

Notice Regarding Organizational Changes and Personnel Changes

October 8, 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
 Tel : +81-3-5207-7458

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 November 1, 2026)

- Reorganization of the Research & Development Headquarters
 - To strengthen collaboration between the Ako and Tsukuba Research Laboratories—which drive product planning, design, and commercialization—within the Research & Development Headquarters across the three locations (Headquarters, Ako, and Tsukuba), we will implement the following reorganization.
 - A Research Management Department will be newly established within the Research & Development Headquarters.
 - The Ako Research Laboratories and the Tsukuba Research Laboratories will be placed under the newly established Research Management Department.

2. Personnel Changes

(As of November 1, 2026)

Name	New Position	Current Position
Keishi Matsumoto	Executive Officer (in charge of VAVE Promotion) *	Executive Officer, Associate Director of Research & Development Headquarters & Global Supply Chain Management Headquarters & Production Headquarters
Tomihiko Kobori	Executive Officer, General Manager of Research Management Department, Research & Development Headquarters	Executive Officer, General Manager of Ako Research Laboratories, Research & Development Headquarters



*The role of the VA/VE Promotion Manager involves leading both VA (Value Analysis)—which focuses on cost optimization through the review of existing raw materials and components—and VE (Value Engineering)—which aims to optimize production and development processes and maximize value by leveraging expertise in manufacturing and R&D—to drive the creation of results in a more robust and sustainable manner.

- END -