

May 13th, 2025

NIHON NOHYAKU CO., LTD.

To whom it may concern

Announcement of Personnel Change**1. Effective Date of Appointment**June 18th, 2025**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 126th ordinary shareholders meeting scheduled on June 18th, 2025. Scheduled to take office on the same day.)

Name	New Position	Present Position
Hiroyuki Iwata	Representative Director, President	Same as on the left
Koji Shishido	Representative Director, Vice President, in charge of Environment Safety & Quality Assurance Dept.	Same as on the left
Akio Kohri	Director	Same as on the left
Haruhiko Tomiyasu	Director	Same as on the left
Chizuko Nakata	Director (Outside)	Director (Outside) , Audit & Supervisory Committee Member
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 of outside directors as stipulated in Article 2, Item 15 of the Companies Act.

B. Ms. Chizuko Nakata is scheduled to be elected as the chair of the board of directors when the second proposal "Partial Amendment to the Articles of Incorporation," to be submitted to the 126th ordinary shareholders meeting on June 18th, 2025, is approved as proposed.

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

(The Appointments are subject to approval at the 126th ordinary shareholders meeting scheduled on June 18th, 2025. Scheduled to take office on the same day.)

Name	New Position	Present Position
Masuyo Ohtani	Director (Outside) , Audit & Supervisory Committee Member	Director (Outside)

Notice; Ms. Masuyo Ohtani is candidate of outside directors as stipulated in Article 2, Item 15 of the Companies Act.

(Reference) Director serving as the Audit & Supervisory Committee Members
 (The organizational structure after June 18th, 2025, as scheduled.)

Name	Position
Hideo Yamamoto	Director, Full-time Audit & Supervisory Committee Member
Iwao Toigawa	Director (Outside) , Audit & Supervisory Committee Member
Yoshiko Oshima	Director (Outside) , Audit & Supervisory Committee Member
Masuyo Ohtani	Director (Outside) , Audit & Supervisory Committee Member

Notice; A. Mr. Iwao Toigawa and Ms. Yoshiko Oshima are outside directors as stipulated in Article 2, Item 15 of the Companies Act.

B. Mr. Iwao Toigawa is the chair of the Governance Committee, which is an advisory body to the board of directors.

(3) Retiring Directors (Scheduled date of retirement: June 18th, 2025)

Name	Present Position	New Position
Yosuke Tomoi	Director, Chair	Executive Adviser

(4) The candidates for Executive Officer (Appointment on June 18th, 2025)

Name	New Position	Present Position
Shiro Takahashi	Managing Executive Officer, Division Manager of Corporate Planning Division, Division Manager of Administration Division, responsible for special missions	Same as on the left
Kazuhiko Motoba	Managing Executive Officer, Division Manager of Research Division, Division Manager of Overseas Division	Same as on the left
Junjiro Inoshita	Senior Executive Officer, Division Manager of Domestic Sales Division	Same as on the left
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
Isao Ishimura	Executive Officer, President of Nichino Service Co., Ltd.	Same as on the left
Toshitomo Tanaka	Executive Officer, Chair and Managing Director of Nichino India Pvt. Ltd.	Same as on the left
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	General Manager of SCM Dept., Production Division
Dustin Simmons	Executive Officer, President of Nichino America, Inc.	President of Nichino America, Inc.

(5) Retiring Executive Officers (Scheduled date of retirement: June 18th, 2025)

Name	Present Position	New Position
Jeffrey R. Johnson	Managing Executive Officer, Chair and CEO of Nichino America, Inc.	Chair and CEO of Nichino America, Inc.
Tetsuyoshi Nishimatsu	Senior Executive Officer, Secondment to Crop Life Japan	Senior Adviser, Secondment to Crop Life Japan

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