



January 20, 2022

To all whom it may concern:

Company Name: FUJI OIL HOLDINGS INC.

Representative: Mikio Sakai, President & CEO

(Code No. 2607, TSE First Section)

Inquiries: Yoshiharu Okamoto, Public Relations Section Leader

(Tel. 06-6459-0701)

**Notification of Director Personnel Affairs and of the Transition Towards a  
Company with an Audit and Supervisory Committee**

At the Board of Directors meeting held today, the Company has decided to transition from a Company with a Board of Company Auditors to a Company with an Audit and Supervisory Committee. This is meant to further strengthen corporate governance, and the transition will take place under the condition that we receive approval at the 94th general meeting of stockholders scheduled to be held at the end of June 2022.

Further, The Company believes that in order to effectively strengthen corporate governance, it is necessary to further enhance the business execution system as an inextricably linked effort. Based on these intentions, the Board of Directors decided to introduce the "Delegated Executive Officer System" at the meeting held on the same day, in order to fulfill the duties and responsibilities expected of Executive Officers.). The details are as shown below.

1. Transition Towards a Company with an Audit and Supervisory Committee

(1) Goal of Transition

- The Audit and Supervisory Committee members who bear the responsibility of auditing the performance of duties of directors are members of the Board of Directors. This system will increase the auditing functionality of the Board of Directors, and will further raise both business transparency and objectivity.
- As it will be possible for the Board of Directors to delegate decisions related to the performance of duties to directors, decision making will be sped up and the separation between performance of duties and supervision will be taken to the next level.
- Through the above initiative, our group will achieve sustainable growth and will be able to improve corporate value.

(2) Transition Period

If the amended articles are approved as drafted at the 94th general meeting of stockholders scheduled to be held at the end of June 2022, we will transition to a Company with an Audit and Supervisory Committee as of that date.

\*Prior to the Ordinary General Meeting of Shareholders, the Board of Directors is scheduled to meet in May 2022 to discuss and approve the amendments to the Articles of Incorporation regarding this transition.

## 2. Director Personnel Affairs

### (1) Directors (Excluding directors who are Audit and Supervisory Committee members) Candidates

(Scheduled to be discussed at the 94th general meeting of stockholders scheduled to be held at the end of June 2022)

Name	New Title	Current Title
Mikio Sakai	President	Same as on the left
Tomoki Matsumoto	Director	Same as on the left
Takashi Kadota	Director	Same as on the left
Hiroyuki Tanaka	Director	(new)
Yuko Ueno	Outside Director	Same as on the left
Hidenori Nishi	Outside Director	Same as on the left
Toshiyuki Umehara	Outside Director	Same as on the left
Shuichi Miyamoto	Outside Director	Same as on the left

### (2) Director candidates who will be Audit and Supervisory Committee members

(Scheduled to be discussed at the 94th general meeting of stockholders scheduled to be held at the end of June 2022)

Name	New Title	Current Title
Makoto Shibuya	Director, Audit and Supervisory Committee member	Audit & Supervisory Board Member
Ryuta Uozumi	Outside Director, Audit and Supervisory Committee member	Outside audit & supervisory Board Member
Hirohiko Ikeda	Outside Director, Audit and Supervisory Committee member	Outside audit & supervisory Board Member

### (3) Retiring director/auditor

(Scheduled to retire as of the closing of the 94th general meeting of stockholders scheduled to be held at the end of June 2022)

Name	Current Title
Takeshi Takasugi	Director
Takehiko Sumiya	Auditor

### 3. Introduction of Delegated Executive Officer System

#### (1) Goal of System Introduction

As part of our efforts to strengthen our business execution functions, we are going to move from an employed executive officer system to a delegated executive officer system. In the future, we will transfer authority to executive officers after clarifying the scope of responsibility for business execution, and apply an incentive-type remuneration system\* according to the results of business.

\* We will increase the ratio of performance-linked remuneration to total remuneration to reward the results of business execution in each fiscal year. In addition, we plan to introduce a stock-based compensation system using a stock delivery trust for executive officers in order to raise their awareness of the need to contribute to the long-term improvement of business performance and increase in corporate value.

#### (2) Introduction Period

End of June

End

(Reference) **Executive Officer Personnel Affairs**  
**(planned April 1st)**

Name	New title	Current title
Mikio Sakai	Chief Executive Officer (CEO)	Same as on the left
Tomoki Matsumoto	Senior Executive Officer Chief Financial Officer (CFO)	Same as on the left
Tatsuji Omori	Senior Executive Officer President of FUJI OIL CO., LTD.	Same as on the left
Takashi Kadota	Senior Executive Officer Chief Technology Officer (CTO) ESG	Senior Executive Officer Chief "ESG" Officer (C"ESG"O)
Haruyasu Kida	Senior Executive Officer (scheduled) Executive officer, Fuji Foundation for Protein Research (Public interest incorporated foundation)	Senior Executive Officer Chief Technology Officer (CTO)
Takeshi Takasugi	Senior Executive Officer Executive Assistant to CEO Human resources	Senior Executive Officer Chief Administrative Officer (CAO) / Information Disclosure
Hitoshi Shindachi	Senior Executive Officer Oils&Fats and Chocolate Division Supply Chain Management group leader	Senior Executive Officer Chief Strategy Officer (CSO) Oils&Fats and Chocolate Division
Hiroyuki Tanaka	Senior Executive Officer Chief Strategy Officer (CSO) Chairman of HARALD	(new)
Masataka Minemura	Executive Officer Chief Executive for China Chairman/President of FUJI OIL (CHINA) INVESTMENT	Executive Officer Chief Executive for China President of FUJI OIL (CHINA) INVESTMENT
Naohiro Rokukawa	Executive Officer Chairman of BLOMMER	Executive Officer President of FUJI

