Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

May 14, 2026

To whom it may concern

Company name: NIHON NOHYAKU CO., LTD.
Representative: Hiroyuki Iwata, Representative Director, President
(Stock Exchange Code: 4997, Prime Market of the Tokyo Stock Exchange)
Contact: Masaki Yoshioka, General Manager of General Affairs & Legal Department
(TEL: +81-570-09-1177)

Notice of Changes in Representative Director

NIHON NOHYAKU CO., LTD. (hereinafter referred to as the "Company") announces, as follows, that at the meeting of the Board of Directors held today, it tentatively decided on the changes in its Representative Directors as described below. The formal decision is scheduled to be made at the 127th Ordinary General Meeting of Shareholders to be held on June 17, 2026, and at the subsequent meeting of the Board of Directors.

1. Change of Representative Directors.

Name	New Position	Present Position
Haruhiko Tomiyasu	Representative Director, Vice President	Director
Koji Shishido	Senior Adviser	Representative Director, Vice President

2. Reason for Change

This change is intended to establish a new management structure that will enable the Company to respond to future changes in the business environment and its business development.

3. Effective Date of Appointment

June 17, 2026

4. Profile of New Representative Directors

◆Curriculum Vitae of Haruhiko Tomiyasu

Date of Birth: July 7, 1956

Education: Graduated from Faculty of Law, Keio University in March 1979

Career History:

April 1979	Joined DAI-ICHI KANGYO BANK, LTD. (present Mizuho Bank, Ltd.)
July 2005	General Manager of Administration Division, Mizuho Bank, Ltd.
June 2007	Full-time Audit and Supervisory Board Member, ADEKA Corporation
June 2009	Director and Operating Officer, responsible for Legal & Public Relations Dept. and Financial & Accounting Dept., and Chairman of Internal Control Promotion Committee, ADEKA Corporation
December 2009	Audit & Supervisory Board Member of the Company
June 2014	Director and Managing Operating Officer, responsible for Human Resources Dept., Financial & Accounting Dept. and Information Systems Dept., and Chairman of Internal Control Promotion Committee, ADEKA Corporation
June 2018	Director and Senior Managing Operating Officer, Assistant to President, responsible for Secretarial Dept., Human Resources Dept., and Procurement & Logistics Dept., and Chairman of Internal Control Promotion Committee, ADEKA Corporation
June 2020	Director and Audit & Supervisory Committee Member of the Company Representative Director and Senior Managing Operating Officer, Assistant to President, responsible for Secretarial Dept., Human Resources Dept., and Procurement & Logistics Dept., and Chairman of Internal Control Promotion Committee, ADEKA Corporation (current position)
Jun. 2023	Director of the Company (current position)
Jun. 2026	Representative Director and Vice President of the Company (Scheduled to Assume Office)

END