







## **Greetings**

The Ajinomoto Group celebrated its 110th anniversary in 2019. This history has seen a mountain of difficulties and victories.

Twenty years ago, in 1999, our operating profits were 33 billion yen. In the years that followed, although bulk businesses such as animal nutrition grew, profits slumped due to intensifying competition, and we were unable to achieve stable growth. Then in 2009 we marked our 100-year anniversary.

During the period between 2009 and 2019—this "10-Year History"—we worked to shift our focus from an over-reliance on bulk business to one that contributes to the enrichment of people's lives around the world. This illustrated our aim of becoming a Genuine Global Specialty Company (GGSC). We then launched strategies such as our "FIT & GROW with Specialty" and "Open New Sky (expansion into adjacent domains, Open & Linked innovation)," to achieve growth with a focus on our overseas consumer business.

However, it also became clear that there were challenges to overcome. These included global digitalization and changes in the macro environment, especially more intense competition for bulk materials and the rise of local companies. In addition, we faced the internal challenge of having a business structure that made it difficult to generate economic value because we had a strong managerial focus on scale. In order to resolve these issues, we believe that improvements to capital efficiency and steady organic growth in our key businesses are essential for the growth of the Group.

On the other hand, it was during this period that we established ASV (The Ajinomoto Group Creating Shared Value), which represents our unchanging commitment: with our stakeholders and businesses, we help resolve society's issues, which leads to the creation of economic value. In the midst of the growing need for corporate social responsibility, we have been at the forefront, with global sustainability, food resources, and Health and Well-being as challenges facing society in the 21st century that we want to address. Today ASV contains the universal values at the heart of the Group.

To realize the ASV vision, we strengthened and enhanced corporate governance through dialogue and cooperation with external parties and implemented measures to develop human resources from a global perspective.

Our business profits are now 99.2 billion yen (FY2019), almost three times higher than in FY1999. We believe that our various initiatives in the 2010s and the experience gained from them are valuable assets for even further sustainable growth. I hope that all of our stakeholders will read this "10-Year History."

We have established a "2020 to 2025 Medium-Term Management Plan and Vision for 2030." Our Group Vision is to become a solution-providing Group for food and health issues that helps people worldwide lead healthier lives by unlocking the power of amino acids. As such, we will promote management based on our ASV vision and strive as one to help resolve social issues. We look forward to your continued support.

Takaaki Nishii

Representative Director, President & Chief Executive Officer

## Contents

Greetings Takaaki Nishii, Representative Director, President & Chief Executive Officer

Ι	The First 100 Years of the Ajinomoto Group  1. A Chronicle of the Ajinomoto Group				
	2. Our 100th Year: Where We Were, What We Were Doing				
II	Taking the First Step into the Next 100 Years - A Roadmap for Becoming a GGSC, Presented by Top Management -				
	Becoming a Global Group of Companies that Contributes to "Food," a Fundamental for Humanity     Interview with Chairman of the Board Masatoshi Ito	— 12			
	<ul> <li>2. Becoming a Solution-Providing Group of Companies for Food and Health Issues by Adapting to Social Change Driven by Digital Transformation and the Adoption of the SDGs</li> <li>- A Dialogue Between President &amp; CEO Takaaki Nishii and Keio University Professor Masahiro Okada</li> </ul>	<del>-</del> 21			
		41			
	<ul> <li>3. The Ajinomoto Group: The Last 10 Years and Expectations for the Future</li> <li>Special Contribution by Professor Masahiro Okada, Graduate School of Business Administration, Keio University</li> </ul>	<del>- 31</del>			
Ш	Taking the First Step into the Next 100 Years - Aiming to Become a GGSC -				
Ш	- Aiming to Become a GGSC -	_ 26			
Ш	- Aiming to Become a GGSC - The Ajinomoto Group FY2009 - FY2019				
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans				
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers	— 37			
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"	— 37			
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42	— 37			
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43	<del>- 37</del>			
Ш	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47	<del>- 37</del>			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43	<del>- 37</del>			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52	<del>- 37</del>			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57	<del>- 37</del>			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57 (6) Organizational reform focused on overall optimization and streamlining58	-36 $-37$ $-42$			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57 (6) Organizational reform focused on overall optimization and streamlining58  3. ESG-Related Initiatives for Becoming a GGSC	- 37 - 42			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57 (6) Organizational reform focused on overall optimization and streamlining58  3. ESG-Related Initiatives for Becoming a GGSC - Forging Firm Relationships with Stakeholders (1) Self-reform aimed at creating a better world and group of companies62 (2) Environmental preservation initiatives65	- 37 - 42			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57 (6) Organizational reform focused on overall optimization and streamlining58  3. ESG-Related Initiatives for Becoming a GGSC - Forging Firm Relationships with Stakeholders (1) Self-reform aimed at creating a better world and group of companies62 (2) Environmental preservation initiatives65 (3) A prosperous coexistence with society67	- 37 - 42			
III	- Aiming to Become a GGSC -  The Ajinomoto Group FY2009 - FY2019  1. Grand Designs - Four Medium-Term Management Plans  2. The Challenge towards Structural Reform and Creating Growth Drivers - Specific Measures for "FIT & GROW with Specialty"  (1) Rapid portfolio transformation through sales of businesses and other means42 (2) Cultivating new markets and acquiring technology through M&As43 (3) Cultivating markets utilizing external resources in Japan and overseas47 (4) Innovating and strengthening R&D to support specialties52 (5) Market cultivation and business area expansion through global development57 (6) Organizational reform focused on overall optimization and streamlining58  3. ESG-Related Initiatives for Becoming a GGSC - Forging Firm Relationships with Stakeholders (1) Self-reform aimed at creating a better world and group of companies62 (2) Environmental preservation initiatives65	— 37 — 42			

	(6) Reforming the organization and awareness to achieve proper operation as a global organization78	
	(7) New initiatives for conveying corporate value80	
	(8) New financial and IR initiatives as a global company82	
	4. Overview of Main Businesses (FY2009 - 2019) - Towards "Specialty and Global"	84
	(1) Food products business84	
	(2) AminoScience business87	
	5. ASV Management at the Ajinomoto Group	
	- 2020 - 2025 Medium-Term Management Plan and Vision for 2030	90
IV	Data	
	1. Financial Trends	92
	(1) Main consolidated financial indicators92	
	(2) Consolidated statements of financial position94	
	(3) Consolidated statements of income96	
	(4) Consolidated statements of cash flows99	
	2. List of Director and Auditor Tenures	103
	3. Executive Tenures and Changes in Number of Employees	104
	(1) List of terms of office for corporate executive officers104	
	(2) Changes in the number of employees106	
	4. Diagram of HQ Organizational Changes and Affiliates	107
	(1) Ajinomoto Co., Inc. organizational changes107	
	(2) History of group companies in Japan112	
	(3) History of group companies overseas115	
	5. Timeline —	123

## Postscript

## [To Our Readers ("10-Year History" Project Coordination Team)]

As the contents of this publication cover a wide range of subjects, we created the following table for those who wish to read about specific topics. Please use it as a guide.

	Chapter I	Chapter II	Chapter III	Chapter IV
Our Strategy and Specific Initiatives		0	O (III-1, 2)	
Our ESG Initiatives		0	O (III-3)	
Overview (History) of the Group Since Its Founding	0		O (III-1, 2, 5)	O (IV-5)
Summary of Our Businesses	0		O (III-2, 4)	