

February 10, 2022

Name of Company	KAGA ELECTRONICS CO., LTD.
Representative	Ryoichi Kado, President & COO (Stock Code: 8154 Tokyo Stock Exchange, First Section)
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Notice Regarding the Introduction of a Delegation-based Executive Officer Structure and Officer Personnel Changes

Kaga Electronics Co., Ltd. hereby announces that, at a Board of Directors meeting held on February 10, 2022, a resolution was passed on the introduction of a delegation-based executive officer structure and officer personnel changes, as follows.

1. Purpose of the introduction of a delegation-based executive officer structure

We have had an executive officer structure since January 2015; however, in order to further improve corporate governance, through the introduction of the structure we are promoting the separation of the "managerial decision-making and supervisory function" and the "business execution function," and by clarifying the roles of these respective functions, we aim to strengthen the function of the Board of Directors as well as the business execution function.

Through this, our objective is to draw out a strong commitment to business performance by making executive-level management personnel more aware of their respective roles and responsibilities.

2. Overview of the delegation-based executive officer structure

- The appointment and dismissal of delegated executive officers shall be determined by the Board of Directors upon having received a report from the Nomination and Compensation Committee.
- Directors may concurrently serve as delegated executive officers.
- The tenure of executive officers shall be for one year.

3. Scheduled introduction date of the delegation-based executive officer structure

April 1, 2022

4. Director and delegated executive officer changes (To take effect on April 1, 2022)

Name	New Position	Former Position
Isao Tsukamoto	Representative Director, Founder & CEO	Representative Director, Founder & CEO
Ryoichi Kado	Representative Director, President & COO	Representative Director, President & COO
Shinsuke Takahashi	Director, Senior Managing Executive Officer	Senior Managing Director
Shintaro Kakei	Director, Senior Managing Executive Officer	Senior Managing Director
Eiji Kawamura	Director, Managing Executive Officer Head of Administration Headquarters	Managing Director, Head of Administration Headquarters
Motonori Toshinari	Director, Executive Officer Division Manager of EMS Business Division	Director, Division Manager of EMS Business Division
Mitsuhiro Nohara	Director, Executive Officer	Director, Division Manager of Electronics Business Division