

The corporate governance of OPTEX GROUP Company, Limited (the “Company”) is described below.

I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information

1. Basic Views

The Group recognizes that consistently improving its corporate value while winning the trust of shareholders, investors, customers and society at large is its ultimate mission. To implement this mission, it positions the enhancement of corporate governance as one of its important management issues and seeks to improve management transparency and maintain a management system that allows fair and prompt decision making and the strengthening of management monitoring functions.

[Reasons for Non-compliance with the Principles of the Corporate Governance Code] Updated

Supplementary Principle 1.2.4 Introduction of electronic voting

Regarding the introduction of electronic voting, the Company will continue to examine the matter by taking shareholder composition and cost effectiveness into account.

Supplementary Principle 1.2.5 Response to shareholders who hold shares in the names of trust banks, etc. and who wish to attend the general shareholder meeting

The Company recognizes shareholders who have their names registered in the shareholder registry and have voting rights as shareholders who can exercise voting rights, and does not permit the exercise of voting rights, etc. by those who hold shares in the names of trust banks. However, the Company will continue to examine the matter by keeping close watch on the movements of substantial shareholders and other circumstances and holding discussions with trust banks, etc.

[Disclosure Based on the Principles of the Corporate Governance Code] Updated

Principle 1.4 Cross-Shareholdings

Only if the Company deems it to be strategically conducive to the enhancement of business relationships and increased corporate value for the Group will it acquire shares for cross-shareholding upon discussions and resolutions of the Board of Directors. In addition, the Company examines the significance of cross-shareholdings at a meeting of the Board of Directors every year. If the Company determines it to be rationally pointless to hold certain shares in light of the intended objectives of cross-shareholding, it will sell them in consideration of market trends, etc. Further, although the Company has not established specific standards for exercising the voting rights it holds, it makes comprehensive decisions by considering each agenda item individually.

Principle 1.7 Related Party Transactions

Regarding transactions with Directors of the Company or transactions that involve conflicts of interest as stipulated in the Companies Act, resolutions of the Board of Directors to approve such transactions are required in accordance with the Rules of the Board of Directors. It is also prescribed in the said Rules that important facts related to the situation of the said transactions after such approval are required to be reported to the Board of Directors without delay. In addition, a survey is conducted every year on whether there are

any transactions conducted by officers of the Company or its subsidiaries and their close relatives with the Group and whether there are any transactions with any company to which the officers and their close relatives described above have substantial control rights, and the results of the survey are examined by the Board of Directors.

Principle 3.1 Full Disclosure

(1) Corporate philosophy, management strategy and business plan

Under the corporate philosophy of “striving to provide comfort to IFCS (Individual, Family, the Company and Society) as a creative group looking toward the future,” the Company focuses on research and development with the aim of creating safe, secure and comfortable living environments and further increasing customer satisfaction by identifying issues and needs of society and finding solutions to them.

(2) Basic views on corporate governance

Please see 1.1 Basic Views in this report.

(3) Board of Directors’ policies and procedures in determining the remuneration of the senior management and Directors

Within the total amount of remuneration approved by the general shareholder meeting, the contents of individual remuneration, etc. are examined by the Compensation Advisory Committee (chaired by an Outside Director), which consists of three Directors, including two Outside Directors, and the remuneration is determined for the Directors (excluding the Directors who are members of the Audit & Supervisory Committee) by the Board of Directors, and for the Directors who are members of the Audit & Supervisory Committee by the Audit & Supervisory Committee. Please refer to [Matters related to remuneration of Directors] in this report for an overview of the compensation structure.

(4) Policies and procedures in the appointment of the senior management and the nomination of candidates for Directors

Candidates for the Company’s Directors are selected by the Nomination Advisory Committee (chaired by an Outside Director), which consists of three Directors, including two members of the Audit & Supervisory Committee, by undertaking a comprehensive examination and confirming that the candidates have certain levels of experience and ability in corporate management, extensive insight and knowledge and potential capabilities for the future, and are nominated by the Board of Directors.

(5) Explanations with respect to the individual appointment of the senior management and the nomination of candidates for Directors and members of the Audit & Supervisory Committee by the Board of Directors based on (4) above

Detailed information of each candidate for Director, including a career summary and the reasons for nomination, is provided in the Notification of General Shareholder Meeting. In addition, regarding Outside Directors, more detailed reasons for the nomination are stated therein.

