January 29, 2025

To Whom It May Concern

Company name: Kumiai Chemical Industry Co., Ltd.
President, Representative Director
YOKOYAMA Masaru
(Code number: 4996, The Prime Market of the TSE)
Contact: YAMADA Koji
General Manager, General Affairs Dept.

# Notice of Change of Representative Director and Appointment of Directors and Officers

Kumiai Chemical Industry Co., Ltd. hereby announces that at the Annual General Meeting of Shareholders and the Board of Directors meeting held today, the following decisions were made regarding the change of Representative Director and the appointment of Directors and Officers, effective as of January 29, 2025. In addition, there was a personnel change in General Managers, which will also take effect on the same date.

1. Change of Representative Director

(1) Reason for Change

The expiration of Representative Director and Senior Managing Executive Officer UCHIDOI Toshiharu's term of office at the conclusion of the 76th Annual General Meeting of Shareholders held today.

(2) Details of Change (effective as of January 29, 2025)

| Name | New position | Previous position |
|---|---|---|
| IMAI Katsuki | Representative Director,<br>Senior Managing Executive Officer | |

2. Details of Change of Directors and Officers(effective as of January 29, 2025)

| Name | New position | Previous position |
|---|---|---|
| YOKOYAMA Masaru | Representative Director,<br>President | (Same as left) |
| IMAI Katsuki | Representative Director,<br>Senior Managing Executive Officer,<br>Head of Overseas Sales Division | |

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|---|---|---|
| YOSHIMURA Takumi | Director, Senior Managing Executive Officer,<br>Head of Corporate Secretariat, Corporate Governance Office, Sustainability Promotion Department | (Same as left) |
| IKAWA Teruhiko | Director, Managing Executive Officer,<br>Head of Production & Procurement Division | (Same as left) |
| YAMAJI Yoshihiro | Director, Managing Executive Officer,<br>Head of Corporate Planning & Coordination Division | Managing Executive Officer,<br>Head of Corporate Planning & Coordination Division |
| IWATA Kouichi | Director, Managing Executive Officer,<br>Head of Domestic Sales Division | Managing Executive Officer,<br>Head of Domestic Sales Division |
| NISHIO Tadahisa | Outside Director (Independent Officer) | (Same as left) |
| IKEDA Kanji | Outside Director (Independent Officer) | (Same as left) |
| YAMANASHI Chisato | Outside Director (Independent Officer) | (Same as left) |
| NAKAJIMA Takahiro | Full-time Outside Audit & Supervisory Board Member (Independent Officer) | |
| SUZUKI Tomitaka | Outside Audit & Supervisory Board Member | |
| URUSHIBATA Ikumi | Managing Executive Officer,<br>Head of Chemical & Specialty Products Sales Division | (Same as left) |
| YANO Hiroyuki | Managing Executive Officer,<br>Head of Research & Development Division | Executive Officer,<br>General Manager of Research & Development Planning Department, Research & Development Division |
| KATAGIRI Sadamitsu | Managing Executive Officer,<br>Deputy Head of Corporate Planning & Coordination Division | (Same as left) |
| NIIGAWA Kazuya | Managing Executive Officer,<br>Deputy Head of Domestic Sales Division | (Same as left) |
| INOUE Jun | Executive Officer,<br>General Manager of Overseas Planning Department, Overseas Sales Division | (Same as left) |

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| IKEUCHI Toshihiro | Executive Officer,<br>General Manager of Production Department, Production & Procurement Division | (Same as left) |
| NAKANO Yuki | Executive Officer,<br>General Manager of Bioscience Research Institute, Research & Development Division | (Same as left) |
| KONAGAI Kiyoshi | Executive Officer,<br>General Manager of Chemical Sales Department of Chemical & Specialty Products Sales Division | (Same as left) |
| KAWASHIMA Takahiro | Executive Officer,<br>General Manager of Personnel Affairs Department, Corporate Planning & Coordination Division | (Same as left) |
| TAKAGI Makoto | Executive Advisor | Director, Corporate Advisor |

3. Retirement of Directors and Officers (effective as of January 29, 2025)

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|---|---|
| Director | UCHIDOI Toshiharu |
| Director | OKAWA Tetsuo |
| Audit & Supervisory Board Member | TANEDA Kohei |
| Executive Advisor | KOIKE Yoshitomo |

4. Details of Change of General Managers (effective as of January 29, 2025)

| Name | New position | Previous position |
|---|---|---|
| TAMAI Ryuji | General Manager of Research & Development Planning Department,<br>Research & Development Division | Section Manager of Research Promotion Section,<br>Research & Development Planning Department,<br>Research & Development Division |

| Name<br>(Date of birth) | Career summary, positions, responsibilities,<br>and significant concurrent positions | | Number of shares of the Company hel |
|---|---|---|---|
| IMAI Katsuki<br>(June 8, 1965)<br><br>[New appointment]<br><br>[Special interest with the Company]<br>None | April 1991 | Joined National Federation of Agricultural Cooperative Associations (“ZEN- OH”) | 0 |
| | April 2018 | General Manager of Agrochemical A.I.s Development Section, Fertilizers and Agrochemicals Division, Main Office of ZEN- OH | |
| | April 2019 | General Manager of Agrochemicals Section, Crop Production Division, Main Office of ZEN- OH | |
| | April 2021 | Vice President of Agribusiness General Planning Division, Main Office of ZEN- OH | |
| | April 2022 | Auditor (part-time) of ZM Crop Protection Corporation | |
| | June 2022 | Auditor (part-time) of Hokuren Cooperative Feed Mills Co., Ltd. (Current) | |
| | June 2022 | Director of Hokkaido Regional Agricultural Research Institute (Current) | |
| | June 2022 | Regional President of Corporate Planning Division, Main Office of ZEN- OH (Current) | |