



# **Management Briefing Material**

# **KAGA ELECTRONICS**

**TSE Prime Market 8154** 

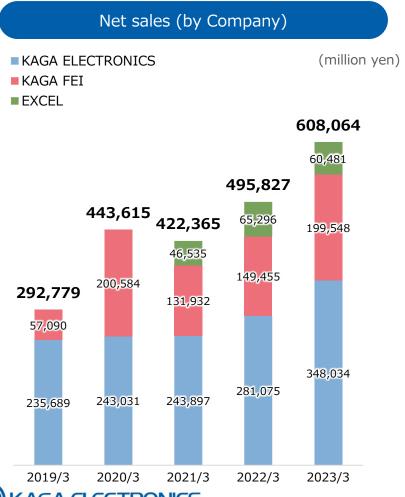
March, 2024

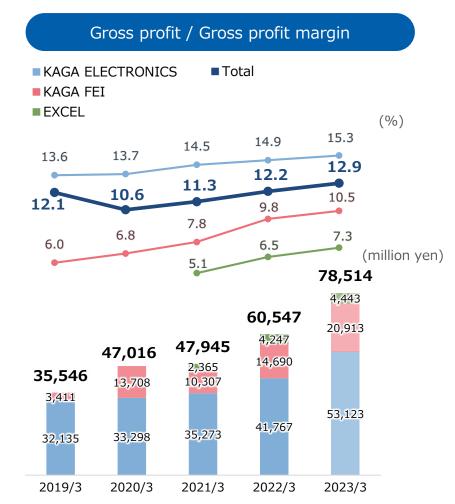
KAGA ELECTRONICS CO., LTD.

# **Introduction**

# Sustainable profit growth

KAGA Electronics will realize "sustainable profit growth" with "organic growth + strategic M&As + PMI" as growth drivers, anticipating further industry consolidation.

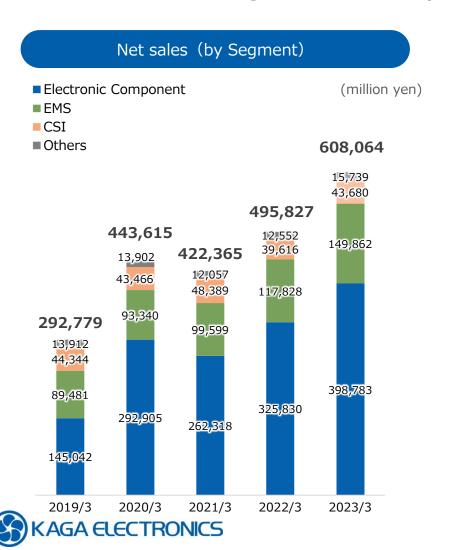


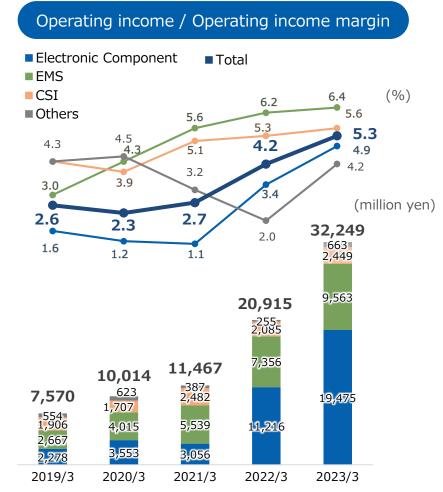


# **Profit-focused management**

KAGA Electronics is not just an electronic components trading company.

It is a general electronics trading company engaged in high value-added businesses, including EMS, based on "profit-focused management."

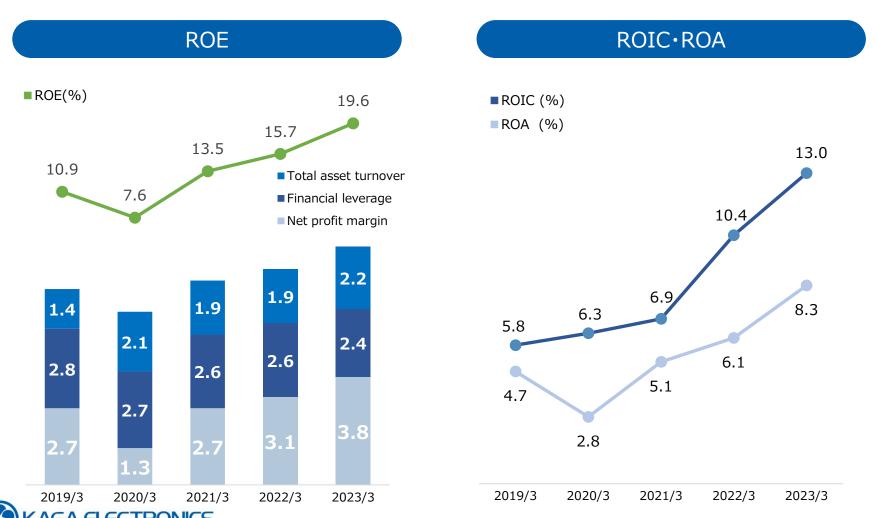




# Management focusing on capital efficiency

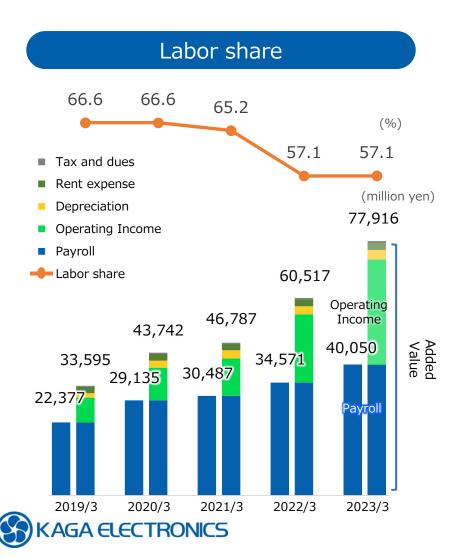
KAGA Electronics practices business management focusing on the cost of equity and capital efficiency.

**\*\*ROE: 19.6% > Cost of Equity: 8.1% ROIC: 13.0% > WACC: 5~6%** 

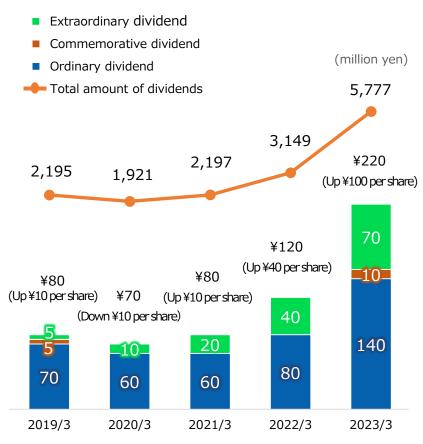


### **Proactive return to stakeholders**

Inheriting the founder's spirit that "profits are to be shared," KAGA Electronics implements profit distribution and return to stakeholders proactively.



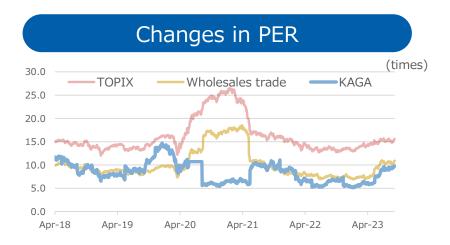
### Dividend per share & Total dividends

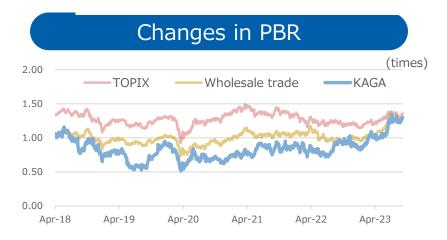


# Form fair value and enhance corporate value

KAGA Electronics actively engages in IR activities, aiming at formation of fair value and further enhancement of corporate value.









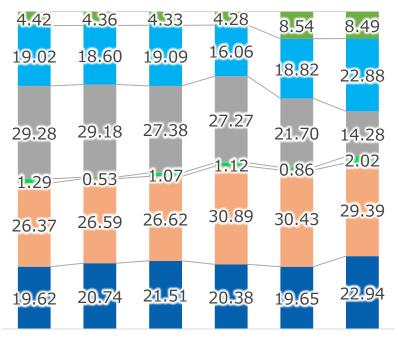
### **Shareholders Information**

### Shareholder Composition

(%)

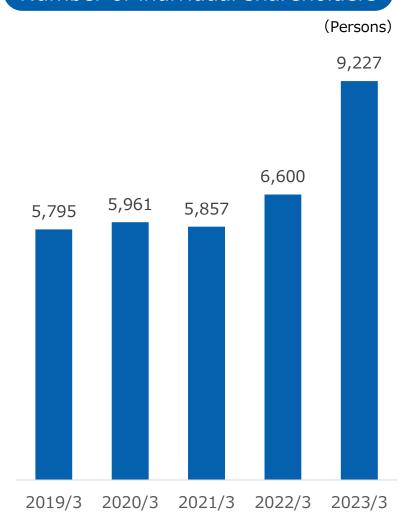
treasury stock

- Foreign Corporations
- Other Japanese Corporations
- Financial Instruments Business Operators
- Financial Institutions
- Individuals



2018/3 2019/3 2020/3 2021/3 2022/3 2023/3

### Number of individual shareholders





# **Corporate Profile**

# **Corporate Outline**

# An independent trading company for general electronics with one-stop services

■ Company Name: KAGA ELECTORONICS CO., LTD.

Representatives: Founder & CEO: Isao TSUKAMOTO

President & COO: Ryoichi KADO

■ Head Office:

20 Kanda matsunagacho, Chiyoda-ku Tokyo 101-8629, Japan

Established: September 12, 1968

Paid-in Capital: JPY12,133 million

Stock listing: Prime Market, Tokyo Stock Exchange

(securities code: 8154)

Number of 63 Companies (as of April 1, 2023) **Group Companies:** 

Number of Employees:

8,092 (FY ended March 2023)



Founder & CEO Isao TSUKAMOTO

President & COO Ryoichi KADO



# **Corporate Philosophy**

"Everything we do is for our customers" – Since Kaga Electronics was founded, by intently listening to the voices of our customers and earnestly catering to their needs, we have expanded our business domain to include our EMS business, which includes everything from kitting to processing and manufacturing electronic components and semiconductors, and our information equipment business, which conducts sales of finished products. Going forward, we will continue to aim to be Japan's No. 1 corporate group in the industry and become a competitive World-Class company.





### **KAGA-ism** (Behavior Guideline)

There have been many sayings supported by the experiences of the founder and our forebears since the company's foundation, and these should be treated as treasures. They are our DNA that we will carry into the future as a foundation for our actions to overcome daily competition.

