

March 6, 2018

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.)
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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 (Effective April 1, 2018)

(1) Enhancement of Group Management

Under the circumstances of the Group’s scale and business domain enlarging by M&A, ALSOK will enhance the integral management by improving cooperation of each business domains such as security, general property management and fire protection, and long-term care. New departments will be established under control of the in-house company system, the core of security business, which will be renamed to “ALSOK In-house Company”. ALSOK will endeavor to provide more prompt and accurate services to customers.

(2) Enhancement of Overseas Business

To further enhance overseas business, “International Affairs Division” will be established. In addition, the department in charge of International Affairs will be reorganized into two departments: “International Affairs Department (I)” and “International Affairs Department (II)”.

(3) Reinforcement of correspondence towards Olympic and Paralympic Games Tokyo 2020

For the aim to accelerate the preparation towards Olympic and Paralympic Games Tokyo 2020, “Tokyo Olympic and Paralympic Promotion Division” will be established, and under the control of the division, “Tokyo Olympic and Paralympic Promotion Department” will be established.

(4) Enhancement of Sales Structure

- a. “Metropolitan Area Sales Department” will be established for the aim to aggregate customer relations of major companies which is located in metropolitan areas to the head office and will take the lead in the sales promotion.
- b. “Business Planning Department”, “Business Promotion Department”, and “Marketing & Products Planning Department” will be integrated as newly established “Business Control Department”, for the aim to enhance the correspondence of various customer needs such as prompt offer of new products and services.

2. Personnel changes

(1) Personnel Changes of Executive Officers

Effective April 1, 2018

New Position	Current Position	Name
President and Representative Director Senior Executive President Chief Operating Officer (COO) Chief Officer of Business Promotion Division	President and Representative Director Senior Executive President Chief Operating Officer (COO) President of ALSOK Company	Yukiyasu Aoyama
Representative Director Executive Vice President Head of ALSOK In-house Company East Japan Deputy Chief Officer of Business Promotion Division Corporate Customers	Director Senior Executive Officer Chief Officer of Security Operations Security of Olympic and Paralympic Games Tokyo 2020 Structural Reform of Transportation Security Services	Ikuji Kayaki
Director Executive Vice President Corporate Planning & Administration Strategic Business Deputy Chief Officer of Business Promotion Division Business Planning & Management Sales Promotion Financial Institutions	Director Senior Executive Officer Corporate Planning & Administration Strategic Business Deputy Chief Officer of Business Promotion Division Business Planning & Management Financial Institutions	Hirohisa Hokari
Director Senior Executive Officer International Affairs Procurement Chief Officer of International Affairs General Manager of International Affairs Department (I)	Director Senior Executive Officer Financial & Accounting International Affairs Internal Control Chief Officer of International Affairs	Hiraku Otani
Director Senior Executive Officer Human Resources Corporate Ethics Deputy Chief Officer of Business Promotion Division Olympic and Paralympic Games Tokyo 2020 Chief Officer of Tokyo Olympic and Paralympic Promotion Division General Affairs/ PR Compliance Risk Management Information Assets Management General Manager of General Administration Department	Director Senior Executive Officer Human Resources Corporate Ethics Deputy Chief Officer of Business Promotion Division Olympic and Paralympic Games Tokyo 2020	Tsuyoshi Murai

Senior Executive Officer Long-Term Care Management Company Second in Charge of R&D Deputy Chief Officer of Business Promotion Division HOME ALSOK	Senior Executive Officer Long-Term Care Management Company Regional Management Second in Charge of R&D Deputy Chief Officer of Business Promotion Division Second in Charge of Sales Promotion Second in Charge of Corporate Customers	Takashi Kumagai
Senior Executive Officer Financial & Accounting Internal Control	Executive Officer Second in Charge of Financial & Accounting General Manager of Financial & Accounting Department	Koji Kishimoto
Senior Executive Officer Chief Officer of Security Operations Structural Reform of Transportation Security Services Deputy Chief Officer of Tokyo Olympic and Paralympic Promotion Division	Senior Executive Officer General Affairs/ PR Procurement Second in Charge of Security Operations (Operation of Olympic and Paralympic Games Tokyo 2020) Deputy Chief Officer of Business Promotion Division HOME ALSOK Compliance Risk Management Information Assets Management General Manager of General Administration Department	Motohisa Suzuki
Senior Executive Officer Chief Officer of Regional Division (I) Deputy Chief Officer of Business Promotion Division Metropolitan Area	Senior Executive Officer Chief Officer of Regional Division (I)	Masato Yagi

(2) Newly Posted Executive Officers

Effective April 1, 2018

New Position	Current Position	Name
Executive Officer Second in Charge of General Affairs General Manager of General Affairs Department	General Manager of General Affairs Department	Seiji Ono
Executive Officer R&D Planning General Manager of R&D Planning Department	General Manager of R&D Planning Department General Manager of Marketing & Products Planning Department	Kazumi Suzuki
Executive Officer Chief Officer of Regional Division (IV)	Chief Officer of Regional Division (IV)	Ken Takahashi

Executive Officer Chief Officer of Regional Division (VI)	Chief Officer of Regional Division (VI)	Yoshiharu Nagashima
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(3) Retiring Executive Officer

Effective April 1, 2018

New Position	Current Position	Name
Director (Part-time) Adviser (Part-time) Business Coaching	Director Executive Vice President * Chief Officer of Business Promotion Division East Japan	Kiyomi Hara

*Retirement date will be effective March 31, 2018.

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