

[Provisional Translation Only]

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Ichigo to Move Headquarter Office – New Office Designed by Employees to Create Highly Supportive and Sustainable Office Environment

Ichigo decided today to move its headquarter office.

Ichigo launched its FUNADE (“new start”) project to design an office environment that supports high employee job satisfaction and create a new office style that takes full advantage of Ichigo’s value-add expertise as a sustainable infrastructure company, as well as adapting to changes in the social environment and work styles.

1. New Office Address

Marunouchi Park Building 20F, 2-6-1 Marunouchi, Chiyoda-ku, Tokyo



2. Move-In Date (Expected)

January 5, 2024 (First Business Day)

3. Rationale

Ichigo is moving its headquarter office from its current location at the Imperial Hotel Tower due to the planned Imperial Hotel redevelopment.

4. New Office Overview

The FUNADE project is an employee-led initiative to design an office that supports job satisfaction for all employees. 50 Ichigo employees partnered on this project.

Ichigo employees voted on the new office concept, partner selection, and new office layouts. The FUNADE project team is divided into the following six groups:

- (1) Ichigo Town Design Group
- (2) Event Planning Group
- (3) Neighbor Priority Group
- (4) Ichigo Town Watch & Web Meeting Planning Group
- (5) Optimal Connectivity Group
- (6) Work Style Innovation Group

New Ichigo Office Concept: Growth Acceleration Office

- (1) Flexible Operation
Create an office that is flexible to change and promotes hospitality
- (2) Borderless Communications
Facilitate communications that transcend organizational and work style limitations
- (3) Evolving Work Styles
Support learning and growth, drive efficiency and work location flexibility, and enable flexible office layouts for different work styles

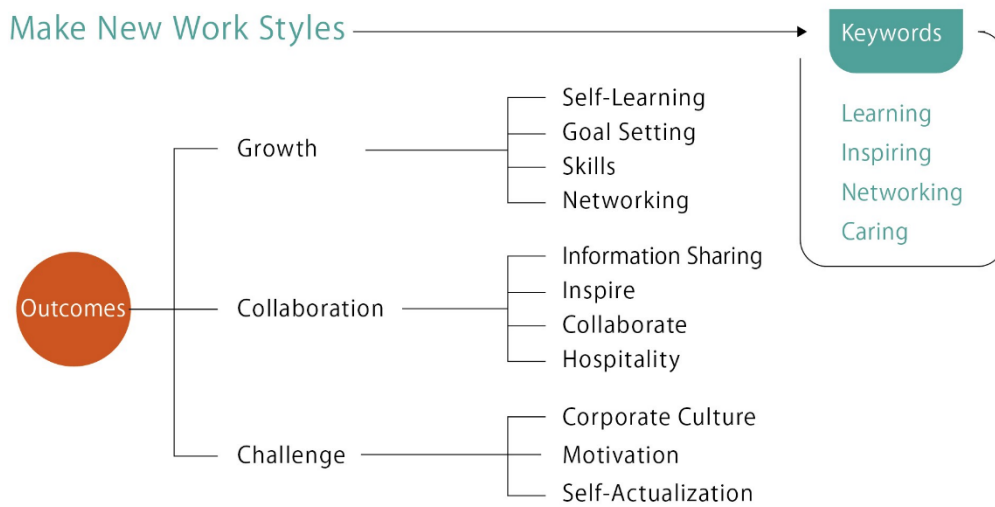
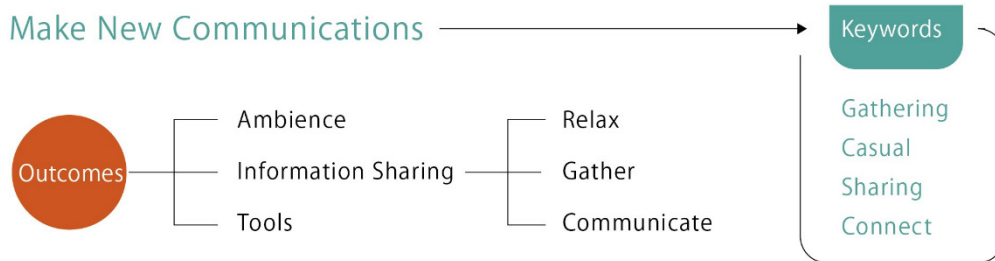
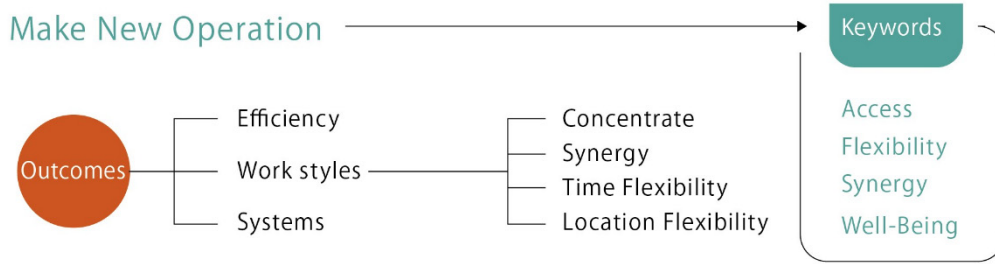
New Ichigo Office Goal: Create a new office environment and work style respecting individual independence and autonomy

