



To whom it may concern

February 13, 2026

Company Name	Ichikoh Industries, Ltd.
Director Chairman	Ali Ordoobadi
TSE ticker	7244 TSE Prime
Contact	General Manager of Corporate Planning Department
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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, it is a matter to be approved by the General Meeting of Shareholders scheduled on Mar. 26.

1. Members of Directors and Auditors (expected as of March 26, 2026)

Name	New Title		Former Title	
		Title as an Executive Officer		Title as an Executive Officer
Christophe Vilatte	Representative Director President (Reappointed)	CEO (Reappointed) Responsible for Audit Department Lighting Operations Director	Representative Director President	CEO Responsible for Audit Department Lighting RO Director
Kazuyuki Miyashita	Representative Director Deputy President (Reappointed)	CTO (Reappointed) In charge of Project Management Headquarters R&D Headquarters Director R&I Headquarters Director	Representative Director Deputy President	CTO In charge of Project Management Headquarters R&D Headquarters Director R&I Headquarters Director
Maurizio Martinelli	Director (Reappointed)	—	Director	—
Raul Perez	Director (Reappointed)	—	Director	—
Akemi Sagawa	Outside Director (Reappointed)	—	Outside Director	—
François-Xavier Lienhart	Outside Director (Reappointed)	—	Outside Director	—
Masaki Takamori	Corporate Auditor	—	Attached to the Auditor Deputy General Manager	—
Aki Tsurumaki	Outside Corporate Auditor	—	Outside Corporate Auditor	—
Jean-Yves Jouas	Outside Corporate Auditor	—	Outside Corporate Auditor	—

2. Changes of Executive Officers (expected as of March 26, 2026)

Name	New Title	Former Title
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
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 Operations 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 (Reappointed) Project Management Headquarters Director	Executive Officer Project Management Headquarters Director
Ikko Ichikawa	Executive Officer (Reappointed) Lighting Operations Deputy Director Fujioka Plant Manager	Executive Officer Lighting RO Deputy Director Fujioka Plant Manager
Hirofumi Saito	Executive Officer (Reappointed) Human Resources Headquarters Director	Executive Officer Human Resources Headquarters Director
Hirofumi Shirato	CFO (New) Executive Officer (New) In charge of Corporate Planning Department・Legal Department and Finance Headquarters	Corporate Planning Office deputy general manager

3. Retired (expected as of March 26, 2026)

Name	Former Title	Remarks
Ali Ordoobadi	Director Chairman	—
Hideki Shirato	Director	Planned to become Advisor

*As of January 27, 2026, Hideo Aomatsu resigned as an Outside Director.

4. Reason for the executive changes

To aim for further improvement of corporate value through swift management decisions under a new management structure .

End