



Earth Corporation

Press Release

Notice Regarding Organizational Changes and Executive Transfers

February 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,
Senior Executive Officer
Director General
Corporate Planning Headquarters
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Earth Corporation (the “Company”) announces that its Board of Directors has resolved at a meeting held on Feb 13, 2026, a resolution was passed to appoint the following officers. The changes in directors will be submitted to the 102th Ordinary General Meeting of Shareholders to be held on Mar 25, 2026, and will be formally decided by resolution at the meeting.

1. Change of Organization

- To elevate CSR and sustainability as key management priorities and realize future-oriented sustainability management under the direct control of the CEO, the CSR Sustainability Promotion Department will be transferred from Corporate Planning Headquarters to CEO Task Force on Corporate Strategy.
- To enhance corporate value through more agile information dissemination in collaboration with the Corporate Strategy Department, the PR Strategy Office will be transferred to CEO Task Force on Corporate Strategy and reorganized as the PR Strategy Department.

2. Change of Directors (As of March 25, 2026)

[Director candidates]

Name	Appointment Type	Current title
Tatsuya Otsuka	Reappointment	Chairman of the Board
Katsunori Kawabata	Reappointment	President & Representative Director of the Company, Earth Group CEO & Chairman of the Board of Directors of each group company
Yoshiyuki Furuya	Reappointment	Board Director & Senior Executive Vice President

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Earth Corporation

Takeshi Shakata	Reappointment	Board Director & Executive Vice President Director General of Sales Headquarters	*
Shogo Sanmaido	New Appointment	Corporate Advisor	*
Harold George Meij	Reappointment	Outside Board Director	*
Naoko Mikami	Reappointment	Outside Board Director	
Ruth Marie Jarman	Reappointment	Outside Board Director	
Toshiko Oka	Reappointment	Outside Board Director	

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

(Note2) Harold George Meij, Naoko Mikami, Ruth Marie Jarman, Toshiko Oka 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	Appointment Type	Current title	
Tatsuya Otsuka	Reappointment	Chairman of the Board	
Katsunori Kawabata	Reappointment	President & Representative Director of the Company, Earth Group CEO & Chairman of the Board of Directors of each group company	
Yoshiyuki Furuya	Reappointment	Board Director & Senior Executive Vice President, COO	*
Takeshi Shakata	Reappointment	Executive Vice President, person in charge of general management & person in charge of sales of President's Special Mission	*
Shogo Sanmaido	New Appointment	Executive Vice President, person in charge of general management	*
Harold George Meij	Reappointment	Outside Board Director	*
Naoko Mikami	Reappointment	Outside Board Director	
Ruth Marie Jarman	Reappointment	Outside Board Director	
Toshiko Oka	Reappointment	Outside Board Director	

(Note3) The new positions will be formally decided at the Board of Directors meeting following the conclusion of the 102nd Ordinary General Meeting of Shareholders.



Earth Corporation

[Retiring Director]

Name	Current title
Hisaaki Karataki	Board Director & Executive Vice President, in charge of Administration

(Note4) Hisaaki Karataki is scheduled to be appointed as an advisor.

3. Executive Officer Appointment (As of March 25, 2026)

Name	Promotion/ New Appointment	New appointment	Current title
Takayuki Nagamatsu	Promotion	Senior Managing Executive Officer Director General of Research & Development Headquarters	Managing Executive Officer, Director General of Research & Development Headquarters
Hiroshi Kijima	Promotion	Senior Managing Executive Officer Person in charge of President's Special Mission: Head of Cross-Functional Strategy & CEO Task Force on Corporate Strategy	Managing Executive Officer, Person in charge of President's Special Mission: Head of Cross-Functional Strategy & CEO Task Force on Corporate Strategy
Toshitaka Ochi	Promotion	Senior Managing Executive Officer, Director General of Sales Headquarters & Sales Channel Strategy Headquarters	Managing Executive Officer, Director General of Sales Channel Strategy Headquarters
Hiroyuki Taniguchi	Promotion	Managing Executive Officer, Associate Director of Sales Headquarters & Domestic Sales Director	Senior Executive Officer, Associate Director of Sales Headquarters & Person in charge of Sales Training
Tomokazu Nohso	Promotion	Senior Executive Officer, General Manager of BARTH Dept.	Executive Officer, General Manager of BARTH Dept.
Jun Hiramatsu		Executive Officer, General Manager of CSR & Sustainability Promotion Dept., CEO Task Force on Corporate Strategy	Executive Officer, General Manager of CSR & Sustainability Promotion Dept., Corporate Planning Headquarters
Akira Yamauchi		Executive Officer, Chief Manager of CEO Task Force on Corporate Strategy	Executive Officer, General Manager of Customer Service Dept.
Shotaro Okada		Executive Officer, President of EARTH HOME PRODUCTS (MALAYSIA) SDN.BHD. & person in charge of PHILIPPINES (Kansai Branch assignment)	Executive Officer, President of EARTH HOME PRODUCTS (MALAYSIA) SDN.BHD.
Yoichi Iwata	New Appointment	Executive Officer, Associate Director of Research & Development Headquarters & Development & Regulatory Affairs Dept	General Manager of Development & Regulatory Affairs Dept, Research & Development Headquarters