Supplementary Principle 4.1.1 Scope of the Matters Delegated to the Management

Matters to be determined by the Board of Directors include those prescribed by laws and regulations and other matters stipulated in the Rules of the Board of Directors and the Rules of the Internal Approval System. Decision-making about other important matters relating to business execution is also stipulated in the Rules of the Internal Approval System.

Principle 4.8 Effective use of Independent Outside Directors

The Company appoints three out of the total of nine Directors, including Directors who are members of the Audit & Supervisory Committee, as Independent Outside Directors and registers them with the Tokyo Stock Exchange. We believe that the appointment of Directors who have a wide variety of professional knowledge and experience will contribute to the further refinement and vitalization of discussions at meetings of the Board of Directors.

Principle 4.9 Independence Standards and Qualifications for Independent Outside Directors

The Company appoints Independent Outside Directors who meet the requirements for outside directors stipulated in the Companies Act and independence standards defined by the Tokyo Stock Exchange.

Supplementary Principle 4.11.1 Balance, diversity and size of the Board of Directors as a whole
 In light of the sizes, etc. of the Company and the Group, the Board of Directors of the Company comprises five Directors (the maximum number thereof is set at nine) who have professional capabilities in corporate management, management supervision, technological development, production, marketing and sales, accounting, legal affairs and other management fields and can use such capabilities effectively, and four Directors who are members of the Audit & Supervisory Committee (the maximum number thereof is set at four) and have management experience in large companies and excellent insight and knowledge. We believe that this composition is appropriately balanced to enable the Company to pursue its medium- to long-term management strategies.

Supplementary Principle 4.11.2 Concurrent holding of managerial positions in other listed companies by the Directors

The situation of the concurrent holding of positions by each Director and Director who is a member of the Audit & Supervisory Committee is disclosed in the Notification of General Shareholder Meeting.

Supplementary Principle 4.11.3 Analysis and evaluation of the effectiveness of the Board of Directors

To further enhance the effectiveness of the Board of Directors, the Company conducts a questionnaire once a year targeting all Directors, and the Board analyzes and evaluates the results through constructive discussions. As a result, the Board of Directors of the Company is evaluated as efficiently fulfilling its roles and responsibilities. At the same time, the members of the Board of Directors share the recognition that the Board's functionality can be enhanced by promoting productive debate on future-oriented strategies when determining the direction of management strategies by the Board. The Company also recognizes that there is room for improvement in the efficiency and sufficiency of deliberations, and endeavors to facilitate that improvement by distributing materials for discussions in advance as early as possible. We will work to improve these matters and continue to ensure and strengthen the effectiveness of the Board of Directors as a whole.

Supplementary Principle 4.14.2 Training policy for Directors

The Company provides opportunities for the Directors before and after their appointment to continuously expand their insights into their legal obligations, duties, responsibilities, etc.

Principle 5.1 Policy for Constructive Dialogue with Shareholders

To facilitate proactive and constructive dialogue with shareholders, the Company has established an IR section and endeavors to provide clear explanations of the Company's management policy and management situation. In addition, IR personnel and officers systematically hold briefings for institutional investors and briefings for individual investors and field requests for interviews from institutional investors.

Moreover, the ordinary general meetings of shareholders are held on Saturdays to ensure the attendance of a wide range of shareholders, and these meetings are followed by briefings for shareholders and social gatherings for shareholders to ensure that they understand the Company's policies for the future.

2. Capital Structure

| | |
|----------------------------|---------------------------|
| Foreign Shareholding Ratio | From 20% to less than 30% |
|----------------------------|---------------------------|

