

Notice Regarding Change of Directors and Board Members

February 14, 2022

Listed exchanges : Tokyo  
 Listed company name : Earth Corporation  
 Code : 4985  
 URL : <https://corp.earth.jp/en/index.html>  
 Representative Director : Katsunori Kawabata, President & Representative Director  
 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 Feb 14, 2022, a resolution was passed to appoint the following officers. The changes in directors will be submitted to the 98th Ordinary General Meeting of Shareholders to be held on Mar 25, 2022, and will be formally decided by resolution at the meeting.

## 1. Change of Directors

[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 Managing Executive Officer *
Yoshinori Kawamura	Reappointment	Board Director & Managing Executive Officer, Genral 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	New Appointment	-

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

(Note2) Hideyuki Tamura, Harold George Meij 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. Naoko Mikami likewise satisfies the requirements for outside directors and the criteria for determining independence, and will be designated as an independent director after assuming office.

[Retiring Director]

Name	Current title
Shuji Kimura	Board Director & Managing Executive Officer, in charge of Manufacturing and Procurement of the Company

(Note3) Shuji Kimura is scheduled to be appointed as an advisor.

[Directors after the change]

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

(Note4) The new position will be formally decided at the Board of Directors meeting following the 98th Ordinary General Meeting of Shareholders.

## [Biography of Candidate for New Director]

Name	Profile	
Naoko Mikami	April 1983	Joined Ajinomoto Co., Inc.
	April 2007	Visiting Professor, Musashino University
	January 2010	Joined C'BON COSMETICS Co.,Ltd., Tochigi factory, Senior Manager
	April 2010	Factory Manager of C'BON COSMETICS Co.,Ltd.Tochigi Plant
	June 2011	Executive Officer, Production Dept. of C'BON COSMETICS Co.,Ltd.
	June 2012	Board Director, Production Dept. of C'BON COSMETICS Co.,Ltd.
	June 2013	Board Director and Executive Officer of C'BON COSMETICS Co.,Ltd
	April 2017	Board Director and Executive Officer, in charge of Administration Headquarters of C'BON COSMETICS Co.,Ltd
	June 2017	Managing Board Director and Executive Officer of C'BON COSMETICS Co.,Ltd
	June 2019	Representative Director, Executive Vice President and Executive Officer of C'BON COSMETICS Co.,Ltd
	January 2020	Representative Director, Executive Vice President and Executive Officer, in charge of Product Development Division of C'BON COSMETICS Co.,Ltd
	June 2021	Senior Advisor of YA-MAN LTD. (present)
	June 2021	Outside Board Director of Showa Sangyo Co., Ltd. (present)

## 2. Executive Officer Appointment ( As of March 25, 2022)

Name	Promotion/ New Appointment	New appointment	Current title
Hiroyuki Kubo	Promotion	Senior Executive Officer, General Manager of Production Control Dept.	Executive Officer, General Manager of Production Control Dept.
Akira Yamauchi	New Appointment	Executive Officer, General Manager of Customer Service Dept.	Director General of Marketing General Planning Headquarters
Shotaro Okada	New Appointment	Executive Officer, General Manager of Sales Strategy Dept., Sales Headquarters	General Manager of Sales Strategy Dept., Sales Headquarters
Shin Mukai	New Appointment	Executive Officer, General Manager of New Channel Dept. & Business Promotion Dept.	General Manager of New Channel Dept. & Business Promotion Dept.
Daisuke Oda	New Appointment	Executive Officer, Director General of Marketing General Planning Headquarters & General Manager of Brand Marketing Dept.	Associate Director of Marketing General Planning Headquarters & General Manager of Brand Marketing Dept.

## [Executive Officer Structure after the Change]

Name	New appointment(tentative)
Yoshiyuki Furuya	Senior Managing Executive Officer
Yoshinori Kawamura	Managing Executive Officer, Genral Manager of Overseas Management Department, in charge of overseas business of the Company
Hisaaki Karataki	Managing Executive Officer, Director General of Administration Headquarters of the Company
Takeshi Shakata	Managing Executive Officer, Director General of Sales Headquarters of the Company
Koichi Yasuhara	Senior Executive Officer, Controller for Production Division Group Synergy
Isao Utsumi	Senior Executive Officer, General Manager of Products Quality Assurance Dept.
Tsuyoshi Mitsuzuka	Senior Executive Officer, Director General of Group Management Headquarters
Takayuki Nagamatsu	Senior Executive Officer, Director General of Research & Development Headquarters
Hiroshi Kijima	Senior Executive Officer, Director of overall product and marketing strategy & Director of Special Mission Strategy
Toshitaka Ochi	Senior Executive Officer, Director General of Digital Business Strategy Headquarters
Hiroyuki Matsushita	Senior Executive Officer, Associate Director of Administration Headquarters & General Managr of General Affairs Dept.
Norio Horiyama	Senior Executive Officer, Associate Director of Administration Headquarters & General Managr of Human Resources Management Dept.
Takumi Adachi	Senior Executive Officer, General Managr of Global Procurement Management Dept.
Hiroyuki Kubo	Senior Executive Officer, General Manager of Production Control Dept.
Hideshi Fujimoto	Executive Officer, General Budget Management with President
Nobuhito Hosaka	Executive Officer, Director of Overseas M&A & President, Earth Home Products (Malaysia) ,Ltd. & Director, Earth Home Products (Philippines) ,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 CSR/Sustainability Promotion Office
Akira Kaji	Executive Officer, General Manager of Information System Dept., Administration Headquarters
Hiroyuki Taniguchi	Executive Officer, Associate Director of Sales Headquarters & Director of Sales Education

Jun Hiramatsu	Executive Officer, General Manager of R&E Dept., Sales Headquarters
Koji Kitamura	Executive Officer, General Manager of Group Supply Chain Management Dept.
Masaharu Wada	Executive Officer, President and chief executive officer of Earth Corporation Vietnam
Tomokazu Nohso	Executive Officer, General Manager of China & Chairman, Earth Corporation (Shanghai)
Kentaro Sato	Executive Officer, President & Representative Director of Earth (Thailand) Co., Ltd.
Akira Yamauchi	Executive Officer, General Manager of Customer Service Dept.
Shotaro Okada	Executive Officer, General Manager of Sales Strategy Dept., Sales Headquarters
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.

(Note5) Nobuya Shiratori is scheduled to assume the position of full time Audit & Supervisory Board Member of BATHCLIN Corporation on March 4, 2022.