Three Pillars	Basic Principle
1. Mindsets as a manager	1-1. Be a manager with a grand dream and a strong will
Behavior with the awareness of "being one of the	1-2. Cultivate a hungry spirit to continue challenging yourself in everything that you do
managers"	1-3. Act first with high ambition
2. Mindsets as a salesperson Awareness and behavior as a "trading company employee or businessman"	2-1. Make TAXAN (much) effort to gain TAXAN (a large) profit, and become TAXAN (very) happy
	2-2. Personal connections are intangible assets
	2-3. Always be curious
3. Mindsets as a member	3-1. Self-improvement
of society  Awareness and behavior in	3-2. Reward good work and punish bad work
proceeding with business as a member of society	3-3. Be fair and upright



### **HISTORY**

# New technologies. New products. Always listening to the voice of the times. We grew together with the electronics industry.

Kaga Electronics has continued to grow, driven by our keen ability to rapidly sense changes in the times. This ability has ensured our consistent growth in an era of accelerating technological innovation. In more recent years, we have been proactive in efforts to create new businesses. With the information-gathering ability and sales network that we have cultivated over our long history as our foundation, we will continue to evolve towards unlimited possibilities, pushed ahead by unique ideas and unrestricted by our existing businesses.



# **Earnings Trends Over Past 10 Years**

Management with an emphasis on profit has taken root in the Group since 2014, resulting in an improvement in both operating income and the operating income margin. The Company has aggressively carried out M&A since 2016, shifting to a growth trajectory. We aim for an ongoing increase in revenue.





# The Group's Strength-1: Business Domain

### Electronic part and Semiconductors



Sales agent activities for general electronic components and semiconductors for customers in Japan and worldwide

#### Information Equipment



Supplying PCs and peripherals to domestic and international distribution channels, and serving the network solutions field

#### **EMS**



Providing total support for design, development, and manufacture of products ranging from semifinished to finished products

#### **New Businesses**



Development, manufacture, and sale of amusement-related products and software

Sales composition ratio

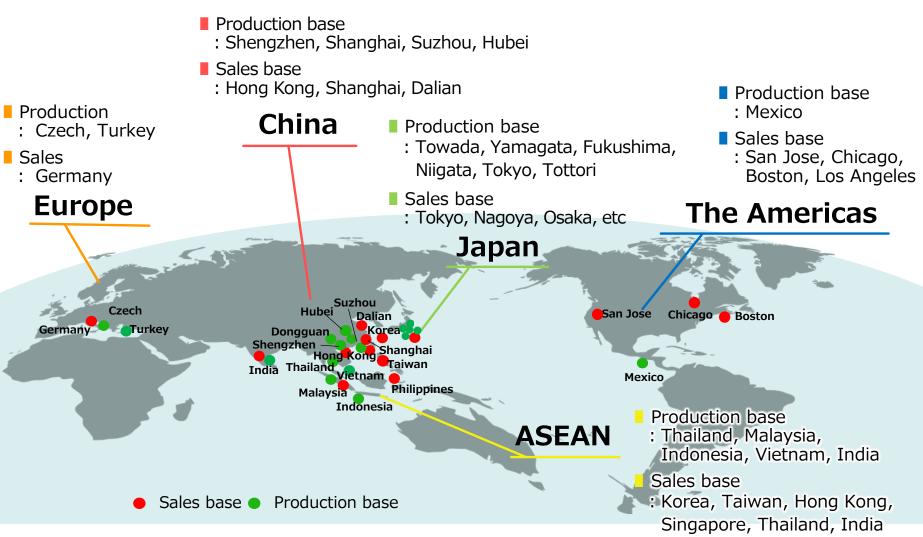
2.6%

65.6% 24.6% 7.2%



# The Group's Strength-2: Global Network

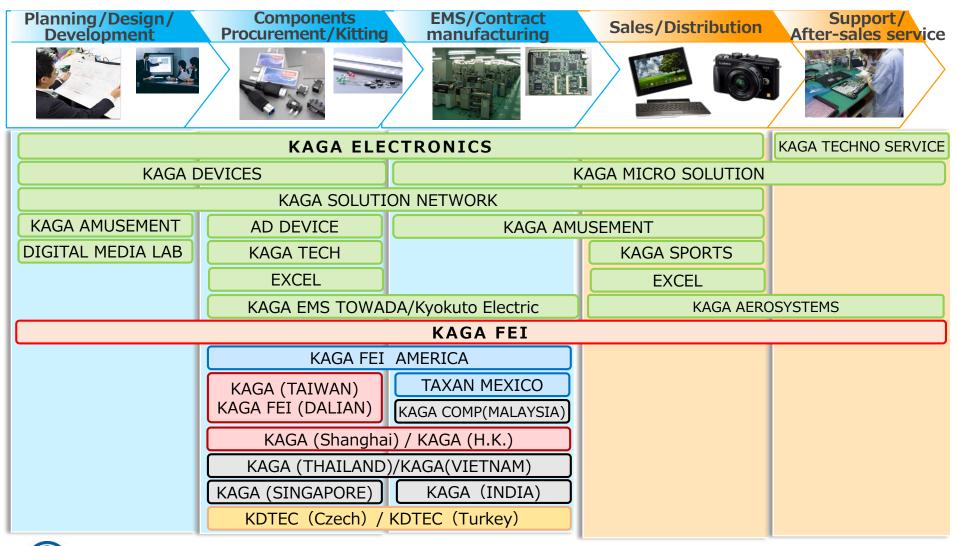
Global EMS production system with 20 bases in 10 countries to respond swiftly and flexibly to customer needs.





# The Group's Strength-3: One-Stop Service

# Not just contract manufacturing but offer one-stop service from sales to after-sales support



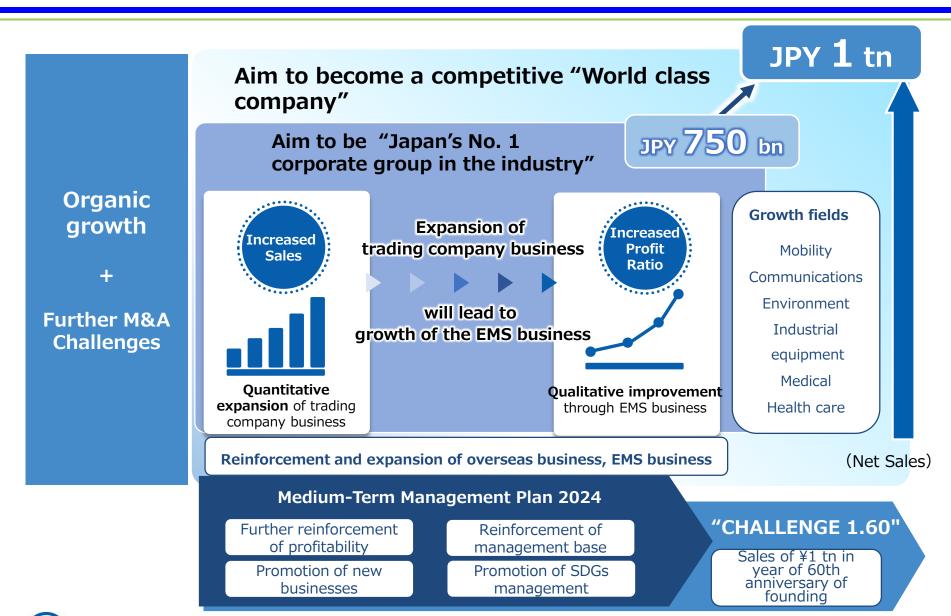


**KAGA's Growth Scenario** 

# Medium Term Management Plan 2024

(Extract from materials published on November 25, 2021)

# Medium-Term Management Plan 2024 : Summary





# **Medium-Term Management Plan 2024: Targets**

# **Initial plan**

(Announced on November 25, 2021)



### **Latest outlook**

(Announced on May 11, 2023)

FY2022~FY2024

Planned year

[No change]

JPY 750 bn

Organic growth : JPY 600 bn

Including new M&As: JPY 150 bn

Net Sales

[No change]

JPY 20 bn

Operating Income

JPY 30 bn or higher

stable 8.5% or higher

ROE

stable **10**% or higher



# Medium-Term Management Plan 2024: Basic Policy

### Basic policy and key issues/actions

Further Reinforcement of Profitability
Reinforcement of Management Base

Predicting the era to focus on markets with potential for high growth and profitability

- Selection and concentration in growth fields: Mobility, Communications, Environment, Industrial equipment, Medical/Health care
- Reinforcement and expansion of EMS business and overseas business

Pursuit of further efficiency and soundness, and transformation to a Group management foundation worthy of "Japan's No. 1 corporate group in the industry"

- · Reinforcement of corporate governance
- Efficient Group management
- · Investments in human capital

Creation of New Businesses

Active use of venture investments and M&As to create new businesses and strengthen resistance to change in the external environment

- · Initiatives in new fields
- Promotion of open innovation through venture investments
- · M&A efforts aimed at discontinuous growth

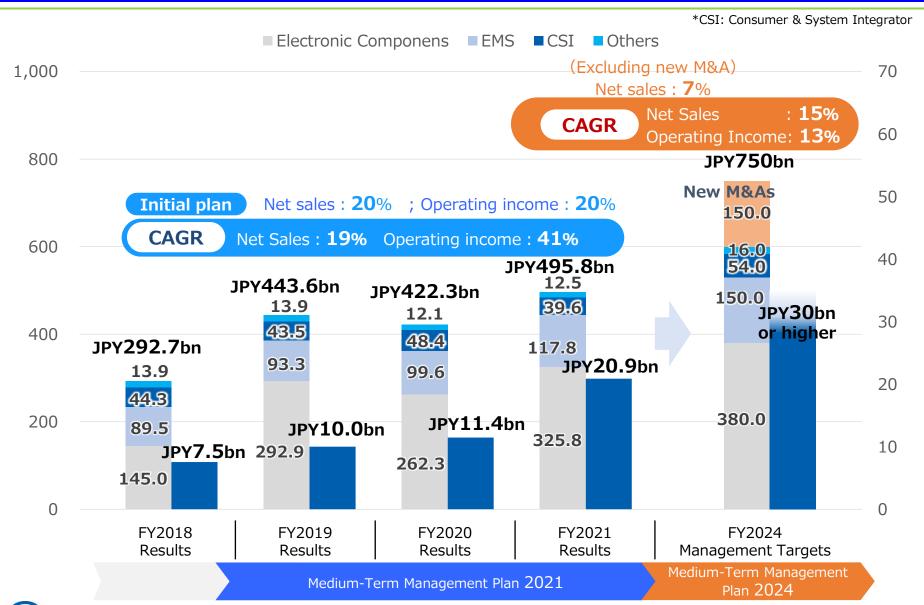
Promotion of SDGs Management

Promotion of management that seeks to achieve solutions to social issues and sustainable growth as a company

(See "Medium-Term Sustainability Management Plan" for details)



