

May 13, 2024

To whom it may concern

Company name: ORGANO CORPORATION  
Representative name: Masayuki Yamada  
Representative Director and President  
(Securities Code: 6368, Stock Exchange: TSE Prime  
Market)  
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### Notice Regarding Changes in Officers and Organizational Restructuring

ORGANO CORPORATION (the “Company”) hereby announces that its Board of Directors meeting held on May 13, 2024 has internally decided to make changes to officers as follows, and resolved the candidates for officers to be proposed at its 79th Ordinary General Meeting of Shareholders to be held on June 27, 2024. The Company plans to make a formal decision regarding this matter at its 79th Ordinary General Meeting of Shareholders and the Board of Directors meeting that will be held afterward. Furthermore, the Company hereby announces that it has resolved to conduct organizational restructuring on June 27, 2024, and change the work delegated to officers.

#### I. Changes in Directors and Audit and Supervisory Board Members

##### 1. Changes in Directors

##### (1) Candidate for Director

Name	New position	Current position, etc.
Naomi Kodama	Director (Outside) (Independent Officer)	Professor, Faculty of Economics, Meiji Gakuin University

##### (2) Retiring Director

Name	Current position, etc.
Keikou Terui	Director (Outside) (Independent Officer)

2. Changes in Audit and Supervisory Board Members

(1) Candidates for Substitute Audit and Supervisory Board Member

Name	New position	Current position, etc.
Chikara Furuuchi	Substitute Audit and Supervisory Board Member (Internal)	Former Managing Director and Executive Officer
Mio Minaki	Substitute Audit and Supervisory Board Member (Outside)	Lawyer Partner of Minaki & Kitazawa Law Office Outside Director of SEIKAGAKU CORPORATION Outside Auditor of NITTOKU CO., LTD. External Corporate Auditor of Sumitomo Heavy Industries, Ltd.

## II. Changes in Executive Officers

On June 27, 2024, the positions and responsibilities of Executive Officers will be changed as follows.

### 1. Promoted Executive Officer

Name	New position	Current position, etc.
Shojiro Koike	Managing Executive Officer, Deputy President of Corporate Management and Planning, and General Manager of Corporate Strategy and Planning Dept.	Executive Officer, Deputy President of Corporate Management and Planning, and General Manager of Corporate Strategy and Planning Dept.

### 2. Newly elected Executive Officer

Name	New position	Current position, etc.
Masahisa Sotokawa	Executive Officer, Senior General Manager of Water Systems and Solutions Division, Industrial Plant Business	Senior General Manager of Water Systems and Solutions Division, Industrial Plant Business

### 3. Retiring Executive Officers

Name	Current position, etc.
Tatsuya Kunieda	General Manager of Global Engineering Center Chairman of Organo (Vietnam) Co., Ltd.
Koh Yoshida	Deputy President of Performance Products Business and General Manager of Product Planning and Technology Dept.

Tatsuya Kunieda is expected to assume office as Advisor and President of Organo (Vietnam) Co., Ltd. Koh Yoshida is expected to assume office as Advisor (continue as Deputy President of Performance Products Business and General Manager of Product Planning and Technology Dept.)

## III. Organizational restructuring

On June 27, 2024, the Company will conduct organizational restructuring. The details of organizational restructuring are as follows.

1. To expand the functional materials business, which is a priority business of the Company, by implementing the digital marketing strategy and other measures in the Performance Products Business, the Company will transfer the Separation and Refinement Sales Dept. from under the Electronics Division, Industrial Plant Business, to under the Functional Materials Dept., Performance Products Business Division, Performance Products Business.

## IV. Changes to work delegated to officers

On June 27, 2024, the positions and responsibilities of officers will be changed as follows.

Name	New position	Current position, etc.
Yasutoshi Nakayama	Managing Director and Executive Officer, President of Industrial Plant Business	Managing Director and Executive Officer, President of Industrial Plant Business, and Senior General Manager of Electronics Division
Makoto Tomizawa	Managing Executive Officer, President of Global Management and Planning, General Manager of Global Planning Office, General Manager of Global Management Office, and General Manager of Trade Control Office Representative Director of Organo Technology Co., Ltd. Chairman of Organo (Vietnam) Co., Ltd.	Managing Executive Officer, President of Global Management and Planning, General Manager of Global Management Office, and General Manager of Trade Control Office Representative Director of Organo Technology Co., Ltd.

(Reference) Executive structure after the 79th Ordinary General Meeting of Shareholders (as of June 27, 2024)

1. Directors and Audit and Supervisory Board Members

Title	Name	Title	Name
Representative Director and President	Masayuki Yamada	Audit and Supervisory Board Member (Full-time)	Yoshihiro Tajitsu
		Outside Audit and Supervisory Board Member	Wataru Higuchi
Director	Yasutoshi Nakayama	Outside Audit and Supervisory Board Member	Hirohito Kodama
Director	Nobuyoshi Suda		
Director	Tetsushi Honda		
Outside Director	Kenji Hirai		
Outside Director	Morifumi Wada		
Outside Director	Daisaku Abe		
Outside Director	Nobuko Hanano		
Outside Director	Naomi Kodama		

2. Executive Officers (\* represents persons concurrently serving as Director)

Title	Name	Responsibility
*President and Executive Officer	Masayuki Yamada	
*Managing Executive Officer	Yasutoshi Nakayama	President of Industrial Plant Business
*Managing Executive Officer	Nobuyoshi Suda	President of R&D and Engineering In charge of Environment, Safety and Quality Assurance Dept., Purchasing and Logistics Dept., and Performance Products Business
*Managing Executive Officer	Tetsushi Honda	President of Corporate Management and Planning In charge of Internal Auditing Office, Corporate Secretariat Office, Global Management and Planning, Legal and Patent Dept., Trade Control Office, and Branches
Managing Executive Officer	Shin Asano	Deputy President of R&D and Engineering and Senior General Manager of Engineering Center

Title	Name	Responsibility
Managing Executive Officer	Makoto Tomizawa	President of Global Management and Planning, General Manager of Global Planning Office, General Manager of Global Management Office, and General Manager of Trade Control Office Representative Director of Organo Technology Co., Ltd. Chairman of Organo (Vietnam) Co., Ltd.
Managing Executive Officer	Makoto Kukizaki	President of Performance Products Business and Senior General Manager of Performance Products Business Division
Managing Executive Officer	Shojiro Koike	Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.
Executive Officer	Ken Shimada	General Manager of Plant Project Planning Dept., Engineering Center, R&D and Engineering
Executive Officer	Fusayoshi Akimoto	General Manager of Internal Auditing Office
Executive Officer	Toru Amemiya	Representative Director and President of ORGANO PLANT SERVICE CORPORATION
Executive Officer	Masahiro Eguchi	Senior General Manager of R&D Center, R&D and Engineering
Executive Officer	Satoshi Kasahara	General Manager of Data & Solution Promotion Dept., Corporate Management and Planning
Executive Officer	Masahisa Sotokawa	Senior General Manager of Water Systems and Solutions Division, Industrial Plant Business