

[Provisional Translation Only]

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

February 22, 2022

Ichigo Inc. (Tokyo Stock Exchange First Section, 2337)

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Changes in Officers and Organization

Ichigo decided today on the following changes to its officers and organization, effective March 1, 2022 and April 1, 2022.

Statutory Executive Officers (Effective April 1, 2022 unless noted below)

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
Minoru Ishihara (effective March 1, 2022)	Executive Vice President & Statutory Executive Officer (Sustainable Infrastructure Business) COO	Executive Vice President & Statutory Executive Officer (Sustainable Infrastructure, Hotel Business) COO
Eri Murai (effective March 1, 2022)	Executive Managing Director & Statutory Executive Officer (HR) President, Ichigo University	Executive Managing Director & Statutory Executive Officer (HR) President, Ichigo University Head of HR Development
Go Watanabe	Executive Managing Director & Statutory Executive Officer (New Ventures)	Unchanged
Takeyuki Yoshimatsu	Executive Managing Director & Statutory Executive Officer (Corporate Operations)	Unchanged
Takanori Sakamatsu (effective March 1, 2022)	Senior Statutory Executive Officer (Finance)	Senior Statutory Executive Officer (Finance) Head of IR
Kazunori Kurita	Senior Statutory Executive Officer (Sustainable Engineering)	Unchanged
Takashi Ohigawa (effective March 1, 2022)	Senior Statutory Executive Officer (HR) Head of HR Development	Senior Statutory Executive Officer (Sustainable Real Estate)

Name	New Position	Current Position
Kenichi Tanaka	Statutory Executive Officer (Business Promotion, Finance)	Unchanged
Yasutoyo Senda	Statutory Executive Officer (Audit)	Unchanged
Kenji Tanaka	Statutory Executive Officer (Sustainable Infrastructure Business, DX Acceleration)	Statutory Executive Officer (Sustainable Infrastructure)

Note 1: Ryutaro Yamamoto will become Executive Vice President of Ichigo Estate and President & Representative Director of Ichigo Real Estate Services Fukuoka on April 1, 2022.

Note 2: Akihiko Tsukasa will become a Director of Ichigo Estate on April 1, 2022.

Corporate Reorganization (Effective April 1, 2022)

Ichigo is reorganizing its Sustainable Real Estate organizations and IT functions to deepen Ichigo's sustainable infrastructure capabilities, accelerate its DX (digital transformation), and support the achievement of Ichigo's long-term sustainability goals.

Overview

By consolidating its Sustainable Real Estate functions under an integrated Sustainable Real Estate platform, Ichigo is building an organizational structure that can flexibly respond to changes in the market environment.

Ichigo is also accelerating its DX to drive long-term shareholder value and its growth as a sustainable infrastructure company by consolidating key functions under a new group that reports directly to Ichigo's President.

Details

- The Sustainable Real Estate Division and Real Estate Operation Group will be dissolved and its functions integrated into Ichigo Estate.
- The Sustainable Planning Group and the IT Engineering Group will be merged into a newly established DX Acceleration Group that reports directly to Ichigo's President.
- The Sustainable Infrastructure Division will be renamed the Sustainable Infrastructure Business Division.
- The SC Operations Group will be renamed the Sustainable Infrastructure Management Group to reflect the expansion in the scope of its business activity.

New Organization Chart (Effective April 1, 2022)

