NICHINO

NIHON NOHYAKU CO., LTD.

19-8, Kyobashi 1-Chome, Chuo-ku, Tokyo 104-8386

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.

Global Innovator for Crop & Life

（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
Iwao Toigawa	Director（Outside）, Audit & Supervisory Committee Member	-

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

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
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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