

March 7, 2023

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

Company: SOHGO SECURITY SERVICES CO., LTD.  
Representative: Ikuji Kayaki,  
Representative Director, Group COO  
(Securities Code: 2331, TSE Prime Market)  
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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, 2023.

#### 1. Organizational Changes

##### (1) Transition to a divisional structure

For the purpose of strengthening business promotion capabilities by integrating the functions of strategic planning, sales promotion, and operational management, ALSOK will newly establish four new divisions, the Electronic Security Department, the Stationed Security Department, the Transportation Security Department, and the Facility Management Department. Together with the existing HOME ALSOK Business Department, the Long-term Care Business Department, and the International Affairs Department, the total number of divisions will be seven in all under the divisional structure.

##### (2) Enhancement of sales strategy function

For the purpose of sales planning and management, including market-specific sales strategy functions, and to strengthen sales collaboration among business units, a Business Control Department will be newly established.

##### (3) Enhancement of quality management function

For the purpose of strengthening the quality management function of the entire group, a Quality Management Department will be newly established.

##### (4) Other

###### a. Development Department

The Products Development Office is promoted to a department and renamed the Products Development Department.

###### b. Sales Department

The Corporate Sales Department(III) will be renamed the Public Sales Department, the Metropolitan Area Sales Department will be renamed the Corporate Sales Department(III), and the Financial Institutions Sales Department( I ) will be renamed the Financial Institutions Sales Department.

## 2. Personnel Changes

### (1) Personnel Change of Director

New Position	Current Position	Name
Director Executive Vice President Chief Officer of International Affairs Deputy Chief Officer of Business Promotion Affairs In Charge of General Affairs/PR Compliance Risk Management Information Assets Management Quality Management Affiliated Corporate International Affairs	Director Senior Executive Officer Chief Officer of International Affairs Deputy Chief Officer of Business Promotion Affairs In Charge of General Affairs/PR Compliance Risk Management Information Assets Management Management Company International Affairs	Motohisa Suzuki

### (2) Personnel Changes of Executive Officers

New Position	Current Position	Name
Senior Executive Officer In Charge of Stationed Security 2025 World Exposition (Public Relations)	Senior Executive Officer In Charge of Security Operations Affairs Structural Reform of Transportation Security Services 2025 World Exposition (Public Relations)	Hiroyoshi Yoshida
Senior Executive Officer In Charge of Transportation Security Facility Management	Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area Sales) In Charge of Facility Management HOME ALSOK Central Japan Area	Ken Takahashi
Senior Executive Officer In Charge of Electronic Security HOME ALSOK Business	Executive Officer General Manager of Corporate Planning & Administration Department Second in Charge of Corporate Planning & Administration	Yutaka Miyajima
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Financial Affairs) In Charge of Corporate Planning & Administration Strategic Business	Executive Officer In Charge of Financial Affairs Second in Charge of Business Planning & Management	Shinichiro Hayashi
Senior Executive Officer Chief Officer of Regional Division (III) Deputy Chief Officer of Business Promotion Affairs (Central Japan Area	Executive Officer Chief Officer of Regional Division (III)	Hiroyuki Ono

Sales) In Charge of Central Japan Area		
Executive Officer In charge of Business Planning & Management	Executive Officer Second in Charge of Sales Promotion Corporate Customer	Satoshi Yoneda

(3) Retiring Executive Officers

New Position	Current Position	Name
President and Representative Director of ALSOK STATIONED SECURITY CO., LTD.	Executive Officer In Charge of Stationed Security (Tokyo) (President and Representative Director of ALSOK STATIONED SECURITY CO.,LTD.)	Shigeki Nomura
N/A	Executive Officer In Charge of Technical Research	Eiji Kuwabara

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