



December 13th, 2021

To whom it may concern

Name Ichikoh Industries, Ltd.
Representative Christophe Vilatte,
Representative Director, President &CEO
(Code: 7244 TSE 1st Sec.)
Contact Masaki Takamori,
Corporate Planning Department GM
(TEL: 0463-96-1442)

Notice of Executive Change

We would like to announce that we have resolved at BOD today to change the executive as follows.

Executive Change (January 1, 2022)

| Name | Before the Change | After the Change |
|----------------|--|---|
| Alain Urbain | Director Managing Executive Officer Finance Director | Director |
| Le Foll Damien | Lighting RO Financial Controlling Dep. General Manager | Executive Officer Finance Director Lighting RO Financial Controlling Dep. General Manager |