



To whom it may concern

February 14, 2024

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 Executive Member Changes

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

As for the appointment of Directors and Corporate Auditors, it is a matter to be approved by the General Meeting of Shareholders scheduled on Mar. 27.

1. Change of representative director, director, and auditors (expected as of March 27, 2024)

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 R&D Headquarters· Project Management Headquarters, R&I Headquarters Director	Representative Director Deputy President	CTO In charge of R&D Headquarters. Project Management Headquarters Director, R&I 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	—
Akemi Sagawa	Outside Director (New)	—	—	—
François-Xavier Lienhart	Outside Director (New)	—	—	—
Nobuteru Kato	Corporate Auditor	—	Corporate Auditor	—
Aki Tsurumaki	Outside Corporate Auditor (Reappointed)	—	Outside Corporate Auditor	—
Jean-Yves Jouas	Outside Corporate Auditor (New)	—	—	—

2. Changes of Executive Officers (expected as of March 27, 2024)

Name	New Title	Former Title
Tetsuya Shida	Managing Executive Officer (Reappointed) Human Resources Headquarters Director	Managing Executive Officer Human Resources 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 Ichikoh Group Industrial Headquarters Director
Toshimi Yoshida	Executive Officer (Reappointed) Lighting RO Deputy Director Fujioka Plant Manager	Executive Officer Lighting RO Deputy Director Fujioka Plant Manager
Hirokazu Iseki	Executive Officer (Reappointed) ASEAN RO Director	Executive Officer ASEAN RO 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
Yasuhiro Fujita	Executive Officer (Reappointed) Purchasing Headquarters Director	Executive Officer Purchasing Headquarters Director
Koichi Ueda	Executive Officer (Reappointed) Quality Headquarters Director	Executive Officer Quality Headquarters Director
Yoshiyuki Kondo	Executive Officer (New) Project Management Headquarters Director(Promotion)	Project Management Headquarters Deputy Director

3. Retired (expected as of March 27, 2024)

Name	Former Title
Jean-Jacques Lavigne	Outside Director
Pierre Sevaistre	Outside Corporate Auditor

4. Reason for the executive changes

In order to improve corporate value under the new management system

End