



To whom it may concern

February 22, 2022

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 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, 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, 2022)

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	— Responsible for Audit Department
Christophe Vilatte	Representative Director (Reappointed) President (Reappointed)	CEO (Reappointed) Lighting RO Director	Representative Director President	CEO Lighting RO Director
Kazuyuki Miyashita	Representative Director (Reappointed) Deputy President (Reappointed)	CTO (Reappointed) In charge of Development Headquarters·Advanced Development Headquarters. Project Management Headquarters Director	Representative Director Deputy President	CTO 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 (Reappointed) Senior Managing Executive Officer (Reappointed) In charge of Corporate Planning Department·Legal Department and Finance Headquarters	Director	CFO Senior Managing Executive Officer In charge of Corporate Planning Department·Legal Department and Finance Headquarters
Maurizio Martinelli	Director (Reappointed)	—	Director	—
Perez Raul	Director (New)	—	—	—

Hideo Aomatsu	Outside Director (Reappointed)	—	Outside Director	—
Jean-Jacques LAVIGNE	Outside Director (Reappointed)	—	Outside Director	—
Nobuteru Kato	Corporate Auditor	—	Corporate Auditor	—
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, 2022)

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.
Tadanori Asahara	Managing Executive Officer (Promotion) Lighting RO Deputy Director. Industrial Management Department Senior Director	Executive Officer Lighting RO Deputy Director. Industrial Management Department Senior Director
Sebastien Denis	Managing Executive Officer (Promotion) Advanced Development Headquarters Director	Executive Officer Advanced Development Headquarters Director
Toshimi Yoshida	Executive Officer (Reappointed) Lighting RO Deputy Director. Isehara Plant Manager	Executive Officer Lighting RO Deputy Director. Isehara Plant Manager
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
Damien Le-foll	Executive Officer (Reappointed) Finance Headquarters Director	Executive Officer Finance Headquarters Director
Hiroshi Kojima	Executive Officer (New) Kyushu site president	Kyushu site president

3. Changes of Executive Officers (expected as of April 1, 2022)

Name	New Title	Former Title
Tadanori Asahara	Managing Executive Officer Ichikoh Group Senior Industrial Director (New)	Executive Officer Lighting RO Deputy Director. Industrial Management Department Senior Director
Toshimi Yoshida	Executive Officer Lighting RO Deputy Director. Fujioka Site General Manager (New)	Executive Officer Lighting RO Deputy Director. Isehara Site General Manager
Hiroshi Kojima	Executive Officer Lighting RO Deputy Director. Isehara Site General Manager(New)	Executive Officer Kyushu site president

4. Retired (expected as of March 25, 2022)

Name	Former Title
Alain Urbain	Director, Managing Executive Officer Finance Headquarters Director
Rodolphe Garnier	Director

5. Reason for the executive changes

In order to improve corporate value under the new management system

End