

May 13th, 2024

NIHON NOHYAKU CO., LTD.

To whom it may concern

Announcement of Personnel Change**1. Effective Date of Appointment**June 19th, 2024**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 125th ordinary shareholders meeting scheduled on June 19th, 2024. Scheduled to take office on the same day.)

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, in charge of Environment Safety & Quality Assurance Dept.	Representative Director, Vice President
Akio Kohri	Director	Same as on the left
Haruhiko Tomiyasu	Director	Same as on the left
Masuyo Ohtani	Director (Outside)	Same as on the left
Noboru Matsumoto	Director (Outside)	Same as on the left
Shiyo Yamana	Director (Outside)	(Newly appointed)

Notice; Ms. Masuyo Ohtani, Mr. Noboru Matsumoto, and Ms. Shiyo Yamana are candidates of outside directors as stipulated in Article 2, Item 15 of the Companies Act.

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

(The Appointments are subject to approval at the 125th ordinary shareholders meeting scheduled on June 19th, 2024. Scheduled to take office on the same day.)

Name	New Position	Present Position
Hideo Yamamoto	Director, Full-time Audit & Supervisory Committee Member	Managing Executive Officer, Division Manager of Administration Division, responsible for special missions
Iwao Toigawa	Director (Outside) , Audit & Supervisory Committee Member	Same as on the left
Chizuko Nakata	Director (Outside) , Audit & Supervisory Committee Member	Same as on the left
Yoshiko Oshima	Director (Outside) ,	Same as on the left

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

(3) Retiring Directors (Scheduled date of retirement: June 19th, 2024)

Name	Present Position	New Position
Yasunori Matsui	Director (Outside)	—
Yoshiaki Higashino	Director, Full-time Audit & Supervisory Committee Member	—

(4) The candidates for Executive Officer (Appointment on June 19th, 2024)

Name	New Position	Present Position
Jeffrey R. Johnson	Managing Executive Officer, Chairman and CEO of Nichino America, Inc.	Same as on the left
Shiro Takahashi	Managing Executive Officer, Division Manager of Corporate Planning Division, Division Manager of Administration Division, responsible for special missions	Senior Executive Officer, Division Manager of Corporate Planning Division
Kazuhiko Motoba	Managing Executive Officer, Division Manager of Overseas Division	Senior Executive Officer, Division Manager of Overseas Division
Junjiro Inoshita	Senior Executive Officer, Division Manager of Domestic Sales Division	Same as on the left
Tetsuyoshi Nishimatsu	Senior Executive Officer, Division Manager of Research Division	Senior Executive Officer, Division Manager of Research Division, in charge of Environment Safety & Quality Assurance Dept.
Yoshitaka Taniyama	Senior Executive Officer, Division Manager of Production Division, General Manager of Osaka Office of Production Division, responsible for special missions	Same as on the left
Tadashi Tanimoto	Senior Executive Officer, Division Manager of Industrial & Pharmaceuticals Sales Division, General Manager of Smart Agriculture Promotion Dept., Industrial & Pharmaceuticals Sales Division	Executive Officer, Division Manager of Industrial & Pharmaceuticals Sales Division, General Manager of Smart Agriculture Promotion Dept., Industrial & Pharmaceuticals Sales Division
Hiroshi Okumura	Senior Executive Officer, Division Manager of Market	Executive Officer, Division Manager of Market

	Development Division	Development Division
Manfred Hilweg	Senior Executive Officer, President of Nichino Europe Co., Ltd.	Executive Officer, President of Nichino Europe Co., Ltd.
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 Division Research Planning Manager of Research Center, Research Division	Same as on the left
Nobuyuki Shimoyama	Executive Officer, Deputy Division Manager of Domestic Sales Division, General Manager of Sales Dept., Domestic Sales Division, General Manager of Technical Service & Promotion Dept., Domestic Sales Division	Same as on the left
Yasuhiro Fujita	Executive Officer, Deputy Division Manager of Corporate Planning Division, General Manager of Corporate Planning Dept., Corporate Planning Division	Same as on the left
Miyako Aoki	Executive Officer, General Manager of Sales Department, EAME & AMERICAS, Overseas Division	General Manager of Sales Department, EAME & AMERICAS, Overseas Division

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