshiaki Fukunaga
Standing Statutory Auditor (Outside Auditor)	Takehiko Sasamori
Statutory Auditor (Outside Auditor)	Sawako Ueno
Statutory Auditor (Outside Auditor)	Hideo Kishi

5. Important Personnel Changes (Effective April 1, 2025)

To be	Name	Current
General Manager of Audit Division	Gen Chiba	Aunt Stella Inc. (General Manager of Business Administration Division)
General Manager of General Affairs Division	Takehiro Inose	General Manager of Advertising Division, Marketing Headquarters
Senior Executive Officer, Manager of Quality Assurance Division	Ayako Kunichika	Senior Executive Officer, General Manager of Procurement Division, Production Headquarters
General Manager of Brand Communication Division, Marketing Headquarters	Miki Yamada	Biscuit and Snack Category Manager of Confectionary Marketing Division, Marketing Headquarters
General Manager of Procurement Division, Production Headquarters	Yoshihiro Funayama	General Manager of Quality Assurance Division

Executive Officer, General Manager of R&D Center	Hiroyuki Watanabe	Executive Officer, Deputy General Manager of R&D Center and General Manager of R&D Strategy Division of R&D Center
General Manager of R&D Strategy Division of R&D Center	Noriyuki Nishikawa	Morinaga America Foods, Inc. (Representative Director, President)
Director, Senior Executive Officer, General Manager of Overseas Business Headquarters	Hideki Matsunaga	Director, Senior Executive Officer
General Manager of Overseas Sales Planning Division, Overseas Business Headquarters	Tatsuya Takamiya	Morinaga Asia Pacific Co., Ltd. (Representative Director, President)
General Manager of Overseas Production Planning Division, Overseas Business Headquarters	Katsuhiko Suzuki	Takasaki Morinaga Co., Ltd. (Representative Director, President)
General Manager, Tsurumi Factory, Production Headquarters	Takayuki Ichihara	Affiliated to General Manager, Overseas Business Headquarters
General Manager, Oyama Factory, Production Headquarters	Junichi Morikawa	Morinaga Dessert Co., Ltd. (Representative Director, President)
General Manager, Chukyo Factory, Production Headquarters	Naoki Masuda	Production Control Department Manager of Mishima Factory, Production Headquarters
Takasaki Morinaga Co., Ltd. (Representative Director, President)	Shinichi Umemura	Executive Officer, General Manager of R&D Center
Morinaga Dessert Co., Ltd. (Representative Director, President)	Hidenobu Nakaki	General Manager, Oyama Factory, Production Headquarters
Morinaga Shoji Co., Ltd. (Representative Director, President)	Keisuke Ohashi	Executive Officer, General Manager of Overseas Strategy Division, Overseas Business Headquarters
Morinaga Business Partner Co., Ltd. (Representative Director, President)	Toshihiko Yamane	General Manager of General Affairs Division
Taiwan Morinaga Co., Ltd. (Chairperson of the Board)	Masaki Matsumoto	Senior Executive Officer, General Manager of Overseas Business Headquarters and General Manager of Overseas Sales Division, Overseas Business Headquarter
Morinaga America Foods, Inc. (Representative Director, President)	Teruo Fukushima	Morinaga America Foods, Inc. (COO)
Morinaga Asia Pacific Co., Ltd. (Representative Director, President)	Yoshiro Akada	Business Planning Department Manager of Corporate Strategy Division

6. Institutional Reform (as of April 1, 2025)

● Marketing Headquarters

- Consumer Insights Division renamed Marketing Intelligence Division

- Advertising Division renamed Brand Communication Division
- Overseas Business Headquarters
 - Abolish Overseas Sales Division and Overseas Strategy Division
 - Newly establish Overseas Sales Planning Division and Overseas Production Planning Division