

May 11<sup>th</sup>, 2023

NIHON NOHYAKU CO., LTD.

To whom it may concern

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

June 21st, 2023

**2. Personnel Change**

(1) The candidates for Director (Excluding Directors Serving as the Audit & Supervisory Committee Members)

(The Appointments are subject to approval at the shareholders meeting scheduled on June 21<sup>st</sup>, 2023.)

Name	New Position	Present Position
Yosuke Tomoi	Director, Chairman	Same as on the left
Hiroyuki Iwata	Representative Director, President	Same as on the left
Koji Shishido	Representative Director, Vice President	Representative Director, Vice President, in charge of CSR Promotion Dept., Production Division, and Overseas Division
Akio Kohri	Director	Same as on the left
Haruhiko Tomiyasu	Director	Director, Audit & Supervisory Committee Member
Yasunori Matsui	Director (Outside)	Same as on the left
Masuyo Ohtani	Director (Outside)	(Newly appointed)
Noboru Matsumoto	Director (Outside)	(Newly appointed)

Notice: Mr. Yasunori Matsui, Ms. Masuyo Ohtani, and Mr. Noboru Matsumoto are outside directors as stipulated in Article 2, Item 15 of the Companies Act.

(Reference) Director serving as the Audit & Supervisory Committee Members

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

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.

(2) Retiring Directors (Excluding Directors serving as the Audit & Supervisory Committee Members. Scheduled date of retirement: June 21<sup>st</sup>, 2023)

Name	Present Position	(Position After Retirement)
Hirohisa Yano	Director and Managing Executive Officer, Division Manager of Market Development Division	Senior Advisor
Kozo Machiya	Director and Managing Executive Officer, Division Manager of Research Division, in charge of Environment Safety & Quality Assurance Dept.	Senior Advisor
Hiroshi Yamanoi	Director and Senior Executive Officer, Division Manager of Industrial & Pharmaceuticals Sales Division	Senior Advisor
Kazuyoshi Tachibana	Director (Outside)	—

(3) The candidates for Executive Officer (Excluding Directors. Appointment on June 21<sup>st</sup>, 2023)

Name	New Position	Present Position
Hideo Yamamoto	Managing Executive Officer, Division Manager of Administration Division, responsible for Osaka Office, General Manager of Osaka Office, responsible for CSR Promotion Dept., responsible for special missions	Director and Managing Executive Officer, Division Manager of Administration Division, responsible for Osaka Office, General Manager of Osaka Office, responsible for CSR Promotion Dept., in charge of Domestic Sales Division, responsible for special missions
Jeffrey R. Johnson	Managing Executive Officer, Chairman and CEO of Nichino America, Inc.	Managing Executive Officer, President and CEO of Nichino America, Inc.
Junjiro Inoshita	Senior Executive Officer, Division Manager of Domestic Sales Division	Same as on the left
Shiro Takahashi	Senior Executive Officer, Division Manager of Corporate Planning Division	Same as on the left
Kazuhiko Motoba	Senior Executive Officer,	Same as on the left

	Division Manager of Overseas Division	
Tetsuyoshi Nishimatsu	Senior Executive Officer, Division Manager of Research Division, in charge of Environment Safety & Quality Assurance Dept.	Senior Executive Officer, Deputy Division Manager of Research Division
Yoshitaka Taniyama	Senior Executive Officer, Division Manager of Production Division, responsible for special missions	Same as on the left
Tadashi Tanimoto	Executive Officer, Division Manager of Industrial & Pharmaceuticals Sales Division, General Manager of Smart Agriculture Promotion Dept., Industrial & Pharmaceuticals Sales Division	Executive Officer, Deputy Division Manager of Domestic Sales Division, General Manager of Smart Agriculture Promotion Dept., Domestic Sales Division
Hiroshi Okumura	Executive Officer, Division Manager of Market Development Division	Executive Officer, Deputy Division Manager of Market Development Division
Manfred Hilweg	Executive Officer, President of Nichino Europe Co., Ltd.	Same as on the left
Isao Ishimura	Executive Officer, President of Nichino Service Co., Ltd.	Same as on the left
Toshitomo Tanaka	Executive Officer, Deputy Division Manager of Overseas Division	Same as on the left
Shinsuke Fujioka	Executive Officer, General Manager of Research Center, Research Planning Manager of Research Center, Research Division	General Manager of Research Center, Research Planning Manager of Research Center, Research Division
Nobuyuki Shimoyama	Executive Officer, Deputy Division Manager of Domestic Sales Division, General Manager of Sales Dept., Domestic Sales Division	General Manager of Sales Dept., Domestic Sales Division
Yasuhiro Fujita	Executive Officer, Deputy Division Manager of Corporate Planning Division, General Manager of Corporate Planning Dept., Corporate Planning Division	General Manager of Corporate Planning Dept., Corporate Planning Division

(Reference) Mr. Jeffrey R. Johnson is scheduled to be appointed as the Chairman and CEO of Nichino America, Inc. on June 1<sup>st</sup>, 2023.

(4) Retiring Executive Officer (Excluding Directors. Scheduled date of retirement: June 21<sup>st</sup>, 2023)

Name	Present Position	(Position After Retirement)
Hiroko Harada	Executive officer, General manager of Human Resources Dept.	—

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