

May 14, 2026

NIHON NOHYAKU CO., LTD.

To whom it may concern

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

June 17, 2026

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 127th ordinary shareholders meeting scheduled to be held on June 17, 2026. Scheduled to take office on the same day.)

| Name | New Position | Present Position |
|-------------------|---|---|
| Hiroyuki Iwata | Representative Director, President | Same as on the left |
| Haruhiko Tomiyasu | Representative Director, Vice President | Director |
| Shiro Takahashi | Director, Managing Executive Officer, Division Manager of Administration Division, responsible for special missions | Managing Executive Officer, Division Manager of Corporate Planning Division, Division Manager of Administration Division, responsible for special missions |
| Youji Shiga | Director | (Newly appointed) |
| Chizuko Nakata | Director (Outside) | Same as on the left |
| Noboru Matsumoto | Director (Outside) | Same as on the left |
| Shiyo Yamana | Director (Outside) | Same as on the left |

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

- B. Ms. Chizuko Nakata is scheduled to be the chair of the Governance Committee, which is an advisory body to the board of directors.

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

(The Appointments are subject to approval at the 127th ordinary shareholders meeting scheduled to be held on June 17, 2026. Scheduled to take office on the same day.)

| Name | New Position | Present Position |
|----------------|---|---------------------|
| Hideo Yamamoto | Director, Full-time Audit & Supervisory Committee Member | Same as on the left |
| Yoshiko Oshima | Director (Outside) , Audit & Supervisory Committee Member | Same as on the left |
| Masuyo Ohtani | Director (Outside) , Audit & Supervisory Committee Member | Same as on the left |
| Yoshinori Kiya | Director (Outside) , Audit & Supervisory Committee Member | (Newly appointed) |

Notice; Ms. Yoshiko Oshima, Ms. Masuyo Ohtani and Mr. Yoshinori Kiya are candidates for outside directors as stipulated in Article 2, Item 15 of the Companies Act.

(3) Retiring Directors (Scheduled date of retirement: June 17, 2026)

| Name | Present Position | New Position |
|---------------|---|----------------|
| Koji Shishido | Representative Director, Vice President, in charge of Environment Safety & Quality Assurance Dept. | Senior Adviser |
| Akio Kohri | Director | - |
| Iwao Toigawa | Director (Outside) , Audit & Supervisory Committee Member | - |

(4) The candidates for Executive Officer (Appointment on June 17, 2026)

※Excluding those scheduled to serve concurrently as directors.

| Name | New Position | Present Position |
|--------------------|--|---|
| Kazuhiko Motoba | Managing Executive Officer, Division Manager of Research Division, Division Manager of Overseas Division | Same as on the left |
| Junjiro Inoshita | Managing Executive Officer, Division Manager of Domestic Sales Division | Senior Executive Officer, Division Manager of Domestic Sales Division |
| 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 | Same as on the left |
| Hiroshi Okumura | Senior Executive Officer, Division Manager of Market Development Division | Same as on the left |
| Manfred Hilweg | Senior Executive Officer, Managing Director of Nichino Europe Co., Ltd. | Same as on the left |

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|--------------------|---|--|
| Ken-ichi Hashizume | Senior Executive Officer, Division Manager of Corporate Planning Division, in charge of Environment Safety & Quality Assurance Dept. | General Manager Strategy of Innovation Dept. Corporate Planning & Innovation Division. ADEKA Corporation |
| Toshitomo Tanaka | Senior Executive Officer, Chair and Managing Director of Nichino India Pvt.Ltd. | Executive Officer, Chair and Managing Director of Nichino India Pvt.Ltd. |
| Shinsuke Fujioka | Executive Officer, Deputy Division Manager of Research Division, General 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 | 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, Deputy Division Manager of Overseas Division, General Manager of Sales Department, EAME & AMERICAS, Overseas Division | Same as on the left |
| Hiroshi Yamaguchi | Executive Officer, Deputy Division Manager of Production Division, General Manager of SCM Dept., Production Division | Same as on the left |
| Dustin Simmons | Executive Officer, President of Nichino America,Inc. | Same as on the left |

(5) Retiring Executive Officers (Scheduled date of retirement: June 17, 2026)

| Name | Present Position | New Position |
|---------------|--|---|
| Isao Ishimura | Executive Officer, President of Nichino Service Co., Ltd. | President of Nichino Service Co., Ltd. |

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