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April 30, 2025

Company name: NIPPON FINE CHEMICAL CO., LTD.
Name of representative: Hiroshi Yano
President and CEO
(Securities code: 4362; Prime Market of TSE)
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Notice Concerning Candidates for Director and Audit & Supervisory Board Member

NIPPON FINE CHEMICAL CO., LTD. (the “Company”) hereby announces that after receiving a report from the Nomination and Remuneration Committee, at the meeting of the Board of Directors held today, it tentatively appointed the following candidates for Director and candidates for Audit & Supervisory Board Member. Furthermore, it plans to submit this matter at the 157th Annual General Meeting of Shareholders scheduled to be held on June 24, 2025.

1. Candidates for Director (Candidates for reelection are indicated by an asterisk (*))
As of June 24, 2025

Name	[New position]	[Current position]
Hiroshi Yano*	President and CEO	President and CEO
(Reasons for selection) Mr. Hiroshi Yano has worked on strengthening the Company’s governance structure through leading and supervising the Company’s overall management as President and CEO since 2020 after assuming the position of Corporate Officer in 2010. He also has experience serving as Director, Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company’s sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.		
Masanobu Kawabayashi*	Director, Executive Corporate Officer	Director, Executive Corporate Officer
(Reasons for selection) Mr. Masanobu Kawabayashi has reflected knowledge and experience gained so far for the Company’s overall management as Director as well as supervised the manufacturing technology area as Director, Executive Corporate Officer since 2015 after assuming the position of Corporate Officer in 2008. He also has experience serving as Director, Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company’s sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.		
Yukihiro Ohashi*	Director, Executive Corporate Officer	Director, Executive Corporate Officer
(Reasons for selection) Mr. Yukihiro Ohashi has reflected knowledge and experience gained so far for the Company’s overall management as Director as well as supervised the R&D area as Director, Executive Corporate Officer since 2024 after assuming the position of Corporate Officer in 2008. He also has experience serving as Director, Corporate Officer and Director, Senior Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company’s sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.		

Name	[New position]	[Current position]
Susumu Ota*	Outside Director	Outside Director
(Reasons for selection) Mr. Susumu Ota has abundant knowledge and experience about corporate management. The Company has considered it as his expected role to present a long-term vision and give proper opinions from a perspective different from the Company's previous idea regarding the Company's management as well as to seek to reinforce the supervisory function of the Board of Directors with high independence and therefore nominated him as a candidate for Outside Director for another term.		
Eriko Matsuwaka*	Outside Director	Outside Director
(Reasons for selection) Ms. Eriko Matsuwaka is a certified public accountant well versed in corporate accounting and has abundant knowledge and experience about corporate management. The Company has considered it as her expected role to present a long-term vision and give proper opinions from a perspective different from the Company's previous idea regarding the Company's management as well as to seek to reinforce the supervisory function of the Board of Directors with high independence and therefore nominated her as a candidate for Outside Director for another term.		

2. Candidates for Audit & Supervisory Board Member (Candidates for reelection are indicated by an asterisk (*))

As of June 24, 2025

Name	Position
Masanori Mitsuki*	Standing Audit & Supervisory Board Member
(Reasons for selection) Mr. Masanori Mitsuki has strived to enhance the effectiveness of audit mainly by giving proper recommendations based on physical inspection on the site, while capitalizing on abundant knowledge and experience about the Company's businesses after assuming Standing Audit & Supervisory Board Member in 2017. The Company judged that it can hope he will be able to capitalize on his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Standing Audit & Supervisory Board Member for another term.	
Tetsuo Masuda*	Outside Audit & Supervisory Board Member
(Reasons for selection) Mr. Tetsuo Masuda has provided oversight of the Company's Directors and proper advice and recommendations from his independent and neutral position as an attorney, and the Company has considered it as his expected role to utilize his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Outside Audit & Supervisory Board Member for another term.	
Kazufumi Suzuki*	Outside Audit & Supervisory Board Member
(Reasons for selection) Mr. Kazufumi Suzuki has provided oversight of the Company's Directors and proper advice and recommendations from his position as a manager, and the Company has considered it as his expected role to capitalize on his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Outside Audit & Supervisory Board Member for another term.	

<Reference>

The Company's management structure after the Annual General Meeting of Shareholders to be held in June 2025 shall be as follows.

(The below asterisks following names indicate proposed candidates for Director and candidates for Audit & Supervisory Board Member in the proposal at the Annual General Meeting of Shareholders.)

