



To whom it may concern

February 21, 2023

Company Name	Ichikoh Industries, Ltd.
Representative Director Chairman	Ali Ordoobadi
TSE ticker	7244 TSE Prime
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. 24.

1. Change of representative director, director, and auditors (expected as of March 24, 2023)

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
Kazuyuk Miyashita	Representative Director (Reappointed) Deputy President (Reappointed)	CTO (Reappointed)	In charge of Development Headquarters・Advanced Development Headquarters. Project Management Headquarters Director, Advanced Development Headquarters Director	Representative Director Deputy President	CTO In charge of Development Headquarters・Advanced Development Headquarters. Project Management Headquarters Director, Advanced Development Headquarters 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	—
Raul Perez	Director (Reappointed)	—	—	Director	—
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 24, 2023)

Name	New Title	Former Title
Hideo Nakano	Senior Managing Executive Officer (Reappointed) Mirror PL Director	Director and Senior Managing Executive Officer Mirror PL Director
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 (Reappointed) Ichikoh Group Industrial Headquarters Director	Managing Executive Officer Industrial Management Department Senior Director
Toshimi Yoshida	Executive Officer (Reappointed) Lighting RO Deputy Director. Fujioka Plant Manager	Executive Officer Lighting RO Deputy Director. Fujioka 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 (Reappointed) Lighting RO Deputy Director. Isehara Plant Manager	Executive Officer Lighting RO Deputy Director. Isehara Plant Manager

3. Reason for the executive changes

In order to improve corporate value under the new management system

End