



February 21, 2020

To whom it may concern

Company Name	Ichikoh Industries, Ltd.
Representative Director Chairman	Ali Ordoobadi
TSE ticker	7244 TSE First Section General Manager of Corporate Planning Department
Contact	Masaki Takamori TEL 0463-96-1442

Notification of preliminary decision of Executives

We would like to notify that the Company has announced that it has preliminarily decided to add two directors (including one outside director) in connection with the resignation of two directors (including one outside director) at the Board of Directors meeting held today.

As for the appointment of Directors, it is a matter to be approved by the General Meeting of Shareholders scheduled on Mar. 26.

(Executives structure after the change)

1. Directors and Auditors

Representative Director, Chairman & CEO	Ali Ordoobadi
Representative Director, President & COO	Heiko Sauer
Director	Kazuyuki Miyashita
Director	Hideo Nakano
Director	Hideki Shirato
Director	Christophe Vilatte
Director	Maurizio Martinelli
Director (New)	Rodolphe Garnier
Outside Director	Hideo Aomatsu
Outside Director (New)	Jean-Jacques LAVIGNE
Corporate Auditor	Hisaki Hashimoto
Outside Corporate Auditor	Aki Tsurumaki
Outside Corporate Auditor	Pierre Sevaistre

(Following to the next page)

2. Executive Officers

Senior Managing Executive Officer	Kazuyuki Miyashita	In charge of Development Headquarters · Advanced Development Headquarters and Process Engineering Headquarters, Project Management Headquarters Director
Senior Managing Executive Officer	Hideo Nakano	Mirror PL Director
Senior Managing Executive Officer	Hideki Shirato	In charge of Corporate Planning Department · Legal Department and Finance Headquarters
Senior Managing Executive Officer	Christophe Vilatte	Lighting RO Director
Managing Executive Officer	Tetsuya Shida	Human Resources Headquarters Director
Managing Executive Officer	Nobuteru Kato	Quality Headquarters Director
Managing Executive Officer	Kenji Shinkai	Purchasing Headquarters Director
Managing Executive Officer	Takayuki Furuya	Development Headquarters Director
Managing Executive Officer	Alain Urbain	Finance Headquarters Director
Managing Executive Officer	Olivier Absous	Sales Headquarters Director
Executive Officer	Toshimi Yoshida	Lighting RO Deputy Director and Isehara Plant Manager
Executive Officer	Tadanori Asahara	Lighting RO Deputy Dir. Industrial Management Department Senior Dir.
Executive Officer	Bernd Rieger	Finance Headquarters Deputy Director
Executive Officer	Sebastien Denis	Advanced Development Headquarters Director
Executive Officer	Pierre Philippe	Process Engineering Headquarters Director
Executive Officer	Masahiro Yasuda	Mirror PL In charge of Business Development
Executive Officer	Hirokazu Iseki	ASEAN RO Director

END