[Status of Major Shareholders]

| Name / Company Name | Number of Shares Owned | Percentage (%) |
|---|------------------------|----------------|
| Tatsuya Arimoto | 1,058,425 | 6.23 |
| Toru Kobayashi | 974,975 | 5.74 |
| The Master Trust Bank of Japan, Ltd. (Trust account) | 936,200 | 5.51 |
| Japan Trustee Services Bank, Ltd. (Trust account) | 553,200 | 3.25 |
| Katsutoshi Kurita | 459,565 | 2.70 |
| THE BANK OF NEW YORK MELLON (INTERNATIONAL) LIMITED 131800 | 427,300 | 2.51 |

| | | |
|---|---------|------|
| The Dai-ichi Life Insurance Company, Limited | 396,950 | 2.33 |
| HSBC-FUND SERVICES CLIENTS A/C 500 HKMPF 10PCT POOL | 355,200 | 2.09 |
| NORTHERN TRUST CO. (AVFC) SUB A/C NON TREATY | 318,900 | 1.87 |
| STATE STREET BANK AND TRUST COMPANY 505025 | 302,400 | 1.78 |

| | |
|---|------|
| Controlling Shareholder (except for Parent Company) | - |
| Parent Company | None |

Supplementary Explanation

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3. Corporate Attributes

| | |
|---|--|
| Listed Stock Market and Market Section | Tokyo Stock Exchange, First Section |
| Fiscal Year-End | December |
| Type of Business | Electric Appliances |
| Number of Employees (consolidated) as of the End of the Previous Fiscal Year | At least 1000 |
| Sales (consolidated) of the Previous Fiscal Year | From ¥10 billion to less than ¥100 billion |
| Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year | From 10 to less than 50 |

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

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5. Other Special Circumstances that may have a Material Impact on Corporate Governance

The stocks of CCS Inc., a subsidiary of the Company, are listed on the JASDAQ Standard of Tokyo Stock Exchange Inc.

While ensuring that the subsidiary's management remains independent, at meetings of the Board of Directors the Company deliberates and determines its policy for exercising voting rights as a shareholder of the subsidiary with respect to the agenda items proposed to the subsidiary's general shareholder meetings, and exercises voting rights by having a person designated by the Board of Directors attend the general shareholder meetings.

II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management

1. Organizational Composition and Operation

| | |
|-------------------|--|
| Organization Form | Company with Audit & Supervisory Committee |
|-------------------|--|

[Directors]

| | |
|--|-----------|
| Maximum Number of Directors Stipulated in Articles of Incorporation | 13 |
| Term of Office Stipulated in Articles of Incorporation | One year |
| Chairperson of the Board | President |
| Number of Directors <input type="text" value="Updated"/> | 9 |
| Nomination of Outside Directors | Nominated |
| Number of Outside Directors <input type="text" value="Updated"/> | 3 |
| Number of Independent Outside Directors <input type="text" value="Updated"/> | 3 |

Outside Directors' Relationship with the Company (1)

| Name | Attribute | Relationship with the Company* | | | | | | | | | | | |
|-----------------|----------------------|--------------------------------|---|---|---|---|---|---|---|---|---|---|--|
| | | a | b | c | d | e | f | g | h | i | j | k | |
| Yukinori Kuwano | From another company | | | | | | | | | | | | |
| Tsutomu Ozako | From another company | | | | | | | | | | | | |
| Hiromu Miza | From another company | | | | | | | | | | | | |

* Categories for "Relationship with the Company"

* "○" when the director presently falls or has recently fallen under the category; "△" when the director fell under the category in the past

* "●" when a close relative of the director presently falls or has recently fallen under the category; "▲" when a close relative of the director fell under the category in the past

a. Executive of the Company or its subsidiaries

b. Non-executive director or executive of a parent company of the Company

c. Executive of a fellow subsidiary company of the Company

d. A party whose major client or supplier is the Company or an executive thereof

e. Major client or supplier of the listed company or an executive thereof

f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides remuneration as a director/member of the Audit & Supervisory Committee

g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)

h. Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the director himself/herself only)

i. Executive of a company, between which and the Company outside Directors/members of the Audit & Supervisory Committee are mutually appointed (the director himself/herself only)

j. Executive of a company or organization that receives a donation from the Company (the director himself/herself only)