Name	Position
Hiroshi Yano*	President and CEO
(Reasons for election) Mr. Hiroshi Yano has worked on strengthening the Company's governance structure through leading and supervising the Company's overall management as President and CEO since 2020 after assuming the position of Corporate Officer in 2010. He also has experience serving as Director, Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.	
Masanobu Kawabayashi*	Director, Executive Corporate Officer
(Reasons for election) Mr. Masanobu Kawabayashi has reflected knowledge and experience gained so far for the Company's overall management as Director as well as supervised the manufacturing technology area as Director, Executive Corporate Officer since 2015 after assuming the position of Corporate Officer in 2008. He also has experience serving as Director, Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.	
Yukihiro Ohashi*	Director, Executive Corporate Officer
(Reasons for election) Mr. Yukihiro Ohashi has reflected knowledge and experience gained so far for the Company's overall management as Director as well as supervised the R&D area as Director, Executive Corporate Officer since 2024 after assuming the position of Corporate Officer in 2008. He also has experience serving as Director, Corporate Officer and Director, Senior Corporate Officer. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on these abundant experience and in-depth insight about the overall businesses and therefore nominated him as a candidate for Director for another term.	
Susumu Ota*	Outside Director
(Reasons for election) Mr. Susumu Ota has abundant knowledge and experience about corporate management. The Company has considered it as his expected role to present a long-term vision and give proper opinions from a perspective different from the Company's previous idea regarding the Company's management as well as to seek to reinforce the supervisory function of the Board of Directors with high independence and therefore nominated him as a candidate for Outside Director for another term.	
Eriko Matsuwaka*	Outside Director
(Reasons for election) Ms. Eriko Matsuwaka is a certified public accountant well versed in corporate accounting and has abundant knowledge and experience about corporate management. The Company has considered it as her expected role to present a long-term vision and give proper opinions from a perspective different from the Company's previous idea regarding the Company's management as well as to seek to reinforce the supervisory function of the Board of Directors with high independence and therefore nominated her as a candidate for Outside Director for another term.	
Kiyoshi Horie	Standing Audit & Supervisory Board Member
Mr. Kiyoshi Horie has strived to enhance the effectiveness of audit mainly by giving proper recommendations based on physical inspection on the site, while capitalizing on his abundant knowledge and experience about the Company's businesses after assuming Standing Audit & Supervisory Board Member in 2011, and is currently serving a four-year term that began at the conclusion of the Annual General Meeting of Shareholders held in June 2023.	
Masanori Mitsuki*	Standing Audit & Supervisory Board Member
(Reasons for election) Mr. Masanori Mitsuki has strived to enhance the effectiveness of audit mainly by giving proper recommendations based on physical inspection on the site, while capitalizing on abundant knowledge and experience about the Company's businesses after assuming Standing Audit & Supervisory Board Member in 2017. The Company judged that it can hope he will be able to capitalize on his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Standing Audit & Supervisory Board Member for another term.	

Name	Position
Tetsuo Masuda*	Outside Audit & Supervisory Board Member
(Reasons for election) Mr. Tetsuo Masuda has provided oversight of the Company's Directors and proper advice and recommendations from his independent and neutral position as an attorney, and the Company has considered it as his expected role to utilize his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Outside Audit & Supervisory Board Member for another term.	
Kazufumi Suzuki*	Outside Audit & Supervisory Board Member
(Reasons for election) Mr. Kazufumi Suzuki has provided oversight of the Company's Directors and proper advice and recommendations from his position as a manager, and the Company has considered it as his expected role to capitalize on his abundant experience and broad insight to strengthen the Company's corporate governance and therefore nominated him as a candidate for Outside Audit & Supervisory Board Member for another term.	
Susumu Yamasaki	Senior Corporate Officer
(Reasons for election) Since joining the Company, Mr. Susumu Yamasaki has been responsible for sales and marketing operations. In 2018, he was appointed as Corporate Officer, and in 2021, he was appointed as Senior Corporate Officer, acting as Senior General Manager of Administration Division, Business Strategy Supervisor and Sustainability Supervisor. Since April 2023, as Senior General Manager of Sales Division, he has worked to grow and expand the division. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on this abundant experience and in-depth insight in the field of business execution and has therefore made him Senior Corporate Officer for another term.	
Akihiro Niimura	Senior Corporate Officer
(Reasons for election) Since joining the Company, Mr. Akihiro Niimura has been responsible for sales operations. In 2020, he was appointed as Corporate Officer, acting as Deputy Senior General Manager of Cosmetic Ingredients Division (Sales Management), and in 2023, he was appointed as Senior Corporate Officer, acting as Senior General Manager of Administration Division and Sustainability Supervisor, where he has worked to grow and expand the division. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on this abundant experience and in-depth insight in the field of business execution and has therefore made him Senior Corporate Officer for another term.	
Masaki Matsumoto	Senior Corporate Officer
(Reasons for election) Since joining the Company, Mr. Masaki Matsumoto has been responsible for research and development operations. In 2022, he was appointed as Corporate Officer, and in 2023, he was appointed as Senior Corporate Officer, acting as Senior General Manager of Lipid Division, where he has worked to grow and expand the division. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on this abundant experience and in-depth insight in the field of business execution and has therefore made him Senior Corporate Officer for another term.	
Yutaka Iwamoto	Senior Corporate Officer
(Reasons for election) Since joining the Company, Mr. Yutaka Iwamoto has been responsible for manufacturing and manufacturing control. In 2023, he was appointed as Corporate Officer, and in 2024, he was appointed as Senior Corporate Officer, acting as Senior General Manager of Manufacturing & Technology Division and Executive Supervisor for Lipid Production & Technology Department, where he has worked to expand the division in addition to contributing to stable manufacturing. The Company has judged that it can hope that he will be able to contribute to enhancing the Company's sustained corporate value based on this abundant experience and in-depth insight in the field of business execution and has therefore made him Senior Corporate Officer for another term.	