

May 12, 2022

To whom it may concern

Company name           ORGANO CORPORATION  
Representative name: Masaki Uchikura  
Representative Director and President  
(Securities Code: 6368, Stock Exchange: TSE Prime  
Market)  
Inquiries:               Tetsushi Honda  
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**Notice Regarding Changes in Representative Director and Officers and Organizational  
Restructuring**

ORGANO CORPORATION (the “Company”) hereby announces that its Board of Directors meeting held on May 12, 2022 has internally decided to make changes to Representative Director and officers as follows, and resolved the candidates for officers to be proposed at its 77th Ordinary General Meeting of Shareholders to be held on June 29, 2022.

The Company plans to make a formal decision regarding this matter at its 77th 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 29, 2022, and change the work delegated to officers.

I. Changes in Representative Director

1. Reason for change

In order to make changes to the management structure due to the expiration of terms of office.

2. Names, positions, etc. of the new and former Representative Directors

Name	New position	Current position, etc.
Masaki Uchikura	Director Chairman of the Board of Directors	Representative Director and President President and Executive Officer
Masayuki Yamada	Representative Director and President President and Executive Officer	Senior Managing Director and Executive Officer

3. Career summary of Representative Director to be newly elected

Name (Date of birth)	Career summary	Number of shares owned
Masayuki Yamada January 7, 1959	<p>Most recent education: Mar. 1985 Completed Master's Program, the Department of Botany, Graduate School of Science, Kyoto University</p> <p>Career summary: Apr. 1985 Joined Toyo Soda Manufacturing Co., Ltd. (currently Tosoh Corporation)</p> <p>June 2013 Director, Senior General Manager of Bioscience Division and Manager of Planning and Development</p> <p>June 2016 Senior Vice President, Senior General Manager of Bioscience Division</p> <p>June 2017 Director, Executive Vice President, President of Specialty Group and Senior General Manager of Bioscience Division</p> <p>June 2019 Director, Executive Vice President, General Manager of Research and Development Planning, President of Specialty Group, and President of Engineering Group (retired in June 2021) Director of the Company</p> <p>June 2021 Senior Managing Director and Executive Officer Current position</p>	1,400 (Note)

(Note) "Number of shares owned" is current as of May 12, 2022.

4. Scheduled date of assuming office

June 29, 2022

II. Changes in Directors and Audit and Supervisory Board Members

1. Changes in Directors

(1) New candidate for Director

Name	New position	Current position, etc.
Mitsutaka Sugata	Director	Vice President, General Manager of Purchasing & Logistics and Group Leader of Raw Materials & Fuel Operations, Tosoh Corporation

(2) Retiring Directors

Name	Current position, etc.
Hitoshi Hori	Managing Director and Executive Officer, President of Performance Products Business

Hitoshi Hori is expected to assume office as Advisor of the Company, and continue as Chairman of the Board of ORGANO FOOD TECH CORPORATION.

2. Changes in Audit and Supervisory Board Members

(1) Candidates for Substitute Audit and Supervisory Board Member

Name	New position	Current position, etc.
Tomoaki Itou	Substitute Audit and Supervisory Board Member (Internal)	Former Managing Director and Executive Officer
Hirohito Kodama	Substitute Audit and Supervisory Board Member (Outside)	Director, Full-time Audit and Supervisory Committee Member, KAGOME CO., LTD. Outside Director (Audit & Supervisory Board Member), Dynapac Co., Ltd.

III. Changes in Executive Officers

On June 29, 2022, the positions and responsibilities of Executive Officers will be changed as follows:

1. Promoted Executive Officer

Name	New position	Current position, etc.
Makoto Kukizaki	Managing Executive Officer, President of Performance Products Business and Senior General Manager of Performance Products Business Division	Executive Officer, Deputy President of Performance Products Business and Senior General Manager of Performance Products Business Division

2. Newly elected Executive Officer

Name	New position	Current position, etc.
Yoshihiro Tajitsu	Executive Officer, Deputy President of Corporate Management and Planning	General Manager of Auditing, Tosoh Corporation

3. Retiring Executive Officer

Name	Current position, etc.
Kazuhisa Fukuda	Managing Executive Officer, Deputy President of Industrial Plant Business and Senior General Manager of Water Systems and Solutions Division

Kazuhisa Fukuda is expected to assume office as Advisor of the Company, and continue as Representative Director and President of ORGANO ECO TECH CORPORATION.

