



May 24, 2016

To whom it may concern

Company Name	Ichikoh Industries, Ltd.
Representative Director	Ali Ordoobadi
TSE ticker	7244 TSE First Section
Contact	Executive Officer and General Manager of Corporate Planning Department Hideki Shirato TEL 0463-96-1442

### **Notice of Preliminary Decision of Executive Member Changes**

We would like to announce that we have preliminary decided at BOD today the executive member changes as indicated below.

Among the changes, Representative Director, Directors and Corporate Auditors will be officially decided at the 86<sup>th</sup> shareholders meeting on June 29, 2016 and at the succeeding board meeting. Changes of Executive Officers and inauguration of Corporate Advisors will be officially decided at the board meeting succeeding the shareholders meeting.

#### 1. Changes of Representative Director and Directors (expected as of June 29, 2016)

Name	New Title		Former Title	
		Title as an Executive Officer		Title as an Executive Officer
Ali Ordoobadi	Representative Director (Reappointed) President (Reappointed)	Chief Executive Officer	Representative Director President	Chief Executive Officer
Kazuyuki Miyashita	Director (Reappointed)	Senior Managing Executive Officer Responsible for R&D HQ, Project Progress Control Office Project Management HQ Dir. Industrial HQ Dir.	Director and Managing Executive Officer	Managing Executive Officer Responsible for Project Management HQ Industrial HQ Dir.
Hideo Nakano	Director (New)	Senior Managing Executive Officer Mirror Business HQ Dir. ASEAN Operations Director	—	Managing Executive Officer Mirror Business HQ Dir. ASEAN Operations Director

Hideki Shirato	Director (New)	Managing Executive Officer Responsible for Corporate Planning Dept., Legal Dept., General Accounting HQ and Compass GCC Dept.	—	Executive Officer Corporate Planning Dept. General Manager
Ryuji Saito	Director (part-time) (Reappointed)	—	Director (part-time)	—
Bruno Thivoyon	Director (part-time) (Reappointed)	—	Director (part-time)	—
Hideo Aomatsu	Director (part-time) (Reappointed)	—	Director (part-time)	—
Bernard Delmas	Director (part-time) (Reappointed)	—	Director (part-time)	—

2. Changes of Corporate Auditors (expected as of June 29, 2016)

Name	New Title	Former Title
Aki Tsurumaki	Corporate Auditor (part-time) (Reappointed)	Corporate Auditor (part-time)
Pierre Sevaistre	Corporate Auditor (part-time) (Reappointed)	Corporate Auditor (part-time)

3. Changes of Executive Officers (expected as of June 29, 2016)

Name	New Title	Former Title
Tetsuya Shida	Managing Executive Officer(Reappointed) HR & General Administration HQ Dir.	Managing Executive Officer HR & General Administration HQ Dir.
Christoph Vilatte	Managing Executive Officer(Reappointed) Lighting Business HQ Dir.	Managing Executive Officer Lighting Business HQ Dir.
Nobuteru Kato	Managing Executive Officer(Reappointed) Quality HQ Dir.	Managing Executive Officer Quality HQ Dir.

Kenji Shinkai	Managing Executive Officer(Reappointed) Purchasing HQ Dir.	Managing Executive Officer Purchasing HQ Dir
Takayuki Furuya	Managing Executive Officer(Promoted) R&D HQ Dir.	Executive Officer Project Management HQ Dir.
Kazuo Hoshino	Managing Executive Officer (New) Sales HQ Dir.	Sales HQ Deputy Dir.
Toshikazu Sawairi	Executive Officer (New) Mirror Business HQ Deputy Dir. Mirror Plant Manager	Mirror Business HQ Mirror Plant Manager
Toshimi Yoshida	Executive Officer (New) Lighting Business HQ Deputy Dir. Isehara Plant Manager	Lighting Business HQ Isehara Plant Manager
Tadanori Asahara	Executive Officer (New) Lighting Business HQ Deputy Dir. Fujioka Plant Manager	Lighting Business HQ Fujioka Plant Manager
Bernd Rieger	Executive Officer (New) G. Accounting HQ Dir.	G. Accounting HQ Deputy Dir.

4. To be retired (expected as of June 29, 2016)

Name	Reference (New Title)	Former Title
Seiichiro Inoue	To assume Corporate Adviser	Director and Senior Managing Executive Officer Responsible for Corporate Planning Dept., Legal Dept., Compass GCC Dept. and HR & General Administration HQ General Accounting HQ Dir.
Hideki Isetani	To assume Corporate Adviser	Director and Senior Managing Executive Officer Sales HQ Dir. R&D HQ Dir.
Masaru Nagayama	—	Managing Executive Officer Lighting Business HQ Deputy Dir.

END