



February 14, 2024

To whom it may concern

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Representative: Tatsuya Nakajima, President  
(TSE Prime Market: 6914)  
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## Notice Regarding Personnel Changes in Representative Directors and Executives

OPTeX GROUP CO., LTD. (the “Company”) hereby announces that a meeting of its Board of Directors held on February 14, 2024 unofficially decided to make changes to the Company's executive team, including the representative directors, and resolved to submit to the 45th Ordinary General Shareholders’ Meeting scheduled to be held on March 27, 2024 a proposal for the election of executive candidates. Details are as follows.

The subject matter will be officially determined at the 45th Ordinary General Shareholders’ Meeting and the Board of Directors’ meeting to be held thereafter.

### I . Personnel transfer of representative directors

#### 1. Reason for changes

Through the reform of the management system, the Company aims for the sustained development of its group and further improvements in corporate value.

#### 2. Details of changes

Name	New Position	Current Position
Toru Kamimura	OPTeX GROUP CO., LTD. Vice President [Concurrent holding of executive positions at Group companies] OPTeX CO., LTD. President / CEO	OPTeX GROUP CO., LTD. Director OPTeX CO., LTD. President / CEO

\* The number of representative directors will be increased from one to two.

#### 3. Planned date of changes

March 27, 2024

#### 4. Career summary of new Vice President

Name (Date of Birth)	Career summary	Number of the Company’s shares held
Toru Kamimura (April, 9 1960)	Nov. 2006 Joined OPTeX CO., LTD. Jan. 2007 Executive Officer, General Manager, Technology	19,692 shares

	Development Division	
Jan. 2011	Executive Officer, General Manager, SEC Business Division	
Mar.2012	Director and Executive Officer, General Manager, SEC Business Division	
Jan. 2014	Director and Executive Officer, General Manager, Corporate Business Strategy Headquarters and Manager, NSS Business Division	
Jan. 2017	Director, OPTEX GROUP CO., LTD. (present post) President, OPTEX CO., LTD. (present post)	

## II. Changes in Directors

### 1. Details of changes

#### Directors to be newly appointed

Name	New Position	Current Position
Koki Yamana	OPTEX GROUP Co., Ltd. Director & CFO  [Concurrent holding of executive positions at Group companies] OPTEX FA CO., LTD. Director OPTEX MFG CO., LTD. Director	OPTEX FA CO., LTD. Director, Supervisor of Business Management, and Manager of Business Management Department  OPTEX MFG CO., LTD. Director
Masaya Okuno	OPTEX GROUP Co., Ltd. Director (Audit and Supervisory Committee)  [Concurrent holding of executive positions at Group companies] OPTEX MFG CO., LTD. Auditor	OPTEX GROUP Co., Ltd. Leader of Internal Audit Team  OPTEX MFG CO., LTD. Auditor

### 2. Planned date of changes

March 27, 2024

### 3. Career summary of new Directors

Name (Date of Birth)	Career summary	Number of the Company's shares held
Koki Yamana (July 1, 1965)	Apr. 2005 Joined OPTEX FA CO., LTD.. Jan. 2007 Accounting Manager Jan. 2016 Manager of Business Management Department	7,158 shares

	(present post) Mar.2017 Director (present post) July 2018 Director, OPTEX MFG CO., LTD.. (present post) Apr. 2021 Administrative Leader of the Company (Accounting & Financing Department)	
Masaya Okuno (July, 15 1964)	Apr. 1987 Joined OPTEX CO., LTD. May 2004 Director, Giken Trastem CO., LTD. Jan. 2009 Manager of Business Planning Department, Corporate Management Division of OPTEX CO., LTD. Jan. 2011 Manager of Public Relations Office, Corporate Management Division Mar. 2015 Manager of Group Management Audit Office Apr. 2017 General Manager of Internal Audit Office Apr. 2018 Auditor, OPTEX MFG CO., LTD.. (present post) Apr. 2021 Leader of Internal Audit Team of the Company (present post)	6,890 shares

#### 4. Retiring Member of the Board

Name	Current Position
Isamu Oguni	OPTEX GROUP CO., LTD. Executive Chairman [Concurrent holding of executive positions at Group companies] CCS INC. Director
Toru Kobayashi	OPTEX GROUP CO., LTD. Director and Senior Corporate Adviser [Concurrent holding of executive positions at Group companies] OPTEX CO., LTD. Director
Yukio Kuroda	OPTEX GROUP CO., LTD. Director (Audit and Supervisory Committee)

\*The terms of office of Mr. Isamu Oguni, Mr. Toru Kobayashi and Mr. Yukio Kuroda will expire at the conclusion of the 45th Ordinary General Shareholders' Meeting scheduled to be held on March 27, 2024.

### III. Changes of Outside Director

#### 1. Candidate for new Outside Director (Audit & Supervisory Committee member)

Name (Date of Birth)	Career summary	Number of the Company's shares held
Keiko Iijima (May 29, 1965)	Apr. 1995 Appointed as Judge (in Sapporo, Chiba, Osaka, Matsue and Kyoto) June 2009 Registered as a practicing attorney (present post)	0 shares

	[Status of important concurrent positions] Daishinku Corp. Outside Corporate Auditor (not an Audit & Supervisory Committee member) Keifuku Electric Railroad Co., Ltd. Outside Corporate Auditor	
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\*Ms. Keiko Iijima fulfills the requirements for being an independent officer in accordance with the Tokyo Stock Exchange's rules and regulations and meets the criteria for independence laid down by the Company. If she is elected as Director, the Company is scheduled to register her as Independent Director as stipulated in the rules and regulations of the Tokyo Stock Exchange.

2. Outside Director to retire (Audit & Supervisory Committee member)

Name	Current Position
Yasushi Sakemi	OPTEX GROUP CO., LTD. Outside directors (Audit & Supervisory Committee member)

\*The term of office of Mr. Yasushi Sakemi as Director will expire at the conclusion of the 45th Ordinary General Shareholders' Meeting scheduled to be held on March 27, 2024.

End.

[For reference] New executive system

After approval is obtained at the 45th Ordinary General Shareholders' Meeting and the Board of Directors' meeting to be held on the same day, the Company's executive system will be as follows.

Ratio of independent outside directors: 50% (4 of 8 directors)

Ratio of female directors: 25% (2 of 8 directors)

**Directors (not an Audit & Supervisory Committee member)**

President	Tatsuya Nakajima
Vice President	Toru Kamimura
Director and CFO	Koki Yamana
Director (outside/independent)	Kazuhiro Yoshida
Director (outside/independent)	Shoko Negishi

**Directors (Audit & Supervisory Committee member)**

Director (Chairman of Audit and Supervisory Committee/Full-time)	Masaya Okuno
Director (outside/independent)	Minoru Kida
Director (outside/independent)	Keiko Iijima