



To whom it may concern

February 22, 2021

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

Notice of Representative Directors and Executive Member Changes

We would like to notify that the Company has announced that it has preliminarily decided executives at the Board of Directors meeting held today.

As for the appointment of Directors and Corporate Auditor, it is a matter to be approved by the General Meeting of Shareholders scheduled on Mar. 25.

1. Addition and change of representative director, auditors and other title changes (expected as of March 25, 2021)

Name	New Title		Former Title	
		Title as an Executive Officer		Title as an Executive Officer
Ali Ordoobadi	Representative Director (Reappointed) Chairman (Reappointed)	— Responsible for Audit Department	Representative Director Chairman	CEO Responsible for Audit Department
Christophe Vilatte	Representative Director (New) President (New)	CEO (New) Lighting RO Director	Director	Senior Managing Executive Officer Lighting RO Director
Kazuyuki Miyashita	Representative Director (New) Deputy President (New)	CTO (New) In charge of Development Headquarters · Advanced Development Headquarters. Project Management Headquarters Director	Director	Senior Managing Executive Officer In charge of Development Headquarters · Advanced Development Headquarters. Project Management Headquarters Director
Hideo Nakano	Director (Reappointed)	Senior Managing Executive Officer (Reappointed) Mirror PL Director	Director	Senior Managing Executive Officer Mirror PL Director
Hideki Shirato	Director (Reappointed)	CFO (New) Senior Managing Executive Officer (Reappointed) In charge of Corporate Planning Department · Legal Department and Finance Headquarters	Director	Senior Managing Executive Officer In charge of Corporate Planning Department · Legal Department and Finance Headquarters
Alain Urbain	Director (New)	Managing Executive Officer (Reappointed) Finance Headquarters Director	—	Managing Executive Officer Finance Headquarters Director

Maurizio Martinelli	Outside Director (Reappointed)	—	Outside Director (Reappointed)	—
Rodolphe Garnier	Outside Director (Reappointed)	—	Outside Director (Reappointed)	—
Hideo Aomatsu	Outside Director (Reappointed)	—	Outside Director (Reappointed)	—
Jean-Jacques LAVIGNE	Outside Director (Reappointed)	—	Outside Director (Reappointed)	—
Nobuteru Kato	Corporate Auditor (New)	—	—	—
Aki Tsurumaki	Outside Corporate Auditor	—	Outside Corporate Auditor	—
Pierre Sevaistre	Outside Corporate Auditor	—	Outside Corporate Auditor	—

2. Changes of Executive Officers (expected as of March 25, 2021)

Name	New Title	Former Title
Tetsuya Shida	Managing Executive Officer (Reappointed) HR Headquarters Director.	Managing Executive Officer HR Headquarters Director.
Kenji Shinkai	Managing Executive Officer (Reappointed) Purchasing Headquarters Director.	Managing Executive Officer Purchasing Headquarters Director.
Takayuki Furuya	Managing Executive Officer (Reappointed) R&D Headquarters Director.	Managing Executive Officer R&D Headquarters Director.
Olivier Absous	Managing Executive Officer (Reappointed) Sales Headquarters Director.	Managing Executive Officer Sales Headquarters Director.
Toshimi Yoshida	Executive Officer (Reappointed) Lighting RO Deputy Director. Isehara Plant Manager	Executive Officer Lighting RO Deputy Director. Isehara Plant Manager
Tadanori Asahara	Executive Officer (Reappointed) Lighting RO Deputy Director. Industrial Management Department Senior Director	Executive Officer Lighting RO Deputy Director. Industrial Management Department Senior Director
Bernd Rieger	Executive Officer (Reappointed) Finance Headquarters Deputy Director	Executive Officer Finance Headquarters Deputy Director
Sebastien Denis	Executive Officer (Reappointed) Advanced Development Headquarters Director	Executive Officer Advanced Development Headquarters Director
Masahiro Yasuda	Executive Officer (Reappointed) In charge of Mirror PL Business Development	Executive Officer In charge of Mirror PL Business Development
Hirokazu Iseki	Executive Officer (Reappointed) ASEAN RO Director	Executive Officer ASEAN RO Director
Shozo Kawate	Executive Officer (Reappointed) Quality Headquarters Director	Executive Officer Quality Headquarters Director

3. Retired (expected as of March 25, 2021)

Name	Former Title
Heiko Sauer	Representative Director, President & COO
Hisaki Hashimoto	Corporate Auditor (Full-time)

4. Reason for the executive changes

In order to improve corporate value under the new management system

5. Date of birth, biography, number of shares owned by the newly appointed representative director

<p>Christophe Vilatte (May 28, 1972) Number of Ichikoh Shares held 9,150</p>	<p>August 2011 Executive Officer Finance HQ Director of Ichikoh July 2012 Ichikoh Managing Executive Officer Finance HQ Director June 2014 Ichikoh Managing Executive Officer Lighting BU Director June 2017 Director & Ichikoh Senior Managing Executive Officer Lighting RO Director (to date)</p> <p>[Background with Other Companies]</p> <p>1996 Valeo Klimasysteme GmbH (ex-Siemens) Industrial & Project Controller (Germany) 2000 Zexel Valeo Climate Control Corporation, Financial Controller Overseas Divisions & General Manager Management Planning Department 2006 Valeo Climate Control (France) Cabin Air Filtration Division, Division General Manager 2010 Valeo Climate Control (France) Product Group Aftermarket Director</p>
<p>Kazuyuki Miyashita (Nov. 9, 1966) Number of Ichikoh Shares held 18,368</p>	<p>April 1990: Joined Ichikoh Industries, Ltd. October 2006 Manager of Start of Production Quality Assurance Section, Quality HQ October 2008 GM of Project QCD Assurance Department March 2009 GM of Project Management Department April 2010 Executive Officer & GM of Project Management Department June 2011 Managing Director, supervising Project Management Design HQ April 2012 Managing Director, supervising Project Management HQ and R&D HQ June 2012 Director & Managing executive Officer responsible for Project Management HQ and R&D HQ April 2014 Director & Managing Executive Officer responsible for Project Management HQ and Production Division February 2016 Director & Managing Executive Officer responsible for Project Management HQ/Project Progress Control Office and Production Division Manager June 2016 Director & Senior Managing Executive Officer responsible for R&D HQ/Project Progress Control Office, Manager of Project Management HQ and Industrial HQ April 2017 Director & Senior Managing Executive Officer responsible for R&D HQ/Adv.Dev. HQ/Project Progress Control Office, Manager of Project Management HQ and Industrial HQ May 2017 Director & Senior Managing Executive Officer responsible for R&D HQ/, Adv.Dev. HQ/Industrial HQ/Project Progress Control Office and General Manager of Project Management HQ</p>

	<p>April 2018 Director & Senior Managing Executive Officer responsible for R&D HQ, Adv.Dev. HQ/ Process Engineering HQ/Project Progress Control Office and General Manager of Project Management HQ</p> <p>February 2019 Director & Senior Managing Executive Officer responsible for R&D HQ, Adv.Dev. HQ/ Process Engineering HQ and General Manager of Project Management HQ</p> <p>June 2020 Director & Senior Managing Executive Officer responsible for R&D HQ, Adv.Dev. HQ and General Manager of Project Management HQ</p> <p>(to date)</p>
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