



To whom it may concern

February 14, 2025

Company Name	Ichikoh Industries, Ltd.
Representative Director Chairman	Ali Ordoobadi
TSE ticker	7244 TSE Prime
Contact	General Manager of Corporate Planning Department Tomonori Hisano TEL 0463-96-1442

Notice of Representative Directors and 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 Auditor, it is a matter to be approved by the General Meeting of Shareholders scheduled on Mar. 27.

1. Change of representative directors, directors, and auditor (expected as of March 27, 2025)

Name	New Title		Former Title	
		Title as an Executive Officer		Title as an Executive Officer
Ali Ordoobadi	Director Chairman (Reappointed)	—	Representative Director Chairman	—
Christophe Vilatte	Representative Director President (Reappointed)	CEO (Reappointed) Responsible for Audit Department Human Resources Headquarters Director Lighting RO 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 R&D Headquarters· Project Management Headquarters 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 (Reappointed)	—	Outside Director	—
François-Xavier Lienhart	Outside Director (Reappointed)	—	Outside Director	—
Masaki Takamori	Corporate Auditor (New)	—	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 27, 2025)

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 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 (Reappointed) Project Management Headquarters Director	Executive Officer Project Management Headquarters Director
Ikuo Ichikawa	Executive Officer (New) Lighting RO Deputy Director Fujioka Plant Manager	Kyushu-Ichikoh President

3. Retired (expected as of March 27, 2025)

Name	Former Title
Nobuteru Kato	Corporate Auditor
Tetsuya Shida	Managing Executive Officer
Takayuki Furuya	Managing Executive Officer
Toshimi Yoshida	Executive Officer

4. Reason for the executive changes

In order to improve corporate value under the new management system

End