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April 30, 2025

To whom it may concern

Company name: Nippon Beet Sugar Manufacturing Co., Ltd.
Name of representative: Shu Ishikuri,
Representative Director and President
(Code No. 2108 Prime Market, Tokyo Stock Exchange)
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Notice Concerning Change of Representative Director and Voluntary Return of a portion of Director's Remuneration

Nippon Beet Sugar Manufacturing Co., Ltd. (the "Company") announced today the " Notice Concerning Recording of Extraordinary Loss (Impairment Loss), Revision to Forecasts of Consolidated Results , and Difference from Actual Results for the Previous Fiscal Year in Non-consolidated Results." In connection with this, the Company has accepted a Director's resignation, and there will be a change of the Representative Director, and the Company also accepted offers for the voluntary return of a portion of the Director's remuneration.

1. Change of Representative Director

(1) Director to be changed

Name	New Position	Current Position
Tsukasa Emoto	—	Representative Director Director and Chair

(2) Reason for change

While Mr. Tsukasa Emoto, Director and Chair of the Company, led the management as Representative Director, as announced today in the "Notice Concerning Recording of Extraordinary Loss (Impairment Loss), Revision to Forecasts of Consolidated Results , and Difference from Actual Results for the Previous Fiscal Year in Non-consolidated Results", the Company is expected to record impairment loss on non-current assets of its beet sugar manufacturing facility for the fiscal year ended March 31, 2025, which has had a significant impact on the Company's business results. He took his management responsibilities seriously, and tendered his resignation as Director, and the Company has accepted it.

(3) Date of change

At the conclusion of the 127th Ordinary General Meeting of Shareholders scheduled for June 27, 2025

2. Voluntary return of a portion of Directors' remuneration

The Company hereby announces that offers were received from the following 3 Directors to voluntarily return a portion of their remuneration as they took seriously their management responsibilities for the significant impact on its business results due to impairment loss on its beet sugar manufacturing facility for the fiscal year ended March 31, 2025.

	Name	Details of voluntary return
Director and President	Shu Ishikuri	30% of Director's remuneration covering 3 months (April 2025 to June 2025)
Director, Senior Managing Executive Officer	Kuniki Kiyama	20% of Director's remuneration covering 3 months (April 2025 to June 2025)
Director, Managing Executive Officer	Hidekazu Terasawa	15% of Director's remuneration covering 3 months (April 2025 to June 2025)