# Medium-Term Management Plan 2024: Business Portfolio





# **Basic Strategy for Four Major Businesses**

	FY2024 sales targets	Priority measures
Electronic Components Business	JPY 380 bn	<ul> <li>Expansion of industrial equipment business</li> <li>Rollout of new products in vehicular markets</li> <li>Enhancement of products in communications field</li> </ul>
EMS Business	JPY 150 bn	<ul> <li>Reinforcement and expansion of customer base</li> <li>Shift in value chain to high value-added areas</li> <li>Reinforcement of business base</li> </ul>
CSI Business	JPY <b>54</b> bn	<ul> <li>Acquisition of new products/suppliers and new sales channels</li> <li>Promotion of collaboration within Group and integration of overlapping organizations</li> </ul>
Other Business	JPY <b>16</b> bn	<ul> <li>Review of unprofitable businesses</li> <li>Creation of new businesses through venture investments and M&amp;As</li> </ul>



# A Sound Financial Foundation to Support Growth Strategies

### Borrowing capacity

▲ Net D/E ratio: - 0.08 times

▲ Cash position: **JPY 52.6 bn** 

▲ Commitment line: JPY 15 bn

\*End of March 2023

# Capital efficiency

▲ ROE: **19.6%** > Cost of shareholders' equity 8.1%

Assumptions for calculations

①Risk-free interest rate : 0.5%/10-year Japanese

government bond

②Market risk premium : 5.4%/TOPIX yield

β (beta) : 1.4%/Five-year, monthly

#### Cash generation ability

- ▲ Total 3-year operating cash flow: **JPY 39.0 bn**\*FY2020-FY2022
- ▲ Use of cash: ① Growth investments
  - **2 Shareholder returns**
  - **3** Repayment of borrowing

#### Stability and credit rating

▲ Equity ratio : **45.3%** 

\*End of March 2023

▲ Bond rating : **A** (Stable)

\*Japan Credit Rating Agency, Ltd. (JCR)

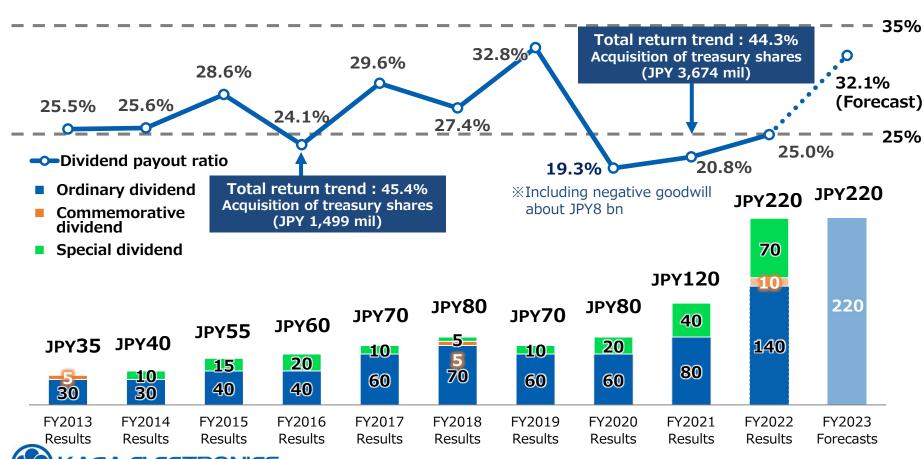




#### Shareholder Return

# Basic Policy on Dividends of Surplus

- We shall perform **stable dividends**, while securing **a consolidated dividend payout ratio of 25 to 35%**.
- We shall use **funds for business investments, capital investments, and M&A**, etc. in order to contribute to future growth.
- Decisions on the **acquisition of treasury shares** shall be made appropriately, in consideration of capital efficiency and share price, etc.



# **KAGA ELECTRONICS' Electronic Components Business**

# The Strengths of Kaga's Electronic Components Business

Our strengths are our independence, meaning that we are not affiliated with any other manufacturer, our global reach, which extends around the world, and the professional skills of our technical teams.

The advantage of an independent trading company

As an independent comprehensive trading company, we have access to a vast range of parts. We have earned our customers' trust and developed vast expertise in our 50 years of business.

The power of a global network

We utilize our ability to gather information to foresee the future, as well as the power of a Group working in a wide range of fields.

Technical support system

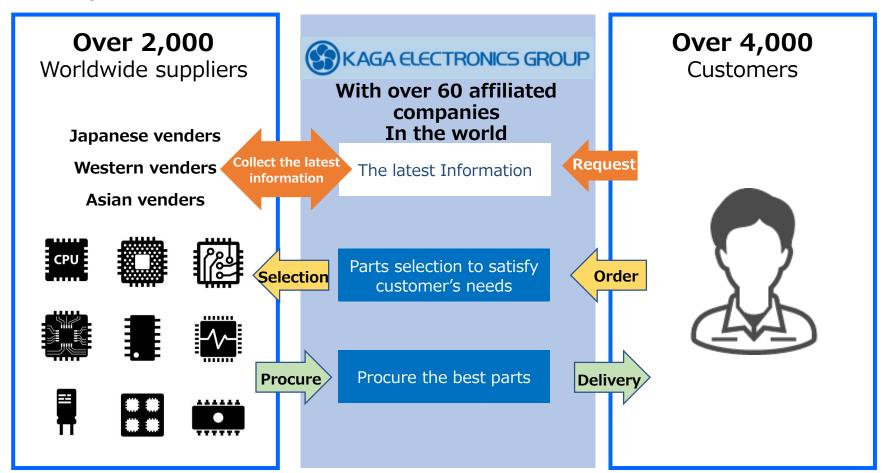
Our experienced technical teams can be counted on. Our dependable system today is the product of years of earning trust.

- Kaga Electronics trades directly with more than 2,000 suppliers in Japan and abroad and more than 4,000 customer businesses (7,000 accounts).
- As an independent trading company, we are not limited in the goods that we carry. We use this advantage and our worldwide network to connect large numbers of suppliers and customers and ensure that customers get the optimal product in the ideal form.
- Kaga Electronics boasts a global network of more than 60 companies around the world, including North America, Europe, and Asia. Our Group power enables us to rapidly gather and deliver the latest knowledge and unpublished information that is unavailable to our competitors.
- We also offer full support through our local subsidiaries. We provide the solutions you need, wherever you need them.
- Our technical teams include field application engineers (FAEs) who are experts in the latest technologies. We offer not only optimal products, but also a sense of trust backed up by our track record.
- This gives our customers peace of mind even when using products developed by cutting-edge venture companies that are not yet well known.



# **Business Flow of the Electronic Components Business**

We provide optimal solutions to customers through our cutting-edge information network and our component procurement system, which leverage the Group's network.





# **Portfolio by Industry in Electronic Component Business**

# Net Sales: JPY398.7bn

Others	8%
consumer	11%
telecommunication	11%
Amusement	21%
In-vehicle	21%
Industrial	28%

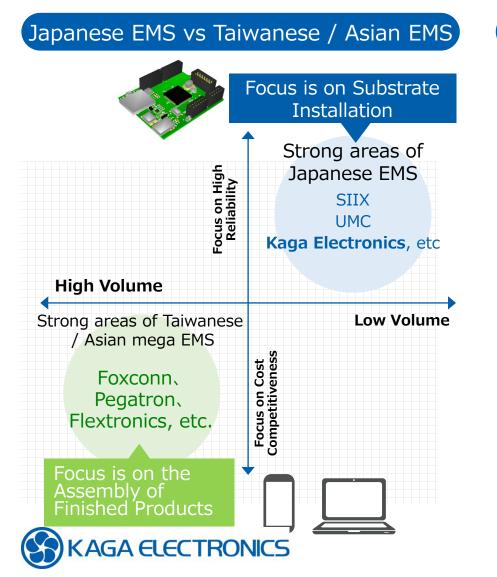
FY2023/3



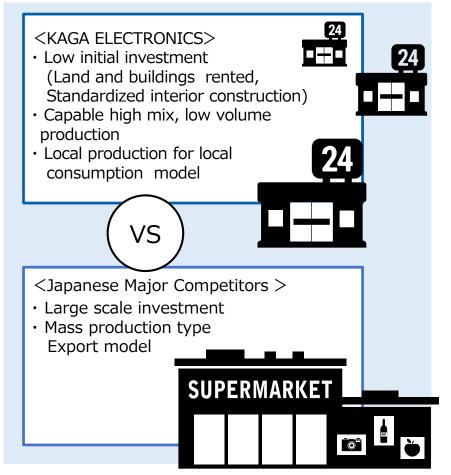
# **EMS Business**

### The Strengths of Kaga's EMS: Convenience Store EMS

Kaga Electronics globally deploys a "Convenience Store EMS" that is convenience and valuable for its customers.



#### Convenience Store EMS vs GMS EMS



### **Introduction to Main Production Centers**

With global production plants located in China, ASEAN, Europe, and the Americas, we have the capacity for local production that meets the needs of customers. We provide comprehensive support, including product design and development as well as high-mix low-volume production, so that we can flexibly accommodate everything from semi-finished to finished products.

### CHINA: KAGA(SHENZHEN)ELECTRONICS



#### **Outline**

Established: 1999 Number of employees: 998

#### **Production Items**

Automotive, Industrial, OA, Amusement and communication equipment

### **ASEAN: KAGA ELECTRONICS (THAILAND)**



#### Outline

Established: 2002 Number of Employees: 979

#### **Production Items**

Automotive, OA, Air conditioning and Industrial equipment

#### **AMERICA: TAXAN MEXICO**



#### **Outline**

Established: 2017 Number of employees: 478

#### **Production Items**

Automotive, OA and Industrial equipment

#### **EURO: KD TEC TURKEY**



#### Outline

Established: 2023 Number of employees: 163

#### **Production Items**

Electrical units for air conditioners and Substrates for electric tools, Automotive equipment substrates



# **Portfolio by Industry in EMS Business**

# Net Sales: JPY 149.8bn

Others	6%
consumer	8%
Medical	8%
Industrial	<b>12</b> %
Office / Communication Equipment	<b>18</b> %
Air conditioning	18%

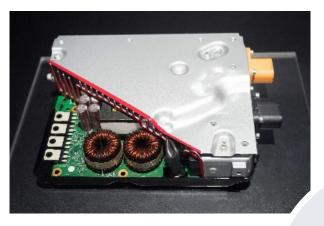
FY2023/3



# **Major Products: In-vehicle Products**

#### **AC Inverter Units**

# **Electrical Compressor Units**











**Automotive Navigation System** 







# Major Products: HVAC, Industrial, Medical related and Office Equipment

### **Air Conditioner Unit**





#### **Products for Electrical Tools**



### **Medical Equipment**

#### <a href="#"><Automated Medication Dispensing Cabinet></a>

### **Substrate for Office Equipment**





# Measures to Increase Competitiveness -1: Increasing of Production Capacity

We will respond flexibly and nimbly to the movement to shift production out of China due to the prolonged trade tensions between the US and China and the movement to restore domestic production to avoid exchange rate fluctuations and increasing labor expenses.

