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May 13, 2025

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, 2025 has internally decided to make changes to officers as follows, and resolved the candidates for officers to be proposed at its 80th Ordinary General Meeting of Shareholders to be held on June 27, 2025.

The Company plans to make a formal decision regarding this matter at its 80th 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, 2025, 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.
Masaya Chisaki	Director (Outside) (Independent Officer)	Former Director, TBS HOLDINGS, INC. Executive Advisor, Tokyo Broadcasting System Television, Inc.

(2) Retiring Director

Name	Current position, etc.
Kenji Hirai	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 Audit & Supervisory Board Member of Vortex Co., Ltd. External Corporate Auditor of Sumitomo Heavy Industries, Ltd.

II. Changes in Executive Officers

On June 27, 2025, the positions and responsibilities of Executive Officers will be changed as follows.

1. Newly elected Executive Officers

Name	New position	Current position, etc.
Taro Oe	Executive Officer, General Manager of Marketing and Planning Dept., Industrial Plant Business	General Manager of Marketing and Planning Dept., Performance Products Business
Yasuharu Arisawa	Executive Officer, Deputy Senior General Manager of Engineering Center, R&D and Engineering and General Manager of Planning Dept.	General Manager of Planning Dept., Engineering Center, R&D and Engineering and General Manager of Plant Design Dept.

2. Retiring Executive Officers

Name	Current position, etc.
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.
Makoto Kukizaki	Managing Executive Officer, President of Performance Products Business and Senior General Manager of Performance Products Business Division
Ken Shimada	Executive Officer, General Manager of Plant Project Planning Dept., Engineering Center, R&D and Engineering
Fusayoshi Akimoto	Executive Officer, General Manager of Internal Auditing Office

Makoto Tomizawa, Makoto Kukizaki, Ken Shimada, and Fusayoshi Akimoto are expected to assume office as Advisors.

III. Organizational restructuring

On June 27, 2025, the Company will conduct organizational restructuring. The details of organizational restructuring are as follows.

1. Global Management and Planning as well as its two subordinate organizations, namely, the Global Planning Office and the Global Management Office, will be abolished and the functions of Global Management and Planning will be transferred to the Corporate Strategy and Planning Dept. under Corporate Management and Planning, facilitating an integrated response to strengthen group management informed by awareness of global operations.
2. The Plant Systems Development Dept. will be established under the R&D Center, R&D and Engineering, to strengthen functions for creating optimum systems by integrating various underlying technologies.
3. As the system to promote new business has been established, the Business Development Dept. under R&D and Engineering will be abolished and the functions related to new business promotion will be transferred to the Planning and Administration Dept. under the R&D Center, R&D and Engineering.

IV. Changes to work delegated to officers

On June 27, 2025, the positions and responsibilities of officers will be changed as follows.

Name	New position	Current position, etc.
Tetsushi Honda	Managing Director and Executive Officer, President of Corporate Management and Planning Chairman of Organo (Vietnam) Co., Ltd. In charge of Internal Auditing Office, Corporate Secretariat Office, Legal and Patent Dept., Trade Control Office, and Branches	Managing Director and Executive Officer, 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
Shojiro Koike	Managing Executive Officer, Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept. Representative Director of Organo Technology Co., Ltd.	Managing Executive Officer, Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept.
Toru Amemiya	Executive Officer, President of Performance Products Business	Executive Officer, Representative Director and President of ORGANO PLANT SERVICE CORPORATION

(Reference) Executive structure after the 80th Ordinary General Meeting of Shareholders (as of June 27, 2025)

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	Morifumi Wada		
Outside Director	Daisaku Abe		
Outside Director	Nobuko Hanano		
Outside Director	Naomi Kodama		
Outside Director	Masaya Chisaki		

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 Chairman of Organo (Vietnam) Co., Ltd. In charge of Internal Auditing Office, Corporate Secretariat Office, 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	Shojiro Koike	Deputy President of Corporate Management and Planning and General Manager of Corporate Strategy and Planning Dept. Representative Director of Organo Technology Co., Ltd.
Executive Officer	Toru Amemiya	President of Performance Products Business
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
Executive Officer	Taro Oe	General Manager of Marketing and Planning Dept., Industrial Plant Business
Executive Officer	Yasuharu Arisawa	Deputy Senior General Manager of Engineering Center, R&D and Engineering and General Manager of Planning Dept.