

May 12, 2022

NIHON NOHYAKU CO., LTD.

To whom it may concern

**Announcement of Personnel Change****1. Effective Date of Appointment**

June 22nd, 2022

**2. Personnel Change**

- (1) The candidates for Director (Excluding Directors Serving as the Audit & Supervisory Committee Members)  
(Appointment after official approval at the shareholders meeting scheduled to be held on June 22, 2022.)

Name	New Position	Present Position
Yosuke Tomoi	Director, Chairman	Representative Director, President
Hiroyuki Iwata	Representative Director, President	Director and Senior Executive Officer, and Division Manager of Corporate Planning Division
Koji Shishido	Representative Director, Vice President, in charge of CSR Promotion Dept., Production Division and Overseas Division	Representative Director and Senior Managing Executive Officer, Division Manager of Production Division, and in charge of Environment Safety Dept.
Hirohisa Yano	Director and Managing Executive Officer and Division Manager of Market Development Division	Director and Managing Executive Officer, Division Manager of Administration Division, responsible for CSR Promotion Dept. and General Manager of CSR Promotion Dept., responsible for Osaka Plant and General Manager of Osaka Plant, in charge of Market Development Division, and responsible for special missions
Kozo Machiya	Director and Managing Executive Officer, Division Manager of Research Division, and in charge of Environment Safety Dept.	Director and Managing Executive Officer and Division Manager of Research Division
Hideo Yamamoto	Director and Managing Executive Officer, Division Manager of Administration Division, responsible for Osaka Plant and General Manager of Osaka Plant, responsible for CSR promotion Dept., in charge of Domestic Sales Division, and responsible for special missions	Director and Senior Executive Officer and Division Manager of Domestic Sales Division

Hiroshi Yamanoi	Director and Senior Executive Officer and Division Manager of Industrial & Pharmaceuticals Sales Division	Same as on the left
Akio Kohri	Director	Same as on the left
Yasunori Matsui	Outside Director	Same as on the left
Kazuyoshi Tachibana	Outside Director	Same as on the left

Notice; Mr. Yasunori Matsui and Mr. Kazuyoshi Tachibana are outside directors as stipulated in Article 2, Item 15 of the Companies Act.

- (2) The candidates for Director Serving as the Audit & Supervisory Committee Members  
(Appointment after official approval at the shareholders meeting scheduled to be held on June 22, 2022.)

Name	New Position	Present Position
Yoshiaki Higashino	Director Full-time Audit & Supervisory Committee Member	Same as on the left
Haruhiko Tomiyasu	Director Audit & Supervisory Committee Member	Same as on the left
Iwao Toigawa	Director Audit & Supervisory Committee Member	Same as on the left
Chizuko Nakata	Director Audit & Supervisory Committee Member	Same as on the left
Yoshiko Oshima	Director Audit & Supervisory Committee Member	Same as on the left

Notice; Mr. Iwao Toigawa, Ms. Chizuko Nakata, and Ms. Yoshiko Oshima are outside directors as stipulated in Article 2, Item 15 of the Companies Act.

- (3) The candidates for Executive Officer (Excluding Directors)  
(Appointment on June 22, 2022.)

Name	New Position	Present Position
Jeffrey R. Johnson	Managing Executive Officer and President of Nichino America, Inc.	Same as on the left
Junjiro Inoshita	Senior Executive Officer and Division Manager of Domestic Sales Division	Senior Executive Officer and Division Manager of Market Development Division
Shirou Takahashi	Senior Executive Officer and Division Manager of Corporate Planning Division	Senior Executive Officer and President of Nichino Ryokka Co., Ltd.
Kazuhiko Motoba	Senior Executive Officer and Division Manager of Overseas Division	Same as on the left

Tetsuyoshi Nishimatsu	Senior Executive Officer, Deputy Division Manager of Research Division and General Manager of Research center, Research Division	Same as on the left
Yoshitaka Taniyama	Senior Executive Officer, Division Manager of Production Division, and responsible for special missions	Executive officer Deputy Division Manager of Production Division, and responsible for special missions
Hiroko Harada	Executive officer and General manager of Human Resources Dept.	Same as on the left
Tadashi Tanimoto	Executive officer, Deputy General Manager of Domestic Sales Division, and General Manager of Smart Agriculture Promotion Dept., Domestic Sales Division	Same as on the left
Hiroshi Okumura	Executive officer, Deputy General Manager of Market Development Division, and General Manager of Marketing Dept., Market Development Division	Executive officer and General Manager of Marketing Dept., Market Development Division
Manfred Hilweg	Executive officer and President of Nichino Europe Co., Ltd.	Same as on the left
Isao Ishimura	Executive officer and President of Nichino Service Co., Ltd.	President of Nichino Service Co., Ltd.
Toshitomo Tanaka	Executive officer, Deputy General Manager of Overseas Division, and General Manager of Sales Dept., EAME & AMERICAS, Overseas Division	General Manager of Sales Dept., EAME & AMERICAS, Overseas Division

Reference: Mr.Motohiro Nagai (General Manager of General Affairs & Legal Dept., Administration Division) is scheduled to be appointed as the president of Nichino Ryokka Co., Ltd. on June 22, 2022.