

March 8, 2022

To whom it may concern
(This is an English translation of the Japanese original)

Company : SOHGO SECURITY SERVICES CO., LTD.
Representative : Yukiyasu Aoyama,
President and Representative Director
(Securities Code: 2331, TSE 1st Sec.)
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Notice Concerning Organizational and Personnel Changes

SOHGO SECURITY SERVICES CO., LTD. (“ALSOK”) announces the following organizational and personnel changes to be implemented effective April 1, 2022.

1. Organizational Changes

(1) Enhancement of the product and service development system

For the aim to respond to the expanding market needs and enhance the planning and development capabilities of products and services, ALSOK will newly establish the Merchandising Strategy Department.

(2) Enhancement of the system development and management system

For the aim to build a system that centrally handles the development, maintenance, and operation of security and office systems, the R&D Engineering Department will be in charge of the security system and the Information Systems Management Department will be in charge of the office system. With this change, the Information Systems Management Department will be renamed to the System Management Department.

(3) Establishment of Lease Department

With the merger of ALSOK LEASING CO., LTD. and ALSOK on April 1, 2022, Lease Department will be newly established.

2. Personnel Changes

(1) Personnel Changes of Executive Officers

New Position	Current Position	Name
Senior Executive Officer In Charge of Systems	Senior Executive Officer In Charge of R&D Engineering Affairs	Kazumi Suzuki
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs In Charge of Long-Term Care (President and Representative Director of Life	Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs In Charge of Long-Term Care (President and Representative Director of Life	Takashi Kumagai

Holdings Co., Ltd. President and Representative Director of Life Co., Ltd. President and Representative Director of MBIC Life Co., Ltd. President and Representative Director of ALSOK CARE CO., LTD.)	Holdings Co., Ltd. President and Representative Director of Life Co., Ltd. President and Representative Director of MBIC Life Co., Ltd.)	
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area) In Charge of Central Japan Area Installation	Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area, General Property Management and Installation) In Charge of Central Japan Area General Property Management and Installation	Norihiko Mizutani
Senior Executive Officer General Manager of Human Resources Department Second in Charge of Human Resources Affairs	Executive Officer General Manager of Human Resources Department In Charge of Human Resources	Naoki Hyakutake
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Corporate Customer, Business Planning & Management, Sales Promotion)	Executive Officer In Charge of HOME ALSOK Second in Charge of Corporate Customer	Seiji Ono
Senior Executive Officer (President and Representative Director of ALSOK HOKKAIDO CO., LTD.)	Executive Officer (President and Representative Director of ALSOK HOKKAIDO CO., LTD.)	Yutaka Komatsu
Executive Officer In Charge of Research	Executive Officer In Charge of R&D Planning	Eiji Kuwabara
Executive Officer In Charge of Facility Management HOME ALSOK	Executive Officer Chief Officer of Regional Division (V)	Ken Takahashi

(2) Newly Posted Executive Officers

New Position	Current Position	Name
Executive Officer General Manager of Strategic Business Department Second in Charge of Strategic Business	General Manager of Strategic Business Department	Masahiro Kikukawa
Executive Officer Chief Officer of Regional Division (IV)	Chief Officer of Regional Division (IV)	Masayuki Chikaoka
Executive Officer Chief Officer of Regional Division (V)	Chief Officer of Regional Division (X)	Kenichi Kakimoto

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URL: <https://www.alsok.co.jp/en/ir/index.html>