

May 12, 2021
 Nihon-Nohyaku Ltd.
 Yosuke Tomoi
 Representative Director
 Code No. 4997 TOPX
 Contact: Motohiro Nagai
 General Affairs & Legal Department
 Administration Division
 Call 03-6361-1400

Notice of Personnel Changes

1. **Date of Official Announcement**

June 23, 2021

2. **Personnel Changes**

(1) Candidate for Directors (Excluding directors who are Audit & Supervisory Committee Members)

(Will be discussed at the 122nd Ordinary General Meeting of Shareholders held on June 23, 2021. Take office from the same day.)

Name	New Position	Active Position
Yosuke Tomoi	• Representative Director, President	Same as on the left
Koji Shishido	• Representative Director and Senior Managing Executive Officer • Division Manager of Production Division • In charge of Environment Safety Dept.	Same as on the left
Hirohisa Yano	• Director and Managing Executive Officer • Division Manager of Administration Division • Responsible for Osaka Plant and General Manager of Osaka plant • In charge of Market Development Division • Responsible for special missions	Same as on the left
Kozo Machiya	• Director and Managing Executive Officer • Division Manager of Research Division	• Senior Executive Officer • Division Manager of Research Division
Hiroshi Yamanoi	• Director and Senior Executive Officer • Division Manager of Industrial & Pharmaceuticals Sales Division	Same as on the left
Hideo Yamamoto	• Director and Senior Executive Officer • Division Manager of Domestic Sales Division	Same as on the left
Hiroyuki Iwata	• Director and Senior Executive Officer	• Director

	<ul style="list-style-type: none"> •Division Manager of Corporate Planning Division •In charge of Overseas Division 	<ul style="list-style-type: none"> and Senior Executive Officer •Division Manager of Corporate Planning Division
Akio Kohri	Director	Same as on the left
Yasunori Matsui	Director (Outside)	Same as on the left
Kazuyoshi Tachibana	Director (Outside)	Same as on the left

(Note) Yasunori Matsui and Kazuyoshi Tachibana are candidates for outside directors as stipulated in Article 2, Item 15 of the Companies Law.

(Reference) Board Members who are also members of Audit & Supervisory Committee

Name	Position
Yoshiaki Higashino	Director, Audit & Supervisory Committee Member(full-time)
Haruhiko Tomiyasu	Director, Audit & Supervisory Committee Member
Iwao Toigawa	Director, Audit & Supervisory Committee Member (Outside)
Chizuko Nakata	Director, Audit & Supervisory Committee Member (Outside)
Yoshiko Oshima	Director, Audit & Supervisory Committee Member (Outside)

(Note) Iwao Toigawa, Chizuko Nakata and Yoshiko Oshima are outside directors as stipulated in Article 2, Item 15 of the Companies Law.

(2) **Retiring Directors** (Excluding directors who are Audit & Supervisory Committee Members. Scheduled to take office from June 23, 2021.)

Name	Active Position	(Position After Retirement)
Hirofumi Tomita	<ul style="list-style-type: none"> • Director and Managing Executive Officer • In charge of Research Division • Responsible for special missions 	Senior Advisor

(3) **Executive Officer** (Excluding those who serve concurrently as directors. Scheduled to take office from June 23, 2021.)

Name	New Position	Active position
Jeffrey R. Johnson	<ul style="list-style-type: none"> •Managing Executive Officer •President of Nichino America, Inc. 	<ul style="list-style-type: none"> •Senior Executive Officer •President of Nichino America, Inc.
Junjiro Inoshita	<ul style="list-style-type: none"> •Senior Executive Officer •Division Manager of Market Development Division 	Same as on the left
Shirou Takahashi	<ul style="list-style-type: none"> •Senior Executive Officer •President of Nichino Ryokka Co., Ltd 	Same as on the left
Kazuhiko Motoba	<ul style="list-style-type: none"> •Senior Executive Officer •Division Manager of Overseas Division 	Same as on the left
Tetsuyoshi Nishimatsu	<ul style="list-style-type: none"> •Senior Executive Officer •Deputy Division Manager of Research Division and General Manager of Research Center (Research Division) 	<ul style="list-style-type: none"> •Executive Officer •Deputy Division Manager of Research Division and General Manager of Research Center (Research Division)
Yoshitaka Taniyama	<ul style="list-style-type: none"> •Executive Officer •Deputy Division Manager of Production Division and General Manager of SCM Dept.(Production Division) •Responsible for special missions 	Same as on the left
Hiroko Harada	<ul style="list-style-type: none"> •Executive Officer •General Manager of Human Resources Dept.(Administration Division) 	Same as on the left
Tadashi Tanimoto	<ul style="list-style-type: none"> •Executive Officer •Deputy Division Manager of Domestic Sales Division and General Manager of Smart Agriculture Promotion Dept.(Domestic Sales Division) 	<ul style="list-style-type: none"> •General Manager of Smart Agriculture Promotion Dept.(Domestic Sales Division)
Hiroshi Okumura	<ul style="list-style-type: none"> •Executive Officer •General Manager of Marketing Dept.(Market Development Division) 	<ul style="list-style-type: none"> •General Manager of Marketing Dept.(Market Development Division)
Manfred Hilweg	<ul style="list-style-type: none"> •Executive Officer •Managing Director of Nichino Europe Co., Ltd. 	<ul style="list-style-type: none"> •Managing Director of Nichino Europe Co., Ltd.

END