



Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

April 22, 2026

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)
Inquiries: Kentaro Yokochi, General Manager of
Financial Planning Department
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Notice Concerning Changes of Directors and Executive Officers

Nippon Beet Sugar Manufacturing Co., Ltd. (the "Company") hereby announces that, at a meeting of the Board of Directors held on April 22, 2026, the Company resolved to change its Directors and Executive Officers as follows.

The matter will be officially decided after a resolution at the 128th Ordinary General Meeting of Shareholders scheduled for June 26, 2026, and at the subsequent Board of Directors meeting.

1. Changes of Directors

| Name | New Position | Current Position |
|-------------------|--|---|
| Shu Ishikuri | Representative Director Director and President | Representative Director Director and President President and Executive Officer |
| Kuniki Kiyama | Director Senior Managing Executive Officer In charge of special assignments from the President | Director Senior Managing Executive Officer General Manager of Sapporo Branch Office Officer in charge of the area of agricultural affairs, in charge of agriculture-welfare collaboration |
| Hidekazu Terasawa | Director Senior Managing Executive Officer Officer in charge of Overseas Department, Agricultural Equipment | Director Managing Executive Officer Officer in charge of Overseas Department, Agricultural Equipment |

| | | |
|-------------------|--|---|
| | Development Center, Feed Department, PAPERPOT Department | Development Center, Feed Department, PAPERPOT Department |
| Yasushi Shirahata | Director Senior Executive Officer General Manager of Corporate Planning Office, General Manager of Administration Department Officer in charge of Financial Planning Department, Officer in charge of Legal Department, in charge of IR | Director Senior Executive Officer General Manager of Corporate Planning Office Officer in charge of Financial Planning Department, Legal Department, Administration Department, in charge of IR |
| Masaki Ito | Director Senior Executive Officer General Manager of Personnel Department Officer in charge of internal control, Compliance and Risk Management Promotion Office, Accounting Department, Quality Assurance Department | (New election) Executive Officer General Manager of Personnel Department Officer in charge of internal control, Compliance and Risk Management Promotion Office, Accounting Department, Quality Assurance Department |
| Yuko Asami | Outside Director | (New election) |
| Shigeru Asaba | (Retiring) | Outside Director |

2. Changes of Executive Officers

| Name | New Position | Current Position |
|-------------------|--|---|
| Fumio Kikuchi | Senior Executive Officer Officer in charge of Technology Department, Information Systems Department, Research Center | Senior Executive Officer General Manager of Memuro Beet Sugar Factory |
| Nobuyoshi Kurouji | Senior Executive Officer General Manager of Sapporo Branch Office Officer in charge of Agricultural Affairs Department, Agricultural Technology Department | Senior Executive Officer General Manager of Agricultural Affairs Department, General Manager of Agricultural Technology Department |
| Akihiro Kaji | Executive Officer General Manager of Memuro Beet | Executive Officer General Manager of Bihoro Beet |

| | | |
|-----------------|--|---|
| | Sugar Factory | Sugar Factory |
| Motoyuki Takaya | Executive Officer General Manager of Bihoro Beet Sugar Factory | (New Appointment) Assistant General Manager of Memuro Beet Sugar Factory |
| Kentaro Yokochi | Executive Officer General Manager of Financial Planning Department | (New Appointment) General Manager of Financial Planning Department |
| Masahiko Tamura | (Retiring) | Managing Executive Officer Officer in charge of Technology Department, Information Systems Department, Research Center |

3. Scheduled transfer date

June 26, 2026

4. Candidates for New Directors

Director Masaki Ito (current position:
Executive Officer
General Manager of Personnel Department, Officer in
charge of internal control, Compliance and Risk
Management Promotion Office, Accounting
Department, Quality Assurance Department)

Outside Director Yuko Asami (current position:
Professor, Graduate School of Economics, Nagoya
University)

As a result of the above, the structure of Directors and Executive Officers after the end of the 128th Ordinary General Meeting of Shareholders and the subsequent Board of Directors meeting will be as follows.

| | | |
|-------------------------|-----------------------------------|-------------------|
| Representative Director | | |
| Director and President | | Shu Ishikuri |
| Director | Senior Managing Executive Officer | Kuniki Kiyama |
| Director | Senior Managing Executive Officer | Hidekazu Terasawa |
| Director | Senior Executive Officer | Yasushi Shirahata |
| Director | Senior Executive Officer | Masaki Ito |
| Outside Director | | Shuichi Hashimoto |
| Outside Director | | Kiyomi Nakamura |
| Outside Director | | Yuko Asami |

Senior Executive Officer

Senior Executive Officer

Executive Officer

Executive Officer

Executive Officer

Executive Officer

Executive Officer

Fumio Kikuchi

Nobuyoshi Kurouji

Yoshiyuki Terayama

Akihiro Kaji

Ryuhiko Kamada

Motoyuki Takaya

Kentaro Yokochi