IV. Organizational restructuring

On June 29, 2022, the Company will conduct organizational restructuring. The details of organizational restructuring are as follows.

1. The Company will integrate the Power Plant Division, which handles water treatment facilities for power plants, and the Civil and Municipal Plant Division, which handles water supply and sewage facilities for government offices, and reorganize them into the “Social Infrastructure Division” with the aim of effectively utilizing internal resources and reinforcing profitability, mainly for service solutions.

V. Changes to work delegated to officers

On June 29, 2022, the positions and responsibilities of officers will be changed as follows.

Name	New position	Current position, etc.
Makoto Tomizawa	Managing Executive Officer, President of Global Management and Planning, General Manager of Global Management Office, and General Manager of Trade Control Office President of Organo (Singapore) Pte Ltd	Managing Executive Officer, President of Global Management and Planning, General Manager of Global Management Office, and General Manager of Trade Control Office
Tatsuya Kunieda	Executive Officer, General Manager of Global Engineering Center Chairman of Organo (Vietnam) Co., Ltd.	Executive Officer, General Manager of Global Engineering Center Project Office, Engineering Center, R & D and Engineering General Manager of Global Engineering Center Chairman of Organo (Vietnam) Co., Ltd.

<Reference> Executive structure after the 77th Ordinary General Meeting of Shareholders (as of June 29, 2022)

1. Directors and Audit and Supervisory Board Members

Title	Name	Title	Name
Director Chairman of the Board of Directors	Masaki Uchikura	Audit and Supervisory Board Member (Full- time)	Masahiko Toyoda
		Outside Audit and Supervisory Board Member	Wataru Higuchi
Representative Director and President	Masayuki Yamada	Outside Audit and Supervisory Board Member	Nobuko Hanano
Director	Yasutoshi Nakayama		
Director	Nobuyoshi Suda		
Director	Tetsushi Honda		
Director	Mitsutaka Sugata		
Outside Director	Motoo Nagai		
Outside Director	Keikou Terui		
Outside Director	Kenji Hirai		

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, and Senior General Manager of Electronics Division
*Managing Executive Officer	Nobuyoshi Suda	President of R & D and Engineering and Senior General Manager of R & D Center In charge of Legal and Patent Dept., Environment, Safety and Quality Assurance Dept., Purchasing and Logistics Dept., and Performance Products Business
Managing Executive Officer	Shin Asano	Deputy President of R & D and Engineering and Senior General Manager of Engineering Center
Managing Executive Officer	Makoto Tomizawa	President of Global Management and Planning, General Manager of Global Management Office, and General Manager of Trade Control Office President of Organo (Singapore) Pte Ltd

Title	Name	Responsibility
Managing Executive Officer	Makoto Kukizaki	President of Performance Products Business and Senior General Manager of Performance Products Business Division
*Executive Officer	Tetsushi Honda	President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept. In charge of Internal Auditing Office, Secretary Office, Global Management and Planning, Trade Control Office, and Branches
Executive Officer	Katsumi Ohga	General Manager of Legal and Patent Dept. and Manager of Legal Office
Executive Officer	Tatsuya Kunieda	General Manager of Global Engineering Center Chairman of Organo (Vietnam) Co., Ltd.
Executive Officer	Ken Shimada	General Manager of Engineering Dept., Engineering Center, R & D and Engineering
Executive Officer	Fusayoshi Akimoto	Deputy President of Corporate Management and Planning and General Manager of Operation Improvement Dept. Representative Director and President of ORGANO ACTY CORPORATION
Executive Officer	Shojiro Koike	Representative Director and President of ORGANO PLANT SERVICE CORPORATION
Executive Officer	Koh Yoshida	Deputy President of Performance Products Business and General Manager of Product Planning and Technology Dept.
Executive Officer	Toru Amemiya	Representative Director and General Manager of Organo Technology Co., Ltd.
Executive Officer	Yoshihiro Tajitsu	Deputy President of Corporate Management and Planning