

April 5, 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 Prime Market)
Contact : Eitoku Kato,
General Manager of IR Office
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Notice Concerning Personnel Changes

SOHGO SECURITY SERVICES CO., LTD. (“ALSOK”) announces the following personnel changes to be implemented effective June 24, 2022.

1 Personnel Changes of Directors

New Position	Current Position	Name
Representative Director Group CEO CTO (Chief Technology Officer)	Director Executive Vice President In Charge of Human Resources Affairs General Affairs/ PR Corporate Ethics Compliance Risk Management Information Assets Management Management Company R&D Engineering Affairs	Tsuyoshi Murai
Representative Director Group COO Senior Executive President Head of ALSOK In-house Company Chief Officer of Business Promotion Affairs (East Japan Area Sales) In Charge of East Japan Area	Vice President and Representative Director Senior Executive Vice President Head of ALSOK In-house Company Chief Officer of Business Promotion Affairs (East Japan Area Sales) In Charge of East Japan Area	Ikuji Kayaki
Director Senior Executive Officer Chief Officer of International Affairs In Charge of General Affairs/ PR Compliance	Director Senior Executive Officer In Charge of Security Operations Affairs Structural Reform of Transportation Security Services	Motohisa Suzuki

Risk Management Information Assets Management Management Company International Affairs		
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2 Newly Posted Directors

New Position	Current Position	Name
Director Senior Executive Officer In Charge of Corporate Planning & Administration Strategic Business	Senior Executive Officer In Charge of Corporate Planning & Administration Strategic Business	Kazuhide Shigemi
Director Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs In Charge of Long-Term Care (President and Representative Director of Life 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.)	Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs In Charge of Long-Term Care (President and Representative Director of Life 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.)	Takashi Kumagai
Director Senior Executive Officer In Charge of Human Resources Affairs Corporate Ethics	Senior Executive Officer General Manager of Human Resources Department Second in Charge of Human Resources Affairs	Naoki Hyakutake
Director Senior Executive Officer Chief Officer of Regional Division (II) Deputy Chief Officer of Business Promotion Affairs (West Japan Area Sales) In Charge of West Japan Area 2025 World Exposition (General) Chairman, President and Representative Director of ALSOK KINKI CO., LTD. Chairman and Representative Director of ALSOK OSAKA CO., LTD.	Senior Executive Officer (President and Representative Director of ALSOK HOKKAIDO CO., LTD.)	Yutaka Komatsu
Director (Outside Director)	Advisor of Mitsubishi Heavy Industries, Ltd. (Formerly Director, Executive Vice President of Mitsubishi Heavy Industries, Ltd.)	Masahiko Mishima
Director (Outside Director)	Executive Director of The General Insurance Association of Japan (Formerly Vice President Director of Tokio Marine Holdings, Inc.)	Kenji Iwasaki

Note: This change will be officially resolved at the General Shareholders' Meeting, which is scheduled to be held on June 24, 2022.

3 Retiring Directors

New Position	Current Position	Name
Advisor	Chairman and Representative Director Chief Executive Officer (CEO)	Atsushi Murai
Executive Advisor	President and Representative Director Senior Executive President Chief Operating Officer (COO)	Yukiyasu Aoyama
Counselor	Director Executive Vice President Chief Officer of International Affairs Deputy Chief Officer of Business Promotion Affairs In Charge of International Affairs Financial Institutions	Hirohisa Hokari
Executive Officer In Charge of Stationed Security (Tokyo) (President and Representative Director of ALSOK STATIONED SECURITY CO., LTD.)	Director Senior Executive Officer Chief Officer of Regional Division (II) Deputy Chief Officer of Business Promotion Affairs (West Japan Area Sales) In Charge of West Japan Area 2025 World Exposition (General)	Shigeki Nomura
N/A	Director (Outside Director)	Hideharu Kadowaki
N/A	Director (Outside Director)	Toyoaki Ando

4 Newly Posted Audit & Supervisory Board Member

New Position	Current Position	Name
Standing Audit & Supervisory Board Member	Chief Officer of Regional Division (VII)	Juichirou Mochizuki

Note: This change will be officially resolved at the General Shareholders' Meeting, which is scheduled to be held on June 24, 2022.

5 Retiring Audit & Supervisory Board Member

New Position	Current Position	Name
President and Representative Director of ALSOK CHIBA CO., LTD.	Standing Audit & Supervisory Board Member	Akira Kono

6 Newly Posted Executive Officers

New Position	Current Position	Name
Senior Executive Officer In Charge of	Executive Officer In Charge of 2025 World Exposition	Hiroyoshi Yoshida

Security Operations Affairs Structural Reform of Transportation Security Services 2025 World Exposition (Public Relations)	(Public Relations) Second in Charge of Security Operations	
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area Sales) In Charge of Facility Management HOME ALSOK Central Japan Area	Executive Officer In Charge of Facility Management HOME ALSOK	Ken Takahashi
Senior Executive Officer Chief Officer of Regional Division (I) Deputy Chief Officer of Business Promotion Affairs (Metropolitan Area Sales)	Executive Officer Chief Officer of Regional Division (I) In Charge of Metropolitan Area	Yoshio Kumazaki

7 Retiring Executive Officers

New Position	Current Position	Name
President and Representative Director of ALSOK FACILITIES CO., LTD.	Senior Executive Officer In Charge of Systems Vice President and Representative Director of ALSOK FACILITIES CO., LTD.	Kazumi Suzuki
Vice President and Representative Director of JAPAN FACILIO CORPORATION	Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area Sales) In Charge of Central Japan Area Installation	Norihiko Mizutani

Note: This change will be officially resolved at General Shareholders' Meeting of each group companies.

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