

Notice Regarding Change of Directors and Executive Officers

February 13, 2023

Listed exchanges : Prime Market
Listed company name : Earth Corporation
Code : 4985
URL : <https://corp.earth.jp/en/index.html>
Representative Director : Katsunori Kawabata, Representative Director, President & CEO
Contact : Tsuyoshi Mitsuzuka ,
Senior Executive Officer
Director General
Group Management Headquarters
Tel : +81-3-5207-7458

Earth Corporation (the “Company”) announces that its Board of Directors has resolved at a meeting held on February 13, 2023, a resolution was passed to appoint the following officers. The changes in directors will be submitted to the 99th Ordinary General Meeting of Shareholders to be held on March 24, 2023, and will be formally decided by resolution at the meeting.

1. Change of Directors (As of March 24, 2023)

[Director candidates]

Name	Appointment Type	Current title
Tatsuya Otsuka	Reappointment	Chairman of the Board
Katsunori Kawabata	Reappointment	Representative Director, President & CEO of the Company, Earth Group CEO & Chairman of the Board of Directors of each group company
Yoshiyuki Furuya	Reappointment	Board Director & Senior Managing Executive Officer, Executive Assistant to the President *
Yoshinori Kawamura	Reappointment	Board Director & Managing Executive Officer, General Manager of Overseas Management Department, in charge of overseas business of the Company *
Hisaaki Karataki	Reappointment	Board Director & Managing Executive Officer, Director General of Administration Headquarters of the Company *
Takeshi Shakata	Reappointment	Board Director & Managing Executive Officer, Director General of Sales Headquarters of the Company *
Hideyuki Tamura	Reappointment	Outside Board Director
Harold George Meij	Reappointment	Outside Board Director
Naoko Mikami	Reappointment	Outside Board Director

(Note1) The candidates marked with an asterisk (*) will concurrently serve as Executive Officers.

(Note2) Mr. Hideyuki Tamura, Mr. Harold George Meij, Ms. Naoko Mikami meet the requirements for outside directors as stipulated in Article 2, Item 15 of the Companies Act. They also meet the criteria for independence set forth by the Company and have been designated as independent directors.

[Directors after the change]

Name	Promotion/ New Appointment	New appointment(tentative)
Tatsuya Otsuka		Chairman of the Board
Katsunori Kawabata		Representative Director, President & CEO of the Company, Earth Group CEO & Chairman of the Board of Directors of each group company
Yoshiyuki Furuya		Board Director & Most Senior Executive Officer, Assistant to the President, in charge of general management
Yoshinori Kawamura		Board Director & Most Senior Executive Officer, in charge of Overseas
Hisaaki Karataki		Board Director & Most Senior Executive Officer, in charge of Administration Division, Director General of Administration Headquarters of the Company
Takeshi Shakata		Board Director & Most Senior Executive Officer, in charge of Sales and Marketing Department, Director General of Sales Headquarters of the Company
Hideyuki Tamura		Outside Board Director
Harold George Meij		Outside Board Director
Naoko Mikami		Outside Board Director

(Note3) The new position will be formally decided at the Board of Directors meeting following the 99th Ordinary General Meeting of Shareholders.

2. Changes in Auditors (As of March 24, 2023)

[Directors after the change]

Name	Appointment Type	Current title
Yasuhiko Murayama	Reappointment	Auditor
Yukako Ikukawa	Reappointment	Outside Auditor

(Note4) Ms. Yukako Ikukawa satisfies the requirements for an outside corporate auditor as stipulated in Article 2, Item 16 and Article 335, Paragraph 3 of the Companies Act. In addition, she meets the criteria for independence set forth by the Company and is designated as an independent director.

[Directors after the change]

Name	Promotion/ New Appointment	Current title
Yasuhiko Murayama		Auditor
Shoji Kono		Outside Auditor
Yukako Ikukawa		Outside Auditor

3. Executive Officer Appointment (As of March 24, 2023)

- Most Senior Executive Officer

The scope of responsibility of directors shall cover the entire business of the Company, and a personnel structure shall be established to clarify the scope of responsibility of each director, and each director other than the Chairman and President shall be positioned as the highest-ranking executive officer and be called the most senior executive officer.

- Executive Officer (Senior Managing Executive Officer / Managing Executive Officer)

The purpose of this position is to make them take on a higher level of responsibility than senior executive officers and executive officers, and they shall be positioned as officers in the Articles of Incorporation and, like directors, shall be in a position to execute business operations under a contract of delegation.

Name	Promotion/ New Appointment	New appointment	Current title
Yoshiyuki Furuya	Promotion	Most Senior Executive Officer, Assistant to the President, in charge of general management	Senior Managing Executive Officer, Executive Assistant to the President
Yoshinori Kawamura	Promotion	Most Senior Executive Officer, in charge of Overseas	Managing Executive Officer, General Manager of Overseas Management Department, in charge of overseas business of the Company
Hisaaki Karataki	Promotion	Most Senior Executive Officer, in charge of Administration Division, Director General of Administration Headquarters of the Company	Managing Executive Officer, Director General of Administration Headquarters of the Company
Takeshi Shakata	Promotion	Most Senior Executive Officer, in charge of Sales and Marketing Department, Director General of Sales Headquarters of the Company	Managing Executive Officer, Director General of Sales Headquarters of the Company
Takayuki Nagamatsu	Promotion	Managing Executive Officer, Director General of Research & Development Headquarters	Senior Executive Officer, Director General of Research & Development Headquarters



