

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

TOKYO, February 3, 2025 – 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 30, 2025, and subsequently reported the result in the meeting of the Board of Directors held on February 3, 2025. The appointments of the Members of the Board will be decided at the Ordinary General Meeting of Shareholders of Ajinomoto Co. in late June 2025, 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 serving concurrently as Executive Officers, including the CEO and one Internal Director who is a member of the audit committee (standing). The board structure continues to include four female Directors, accounting for over 30% of the board. The Nomination Committee and the Compensation Committee are solely comprised of Outside Directors.

Regarding the Internal Director serving concurrently as Executive Officers, Mr. Taro Fujie is scheduled to resign from his position as Director at the Ordinary General Meeting of Shareholders of Ajinomoto Co. to be held in late June 2025, following the change of President & Chief Executive Officer (CEO). Mr. Shigeo Nakamura, the incoming President & CEO, is scheduled to be appointed as the 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] 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] Internal Directors

New Position	Current Position	Name
Member of the Board, Representative Executive Officer, President & Chief Executive Officer (CEO)	Executive Officer & Vice President General Manager, Latin America Division	Shigeo Nakamura (Newly appointed)
Member of the Board, Representative Executive Officer & Executive Vice President, Chief Innovation Officer (CIO), Supervision of R&D	Member of the Board, Representative Executive Officer & Executive Vice President, Chief Innovation Officer (CIO), Supervision of R&D	Hiroshi Shiragami
Member of the Board, Executive Officer & Senior Vice President, General Manager, Corporate Division	Member of the Board, Executive Officer & Senior Vice President, General Manager, Corporate Division	Tatsuya Sasaki
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, Executive Officer and Chairman of Company	Taro Fujie

Reference

[Table of Skills of the Members of the Board (from late June onwards)]

Up to four skills of each member are listed. It does not represent all of their skills.

Name \ Skill	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"/>
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 Shiragami	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>				
Tatsuya Sasaki	<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.

*3 AGP not only sets out the actions and attitudes that all Ajinomoto Group companies and each of their employees must comply with but also sets forth a commitment to comply with them in good faith offered to all stakeholders.

The Ajinomoto Group will contribute to the well-being of all human beings, our society and our planet with "AminoScience" based on the corporate slogan "Eat Well, Live Well.". The Ajinomoto Group has offices in 34 countries and regions, and sells products in more than 130 countries and regions. In fiscal 2023, sales were 1.4392 trillion yen (9.9 billion U.S. dollars). To learn more, visit www.ajinomoto.com.

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