

February 6, 2025

Name	KAGA ELECTRONICS CO., LTD.
Representative	Ryoichi Kado, Representative Director, President & COO
(Stock Code: 8154 Tokyo Stock Exchange, Prime Market)	
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Notice Regarding Organizational and Personnel Changes

KAGA ELECTRONICS CO., LTD. hereby announces that the following resolution regarding organizational and personnel changes effective April 1, 2025, was passed at the board of directors meeting held today.

1. Organizational changes (effective April 1, 2025)

The following changes will be made to the organizational structure.

(1) Corporate Staff Office

- Establish Group Administration Department

(2) Administration Headquarters

- Separate intellectual property and legal functions from Business Administration Department, and establish Intellectual Property and Legal Department
- Rename Business Administration Department to Business Management Department

(3) Sales Strategy Office

- Establish Business Development Department

(4) Electronics Sales Division

- Establish Sales Department No. 5

(5) Specific Industry Sales Division

- Separate software development function from Engineering Department, and establish Engineering Department No. 2
- Rename Engineering Department to Engineering Department No. 1

2. Movement of personnel (effective April 1, 2025)

(1) Executive officers with employment contract
(New role is underlined.)

Name	New role	Former role
Kazuhira Watanabe	Executive Officer <u>Division Director of EMS</u> <u>Business Division</u>	Executive Officer Division Director of Communication Network Sales Division

(2) General Manager level and above
(New role is underlined.)

Name	New role	Former role
Kazuya Arai	<u>General Manager of</u> <u>Sales Strategy Office</u>	General Manager of Technical Marketing Department, Sales Strategy Office
Yoshiyuki Uzawa	<u>Division Director of</u> <u>Communication Network</u> <u>Sales Division,</u> <u>General Manager of</u> <u>Sales Department No.2</u>	General Manager of Sales Department No.1, Communication Network Sales Division
Hiroshi Kato	<u>General Manager of</u> <u>Engineering Division</u>	General Manager of Systems Engineering Department, Engineering Division
Kenichi Nagamine	<u>General Manager of</u> <u>Sustainability Promotion</u> <u>Department,</u> <u>Corporate Staff Office</u>	Manager of Sustainability Promotion Section, Sustainability Promotion Department, Corporate Staff Office
Takayuki Mori	<u>General Manager of</u> <u>Group Administration</u> <u>Department,</u> <u>Corporate Staff Office</u>	Investor Relations & Public Relations Department, Corporate Staff Office
Shingo Takahashi	<u>General Manager of</u> <u>Business Management</u> <u>Department,</u> <u>Administration Headquarters</u>	General Manager of Business Administration Department, Administration Headquarters
Akio Kudo	<u>General Manager of</u> <u>Intellectual Property & Legal</u> <u>Department,</u> <u>Administration Headquarters</u>	Manager of Legal Section, Business Administration Department, Administration Headquarters

Name	New role	Former role
Shuhei Horimoto	<u>General Manager of Business Development Department,</u> Sales Strategy Office	Manager of Marketing Sales Section-1, Sales Strategy Department, Sales Strategy Office
Tomoyuki Kaneko	<u>General Manager of Technical Marketing Department,</u> Sales Strategy Office	Manager of FAE Section-1, Technical Marketing Department, Sales Strategy Office
Takaki Watanabe	<u>General Manager of Sales Department No.5,</u> Electronics Sales Division	Manager of Fukuoka Sales Office, Sales Department No.2, Electronics Sales Division
Hisamitsu Ueda	<u>General Manager of Sales Department No.1,</u> Communication Network Sales Division	Manager of Sales Section-1, Sales Department No.1, Communication Network Sales Division
Hiroshi Kojima	<u>General Manager of Engineering Department No.1,</u> Specific Industry Sales Division	Manager of Section-1, Engineering Department, Specific Industry Sales Division
Kazuhiro Sakamoto	<u>General Manager of Engineering Department No.2,</u> Specific Industry Sales Division	Manager of Section-3, Engineering Department, Specific Industry Sales Division
Atsushi Kondo	<u>General Manager of Systems Engineering Department,</u> Engineering Division	Manager of Sales Engineering Section, Systems Engineering Department, Engineering Division
Fumihiko Sakaguchi	<u>President of KAGA EMS TOWADA CO.,LTD.</u>	General Manager of Engineering Division
Kenji Suzuki	<u>President of KAGA ELECTRONICS (THAILAND) COMPANY LIMITED</u>	President of KAGA EMS TOWADA CO.,LTD.
Kenichi Yoshioka	<u>President of KD TEC TURKEY ELEKTRONIK SANAYI VE TICARET LIMITED SIRKETI</u>	President of KAGA ELECTRONICS (VIETNAM) CO.,LTD.
Naoya Kasahara	<u>President of KAGA ELECTRONICS (VIETNAM) CO.,LTD.</u>	KAGA ELECTRONICS (VIETNAM) CO.,LTD.

Organization Chart

2025/4/1 update

