

Notice Regarding Organizational Changes and Personnel Changes

July 13, 2026

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 : Isao Goji,
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Earth Corporation (the “Company”) announces that its Board of Directors has resolved at a meeting held today to implement organizational changes and personnel changes as described below.

1. Change of Organization (As of August 1, 2026)

- Reorganization of the Sales Headquarters
 - To achieve business growth by responding swiftly to changing market conditions, enhancing speed and accuracy through a clearer chain of command between headquarters and branches, maximizing our ability to serve clients, and optimizing regional strategies, we will reorganize the structure within the Sales Headquarters as follows.
 - We will establish the Retail Account Sales Department, the East Japan Sales Department, and the West Japan Sales Department within the Sales Headquarters. Consequently, the current Retail Account Sales Dept. 1, Retail Account Sales Dept. 2, and all branches will be abolished, and new branches will be established under each of these sales departments.
 - A new Retail Solution Department will be established within the Sales Headquarters. Consequently, the current R&E Dept. will be abolished.
- Reorganization of the Sales Channel Strategy Headquarters
 - The Business Category Development & Sales Section, currently part of the Sales Department within the Sales Channel Strategy Headquarters, will be elevated to department status and established as the Business Category Development & Sales Department.
 - To improve efficiency by consolidating back-office functions within the division, the On Demand Service & Planning Dept. will be incorporated into the Business Promotion Dept.
 - To enhance the agility of marketing functions, the Brand Strategy Office within the Channel Marketing Dept. will be abolished.

2. Personnel Changes (As of August 1, 2026)

Name	New Position	Current Position
Kentaro Sato	Managing Executive Officer, General Manager of Global Management Headquarters & President of Earth (Thailand) Co., Ltd. & General Director of Earth Corporation Vietnam & Director of EARTH HOMECARE PRODUCTS(PHILIPPINES), INC.	Managing Executive Officer, General Manager of Global Management Headquarters & President of Earth (Thailand) Co., Ltd. & Director of EARTH HOMECARE PRODUCTS(PHILIPPINES), INC.
Hiroyuki Taniguchi	Managing Executive Officer, Associate Director of Sales Headquarters & General Manager of Domestic Sales Director and West Japan Sales Dept.	Managing Executive Officer, Associate Director of Sales Headquarters & Domestic Sales Director
Hideo Kori	Executive Officer, General Manager of Retail Account Sales Dept., Sales Headquarters	Executive Officer, General Manager of Retail Account Sales Dept. 1, Sales Headquarters
Hiroyuki Ono	Executive Officer, General Manager of Sales Strategy Dept. & East Japan Sales Dept., Sales Headquarters	Executive Officer, General Manager of Sales Strategy Dept., Sales Headquarters
Satomi Konta	Executive Officer, Retail Solution Dept., Sales Headquarters	Executive Officer, General Manager of R&E Dept., Sales Headquarters
Satoshi Yagai	General Manager of Special Missions, Sales Headquarters	General Manager of Retail Account Sales Dept. 2, Sales Headquarters
Shinji Yamashita	General Manager of Special Missions, Sales Headquarters	Branch Manager of Kanto Region Area 3 Branch, Sales Headquarters
Takaharu Nakamura	General Manager of Retail Solution Department, Sales Headquarters	Branch Manager of Kyushu Branch & Chugoku/Shikoku Branch, Sales Headquarters
Mitsuo Nakashiki	Branch Manager of Retail Account First Branch, Retail Account Sales Department, Sales Headquarters	Assistant General Manager of Retail Account Sales Dept. 1, Sales Headquarters
Motoki Kasutani	Branch Manager of Retail Account Second Branch, Retail Account Sales Dept., Sales Headquarters	Branch Manager of Naka-Nippon Branch, Sales Headquarters
Masaki Takaishi	Branch Manager of East Japan First Branch, East Japan Sales Dept., Sales Headquarters	Branch Manager of Kita-Nippon Branch, Sales Headquarters



Earth Corporation

Akihisa Kiyosue	Branch Manager of East Japan Second Branch, East Japan Sales Department, Sales Headquarters	Branch Manager of Kanto Region Area 2 Branch, Sales Headquarters
Yutaka Yamauchi	Branch Manager of East Japan Third Branch, East Japan Sales Department, Sales Headquarters	General Director of Earth Corporation Vietnam (Seconded), Global Management Headquarters
Yasuhiko Yamamuro	Branch Manager of West Japan First Branch, West Japan Sales Department, Sales Headquarters	Assistant Branch Manager of Kansai Branch, Sales Headquarters
Kazuhisa Dobashi	Assistant Branch Manager of West Japan First Branch, West Japan Sales Department, Sales Headquarters (Nagoya Office)	Branch Manager of Kansai Branch, Sales Headquarters
Hiroyuki Takagi	Branch Manager of West Japan Second Branch, West Japan Sales Department, Sales Headquarters	Branch Manager of Kanto Region Area 1 Branch, Sales Headquarters
Isao Ito	General Manager of Sales Channel Strategy Headquarters & Business Category Development & Sales Department	Product Director of Channel Marketing Dept., Sales Channel Strategy Headquarters
Takashi Kawatsu	Assistant General Manager of Direct Marketing Dept., Sales Channel Strategy Headquarters	General Manager of On Demand Service & Planning Dept., Sales Channel Strategy Headquarters
Hiromi Sahara	General Manager of Business Promotion Dept., Sales Channel Strategy Headquarters	Assistant General Manager of On Demand Service & Planning Dept., Sales Channel Strategy Headquarters
Masakatsu Hirano	Senior Supporter of Business Promotion Office, Sales Channel Strategy Headquarters	General Manager of Business Promotion Dept., Sales Channel Strategy Headquarters
Yumi Koizumi	Associate Director of BARTH Dept.	Associate Director of BARTH Dept. & Business Management Group Manager
Mikihiko Atarashi	General Manager of Research & Development Dept. & Chief Manager of Research Office, Global Management Headquarters	General Manager of Research & Development Dept., Global Management Headquarters

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