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To whom it may concern

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Notice of Partial Revision to the Basic Principles of the Nihon Nohyaku Group

NIHON NOHYAKU CO., LTD. (hereinafter referred to as the “Company”) has outlined the “Basic Principles of the Nihon Nohyaku Group” as basic management principles that are shared by all executives and employees, and which are reflected in all our business activities. The Company hereby notifies that it has made the following partial revisions to those Basic Principles.

To coincide with the revision of the Basic Principles, the Company has also established a Basic Sustainability Policy and made partial revisions to its Vision and the Nihon Nohyaku Group Action Charter.

The Nihon Nohyaku Group has adopted the promotion of sustainability management as its growth strategy and will realize the sustainability of both society as a whole and the Nihon Nohyaku Group.

1. Basic Principles of the Nihon Nohyaku Group

- We contribute to the realization of a sustainable society by ensuring a safe and steady food production, and by improving the quality of life for all.
- We take on challenges to create new value and respond to society’s needs.
- We commit to be a trustworthy company for all stakeholders through our fair and vigorous business activities.

2. Basic Sustainability Policy

“Contribution to food and quality of life through technological innovation”

According to the Basic Principles of Nihon Nohyaku Group, we are committed to creating a sustainable society by continuously undertaking new challenges to secure stable food supplies through technological innovation and to ensure quality of life and environmental protection.

3. Vision

“Global Innovator for Crop & Life”

- We will contribute to the realization of carbon neutrality.
- We will realize the continued creation of eco-harmonized products, services, and technologies.
- We will contribute significantly to the realization of a sustainable society.

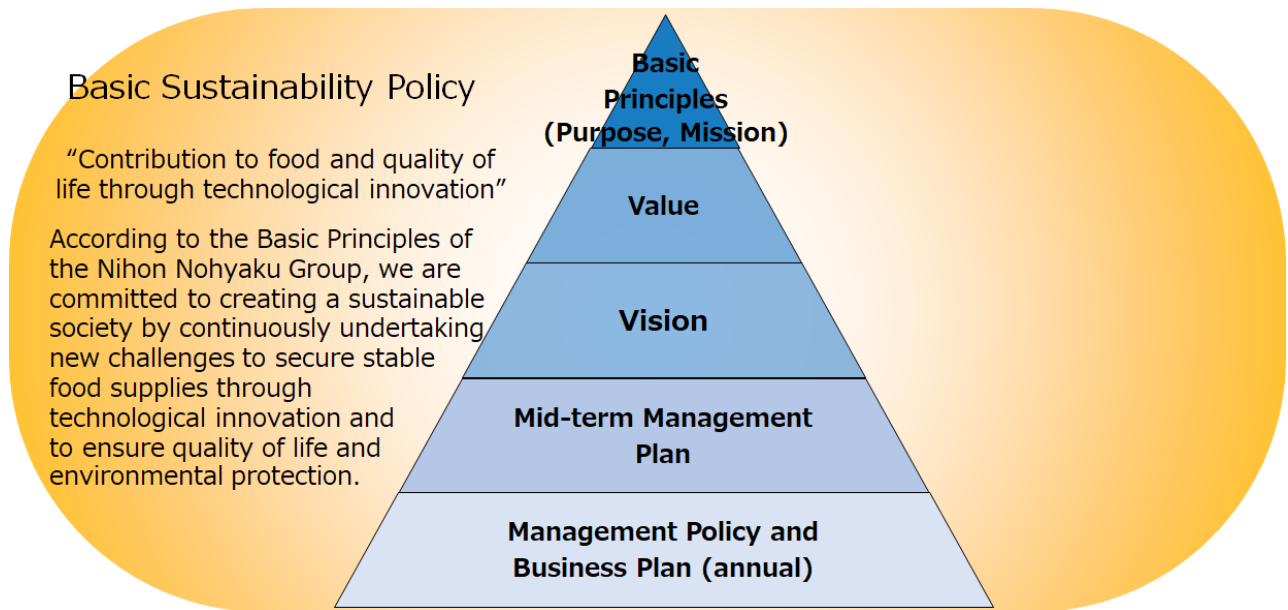
4. Nihon Nohyaku Group Action Charter

- 1) We improve the quality of life for all by providing safe and effective products and services that satisfy our customers.
- 2) We conduct fair and transparent business operations, respecting social ethics and complying with related laws, regulations and the spirit thereof.
- 3) We contribute to the realization of a sustainable society, considering the global environment.
- 4) We actively communicate and contribute to our communities as a good corporate citizen.
- 5) We properly manage corporate information and disclose it in a timely and appropriate manner.
- 6) We recognize the importance of personal data, intellectual property and other information, and safeguard it

under proper protection and management.

- 7) We respect human rights and diverse values of all people and contribute to the establishment of a society free from discrimination and prejudice.
- 8) We ensure a safe and comfortable work environment for our employees, always respecting human rights and diversity in people and cultures.
- 9) We entirely exclude involvement with antisocial forces and organizations, and resolutely refuse unreasonable requests.
- 10) We contribute to the development of each country and region in line with globalization, adhering to international rules as well as local laws, culture and customs.
- 11) We promote the sound and sustainable growth of Nihon Nohyaku Group for social contribution.

5. Philosophy Structure of the Nihon Nohyaku Group



6. Reasons for Revision

Since its foundation, the Nihon Nohyaku Group has strived to create new value and meet market needs through technological innovation with its mission of securing a safe and stable food supply and improving the quality of life for all. These basic principles, which we have held since our foundation, form the core of the Group’s *raison d’être* in society, and they are a philosophy that all our executives and employees reflect in the pursuit of business and social activities.

Meanwhile, the environment surrounding the Group has changed significantly, and the social issues facing the world and the Group, such as climate change, diversity, and human rights, have become increasingly complex, urgent, and difficult, involving many intertwined events. Recognizing that it is the mission of the Group to engage seriously in solutions to these social issues through our business and social activities, we have revised the Basic Principles of the Nihon Nohyaku Group to contribute to the realization of a sustainable society.

Positioning the promotion of sustainability management as our growth strategy, the Nihon Nohyaku Group will realize the sustainability of both society as a whole and the Nihon Nohyaku Group based on these new Basic Principles.