



Delicious, Fun, and Healthy



森永製菓株式会社

NEWS RELEASE

February 17, 2026

Notice Regarding Executive and Major Personnel Changes

Morinaga & Co., Ltd. (the Company) hereby announces that a meeting of the Board of Directors held on February 10, 2026, resolved to make the following Officer and major personnel appointments effective on April 1 and June 26, 2026. The Company also plans to present the appointments of Directors and Audit & Supervisory Board Members to the 178th annual general meeting of shareholders on June 26, 2026.

1. New Executive Officers (Effective April 1, 2026)

To be	Name	Current
Managing Executive Officer, General Manager of Overseas Business Headquarters	Hideki Matsunaga	Senior Executive Officer, General Manager of Overseas Business Headquarters
Senior Executive Officer, General Manager of Corporate Strategy Division	Kiyoshi Kawagishi	Executive Officer, General Manager of Corporate Strategy Division
Senior Executive Officer, General Manager of Human Resources Division	Tadashi Ando	Executive Officer, General Manager of Human Resources Division
Senior Executive Officer, CFO, General Manager of Accounting Division	Tetsuya Okumura	Executive Officer, General Manager of Accounting Division
Executive Officer, General Manager of General Affairs Division	Takehiro Inose	General Manager of General Affairs Division
Executive Officer, General Manager of R&D Strategy Division of R&D Center	Noriyuki Nishikawa	General Manager of R&D Strategy Division of R&D Center

2. Retiring Executive Officers (Effective March 31, 2026)

To be	Name	Current
Retirement	Tetsuya Takagi	Senior Executive Officer, CFO
Retirement	Shuji Watanabe	Senior Executive Officer, General Manager of Production Headquarters
Retirement	Terushi Hyodo	Executive Officer, General Manager of Sustainable Management Division

3. New Directors (Effective June 26, 2026)

To be	Name	As of April 1, 2026
Director, Senior Executive Officer, CFO, General Manager of Accounting Division	Tetsuya Okumura	Senior Executive Officer, CFO, General Manager of Accounting Division
Director (Outside Director, Independent)	Yoshihiro Iwata	—

4. Retiring Directors

■ Effective March 31, 2026

To be	Name	Current
Resignation	Tetsuya Takagi	Director, Senior Executive Officer, CFO

■ Effective June 26, 2026

To be	Name	Current
Retirement	Shinji Sakaki	Director (Outside Director, Independent)

5. New Audit & Supervisory Board Member (Effective June 26, 2026)

To be	Name	As of April 1, 2026
Standing Audit & Supervisory Board Member	Tomokazu Sano	Special Assistant to the President

6. Retiring Audit & Supervisory Board Member (Effective June 26, 2026)

To be	Name	Current
Retirement	Toshiaki Fukunaga	Standing Audit & Supervisory Board Member

7. Reappointment of Directors (Effective June 26, 2026)

Representative Director, Chairman, CEO	Eijiro Ota
Representative Director, President, COO	Shinya Mori
Director, Managing Executive Officer	Daisuke Fujii
Director, Managing Executive Officer	Hideki Matsunaga
Director, Senior Executive Officer	Kenji Takanami
Director (Outside Director, Independent)	Tamaki Sawamura
Director (Outside Director, Independent)	Yoichiro Shimomura
Director (Outside Director, Independent)	Hiromi Yamagishi

<Reference>

Management after the 178th annual general meeting of shareholders on June 26, 2026 (assumed)

Representative Director, Chairman, CEO	Eijiro Ota
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Representative Director, President, COO	Shinya Mori
Director, Managing Executive Officer	Daisuke Fujii
Director, Managing Executive Officer	Hideki Matsunaga
Director, Senior Executive Officer	Kenji Takanami
Director, Senior Executive Officer, CFO	Tetsuya Okumura
Director (Outside Director, Independent)	Tamaki Sawamura
Director (Outside Director, Independent)	Yoichiro Shimomura
Director (Outside Director, Independent)	Hiromi Yamagishi
Director (Outside Director, Independent)	Yoshihiro Iwata
Standing Audit & Supervisory Board Member	Tomokazu Sano
Standing Audit & Supervisory Board Member (Outside, Independent Officer)	Takehiko Sasamori
Audit & Supervisory Board Member (Outside, Independent Officer)	Sawako Ueno
Audit & Supervisory Board Member (Outside, Independent Officer)	Hideo Kishi

8. Important Personnel Changes (Effective April 1, 2026)

To be	Name	Current
Executive Officer, General Manager of Production Headquarters	Junji Tsuchiya	Executive Officer, General Manager of Logistics Division
General Manager of Sustainable Management Division	Keita Morinaga	Morinaga America, Inc. (Vice President, Chargel Business Unit Officer)
General Manager of Logistics Division	Tomoyuki Masuda	General Manager of Sales Strategy Division, Sales Headquarters
General Manager of Sales Strategy Division, Sales Headquarters	Kenichi Yamamoto	General Manager of Tohoku Branch Office, Sales Headquarters and General Manager of Sales Division 1, Tohoku Branch Office
Morinaga Takataki Country Co., Ltd. (Representative Director, President)	Yoshimasa Tanida	General Manager of Sales Division, Sales Headquarters
General Manager of Sales Division, Sales Headquarters	Takashi Chino	General Manager of National Sales Division, Sales Headquarters
General Manager of Strategy Planning Division, Marketing Headquarters	Kouji Nagano	General Manager of Direct Marketing Division

General Manager of Direct Marketing Division	Kouji Enomoto	Jelly Category Manager of Health Marketing Division, Marketing Headquarters
General Manager of National Sales Division, Sales Headquarters	Tatsuru Ito	Shanghai Morinaga Co., Ltd. (President, Chief Representative for China Operations)
General Manager of Tohoku Branch Office, Sales Headquarters and General Manager of Sales Division 1, Tohoku Branch Office	Kazuhiro Sasaki	General Manager of Hokkaido Branch Office, Sales Headquarters
General Manager of Hokkaido Branch Office, Sales Headquarters	Yohei Morinaga	Confectionery Sales Group Manager of Sales Division, Sales Headquarters
Morinaga Market Development Co., Ltd. (Representative Director, President)	Hiroaki Taki	General Manager of Kyushu Branch Office, Sales Headquarters and General Manager of Sales Division 1, Kyushu Branch Office
General Manager of Kyushu Branch Office, Sales Headquarters and General Manager of Sales Division 1, Kyushu Branch Office	Yasuyoshi Sasaki	General Manager of Kanto Shin-Etsu Branch Office, Sales Headquarters
General Manager of Kanto Shin-Etsu Branch Office Sales Headquarters	Seiichi Nishikiori	General Manager of Sales Division 4, Tokyo Branch Office, Sales Headquarters
General Manager of Intellectual Property Strategy Division and Brand IP Group Manager of Intellectual Property Strategy Division	Yuichi Furusho	Brand IP Group Manager of Intellectual Property Strategy Division
General Manager of Future Value Creation Center, R&D Center	Ken Nishimura	Manager of Group 3, Future Value Creation Center, R&D Center
Shanghai Morinaga Co., Ltd. (President, Chief Representative for China Operations)	Satoshi Kuroda	General Manager of Strategy Planning Division, Marketing Headquarters