

May 12, 2022

NIHON NOHYAKU CO., LTD.

To whom it may concern

Announcement for Change of President (Changes of Representative Directors)

At the board of directors meeting held today, we Nihon Nohyaku have decided to change the following executive positions. It will be formally decided by the General Meeting of Shareholders held on June 22, 2022 and the subsequent board of directors meeting.

1. Change of President and Representative Directors.

Name	New Position	Present Position
Yosuke Tomoi	Director, Chairman	Representative Director, President
Hiroyuki Iwata	Representative Director, President	Director and Senior Executive Officer, Division Manager of Corporate Planning Division, and in charge of Overseas 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.

2. Reason for Change

We build the new management system so that we can respond to changes in the business environment and our business development in the future.

3. Effective Date of Appointment

June 22, 2022

4. Profile of New Representative Directors**◆Curriculum Vitae of Hiroyuki Iwata**

Date of Birth: November 3, 1963

Education: Bachelor, Agriculture, Gifu University (graduated in March, 1986)

Career History:

April 1986	Joined the Company
December 2013	General Manager of Sales Dept. 1, Sales Division
August 2016	General Manager attached to Division Manager of Overseas Division
December 2016	Executive Officer, Deputy Division Manager of Overseas Division, and General Manager of Sales Dept. Asia, Overseas Division
December 2017	Executive Officer and Division Manager of Overseas Division
December 2018	Director and Senior Executive Officer, and Division Manager of Overseas Division
June 2020	Director and Senior Executive Officer, and Division Manager of Corporate Planning Division

June 2021 Director and Senior Executive Officer, Division Manager of Corporate Planning Division,
and in charge of Overseas Division

June 2022 Representative Director, President

Number of shares of the company owned: 9,724 (as of March, 2022)

◆**Curriculum Vitae of Koji Shishido**

Date of Birth: December 20, 1959

Education: Master, Agricultural Chemistry, Tohoku University (graduated in March, 1983)

Career History:

April 1983 Joined Asahi Denka Co., Ltd. (current ADEKA Corporation)

June 2004 General Manager of Food Production Dept., Kashima Plant, Asahi Denka Co., Ltd.

June 2010 Plant Manager of Kashima Plant, ADEKA Corporation

June 2014 General Manager of Production Management Dept., ADEKA Corporation

June 2016 Operating Officer and General Manager of Environmental Protection Division,
General Manager of Environmental Safety & Quality Assurance Dept., ADEKA Corporation

April 2017 Operating Officer and General Manager of Environmental Protection Division, ADEKA Corporation

December 2018 Representative Director and Senior Managing Executive Officer,
and Division Manager of Production Division

June 2020 Representative Director and Senior Managing Executive Officer, Division Manager of Production
Division, and in charge of Environment Safety Dept.

June 2022 Representative Director, Vice President, in charge of CSR Promotion Dept. , Production Division,
and Overseas Division

Number of shares of the company owned: 21,223 (as of March, 2022)