### **Fukushima Factory**



#### **Business Content**

Manufacture, repair, reuse, and recycling of communications equipment, PCs, and PC peripherals

Operation start date

October 2019

### **Amata Nakhon 2nd Factory**



#### **Business Content**

Installation of substrates for multifunction devices printers and automotive related units

Operation start date

December 2019

### **Malaysia Factory (Relocation)**



#### **Business Content**

Various power supply products and sanitary equipment, industrial equipment, and electrical equipment substrates for consumer electronics

Operation start date

### **Turkey Factory (Relocation)**



#### **Business Content**

Electrical units for air conditioners and Substrates for electric tools, Automotive equipment substrates

Operation start date



October 2022

June 2023

# Measures to Increase Competitiveness -1: Construction of New Factory in Mexico

We are proceeding with the construction of a new factory due to increasing orders from existing customers, as well as the expected acquisition of new customers. The aim is to capture local production demand for products intended for the U.S. market, where opportunities are expected to increase in the future, and turn the Mexican operation into the largest EMS business base in the Group, with net sales of 50 billion yen and approximately 2,000 jobs to be created within five years from the start of operation.

#### TAXAN MEXICO S.A. DE C.V.



#### **Outline of the New Factory**

Location : Parque Industrial

Millenium, Arroyos, San Luis Potosí

Nomber of

Employees: 700 (at start)

Land area : 80,000m² Floor area : 20,000m²

**Expected Investment Amount:** 

total around 5 billion yen over the next five years.

(includes the land

purchase and buildings)

#### Items produced

Assembly of automotive lighting units and circuit boards for air-conditioning equipment, etc.

#### **Start of operation**



## Measures to Increase Competitiveness -2: Strengthening Manufacturing Capabilities

Through the acquisition of Towada Pioneer Corporation (currently KAGA EMS TOWADA CO., LTD.), we will further improve the quality level of the EMS business and improve our competitive advantage compared to other competitors, by sharing the tangible and intangible assets developed through many years as a specialist electronics manufacturer, such as manufacturing know-how, exceptional production personnel and equipment, jig design, and quality assurance systems. We will also designate KAGA EMS TOWADA as the "mother factory" of the EMS business, connect with overseas sites, promote overall optimization, strengthen the management framework, and improve business efficiency.

#### **KAGA EMS TOWADA**



#### **Factory Outline**

Address: 15-1, MOTOMACHI HIGASHI 1-CYOME,

TOWADA-SHI, AOMORI, JAPAN

Number of employees: 195

(1st Factory) (2nd Factory)

Site area 22,363m2 Site area 7,201m2 Building area 10,719m2 Building area 2,545m2

#### Main production items

Circuit board mounting and electronic equipment assembly and inspection

- ◆ Automotive related
- ◆Medical device related
- ◆ Consumer product and industrial equipment related, food processing equipment related, etc.

#### **Acquisition date**

October 2019

# Measures to Increase Competitiveness -3: In-house Development of Manufacturing Equipment

We will provide customers with total substrate mounting solutions with overwhelming cost competitiveness, high quality, and high reliability, by merging with major Chinese equipment manufacturers and developing, designing, and producing manufacturing equipment.

#### **Introduction of HATTEN Equipment**



- Modular soldering baths
  - Product lineup
  - 11-head unit ISF-300
- 22-head unit ISF-450-II
- 34-head unit ISF-450D
- 44-head unit ISF-450-

Modular high-speed soldering bath

⑤ Modular flux applicator

- Surface
  Mounting
  Equipment
  Product lineup

  1 CPM H2
  Chin component mo
  - Chip component mounting

    (2) CPM F2
  - Non-standard component mounting
  - ③CPM/FH
  - Miniature chip component mounting
  - **4**HATTEN line
  - \*Mass production underway by Kaga in





- 3 Testing Equipment
  - Product lineup
    ①3D SPI
    Cream solder testing
    ② Post-SMT AOI equipment
    Visual inspection of
    mounted components
    ③ Pre-soldering bath S-AOI
    Inspection of handinserted components
    ④ Post-soldering bath AOI
    Solder-lifting inspection
    Component float inspection



- Vertical Hightemperature Furnaces
- Product lineup
  ①Coating hardening
  furnace
  After coating final
  hardening
  ②Potting hardening furnace
  After potting final hardening
  ③High temperature
  deterioration testing
  furnace
  Product deterioration
  testing





### Medium- to Long-Term Sustainability Management Plan

(Extract from materials published on November 25, 2021)



#### **Sustainability Policy**

Under our corporate philosophy of "Everything we do is for our customers," the Kaga Electronics Group seeks to achieve both a sustainable society and sustainable growth of the Group. Toward this purpose, we will respect dialogue with customers, business partners, shareholders, investors, employees, local communities, and all other stakeholders, based on our Basic CSR Policy, Environmental Policy, and Action Guidelines. We will work to increase our corporate value as we play an active role in achieving a sustainable society.

#### 1 We will tackle environmental issues through our business activities

Through our business activities, we will take action to cut  $CO_2$  emissions, reduce waste, and promote reuse. At the same time, by providing environmentally considerate products and services, we will contribute to bringing about a society that values the global environment.

#### 2 We will respect human rights and develop human resources

We will respect the human rights of all stakeholders, regardless of gender, age, nationality, social status, disabilities, or other personal attributes. We will develop work environments in which diverse employees can work in safety and health, both physically and mentally, and will develop personnel systems and education and training systems that allow these employees to maximize their individual abilities. We will further work to develop human resources who will take on the challenge of innovation.

#### (3) We will work to build mutual trust with society

We will work to be a company that earns the trust of society by observing laws and regulations, by strengthening our governance structure, and by sincerely engaging in fair competition, the provision of high-quality products and services, timely and appropriate information disclosure, and other corporate activities.



#### **Materiality**

The Kaga Electronics Group is committed to seriously addressing a variety of issues relevant not only to itself but also communities around the world and thereby living up to the expectations of society. In line with this commitment, the Group has employed four perspectives— Environmental (E), Social (S), Governance (G) and Business (B)—to identify priority issues that are deemed to exert significant impact on its business operations, as listed below. Through its efforts to tackle the materiality of these issues, the Group will practice corporate activities aimed at contributing to the realization of a sustainable society, with the aim of further improving its corporate value.

			<u>'</u>				
	Materiality	Related SDGs	Changes in the socio-economic environment	Our initiatives			
E	Create a clean global environment	7 Historia Mari	<ul> <li>Growing seriousness of global warming and other environmental problems</li> <li>Urgent call for carbon neutrality</li> </ul>	<ul> <li>Provide products and services designed to help resolve environmental and energy issues</li> <li>Continue initiatives to reduce the environmental burden</li> </ul>			
S	Create an inclusive company as well as an affluent society	5 (RNICE)  8 (IRRAC OWN ON AUGUST ON AUGUST)  10 (IRRAC OWN AUGUST)  (\$\Rightarrow\$)	<ul> <li>Changes in social structure as we move toward the popularization of the new normal</li> <li>Human resource shortages attributable to a low birthrate and an aging population</li> </ul>	<ul> <li>Promote workforce diversity and innovative work styles to better adapt to the new normal</li> <li>Develop human resources by passing down and updating KAGA-ism</li> </ul>			
G	Create a sustainable management base	16 Michael Prince and Service	<ul> <li>Public calls for more robust corporate governance</li> <li>Growing need for business resilience against changes in the operating environment</li> </ul>	<ul> <li>Further strengthen corporate governance and compliance</li> <li>Thoroughly practice a profit-focused management approach</li> </ul>			
В	Realize sustainable business growth	9 percent national Property of the second sec	<ul> <li>Progress in digital transformation</li> <li>Coming of a "super-smart" society due to the popularization of ICT, such as IoT and AI</li> <li>Intensification of global competition</li> </ul>	<ul> <li>Provide products and services that contribute to the transition to a digital-driven society</li> <li>Create new businesses aimed at helping</li> </ul>			



#### Medium- to long-term sustainability targets and major KPIs

	Key themes	Issues to address and issues to examine	Medium-term targets	Long-term targets
		<ul> <li>Adoption of renewable energy at domestic sales offices</li> </ul>	2024: 40% (1%)	2030: 100%
	Achievement of shift to	Adoption of renewable energy at domestic manufacturing sites	By 2024: Information gathering/analysis and determination	2030: 50% 2050: 100%
E	100% renewable energy	Adoption of renewable energy at overseas manufacturing sites	of policy In-house power generation/external procurement Solar panel/biomass power generation/renewable energy businesses	2030: 30% 2050: 100%
	Shift to electricity for company-owned vehicles	Switch to electric vehicles for domestic sales vehicles (EV, HV, PHV, FCV)	2024: 85% (78.5%)	2030: 100%
S	Diversity and human resource management	<ul> <li>Ensuring diversity in core human resources (Women, foreign nationals, mid-career hires)</li> <li>Initiatives to employ elderly workers and persons with disabilities</li> </ul>	Percentage of female new graduates in general positions 2023: 30% (5.8%) Percentage of women in management positions 2024: 15% (13.3%)	Percentage of female new graduates in general positions 2028: 40% Percentage of women in management positions 2029: 17%
	Work-life management and enhancement of productivity	<ul> <li>Enhancement of programs such as childcare/family-care and telework</li> <li>Acquisition of certification as a Health and Productivity Management Organization</li> </ul>	2022: Implementation of review 2023: Certification	2025: Certification by outside party 2024 onward: Continuation of certification
	Restructuring the governance structure in response to the revision of the Corporate Governance Code and the reorganization of Tokyo Stock Exchange	<ul> <li>Independent Outside Directors: at least 1/3</li> <li>Establishment of Nomination and Compensation Committee</li> </ul>	Performed in June 2021	Setting of targets in line with next
G	Further strengthening the supervisory and oversight functions of	<ul> <li>Full compliance with Corporate         <ul> <li>Governance Code for Prime Market</li> <li>Adoption of delegation-based</li> <li>executive officer structure</li> </ul> </li> </ul>		Corporate Governance Code revision
	top management over business execution			



# Progress of medium- to long-term sustainability targets: Environmental

	Key themes	Issues to address and issues to examine		Main activities and progress in FY2022
	Achievement of shift to 100% renewable energy	<ul> <li>Adoption of renewable energy at domestic sales offices</li> </ul>	:	Introduced 1.2% of total electricity from renewable energy sources. Continue study to achieve 40% in FY2024.
		Adoption of renewable energy at domestic manufacturing sites		Calculated power generation to install solar panels at sites in Aomori, Fukushima, and Tottori. Started the detailed design.
E		<ul> <li>Adoption of renewable energy at overseas manufacturing sites</li> </ul>		Started to introduce renewable energy-derived electricity using solar panels at sites in China (Hubei) and Vietnam. Expected to cover 30%-50% of annual electricity usage at each site.
	Shift to electricity for company-owned vehicles	Switch to electric vehicles for domestic sales vehicles (EV, HV, PHV, FCV)		The ratio of electric vehicles increased by 1.2pt year on year to 82.0% (as of March 31, 2023).

