



To whom it may concern

March 26, 2026

Company Name	Ichikoh Industries, Ltd.
Representative Director	Christophe Vilatte
President	
TSE ticker	7244 TSE Prime
Contact	In charge of Corporate Planning Department, Executive Officer Hiroyuki Shirato 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.

1. Changes in Director (expected as of July 1st, 2026)

Name	New Title		Former Title	
		Title as an Executive Officer		Title as an Executive Officer
Christophe Vilatte	Representative Director President	CEO Responsible for Audit Department	Representative Director President	CEO Responsible for Audit Department Lighting Operations Director

2. Changes of Executive Officers (expected as of July 1st, 2026)

Name	New Title	Former Title
Tadanori Asahara	Managing Executive Officer Lighting Operations Director	Managing Executive Officer Ichikoh Group Industrial Headquarters Director
Hiroshi Kojima	Managing Executive Officer (promotion) Ichikoh Group Industrial Headquarters Director	Executive Officer Lighting Operations Deputy Director Isehara Plant Manager

* There are no other changes to the directors or executive officers as mentioned above.

3. Reason for the executive changes

The objective of this change is to strengthen our profit foundation and manufacturing excellence by integrating production engineering insights into the Lighting Business. Additionally, placing leaders with extensive field experience at the helm of the Production Engineering Division will expedite the delivery of next-generation products and ensure agile management decisions rooted in frontline operations.

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