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MEMBERSHIP

May 13, 2026

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)
Inquiries: Shojiro Koike
General Manager of Corporate Strategy and Planning
Dept., Corporate Management and Planning
(TEL: +81-3-5635-5111)

Notice Regarding Changes in Officers

ORGANO CORPORATION (the “Company”) hereby announces that its Board of Directors meeting held on May 13, 2026 has internally decided to make changes to officers as follows, and resolved the candidates for officers to be proposed at its 81st Ordinary General Meeting of Shareholders to be held on June 26, 2026.

The Company plans to make a formal decision regarding this matter at its 81st 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 change the work delegated to officers on June 26, 2026.

I. Changes in Directors and Audit and Supervisory Board Members

1. Changes in Directors

(1) Candidate for Director

Name	New position	Current position, etc.
Shojiro Koike	Managing Director and Executive Officer, President of Industrial Plant Business 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. Representative Director of Organo Technology Co., Ltd.
Hirohito Kodama	Director (Outside) (Independent Officer)	Audit and Supervisory Board Member (Outside) (Independent Officer)

(2) Retiring Directors

Name	Current position, etc.
Yasutoshi Nakayama	Managing Director and Executive Officer, President of Industrial Plant Business
Morifumi Wada	Director (Outside) (Independent Officer)

Yasutoshi Nakayama is expected to assume office as Advisor to the Company.

2. Changes in Audit and Supervisory Board Members

(1) Candidate for Audit and Supervisory Board Member

Name	New position	Current position, etc.
Atsushi Iwamoto	Audit and Supervisory Board Member (Outside) (Independent Officer)	Lawyer Anzai Law Offices

(2) Retiring Audit and Supervisory Board Member

Name	Current position, etc.
Hirohito Kodama	Audit and Supervisory Board Member (Outside) (Independent Officer)

(3) 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
Tatsuya Endo	Substitute Audit and Supervisory Board Member (Outside)	Certified Public Tax Accountant Representative of Tatsuya Endo Tax Accountant Office Former Director (Audit and Supervisory Committee Member), Kagome Co., Ltd.

II. Changes in Executive Officers

On June 26, 2026, the positions and responsibilities of Executive Officers will be changed as follows.

1. Promoted Executive Officers

Name	New position	Current position, etc.
Toru Amemiya	Managing Executive Officer, President of Performance Products Business	Executive Officer, President of Performance Products Business
Masahisa Sotokawa	Managing Executive Officer, Deputy President of Industrial Plant Business and General Manager of Marketing and Planning Dept.	Executive Officer, Senior General Manager of Water Systems and Solutions Division, Industrial Plant Business

2. Newly elected Executive Officers

Name	New position	Current position, etc.
Hiromori Mochizuki	Executive Officer, Senior General Manager of Performance Products Business Division, Performance Products Business	Senior General Manager of Performance Products Business Division, Performance Products Business
Daisaku Yano	Executive Officer, Research Fellow at R&D Center, R&D and Engineering	General Manager of Sensing and Digital Technologies Dept., R&D Center, R&D and Engineering
Eiji Okanari	Executive Officer, Deputy Senior General Manager of Engineering Center, R&D and Engineering	Executive Officer, General Manager of Technology Center, Tosoh Corporation

3. Retiring Executive Officers

Name	Current position, etc.
Shin Asano	Managing Executive Officer, Deputy President of R&D and Engineering and Senior General Manager of Engineering Center

Shin Asano is expected to assume office as Advisor.

III. Changes to work delegated to officers

On June 26, 2026, the positions and responsibilities of officers will be changed as follows.

Name	New position	Current position, etc.
Shojiro Koike	Managing Director and Executive Officer, President of Industrial Plant Business 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. Representative Director of Organo Technology Co., Ltd.
Masahisa Sotokawa	Managing Executive Officer, Deputy President of Industrial Plant Business and General Manager of Marketing and Planning Dept.	Executive Officer, Senior General Manager of Water Systems and Solutions Division, Industrial Plant Business
Taro Oe	Executive Officer, General Manager of Corporate Strategy and Planning Dept., Corporate Management and Planning	Executive Officer, General Manager of Marketing and Planning Dept., Industrial Plant Business
Yasuharu Arisawa	Executive Officer, Senior General Manager of Engineering Center, R&D and Engineering	Executive Officer, Deputy Senior General Manager of Engineering Center, R&D and Engineering and General Manager of Planning Dept.

(Reference) Executive structure after the 81st Ordinary General Meeting of Shareholders (as of June 26, 2026)

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	Nobuyoshi Suda	Outside Audit and Supervisory Board Member	Atsushi Iwamoto
Director	Tetsushi Honda		
Director	Shojiro Koike		
Outside Director	Daisaku Abe		
Outside Director	Nobuko Hanano		
Outside Director	Naomi Kodama		
Outside Director	Masaya Chisaki		
Outside Director	Hirohito Kodama		

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

Title	Name	Responsibility
*President and Executive Officer	Masayuki Yamada	
*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. Chairman of ORGANO INDIA PRIVATE LIMITED In charge of Internal Auditing Office, Corporate Secretariat Office, Legal and Patent Dept., Trade Control Office, and Branches
*Managing Executive Officer	Shojiro Koike	President of Industrial Plant Business Representative Director of Organo Technology Co., Ltd.
Managing Executive Officer	Toru Amemiya	President of Performance Products Business

Title	Name	Responsibility
Managing Executive Officer	Masahisa Sotokawa	Deputy President of Industrial Plant Business and General Manager of Marketing and Planning Dept.
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	Taro Oe	General Manager of Corporate Strategy and Planning Dept., Corporate Management and Planning
Executive Officer	Yasuharu Arisawa	Senior General Manager of Engineering Center, R&D and Engineering
Executive Officer	Hiromori Mochizuki	Senior General Manager of Performance Products Business Division, Performance Products Business
Executive Officer	Daisaku Yano	Research Fellow at R&D Center, R&D and Engineering
Executive Officer	Eiji Okanari	Deputy Senior General Manager of Engineering Center, R&D and Engineering