

March 8, 2016

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 1st Sec.)
Contact : Yasuo Ishiwata,
General Manager of IR Office
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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.

1. Organizational Changes

(1) Effective on April 1, 2016

- a. Long-term Care Business Department, which will supervise long-term care business, will be established for the purpose of promoting quality management of the operation side and the improvement of the sales side as a group whole in long-term care business.
- b. Transportation Security Services Branch Tokyo-Nishi will be integrated to Transportation Security Services Branch Tokyo for the purpose of operational efficiency.

(2) Effective on August 1, 2016

General Administration Department will be established for the purpose of promoting the optimization of business flow and amalgamation of office work including general affairs, sales, and security services office work.

2. Personnel changes of Executive Officers

Effective April 1, 2016

New Position	Current Position	Name
Director Executive Vice President Long-term Care Business Management Company Regional Management	Director Senior Executive Officer Strategic Business Management Company Regional Management President of ALSOK Care & Support Co., Ltd.	Yuichi Miyazawa
Director Executive Vice President Chief Officer of Business Promotion Division	Director Senior Executive Officer Deputy Chief Officer of Business Promotion Division	Kiyomi Hara

	Chief officer of Corporate Customer Sales Promotion Sales Promotion	
Director Executive Vice President Special Missions Stationed Security, General Property Management and Fire Protection President of ALSOK Stationed Security Co., Ltd.	Director Senior Executive Officer Human Resources Corporate Ethics Deputy Chief Officer of Business Promotion Division (HOME ALSOK)	Yoshiro Kuribayashi
Director Senior Executive Officer General Affairs/Corporate Planning Strategic Business Deputy Chief Officer of Business Promotion Division Business Planning & Management Financial Institutions Compliance Risk Management Information Assets Management	Director Senior Executive Officer General Affairs/Corporate Planning Deputy Chief Officer of Business Promotion Division Chief Officer of Financial Institutions Services Compliance Risk Management Information Assets Management	Hirohisa Hokari
Senior Executive Officer Human Resources Corporate Ethics Deputy Chief Officer of Business Promotion Division	Senior Executive Officer Deputy Chief Officer of Business Promotion Division Business Planning & Management Regional Financial Institution Services	Tsuyoshi Murai
Senior Executive Officer Chief Officer of Regional Division (I)	Executive Officer Chief Officer of Regional Division (I)	Masato Yagi
Executive Officer Second in Charge of Financial & Accounting General Manager of Financial & Accounting Dept.	General Manager of Financial & Accounting Dept.	Koji Kishimoto
Executive Officer Human Resources General Manager of Human Resources Dept.	General Manager of Human Resources Dept.	Akira Kono
Executive Officer Chief Officer of Regional Division (VII)	Chief Officer of Regional Division (VII)	Norihiko Mizutani

[Retiring Executive Officer]

Effective April 1, 2016

President of ALSOK Souei Co., Ltd.	Executive Officer Second in Charge of Sales Promotion President of ALSOK Souei Co., Ltd.	Yukio Yonago
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