

Notice Regarding Changes to Corporate Officers

KOKUSAI DENKI Electric Inc. (hereinafter referred to as “the Company”) has decided to make changes to its Executive Officers and hereby announces the details as follows.

The changes to Directors and Corporate Auditors will be officially decided at the Company’s Ordinary General Meeting of Shareholders scheduled in late March 2026 and by resolution at the subsequent Board of Directors Meeting.

Details

1. Changes to Executive Officers effective as of January 1, 2026

(1) Newly appointed

- ▽ Executive Officer Kenichi Nishihara
- ▽ Executive Officer Yasutomo Yamamoto

(2) Resigned (effective as of December 31, 2025)

▽ Vice President and Executive Officer

Kunio Hikita (Scheduled to be appointed as Executive Officer of Nisshinbo Micro Devices Inc. on January 1, 2026, and as Director at the same company’s Ordinary General Meeting of Shareholders in March 2026)

▽ Executive Officer

Junya Dosaka (To be appointed as Executive Officer of Japan Radio Co., Ltd. on January 1, 2026)

(3) Organization of Executive Officers

No	Position	Name	Jurisdiction
1	President and Chief Executive Officer	Kaichiro Sakuma	--
2	Vice President and Executive Officer	Hidehiko Iwazaki	Overall business
3	Executive Officer	Masao Ichikawa	KOKUSAI DENKI Electric America, Inc. KOKUSAI DENKI Electric Linear S/A
4	Executive Officer	Takashi Onodera	Finance & Accounting Department
5	Executive Officer	Koji Saito	Product Division, Quality Assurance Division
6	Executive Officer	Hitoshi Sasaki	Sales Division
7	Executive Officer	Masaru Suzuki	Defense Electronics Division
8	Executive Officer	Masaki Takamoto	Human Resources & General Affairs Department, Legal Department
9	Executive Officer	Mikiya Namura	Core Solution Division (overall)

10	Executive Officer	Kenichi Nishihara	Core Solution Division (government & public corporations)
11	Executive Officer	Naoto Matsunami	Core Solution Division (new business and digital transformation), Research and Development Division
12	Executive Officer	Yasutomo Yamamoto	Business Planning Division

2. Candidates for Directors and Corporate Auditors at the Ordinary General Meeting of Shareholders in Late March 2026

(1) Newly appointed

- ▽ Representative Director Koji Saito
- ▽ Director Shintaro Inoue
- ▽ Corporate Auditor Takuya Kawase

(2) Resigned

- ▽ Director Takeshi Koarai
- ▽ Corporate Auditor Shuji Tsukatani

(3) Organization of Directors and Corporate Auditors

No	Position	Name	Remarks
1	Representative Director	Koji Saito	Director [#] , Nisshinbo Holdings Inc. Director [#] , Japan Radio Co., Ltd.
2	Director	Kaichiro Sakuma	Director and Vice President and Executive Officer [#] , Nisshinbo Holdings Inc. Representative Director and President [#] , Japan Radio Co., Ltd.
3	Director	Yasuji Ishii	Representative Director and President [#] , Nisshinbo Holdings Inc.
4	Director	Shintaro Inoue	Executive Officer, Japan Radio Co., Ltd.
5	Director	Daishun Chiba	General Manager, Social Infrastructure Systems Business Unit, Hitachi, Ltd.
6	Corporate Auditor	Takuya Kawase	

[#]: The official decisions are scheduled to be made at the Ordinary General Meetings of Shareholders and Board Directors' Meetings of each company, which are planned to be held in late March 2026.

3. Changes to Executive Officers at the Board of Directors' Meeting in Late March 2026

(1) Promoted

▽ Chairman and Executive Officer	Kaichiro Sakuma
▽ President and Chief Executive Officer	Koji Saito

(2) Organization of Executive Officers

No	Position	Name	Jurisdiction
1	Chairman and Executive Officer	Kaichiro Sakuma	--
2	President and Chief Executive Officer	Koji Saito	--
3	Vice President and Executive Officer	Hidehiko Iwazaki	Overall business
4	Executive Officer	Masao Ichikawa	KOKUSAI DENKI Electric America, Inc. KOKUSAI DENKI Electric Linear S/A
5	Executive Officer	Takashi Onodera	Finance & Accounting Department
6	Executive Officer	Hitoshi Sasaki	Sales Division
7	Executive Officer	Masaru Suzuki	Defense Electronics Division
8	Executive Officer	Masaki Takamoto	Human Resources & General Affairs Department, Legal Department
9	Executive Officer	Mikiya Namura	Core Solution Division (overall)
10	Executive Officer	Kenichi Nishihara	Core Solution Division (government & public corporations)
11	Executive Officer	Naoto Matsunami	Core Solution Division (new business and digital transformation), Research and Development Division
12	Executive Officer	Yasutomo Yamamoto	Business Planning Division

End of document