## Solar panels installed on the roof of Head Office



## Solar panels installed at Vietnam factory

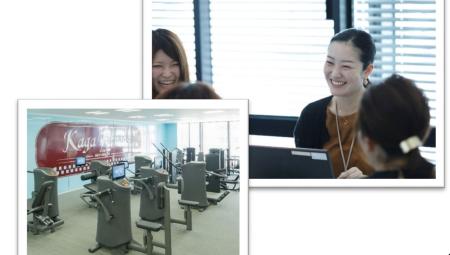




# Progress of medium- to long-term sustainability targets: Social

	Key themes	Issues to address and issues to examine	Main activities and progress in FY2022
	Diversity and human resource management	<ul> <li>Ensuring diversity in core human resources (Women, foreign nationals, mid-career hires)</li> </ul>	<ul> <li>Percentage of female new graduates in general positions increased by 12.3pt year on year to 18.1% as a result of hiring activities based on the Action Plan.</li> <li>Discussions held within the group to improve percentage of women in management positions and set targets for the number of women in management positions at each group company. As of April 2023, the percentage of women in management positions has increased by 3.2pt year on year to 16.5%.</li> </ul>
S		<ul> <li>Initiatives to employ elderly workers and persons with disabilities</li> </ul>	Employment of persons with disabilities is 100% of the legally mandated rate (as of March 31, 2023)
	Work-life management	<ul> <li>Enhancement of programs such as childcare/family-care and telework</li> </ul>	Revised regulations and rules to make telework a permanent system
	and enhancement of productivity	<ul> <li>Acquisition of certification as a Health and Productivity Management Organization</li> </ul>	■ Certified in March 2023



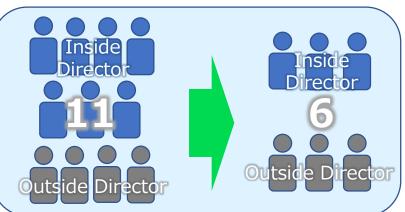




## Progress of medium- to long-term sustainability targets: Governance

	Key themes	Issues to address and issues to examine	Main activities and progress in FY2022
	Restructuring the governance structure in response to the revision of the	<ul> <li>Independent Outside Directors: at least 1/3</li> <li>Establishment of Nomination and Compensation Committee</li> </ul>	Effective June 2023, 6 directors (including three outside directors), with a majority of directors being outside directors. Established the Nomination and Compensation Committee.
	Corporate Governance Code and the reorganization of Tokyo Stock Exchange	<ul> <li>Diversification of the Board of Directors</li> </ul>	Decided to nominate a female candidate as a new outside auditor. Continued to work to appoint a female director.
G		<ul> <li>Full compliance with Corporate Governance Code for Prime Market</li> </ul>	TCFD-compliant information to be disclosed from June 2022.
	Further strengthening the	<ul> <li>Adoption of delegation-based executive officer structure</li> </ul>	■ Implemented from April 2022.
	supervisory and oversight functions of top management over business execution	<ul> <li>Transition to structure of company with committees</li> </ul>	<ul> <li>Continue the company-with-auditors system, but shorten the term of directors from the current 2 years to 1 year (planned in June 2023).</li> </ul>

## Enhancement of the Board of Directors' functions



#### Adoption of Delegation-based Executive Officer Structure

Outline: Management (conventionally, directors) with roles (e.g., Founder & CEO, President & COO, senior managing executive officer, managing executive officer, and senior executive officer)

Inside directors concurrently serve as delegated executive officers.

Term of office: 1 year

Nomination: Deliberated by the Nomination Committee and resolved at the Board of Directors meeting.





# Financial Results for FY2024/3 3Q

#### Summary of Financial Results for FY2024/3 3Q

## **FY2024/3 3Q** results

- Net sales decreased by 45.7 billion yen or 10.1% year on year to 406.4 billion yen. The decrease, despite sales growth in the information equipment business and the others business, **reflected inventory adjustments that have recently been taking place** in the electronic components business, **in addition to disappearance of spot demand and diminution of transactions with a major customer of a Group company.**
- Operating income decreased by 5.5 billion yen or 21.2% year on year to 20.4 billion yen. Despite a decrease in gross profit due to lower net sales, **operating income margin maintained the 2Q level, reflecting efforts to reduce SG&A expenses.**
- Net income decreased by 3.0 billion yen or 16.1% year on year to 15.9 billion yen. The decrease in income was at a smaller rate thanks to the posting of 1.3 billion yen in gain on sales of investment securities and 0.4 billion yen in gain on bargain purchase associated with a corporate acquisition.
- Performance continued to exceed the internal plan, although at a smaller rate due to the impact of inventory adjustments, with net sales and operating income exceeding the internal plan by around 6.0 billion yen and around 2.0 billion yen, respectively.

# FY2024/3 earnings forecast

• Although progress was made, with performance exceeding the internal plan, no revision is made to earnings forecasts given current situation such as expansion of investment adjustments as well as the impact of the Noto Peninsula Earthquake on the supply chain, in addition to changes in the macro environment, including geopolitical risks, concerns of economic slowdown in Japan and globally, and exchange rate fluctuations, which are making it difficult to predict the future.

	Net Sales	Operating income	Net income
FY2024/3 Forecasts (Announced on May 11, 2023)	JPY 550.0 bn	JPY 25.0 bn	JPY 18.0 bn
3Q Progress rate	73.9%	82.0%	88.8%



#### Financial Highlights for FY2024/3 3Q

(million yen)

	(1) III						THIIIIOTT YCTT	
	FY2023/3 3Q Results		FY2024/3 3Q Results		YoY	FY2024/3 Forecasts (Announced on May 11, 2023)		Progress rate
Net sales	452,221		406,458		-10.1%	550,000		73.9%
Gross Profit	59,884 <i>1</i>	3.2%	52,252	12.9%	-12.7%	_	_	_
SG&A	33,877	7.5%	31,760	7.8%	-6.2%	_	_	_
Operating income	26,006	5.8%	20,491	5.0%	-21.2%	25,000	4.5%	82.0%
Ordinary income	26,618	5.9%	20,311	5.0%	-23.7%	25,000	4.5%	81.2%
Profit attibutable to owners of parent	19,053	4.2%	15,992	3.9%	-16.1%	18,000	3.3%	88.8%
EPS (yen)	725.67	-	608.88	_	-	685.42	_	_
Exchange Rate yen / USD	136.51	_	143.29	_	_	135.00	_	_

Note: 1. The effect of exchange rates on the conversion into yen is approximately 8,117 million yen on net sales and 280 million yen on operating income.



<sup>2. &</sup>quot;x. x%" represents the ratio to net sales.

#### Results by Business Segment for FY2024/3 3Q

(million yen)

									million yen)
		FY2023/ 3Q Resul		FY2024, 3Q Resu		YoY	FY2024/ Forecast (Announced on May	S	Progress rate
Electronic	Net sales	405,608		357,794		-11.8%	471,500		75.9%
Component	Segment income	23,341	5.8%	17,148	4.8%	-26.5%	20,700	4.4%	82.8%
Information	Net sales	29,139		30,266		3.9%	45,000		67.3%
Equipment	Segment income	1,499	5.1%	1,921	6.3%	28.1%	2,500	5.6%	76.9%
Coftware	Net sales	2,076		1,816		-12.5%	4,500		40.4%
Software	Segment income	135	6.5%	262	14.5%	94.1%	300	6.7%	87.6%
Others	Net sales	15,397		16,581		7.7%	29,000		57.2%
Others	Segment income	971	6.3%	1,059	6.4%	9.0%	1,500	5.2%	70.6%
Total	Net sales	452,221		406,458		-10.1%	550,000		73.9%
Total	Segment income	26,006	5.8%	20,491	5.0%	-21.2%	25,000	4.5%	82.0%

Note: 1. Figures of each segment income are not inter-segment adjusted. Total amount is inter-segment adjusted (operating income).



<sup>2. &</sup>quot;x. x%" represents the profit margin.

#### Results by Company for FY2024/3 3Q

(million yen)

		(mil							
		FY2022/3 3Q Results		FY2023/3 3Q Results		FY2024/3 3Q Results		YoY	VS FY2022/3
	Net sales	199,021		254,474		234,925		-7.7%	18.0%
Kaga Electronics	Gross Profit	29,689	14.9%	40,221	15.8%	35,208	15.0%	-12.5%	18.6%
	Operating income	11,100	5.6%	17,578	6.9%	15,658	6.7%	-10.9%	41.1%
	Net sales	106,117		153,293		143,127		-6.6%	34.9%
Kaga FEI	Gross Profit	10,270	9.7%	16,612	10.8%	14,143	9.9%	-14.9%	37.7%
	Operating income	2,419	2.3%	7,010	4.6%	3,432	2.4%	-51.0%	41.9%
	Net sales	47,546		44,453		28,405		-36.1%	-40.3%
Excel	Gross Profit	2,953	6.2%	3,115	7.0%	2,918	10.3%	-6.3%	-1.2%
	Operating income	1,274	2.7%	1,377	3.1%	1,320	4.6%	-4.2%	3.6%
	Net sales	352,684		452,221		406,458		-10.1%	15.2%
Total	Gross Profit	42,761	12.1%	59,884	13.2%	52,252	12.9%	-12.7%	22.2%
	Operating income	14,658	4.2%	26,006	5.8%	20,491	5.0%	-21.2%	39.8%

Note: 1. With respect to gross profit and operating income, figures presented above are before consolidation adjustments between the three companies.



<sup>2. &</sup>quot;x. x%" represents the profit margin.

(million yen)

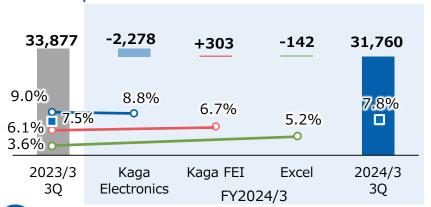
#### **Net Sales**

Net sales decreased both at Kaga Electronics and Kaga FEI due partly to disappearance of spot demand. Excel saw a decrease in sales to a major customer.



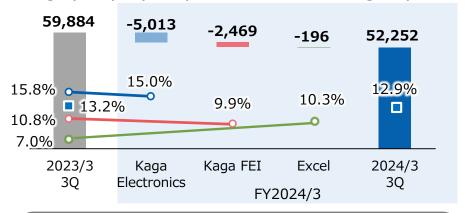
#### SG&A / SG&A ratio

SG&A expenses declined in Kaga Electronics and Excel, reflecting cost-cutting efforts. Kaga FEI's expenses increased due partly to the provision of allowance for doubtful accounts.



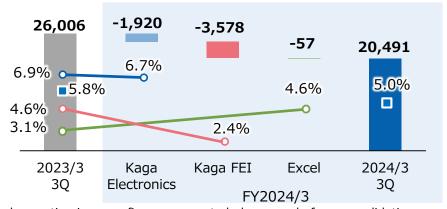
#### Gross profit / Gross profit margin

Kaga Electronics and Kaga FEI both recorded a gross profit decrease due to lower net sales. At Excel, gross profit decreased but only slightly due partly to improved sales mix. Profit margin improved.



#### Operating income / Operating income marjin

Kaga Electronics and Kaga FEI recorded a decrease in operating income. An improved sales mix helped Excel to improve income margin and maintain roughly last year's income level.