Objective: To create an office that supports flexible work styles with high productivity, individual and organizational growth, creative thinking and execution, and impactful work

Agenda: Drive productivity and creativity

- (1) Create an environment that promotes active communication
- (2) Create an environment where employees can concentrate on tasks
- (3) Create opportunities and environment for employee growth

The FUNADE project developed the new office with the following objectives:



New Ichigo Office Design Concept

The new Ichigo office is called Ichigo Town, a community where Ichigo employees gather and communicate to create an office that accelerates growth.

Ichigo Town consists of Ichigo Park, which facilitates communication and flexible work styles; Home, the main office area where employees can focus and concentrate on key tasks; Shop, an area for internal meeting rooms; and Cafe, a communication space for visitors and employees.

New Ichigo Office Design Images

Ichigo Park

The Ichigo Park area is easily accessible from the main office areas, serving as a communication space where employees can take a break and supporting flexible work styles. It uses earth tones and colors found in parks and features wooden furniture and greenery.



Ichigo Park features a beautiful city view from the windows, high stools, and a pantry, and allows employees to meet and communicate in a casual setting.



Accessible from Home, Ichigo Park supports flexible work styles, allowing employees to take breaks, and featuring booth seats that allow employees to hold internal meetings or work alone.

Home (Work Area)



The design concept of each work area is “home,” with each work area separated in a way that does not disrupt the design of the entire space. The addition of highly functional furniture supports focus and the ability to concentrate.

Shop (Internal Meeting Rooms)



The design of the internal meeting rooms is inspired by parks and shops in Tokyo.

Large Conference Room



The Large Conference Room features a four-screen monitor.

Entrance

The Entrance is a bright space incorporating Ichigo colors, with the walls made of recycled building materials. It is a comfortable space for visitors, featuring an automated reception system and monitor introducing Ichigo's businesses.



Cafe (Communication Area)

The Cafe is a space that facilitates internal and external communications and can be used for internal and external meetings, project launches, and Ichigo University classes. The Imperial Palace can be seen from the Cafe.



FUNADE Project Group Details

Ichigo Town Design Group

This group planned the design, furniture, and layout of Ichigo Park to create an Ichigo Town that is functional and comfortable for employees. As a communication space, Ichigo Park is not just a traditional office space, but a space where employees can find their favorite spot and easily communicate with each other.

Event Planning Group

This group planned events ahead of the move, such as encouraging employees to organize their individual lockers and cabinets, and creating art for the new office, to promote the upcoming move internally.

Neighbor Priority Group

This group created an environment that facilitates employee communication and drives efficiency and comfort of office spaces, including organizing a book and magazine drive to de-clutter the office and cleaning events to promote a clean office, and researching effective ways to use pantries and cafes.

Ichigo Town Watch & Web Meeting Planning Group

This group researched and selected security systems, including security cameras and security cards, to create a safe office environment for employees, as well as the latest web conference technology.

Optimizing Connectivity Group

This group researched telephone and reception systems and conducted interviews with employees to determine which systems facilitate internal and external communications and can be incorporated into new work styles.

Work Style Innovation Group

This group led discussions on future Ichigo work styles, including time and location flexibility. The group will make suggestions for new work styles based on use of the shared lounge at the new Marunouchi Park Building office and employee survey results.

5. Earnings Impact

The impact of the office move has already been factored into Ichigo's consolidated FY24/2 earnings forecast.

6. Other

There is no change to the headquarter office location under the Articles of Incorporation, because the new office continues to be located in Chiyoda Ward.