

[Provisional Translation Only]

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Should there be any discrepancies between this translation and the Japanese original, the latter shall prevail.

February 21, 2024

Ichigo Inc. (Tokyo Stock Exchange Prime, 2337)

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Changes in Officers and Organization

Ichigo decided today on the following changes to its officers and organization, effective April 1, 2024.

Statutory Executive Officers (Effective April 1, 2024)

Name	New Position	Current Position
Scott Callon	Chairman & Representative Statutory Executive Officer (Overall Management)	Unchanged
Takuma Hasegawa	President & Representative Statutory Executive Officer (Overall Management)	Unchanged
Akira Yamanouchi	Vice Chairman	Unchanged
Minoru Ishihara	Executive Vice President & Statutory Executive Officer (Sustainable Infrastructure Business) COO	Unchanged
Eri Murai	Senior Executive Managing Director (Effective March 1, 2024) & Statutory Executive Officer (Corporate Operations) President, Ichigo University	Executive Managing Director & Statutory Executive Officer (HR) President, Ichigo University
Takeyuki Yoshimatsu	Executive Managing Director & Statutory Executive Officer (Communications)	Executive Managing Director & Statutory Executive Officer (Corporate Operations)
Takanori Sakamatsu	Executive Managing Director (Effective March 1, 2024) & Statutory Executive Officer (Finance)	Senior Statutory Executive Officer (Finance)
Kazunori Kurita	Senior Statutory Executive Officer (Sustainable Engineering)	Unchanged
Ryutaro Yamamoto	Senior Statutory Executive Officer (Business Management)	—

Name	New Position	Current Position
Takashi Ohigawa	Senior Statutory Executive Officer (HR) Deputy Head of Corporate Operations Division	Senior Statutory Executive Officer (HR) Deputy Head of HR Division
Yasutoyo Senda	Statutory Executive Officer (Audit)	Unchanged
Kenji Tanaka	Statutory Executive Officer (Sustainable Infrastructure Business, DX Acceleration)	Unchanged
Hiroaki Fujii	Statutory Executive Officer (Administration, Risk Management, Compliance)	Statutory Executive Officer (Corporate Design, Risk Management)
Naoko Furukawa	Statutory Executive Officer (Accounting & Business Planning)	–

Corporate Reorganization (Effective April 1, 2024)

Ichigo is streamlining its organization and functions to deepen Ichigo’s management capabilities and drive the achievement of Ichigo’s long-term sustainability goals set forth in its Ichigo 2030 vision.

Overview

Ichigo is consolidating its administrative and HR functions within a Corporate Operations Division, and newly establishing a Business Management Group within the Division to strengthen Ichigo’s management capabilities. Ichigo is also strengthening its branding activities to support its growth as a sustainable infrastructure company.

Details

- The Cross Innovation Group will be dissolved and its functions integrated into Ichigo Estate (Effective March 1, 2024).
- Within the Hotel Business Division, the KNOT Group will be dissolved and its functions integrated into the Hotel Operations Group (Effective March 1, 2024).
- The HR Division will be merged into the Corporate Operations Division and a Business Management Group will be newly established within the Division.
- The Corporate Design Group will be renamed the Administration Group.
- A Communications Division will be newly established.

Organization Chart (As of April 1, 2024)