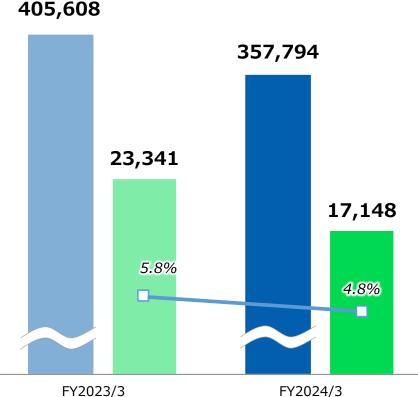




#### **Financial Highlights: Electronic Component Segment**







## YoY

- Net Sales-47,814million yen 11.8%Down
- Segment income
   -6,193million yen
   26.5%Down
- Both net sales and income decreased in the component sales business due to the impact of a recent move to full-scale inventory adjustments, in addition to disappearance of spot demand that had contributed to earnings until the previous fiscal year, given easing of supply shortages of semiconductors and electronic components, and diminution of transactions with a certain Excel client.
- Kaga FEI's SoC (System on a Chip) products continued to enjoy robust sales.
- In the EMS business, net sales and income declined due partly to the impact of inventory adjustments at key customers in applications related to medical and industrial equipment, despite sales growth in the automotive sector resulting from improved supply and demand balance of semiconductors and electronic components.







Note: "x. x%" represents the profit margin.

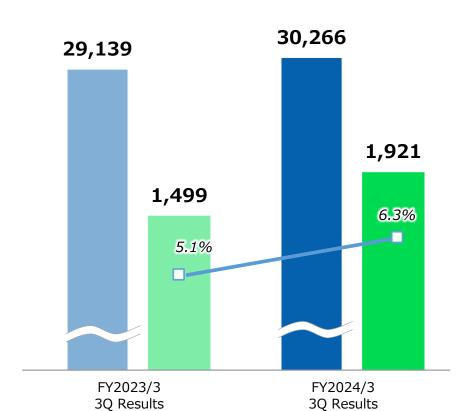
3Q Results

3Q Results

#### **Financial Highlights: Information Equipment Segment**

#### Net sales/Segment income





#### YoY

- Net Sales +1,126million yen 3.9%Up
- Segment income +421million yen 28.1%Up
- Although sales of PCs for mass retailers struggled due to weak demand, sales of PCs for educational institutions remained firm, with an increase in the number of accounts.
- Sales of security software and PC peripheral products were also solid.
- The LED installation business enjoyed contribution from sales of large-scale projects that the Group has been pushing forward on a full scale since the previous fiscal year.





Note: "x. x%" represents the profit margin.



#### Financial Highlights for FY2024/3 3Q (3 months)

(million yen)

								(ITIIIIOTT YCTT)		
	FY2023, 3Q Resu		FY2024, 2Q Resu				YoY	QoQ		
Net sales	153,460		137,350		131,413		-14.4%	-4.3%		
Gross Profit	19,882	13.0%	17,607	12.8%	17,091	13.0%	-14.0%	-2.9%		
SG&A	12,237	8.0%	10,725	7.8%	10,475	8.0%	-14.4%	-2.3%		
Operating income	7,645	5.0%	6,882	5.0%	6,615	5.0%	-13.5%	-3.9%		
Ordinary income	7,685	5.0%	7,035	5.1%	6,365	4.8%	-17.2%	-9.5%		
Profit attibutable to owners of parent	5,640	3.7%	5,636	4.1%	4,587	3.5%	-18.7%	-18.6%		
EPS (yen)	214.80	_	214.60	_	174.65	_	_	_		

Note: 1. The effect of exchange rates on the conversion into yen is approximately 2,441 million yen on net sales and 105 million yen on operating income.



<sup>2. &</sup>quot;x. x%" represents the ratio to net sales.

#### Results by Business Segment for FY2024/3 3Q (3 months)

(million yen)

							ν.	Tillillott yCti	
		FY2023/3 3Q Results		FY2024/3 2Q Results		FY2024/3 3Q Results		YoY	QoQ
Electronic	Net sales	137,144		122,549		115,229		-16.0%	-6.0%
Component	Segment income	6,724	4.9%	5,862	4.8%	5,363	4.7%	-20.2%	-8.5%
Information	Net sales	9,542		8,664		9,551		0.1%	10.2%
Equipment	Segment income	534	5.6%	533	6.2%	641	6.7%	20.0%	20.2%
Software	Net sales	768		647		591		-23.1%	-8.7%
Software	Segment income	39	5.2%	117	18.1%	149	25.3%	276.6%	27.4%
Othors	Net sales	6,004		5,488		6,041		0.6%	10.1%
Others	Segment income	313	5.2%	331	6.0%	436	7.2%	39.0%	31.6%
Total	Net sales	153,460		137,350		131,413		-14.4%	-4.3%
Total	Segment income	7,645	5.0%	6,882	5.0%	6,615	5.0%	-13.5%	-3.9%

Note: 1. Figures of each segment income are not inter-segment adjusted. Total amount is inter-segment adjusted (operating income).



<sup>2. &</sup>quot;x. x%" represents the profit margin.

#### Results by Company for FY2024/3 3Q (3 months)

(million yen)

					(1	minori yen,			
		FY2023/3 3Q Results		FY2024/3 2Q Results		FY2024/3 3Q Results		YoY	QoQ
	Net sales	86,074		77,792		78,517		-8.8%	0.9%
Kaga Electronics	Gross Profit	13,486	15.7%	11,504	14.8%	11,556	14.7%	-14.3%	0.5%
	Operating income	5,342	6.2%	4,905	6.3%	5,089	6.5%	-4.8%	3.8%
	Net sales	54,535		50,631		44,360		-18.7%	-12.4%
Kaga FEI	Gross Profit	5,310	9.7%	5,252	10.4%	4,510	10.2%	-15.1%	-14.1%
	Operating income	1,796	3.3%	1,625	3.2%	1,009	2.3%	-43.8%	-37.9%
	Net sales	12,851		8,925		8,535		-33.6%	-4.4%
Excel	Gross Profit	1,124	8.7%	910	10.2%	993	11.6%	-11.6%	9.1%
	Operating income	511	4.0%	379	4.3%	455	5.3%	-11.0%	20.0%
	Net sales	153,460		137,350		131,413		-14.4%	-4.3%
Total	Gross Profit	19,882	13.0%	17,607	12.8%	17,091	13.0%	-14.0%	-2.9%
	Operating income	7,645	5.0%	6,882	5.0%	6,615	5.0%	-13.5%	-3.9%

Note: 1. With respect to gross profit and operating income, figures presented above are before consolidation adjustments between the three companies.

2. "x. x%" represents the profit margin.



#### Effect of M&A for FY2024/3 3Q (3 months)

(million yen)

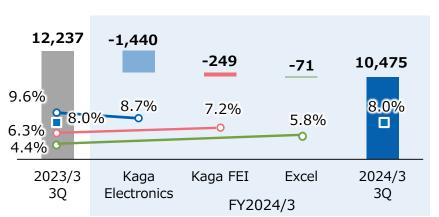
#### **Net Sales**

Net sales decreased in the electronic components business due to expanded impact of inventory adjustments.



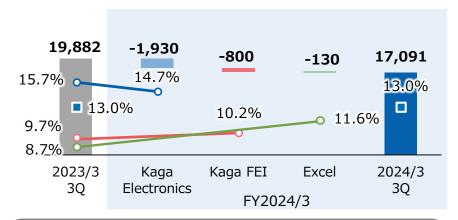
#### SG&A / SG&A ratio

SG&A expenses were curtailed due to a decrease in gross profit.



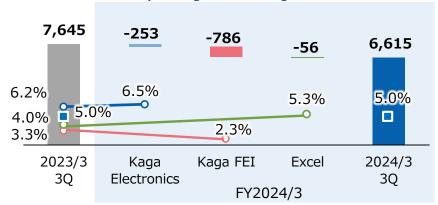
#### Gross profit / Gross profit margin

Gross profit decreased due to lower net sales. Income margin improved at Excel due to improved product mix.



#### Operating income / Operating income marjin

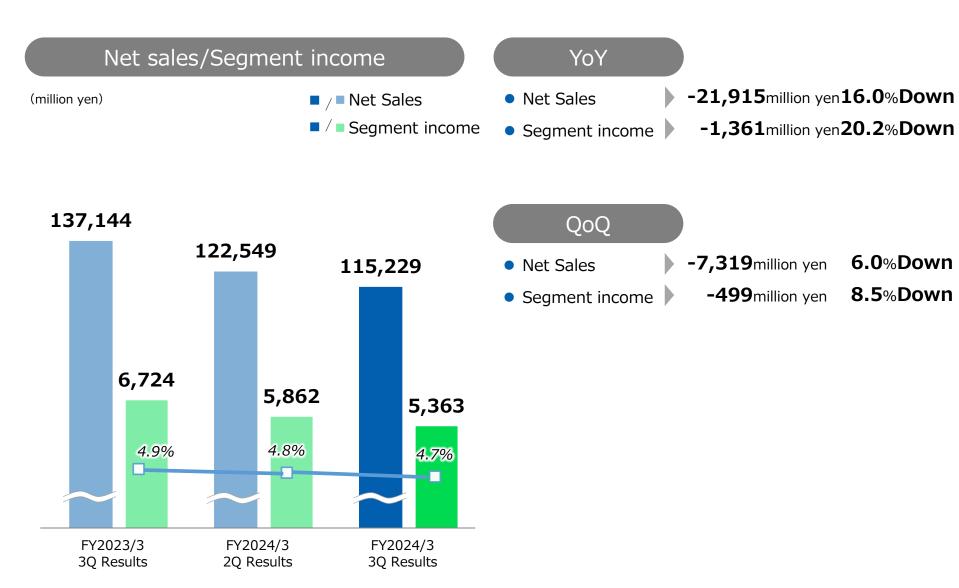
Operating income decreased at both Kaga Electronics and Kaga FEI. Excel maintained roughly last year's income level with improved operating income margin.





Note: With respect to gross profit and operating income, figures presented above are before consolidation adjustments between the two companies. For reference, after consolidation adjustments, gross profit stood at 29million yen, and operating income came to 61million yen.