	CHOCOLATE COMPANY President of FUJI SPECIALTIES	SPECIALTIES Chairman of BLOMMER CHOCOLATE COMPANY
Kiyohito Suzuki	Executive Officer PBF (Plant-Based Food) Division Soy Business Division, FUJI OIL CO., LTD.	Executive Officer PBFS (Plant-Based Food Solutions) Division Soy Business Division, FUJI OIL CO., LTD.
Akihiro Nakamura	Executive Officer Research Institute for Creating the Future	Same as on the left
Sunao Maeda	Executive Officer Managing Director of FUJI EUROPE AFRICA	Executive Officer Managing Director of FUJI EUROPE AFRICA (General Manager of European region) Executive Vice President of FUJI SPECIALTIES
Jitsuo Sasaki	Executive Officer Managing Director of WOODLAND SUNNY FOODS	Executive Officer Managing Director of FUJI OIL ASIA

### Planned end of June

Name	New title	Title as April 1st
Mikio Sakai	Chief Executive Officer (CEO)	Same as on the left
Tomoki Matsumoto	Senior Executive Officer Chief Financial Officer (CFO)	Same as on the left
Tatsuji Omori	Senior Executive Officer President of FUJI OIL CO., LTD.	Same as on the left
Takashi Kadota	Senior Executive Officer Chief Technology Officer (CTO) ESG	Same as on the left
Hiroyuki Tanaka	Senior Executive Officer Chief Strategy Officer (CSO) Chairman of HARALD	Same as on the left
Hitoshi Shindachi	Executive Officer	Senior Executive Officer

	Oils&Fats and Chocolate Division Supply Chain Management group leader	Oils&Fats and Chocolate Division Supply Chain Management group leader
Masataka Minemura	Executive Officer Chief Executive for China Chairman/President of FUJI OIL (CHINA) INVESTMENT	Same as on the left
Naohiro Rokukawa	Executive Officer Chairman of BLOMMER CHOCOLATE COMPANY President of FUJI SPECIALTIES	Same as on the left
Kiyohito Suzuki	Executive Officer PBF (Plant-Based Food) Division Soy Business Division, FUJI OIL CO., LTD.	Same as on the left
Akihiro Nakamura	Executive Officer Research Institute for Creating the Future	Same as on the left
Sunao Maeda	Executive Officer Managing Director of FUJI EUROPE AFRICA	Same as on the left
Kunihiko Ogata	Executive Officer Managing Director of FUJI OIL ASIA	Managing Director of FUJI OIL ASIA

### **Retiring Executive Officer**

(Scheduled to retire at the end of June 2022)

Haruyasu Kida

Takeshi Takasugi

Jitsuo Sasaki

## **Personal Background and Career Summary of Newly Appointed Executive Officer**

### **scheduled April 1st**

NAME Hiroyuki Tanaka

Birthday January 3, 1968

Birthplace Hyogo Prefecture

Educational Background March 1990 Graduated from Kobe University of Commerce (current name: University of Hyogo)

Current position: Affiliated with ITOCHU Corporation, Seconded to Fuji Oil Holdings Inc.

Director, Fuji Specialties

Director, Blommer Chocolate Company

Director, Fuji Vegetable Oil

Chairman of the Board, Harald

### Career summary

April 1990 Joined ITOCHU Corporation

January 1999 Itochu Europe PLC Benelux

April 2001 Itochu France SA

April 2003 Assistant chief of second section, Oils and fats division, Food Company, Itochu Corporation

April 2005 Chief of the second section of oils and fats

April 2010 Acting manager

April 2014 Seconded to Fuji Oil Co., Ltd. as Deputy General Manager, Corporate Planning Department, Global Strategy

October 2015 Seconded to HARALD INDÚSTRIA E COMÉRCIO DE ALIMENTOS S.A

April 2017 Manager of feed, grain and oils, fats department, Food Company, Itochu Corporation

April 2019 Acting manager of Provision Division, Manager of feed, grain and oils, fats department, Food Company, Itochu Corporation

September 2020 Seconded to Fuji Oil Holdings as assistant to CSO

(April 2022: Scheduled to join the Company, to be appointed as Senior Executive Officer, Chief Strategy Officer)

### **scheduled end of June**

NAME Kunihiko Ogata

Birthday March 7, 1969

Birthplace Miyagi Prefecture

Educational Background March 1992 Graduated from Tokyo International University

Current position: General Manager, Osaka Sales Department, Osaka Branch Manager, Sales Division, Fuji Oil Co., Ltd.

Career summary

April 1992 Joined Fuji Oil Co., Ltd.

October 1994 Development and import department

November 1998 Seconded to Woodlands Sunny Foods Pte. Ltd.

September 2002 Seconded to Waltz fancy corporation

April 2009 Oil processed food sales department, sales division

April 2013 Osaka sales department, sales division

April 2016 Manager of Osaka sales department, Chief of Section 2, Sales division

August 2016 Manager of Osaka sales department, chief of Osaka branch, Sales division

(April 2022: Scheduled to be appointed as Managing Director, FUJI OIL ASIA (Singapore))