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Name	Promotion/ New Appointment	New appointment	Current title
Hiroshi Kijima	Promotion	Managing Executive Officer, in Charge of Cross-Company Strategy, President's Special Assignment	Senior Executive Officer, Director of overall product and marketing strategy & Director of Special Mission Strategy
Toshitaka Ochi	Promotion	Managing Executive Officer, Director General of Digital Business Strategy Headquarters	Senior Executive Officer, Director General of Digital Business Strategy Headquarters
Takumi Adachi		Senior Executive Officer, General Manager of Global Procurement Management Dept.	Senior Executive Officer, General Manager of Global Procurement Control Dept.
Hiroyuki Kubo		Senior Executive Officer, Director General of Production Control Dept.	Senior Executive Officer, General Manager of Production Control Dept.
Kentaro Sato	Promotion	Senior Executive Officer, Director General of Global Management Headquarters & President of Earth (Thailand) Co., Ltd. & Director of EARTH HOMECARE PRODUCTS (PHILIPPINES) ,INC.	Executive Officer, Director General of Global Management Headquarters & President of Earth (Thailand) Co., Ltd. & Director of EARTH HOMECARE PRODUCTS (PHILIPPINES) ,INC.
Hiroyuki Taniguchi	Promotion	Senior Executive Officer, Associate Director of Sales Headquarters & Director of Sales Education	Executive Officer, Associate Director of Sales Headquarters & Director of Sales Education
Mikako Kawaguchi	New Appointment	Executive Officer, in charge of Product Strategy with the President	General Manager, Research Laboratories, Research & Development Headquarters
Hideshi Fujimoto		Executive Officer, General Budget Management with President, & Outside Director, Earth Pet Co., Ltd.	Executive Officer, General Budget Management with President
Koji Kitamura		Executive Officer, General Manager of Group Supply Chain Management Dept.	Executive Officer, General Manager of Group Supply Chain Control Dept.
Masaharu Wada		Executive Officer, in charge of All-China Strategy, General Manager of China & Chairman, Earth Corporation (Shanghai)	Executive Officer, Executive Officer, President and chief executive officer of Earth Corporation Vietnam, General Manager of China & Chairman, Earth Corporation (Shanghai)
Koichi Yasuhara		-	Senior Executive Officer, Controller for Production Division Group Synergy
Isao Utsumi		-	Senior Executive Officer, General Manager of Products Quality Assurance Dept.

(Note5) Mr. Koichi Yasuhara is scheduled to be appointed as an advisor after retiring from the position of Senior

Executive Officer.

[Executive Officer Structure after the Change]

Name	New appointment(tentative)
Yoshiyuki Furuya	Board Director & Most Senior Executive Officer, Assistant to the President, in charge of general management
Yoshinori Kawamura	Board Director & Most Senior Executive Officer, in charge of Overseas
Hisaaki Karataki	Board Director & Most Senior Executive Officer, in charge of Administration Division, Director General of Administration Headquarters of the Company
Takeshi Shakata	Board Director & Most Senior Executive Officer, in charge of Sales and Marketing Department, Director General of Sales Headquarters of the Company
Takayuki Nagamatsu	Managing Executive Officer, Director General of Research & Development Headquarters
Hiroshi Kijima	Managing Executive Officer, in Charge of Cross-Company Strategy, President's Special Assignment
Toshitaka Ochi	Managing Executive Officer, Director General of Digital Business Strategy Headquarters
Tsuyoshi Mitsuzuka	Senior Executive Officer, Director General of Group Management Headquarters
Hiroyuki Matsushita	Senior Executive Officer, Associate Director of Administration Headquarters & General Manager of General Affairs Dept.
Norio Horiyama	Senior Executive Officer, Associate Director of Administration Headquarters & General Manager of Human Resources Management Dept.
Takumi Adachi	Senior Executive Officer, General Manager of Global Procurement Management Dept.
Hiroyuki Kubo	Senior Executive Officer, General Manager of Production Control Dept.
Kentaro Sato	Senior Executive Officer, Director General of Global Management Headquarters & President of Earth (Thailand) Co., Ltd. & Director of EARTH HOMECARE PRODUCTS (PHILIPPINES), INC.
Hiroyuki Taniguchi	Senior Executive Officer, Associate Director of Sales Headquarters & Director of Sales Education
Hideshi Fujimoto	Executive Officer, General Budget Management with President, & Outside Director, Earth Pet Co., Ltd.
Isao Goji	Executive Officer, General Manager of Corporate Planning Dept., Group Management Headquarters
Yasunori Sakamoto	Executive Officer, General Manager of Group Business Management Dept., Group Management Headquarters
Yoshiaki Sakurai	Executive Officer, General Manager of Group Business Development Dept., Group Management Headquarters & Chief Manager of MA-T Business Center
Akira Kaji	Executive Officer, General Manager of Information System Dept., Administration Headquarters
Jun Hiramatsu	Executive Officer, General Manager of CSR & Sustainability Promotion Dept., Group Management Headquarters



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Name	New appointment(tentative)
Koji Kitamura	Executive Officer, General Manager of Group Supply Chain Management Dept.
Masaharu Wada	Executive Officer, in charge of All-China Strategy, General Manager of China & Chairman, Earth Corporation (Shanghai)
Tomokazu Nohso	Executive Officer, General Manager of BARTH Business Department
Akira Yamauchi	Executive Officer, General Manager of Customer Service Dept.
Shotaro Okada	Executive Officer, Managing Director of EARTH HOME PRODUCTS (MALAYSIA) SDN.BHD.
Shin Mukai	Executive Officer, General Manager of New Channel Dept. & Business Promotion Dept.
Daisuke Oda	Executive Officer, Director General of Marketing General Planning Headquarters & General Manager of Brand Marketing Dept.
Mikako Kawaguchi	Executive Officer, in charge of Product Strategy with the President

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