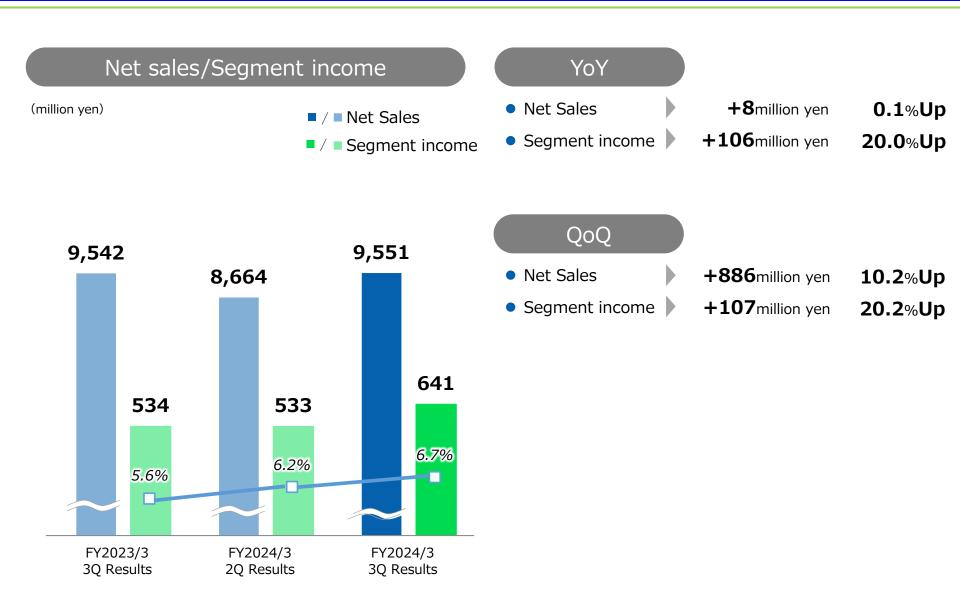
#### Financial Highlights: Electronic Component Segment (3 months)





Note: "x. x%" represents the profit margin.

#### Financial Highlights: Information Equipment Segment (3months)

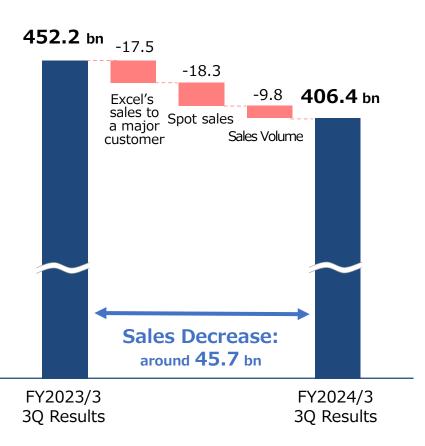


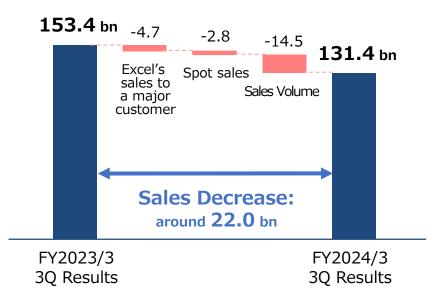


YOY (Including Effect of Exchange Rates)

YOY (3 months, Including Effect of Exchange Rates)

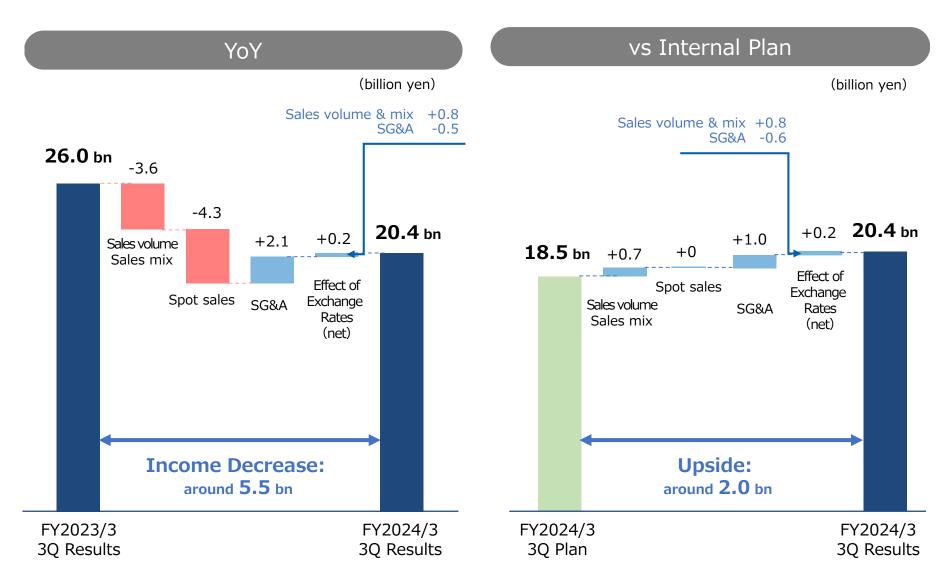
(billion yen) (billion yen)





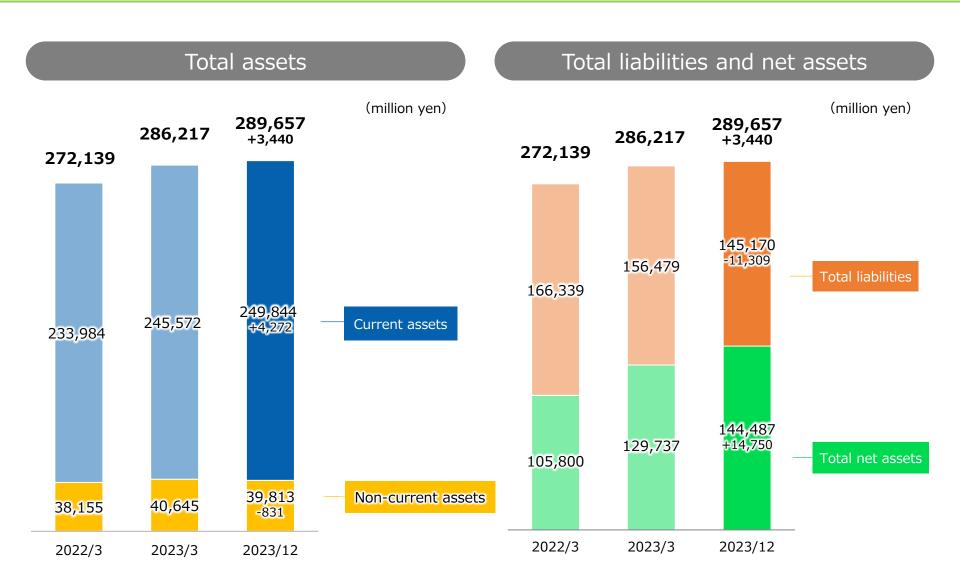


#### Factors of Increase / Decrease in Operating Income



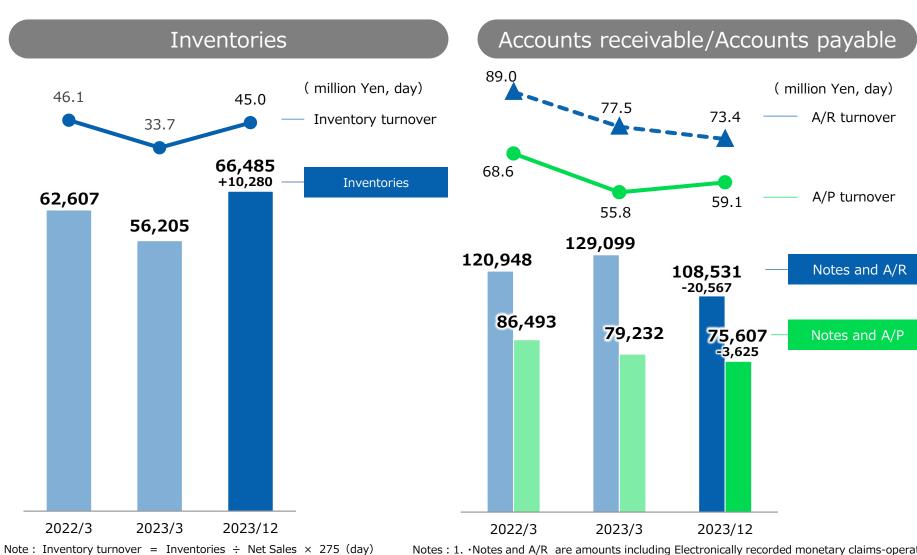


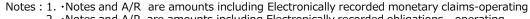
#### **Balance Sheet Main Items**





#### **Balance Sheet Main Items**





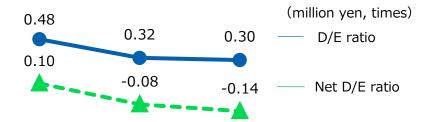
<sup>2.</sup> Notes and A/P are amounts including Electronically recorded obligations - operating

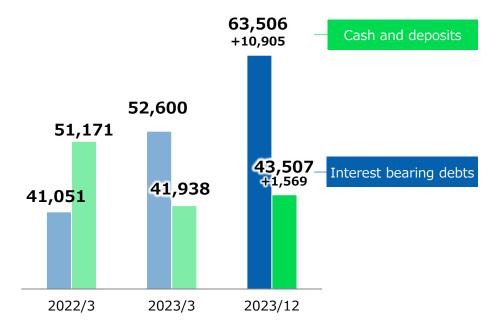
<sup>3.</sup>  $\cdot$ A/R turnover = Notes and A/R  $\div$  Net sales  $\times$  275 (day)

<sup>4.</sup>  $\cdot$ A/P turnover = Notes and A/P  $\div$  Total purchase of goods  $\times$  275 (day)

#### **Balance Sheet Main Items**

#### Cash and Deposits/Interest Bearing Debt





Note: 1. D/E ratio = Interest bearing debts ÷ Shareholder's equity
2. Net D/E ratio = (Interest bearing debts - Cash and deposits) ÷ Shareholder's equity



## Forecasts for FY2024/3

#### Forecasts for FY2024/3

(million yen)

			(Illinoit yell)			
	FY2023/ Results		FY2024 Forecas (Announced on Ma	YoY		
Net sales	608,064		550,000		-9.5%	
Operating income	32,249	5.3%	25,000	4.5%	-22.5%	
Ordinary income	32,739	5.4%	25,000	4.5%	-23.6%	
Profit attibutable to owners of parent	23,070	3.8%	18,000	3.3%	-22.0%	
EPS (yen)	878.65	_	685.42	_	_	
ROE	19.6%	_	13.3%	_	-6.3pt	
Annual dividend (yen)	220.00 Ordinary dividend Commemorative divider Extraordinary dividend	140.00 nd 10.00 70.00	220.00 Ordinary dividend	220.00	-	

Note: "x. x%" represents the profit margin.



#### Forecasts by Business Segment for FY2024/3

(million yen)

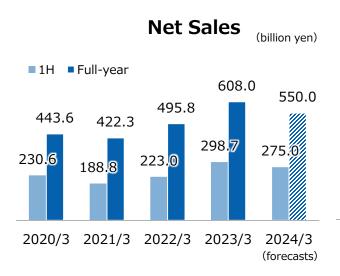
		FY2023/ Results		FY2024/ Forecast (Announced on May	YoY		
	Electronic	Net sales	539,342		471,500		-12.6%
	Component	Segment income	28,314	5.2%	20,700	4.4%	-26.9%
	Information	Net sales	43,680		45,000		3.0%
	Equipment	Segment income	2,449	5.6%	2,500	5.6%	2.1%
	Software	Net sales	2,998		4,500		50.1%
		Segment income	286	9.6%	300	6.7%	4.6%
	Others	Net sales	22,044		29,000		31.6%
		Segment income	1,101	5.0%	1,500	5.2%	36.1%
	Total	Net sales	608,064		550,000		-9.5%
		Segment income	32,249	5.3%	25,000	4.5%	-22.5%

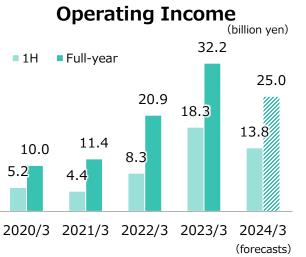
Note: 1. Figures of each segment income are not inter-segment adjusted. Total amount is inter-segment adjusted (operating income).