Earth Corporation

Tomihiko Kobori	New Appointment	Executive Officer, General Manager of Ako Research Laboratories, Research & Development Headquarters	General Manager of Ako Research Laboratories, Research & Development Headquarters
Satomi Konta	New Appointment	Executive Officer, General Manager of R&E Dept., Sales Headquarters	General Manager of R&E Dept., Sales Headquarters

[Executive Officer Structure after the Change]

Name	New appointment(tentative)
Yoshiyuki Furuya	Board Director & Senior Executive Vice President, COO
Takeshi Shakata	Executive Vice President, person in charge of general management & person in charge of sales of President's Special Mission
Shogo Sanmaido	Executive Vice President, person in charge of general management
Takayuki Nagamatsu	Senior Managing Executive Officer, Director General of Research & Development Headquarters
Hiroshi Kijima	Senior Managing Executive Officer In charge of President's Special Mission: Head of Cross-Functional Strategy & CEO Task Force on Corporate Strategy
Toshitaka Ochi	Senior Managing Executive Officer, Director General of Sales Headquarters & Sales Channel Strategy Headquarters
Kentaro Sato	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 & Domestic Sales Director
Tsuyoshi Mitsuzuka	Senior Executive Officer, Director General of Administration Headquarters
Hiroyuki Matsushita	Senior Executive Officer, Officer of MMM Office
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.
Kengo Yamashita	Senior Executive Officer, General Manager of Global Supply Chain Management Headquarters, CSCO
Isao Goji	Senior Executive Officer, General Manager of Corporate Planning Headquarters
Mikako Kawaguchi	Senior Executive Officer, General Manager of New Value Creation Headquarters
Terumasa Hirata	Senior Executive Officer, Associate Director of Sales Headquarters



Earth Corporation

Tomokazu Nohso	Senior Executive Officer, General Manager of BARTH Dept.
Yasunori Sakamoto	Executive Officer, General Manager of General Manager of China Administration
Yoshiaki Sakurai	Executive Officer, General Manager of MA-T Business Center
Akira Kaji	Executive Officer, General Manager of Information System Dept., Corporate Planning Headquarters
Jun Hiramatsu	Executive Officer, General Manager of CSR & Sustainability Promotion Dept., CEO Task Force on Corporate Strategy
Masaharu Wada	Executive Officer, person in charge of all China Strategy & chairman of Earth Corporation (Shanghai)
Akira Yamauchi	Executive Officer, Chief Manager of CEO Task Force on Corporate Strategy
Shotaro Okada	Executive Officer, President of EARTH HOME PRODUCTS (MALAYSIA) SDN.BHD. & person in charge of PHILIPPINES (Kansai Branch assignment)
Morihiro Wada	Executive Officer, General Manager of Pro Dental Relation Dept.
Hideo Kori	Executive Officer, General Manager of Retail Account Sales Dept. 1, Sales Headquarters
Hiroyuki Ono	Executive Officer, General Manager of Sales Strategy Dept., Sales Headquarters
Satoshi Ozawa	Executive Officer, Associate Director of Sales Channel Strategy Headquarters
Koichi Kubo	Executive Officer, Associate Director of Administration Headquarters
Heishi Matsumoto	Executive Officer, Associate Director of Research & Development Headquarters & Global Supply Chain Management Headquarters & Production Headquarters
Yoichi Iwata	Executive Officer, Associate Director of Research & Development Headquarters & Development & Regulatory Affairs Dept
Tomihiro Kobori	Executive Officer, General Manager of Ako Research Laboratories, Research & Development Headquarters
Satomi Konta	Executive Officer, General Manager of R&E Dept., Sales Headquarters

4. Other Significant Personnel Changes (As of March 25, 2026 and April 1, 2026)

Name	New appointment	Current title
Yumi Koizumi	Associate Director of BARTH Dept. & Business Management Group Manager	Chief Manager of CEO Task Force on Corporate Strategy
Nobuko Kawahito	General Manager of Customer Service Dept.	Associate Director of Customer Service Dept.



Earth Corporation

Kenji Onozato	Associate Director of New Value Creation Headquarters & General Manager of Communication Design Dept.	Associate Director of BARTH Dept.
Shuji Yamamoto	General Manager of PR Strategy Dept., CEO Task Force on Corporate Strategy	Chief Manager of PR Strategy Office, Corporate Planning Headquarters
Isao Ito	Director of Products Strategy, Channel Marketing Dept., Sales Channel Strategy Headquarters	Board Director of Earth Pet Co., Ltd.

(Note5) Isao Ito is scheduled to be transferred effective April 1, while the other four individuals are scheduled to be transferred effective March 25.

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