

May 12, 2023

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 12, 2023 has internally decided to make changes to officers as follows, and resolved the candidates for officers to be proposed at its 78th Ordinary General Meeting of Shareholders to be held on June 29, 2023. The Company plans to make a formal decision regarding this matter at its 78th 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, 2023, and change the work delegated to officers.

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

##### 1. Changes in Directors

##### (1) New candidates for Director

Name	New position	Current position, etc.
Morifumi Wada	Director (Outside) (Independent Officer)	Chairman of EIKEN CHEMICAL CO.,LTD.
Daisaku Abe	Director (Outside) (Independent Officer)	Former Deputy President & Executive Officer of Mizuho Financial Group, Inc. Outside Director of NIPPON STEEL KOWA REAL ESTATE CO., LTD. Executive Advisor of Mizuho Leasing Company, Limited
Nobuko Hanano	Director (Outside) (Independent Officer)	Audit and Supervisory Board Member (Outside) (Independent Officer)

(2) Retiring Directors

Name	Current position, etc.
Masaki Uchikura	Director Chairman of the Board of Directors
Mitsutaka Sugata	Director
Motoo Nagai	Director (Outside) (Independent Officer)

2. Changes in Audit and Supervisory Board Members

(1) New candidates for Audit and Supervisory Board Member

Name	New position	Current position, etc.
Yoshihiro Tajitsu	Audit and Supervisory Board Member (Full-time) (Internal)	Executive Officer, Deputy President of Corporate Management and Planning
Hirohito Kodama	Audit and Supervisory Board Member (Outside) (Independent Officer)	Director of KAGOME CO., LTD (Audit and Supervisory Committee Member) Outside Director (Audit & Supervisory Committee Member) of Dynapac Co., Ltd.

(2) Retiring Audit and Supervisory Board Members

Name	Current position
Masahiko Toyoda	Audit and Supervisory Board Member (Full-time) (Internal)
Nobuko Hanano	Audit and Supervisory Board Member (Outside) (Independent Officer)

(3) Candidates for Substitute Audit and Supervisory Board Member

Name	New position	Current position, etc.
Haruki Myouga	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.

## II. Changes in Executive Officers

On June 29, 2023, the positions and responsibilities of Executive Officers will be changed as follows.

### 1. Promoted Executive Officer

Name	New position	Current position, etc.
Tetsushi Honda	Managing Director and Executive Officer, President of Corporate Management and Planning	Director and Executive Officer, President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.

### 2. Newly elected Executive Officers

Name	New position	Current position, etc.
Masahiro Eguchi	Executive Officer, Senior General Manager of R&D Center, R&D and Engineering	Deputy General Manager of R&D Center, and General Manager of Planning and Administration Dept., R&D and Engineering
Satoshi Kasahara	Executive Officer, General Manager of Data & Solution Promotion Dept., Corporate Management and Planning	General Manager of Service Solutions Promotion Office, Industrial Plant Business

### 3. Retiring Executive Officers

Name	Current position, etc.
Katsumi Ohga	Executive Officer, General Manager of Legal and Patent Dept.
Yoshihiro Tajitsu	Executive Officer, Deputy President of Corporate Management and Planning

Katsumi Ohga is expected to assume office as Advisor, and continue as General Manager of Legal and Patent Dept.

## III. Organizational restructuring

On June 29, 2023, the Company will conduct organizational restructuring. The details of organizational restructuring are as follows.

1. The Company will change its delivery structure in the R&D and Engineering as part of measures to strengthen the engineering structure, and establish new “Plant Project Planning Department” and “Plant Design Department” in order to facilitate efficient delivery using an operation-segregated delivery structure for large-scale projects and a new “General Plant Engineering Department” in order to facilitate efficient delivery using a seamless integrated delivery structure for small- to medium-scale projects.

Through this change, the Engineering Department of the pre-existing organization will be abolished.

2. The Planning and Administration Department under the R&D and Engineering will be abolished and a new “Planning Department” will be established as an organization dedicated to planning, and for

large-scale projects, a project manager system will be introduced to strengthen the delivery system. In addition, the Company will carry out initiatives to accelerate engineering process reforms, including the automation and efficiency of design through data utilization. A new “Management Department” will be established as an organization dedicated to administration.

3. For the purpose of accelerating the creation of business models that utilize digital technologies, the Company will integrate the “Digital Transformation Department” and the “Service Solutions Promotion Office” and establish a new “Data & Solution Promotion Department” under the Corporate Management and Planning.
4. With the aim of strengthening security measures and the system infrastructure, the Company will transfer the Information System Office from under the Operation Improvement Department in the Corporate Management and Planning to directly under the Corporate Management and Planning, and will renamed as the “Information Systems Department.”

The Operation Improvement Department will be phased out and abolished as its various measures have transitioned to a practical stage within the departments using such measures.

#### IV. Changes to work delegated to officers

On June 29, 2023, the positions and responsibilities of officers will be changed as follows.

Name	New position	Current position, etc.
Nobuyoshi Suda	Managing Director and Executive Officer, President of R&D and Engineering	Managing Director and Executive Officer, President of R&D and Engineering and Senior General Manager of R&D Center
Makoto Tomizawa	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. 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 President of Organo (Singapore) Pte Ltd
Ken Shimada	Executive Officer, General Manager of Plant Project Planning Dept., Engineering Center, R&D and Engineering	Executive Officer, General Manager of Engineering Dept., Engineering Center, R&D and Engineering
Fusayoshi Akimoto	Executive Officer, General Manager of Internal Auditing Office	Executive Officer, Deputy President of Corporate Management and Planning and General Manager of Operation Improvement Dept. Representative Director and President of ORGANO ACTY CORPORATION
Shojiro Koike	Executive Officer, Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.	Executive Officer Representative Director and President of ORGANO PLANT SERVICE CORPORATION

Name	New position	Current position, etc.
Toru Amemiya	Executive Officer Representative Director and President of ORGANO PLANT SERVICE CORPORATION	Executive Officer Representative Director and General Manager of Organo Technology Co., Ltd.

(Reference) Executive structure after the 78th Ordinary General Meeting of Shareholders (as of June 29, 2023)

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	Keikou Terui		
Outside Director	Kenji Hirai		
Outside Director	Morifumi Wada		
Outside Director	Daisaku Abe		
Outside Director	Nobuko Hanano		

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 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 Management Office, and General Manager of Trade Control Office Representative Director of Organo Technology Co., Ltd. President of Organo (Singapore) Pte Ltd
Managing Executive Officer	Makoto Kukizaki	President of Performance Products Business and Senior General Manager of Performance Products Business Division
Executive Officer	Tatsuya Kunieda	General Manager of Global Engineering Center Chairman of Organo (Vietnam) Co., Ltd.
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	Shojiro Koike	Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.
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 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