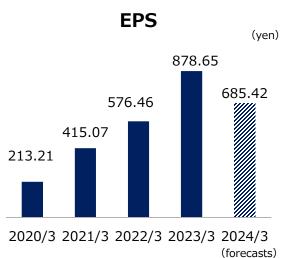


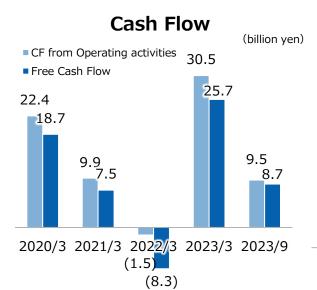
<sup>2. &</sup>quot;x. x%" represents the profit margin.

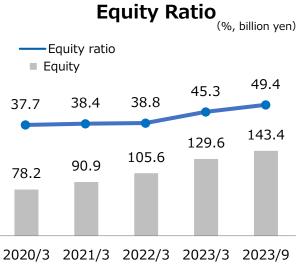
#### **Latest 5 years Financial Trends**

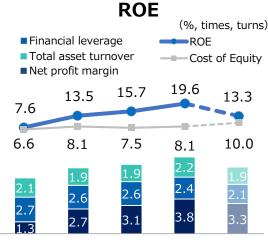












2020/3 2021/3 2022/3 2023/3 2024/3 (forecasts)



### Reference

#### Segment disclosure associated with the Medium-Term Management Plan

Continuous disclosure based on current segmentation according to legal financial accounting, along with voluntary disclosure based on segmentation in line with the new Medium-Term Management Plan

Segments in Medium-Term Management Plan **Current segments** Legal financial accounting Management Accounting Components sales business Sales of semiconductors Sales of semiconductors Electronic Sales of general electronic Sales of general electronic components components components Sales of various devices Electronic Sales of various kinds of components devices **EMS** business Electronic equipment manufacture **EMS** Electronic equipment contracting services manufacture contracting services Sales of PCs and PC peripherals Sales of PCs and PC peripherals Sales of home electric appliances **CSI** Information Sales of home electric and lighting fixtures appliances and lighting equipment Sales of photograph and imaging fixtures products Sales of photograph and CSI: Consumer & System Integrator imaging products Production of CG video and software Production of CG video Software and software Sales of amusement equipment Others Sales of amusement. Repair and support for electronics equipment equipment Repair and support for Others Sales of sports goods electronics equipment Sales of sports goods



# Financial Highlights by Business Segment of the Medium-Term Management Plan

(million yen)

		FY2022/ 3Q Resul		FY2023/ 3Q Resul		FY2024/ 3Q Resu		YoY	vs FY2022/3
Electronic	Net sales	232,869		303,213		271,037		-10.6%	16.4%
Component	Segment income	7,772	3.3%	15,901	5.2%	11,756	4.3%	-26.1%	51.2%
EMS	Net sales	84,595		108,610		93,122		-14.3%	10.1%
EIM2	Segment income	5,463	6.5%	7,926	7.3%	5,941	6.4%	-25.0%	8.8%
CCI	Net sales	26,301		29,139		30,266		3.9%	15.1%
CSI	Segment income	1,216	4.6%	1,499	5.1%	1,921	6.3%	28.1%	58.0%
Othors	Net sales	8,918		11,258		12,031		6.9%	34.9%
Others	Segment income	129	1.5%	620	5.5%	772	6.4%	24.4%	497.3%
Total	Net sales	352,684		452,221		406,458		-10.1%	15.2%
	Segment income	14,658	4.2%	26,006	5.8%	20,491	5.0%	-21.2%	39.8%

Note: 1. Figures of each segment income are not inter-segment adjusted. Total amount is inter-segment adjusted (operating income).



<sup>2. &</sup>quot;x. x%" represents the profit margin.

# Financial Highlights by Business Segment of the Medium-Term Management Plan (3months)

(million yen)

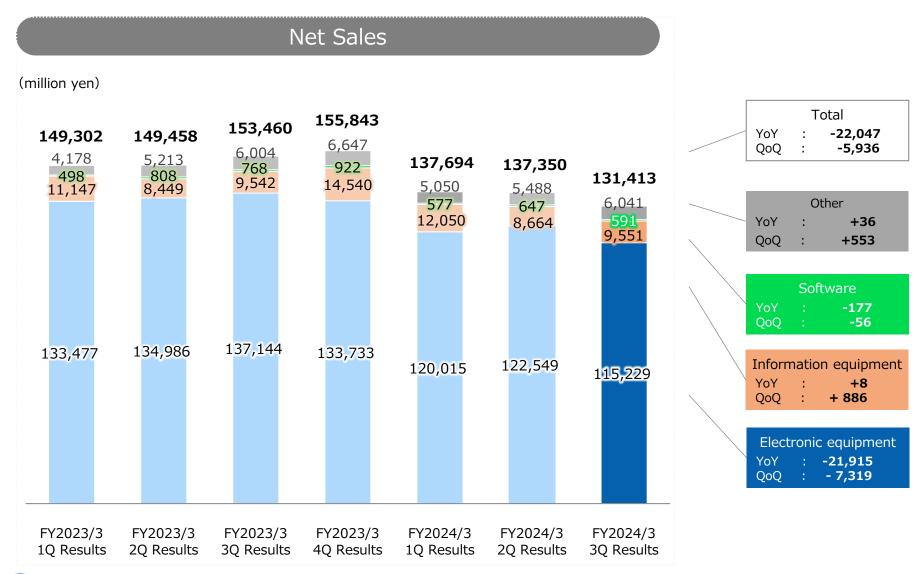
		FY2023/ 3Q Resul		FY2024/ 2Q Resul		FY2024/ 3Q Resu		YoY	QoQ
Electronic	Net sales	100,346	0	94,253		86,668		-13.6%	-8.0%
Component	Segment income	4,211	4.2%	4,307	4.6%	3,753	4.3%	-10.9%	-12.9%
EMC	Net sales	39,123		30,348		31,000		-20.8%	2.1%
EMS	Segment income	2,614	6.7%	1,709	5.6%	1,798	5.8%	-31.2%	5.2%
CCI	Net sales	9,542		8,664		9,551		0.1%	10.2%
CSI	Segment income	534	5.6%	533	6.2%	641	6.7%	20.0%	20.2%
Othora	Net sales	4,448		4,083		4,193		-5.7%	2.7%
Others	Segment income	251	5.7%	294	7.2%	396	9.5%	57.9%	34.8%
Total	Net sales	153,460		137,350		131,413		-14.4%	-4.3%
	Segment income	7,645	5.0%	6,882	5.0%	6,615	5.0%	-13.5%	-3.9%

Note: 1. Figures of each segment income are not inter-segment adjusted. Total amount is inter-segment adjusted (operating income).



<sup>2. &</sup>quot;x. x%" represents the profit margin.

#### **Quarterly Net Sales Trends (3months)**

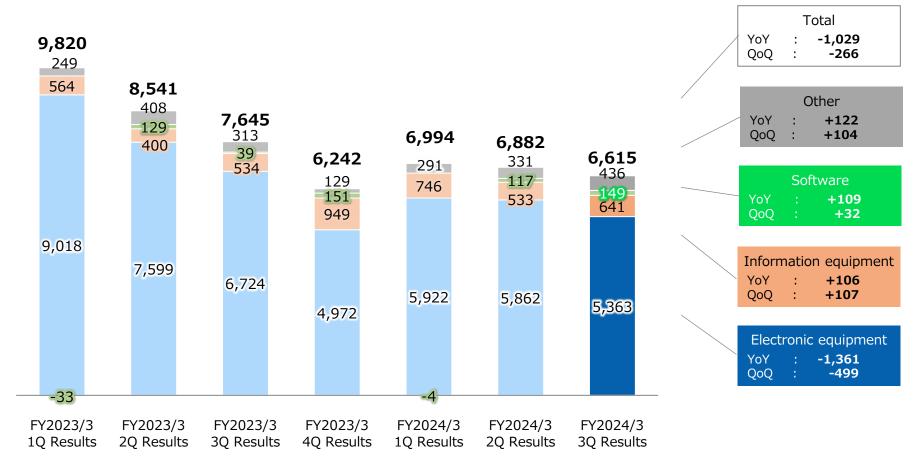




#### **Quarterly Segment Income Trends (3months)**

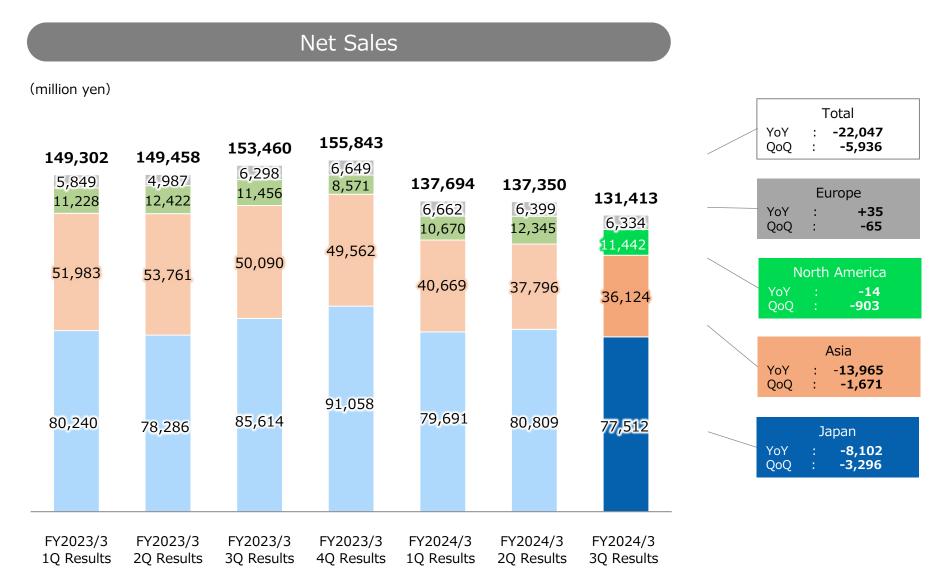


(million yen)





#### **Net Sales by Region (3months)**





#### **Exchange Rate/FOREX Sensitivity**

			(Refe Effect of 1 (Millio	Forex	
	FY2023/3 3Q Results (Yen)	FY2024/3 3Q Results (Yen)	Net sales	Operating income	Assumption for 2024/3(yen)
USD	136.51	143.29	1,531	25	135.00
RMB	19.35	19.61	242	17	19.50
THB	3.82	4.09	204	14	3.80
HKD	17.41	18.31	133	3	17.00
EUR	140.59	155.29	6	0	140.00

