

February 12, 2026

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| Name of Company | KAGA ELECTRONICS CO., LTD. |
| Representative | Ryoichi Kado, Representative Director, President & COO |
| (Stock Code: 8154 Tokyo Stock Exchange, Prime Market) | |
| Contact | Yasuhiro Ishihara, Director, Senior Executive Officer Head of Administration Headquarters Tel: +81-(0)3-5657-0111 |

Notice Regarding Organizational and Personnel Changes

KAGA ELECTRONICS CO., LTD. hereby announces that the following resolution regarding organizational and personnel changes effective April 1, 2026, was passed at the board of directors meeting held today.

1. Organizational changes (effective April 1, 2026)

The following changes will be made to the organizational structure.

(1) Organization directly under the President & COO

- Rename Audit Office to Audit Department.

(2) Administration Headquarters

- Separate the functions of the Intellectual Property & Legal Department into intellectual property functions and legal functions, and establish a Legal Department to oversee the legal functions
- Establish a Compliance Department that oversees the intellectual property functions and strengthens compliance with laws and internal regulations

(3) EMS Business Division

- Establish a Sales Promotion Department to enhance synergies with EDMS Company of KAGA MICRO SOLUTION CO., LTD.

2. Movement of personnel (effective April 1, 2026)
(New role is underlined.)

(1) Delegated executive officer

| Name | New role | Former role |
|-----------------|---|--|
| Mitsuhito Ikeda | Senior Executive Officer <u>Representative Director,</u> <u>President of</u> <u>KAGA DEVICES CO., LTD.</u> | Senior Executive Officer President of EXCEL Co., Ltd. |

(2) Executive officers with employment contract

| Name | New role | Former role |
|-------------------|--|---|
| Katsutoshi Suzuki | Executive Officer <u>Representative Director,</u> <u>Executive Vice President</u> of KAGA DEVICES CO., LTD. | Executive Officer Representative Director, President of KAGA DEVICES CO., LTD. |
| Norio Takekuma | Executive Officer <u>Deputy Division Director of</u> <u>EMS Business Division,</u> Supervisor of ASEAN Headquarters, <u>Company President of</u> <u>EDMS Company</u> <u>KAGA MICRO SOLUTION CO., LTD.</u> | Executive Officer Supervisor of ASEAN Headquarters |

(3) General Manager level

| Name | New role | Former role |
|-------------------|---|---|
| Teiichi Shirakawa | General Manager of <u>Internal Audit Department</u> | General Manager of Internal Audit Office |
| Satoshi Ohta | <u>General Manager of</u> <u>General Affairs Department,</u> Administration Headquarters | Manager of General Affairs Department, Administration Headquarters |
| Kenichi Inagaki | <u>General Manager of</u> <u>Business Management</u> <u>Department</u> Administration Headquarters | Manager of SECTION-2 Business Management Department Administration Headquarters |

| Name | New role | Former role |
|---------------------|--|--|
| Shingo Takahashi | <u>General Manager of Compliance Department,</u> Administration Headquarters | General Manager of Business Management Department, Administration Headquarters |
| Akio Kudo | <u>General Manager of Legal Department,</u> Administration Headquarters | General Manager of Intellectual Property & Legal Department, Administration Headquarters |
| Akifumi Arai | <u>General Manager of Sales Promotion Department,</u> <u>EMS Business Division</u> | KAGA MICRO SOLUTION CO., LTD. |
| Masatomo Niishitate | <u>General Manager of Amusement Products Sales Department,</u> Specific Industry Sales Division | Manager of Sales Section Amusement Products Sales Department, Specific Industry Sales Division |
| Daichi Takiishi | <u>President of</u> TAXAN MEXICO, S.A. DE C.V. | TAXAN MEXICO, S.A. DE C.V. |
| Yasuyuki Okazaki | <u>President of</u> <u>KAGA (H.K.) ELECTRONICS LIMITED</u> | KAGA FEI AMERICA, Inc. |

Organization Chart

2026/4/1 update