k. Others

Outside Directors' Relationship with the Company (2) Updated

| Name | Membership of Supervisory Committee | Designation as Independent Director | Supplementary Explanation of the Relationship | Reasons for Appointment |
|-----------------|-------------------------------------|-------------------------------------|---|---|
| Yukinori Kuwano | ○ | ○ | - | <p>Mr. Kuwano was an outside member of the Audit & Supervisory Committee of the Company from March 1994 until October 2000. He has no relationship of special interest with the Company and is appointed as Outside Director for the purpose of further enhancing the Company's management system. He is expected to provide sound advice from an independent standpoint based on abundant experience of and extensive insight into corporate management accumulated through his professional experience as a representative director of a large electronics manufacturer. In addition, the Company designates him as Independent Officer because he does not come under an executing person, etc. of the Company, its Group or major business partners and because it has been concluded that he would not be likely to cause any conflicts of interest with general shareholders.</p> |
| Tsutomu Ozako | ○ | ○ | - | <p>Mr. Ozako has worked as full-time corporate auditor at a large electronics manufacturer and was an outside member of the Audit & Supervisory Committee of the Company from March 2012 until June 7, 2016. It has been concluded that he can perform his duties appropriately from an independent standpoint based on extensive insight and abundant experience as corporate auditor of another company, as he has no relationship of special interest with the Company. In addition, the Company designates him as Independent Officer because he does not come under an executing person, etc. of the Company, its Group or major business partners and because it has been concluded that he would not be likely to cause any conflicts of interest with general shareholders.</p> |
| Hiromu Miza | ○ | ○ | - | <p>Mr. Miza has worked as division manager of management supervision sections of a large electronics manufacturer and its affiliated company and has extensive insight and abundant knowledge and experience. In addition, based on his job performance of over 11 years as a full-time member of the Audit & Supervisory Committee of Optex FA Co., Ltd., a subsidiary of the Company, it has been concluded that he is in a position to</p> |

| | | | | |
|--|--|--|--|--|
| | | | | <p>further reinforce the management system of the Company.</p> <p>In addition, the Company designates him as Independent Officer because he does not come under an executing person, etc. of the Company, its Group or major business partners and because it has been concluded that he would not be likely to cause any conflicts of interest with general shareholders.</p> |
|--|--|--|--|--|

[Audit & Supervisory Committee]

Committee's Composition and Attributes of Chairperson Updated

| | All Committee Members | Full-time Members | Inside Directors | Outside Directors | Chairperson |
|-------------------------------|-----------------------|-------------------|------------------|-------------------|--------------------|
| Audit & Supervisory Committee | 4 | 1 | 1 | 3 | Full-time Director |

| | |
|---|---------------|
| Appointment of Directors and/or Staff to Support the Audit & Supervisory Committee <u>Updated</u> | Not Appointed |
|---|---------------|

Reasons for adopting the current system Updated

Although there are no full-time staff assigned to assist with the functions of the Audit & Supervisory Committee, the Group Administration Department, Internal Audit Office and other related sections provide the relevant assistance whenever necessary.

Cooperation among the Audit & Supervisory Committee, Accounting Auditors and Internal Audit Departments

With regard to accounting audits of the Company, it has an audit contract with Deloitte Touche Tohmatsu LLC. The Company holds auditor reporting meetings with the accounting auditors on a periodic basis to receive the results of accounting audits from the accounting auditors, exchange opinions on important accounting issues and conduct reviews as required.

The Company has established the Internal Audit Office (five staff members) as the internal audit section under the direct control of the President / COO, and the necessary internal audits of the departments of the Company and business execution of its subsidiaries are performed in accordance with the Rules on Internal Audits and yearly internal audit plans. The results of such audits are reported to the President / COO once every month, in principle. The situation of internal audits is also reported to the Audit and Supervisory Committee on a periodic basis, and deliberations are made on important audit matters as necessary. Accordingly, while each of these auditing bodies maintains its independence as an auditing body, they cooperate and collaborate with each other and endeavor to improve the efficiency and effectiveness of audits.

[Voluntary Establishment of Nomination/ Compensation Committee]

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|---|-------------|
| Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee | Established |
|---|-------------|

Committee's Name, Composition, and Attributes of Chairperson Updated

| | Committee Corresponding to Nomination Committee | Committee Corresponding to Compensation Committee |
|-----------------------|--|--|
| Committee's Name | Nomination Advisory Committee | Compensation Advisory Committee |
| All Committee Members | 3 | 3 |
| Full-time Members | 0 | 0 |
| Inside Directors | 1 | 1 |
| Outside Directors | 2 | 2 |
| Outside Experts | 0 | 0 |
| Other | 0 | 0 |
| Chairperson | Outside Directors | Outside Directors |

Supplementary Explanation

The Company has established the Nomination Advisory Committee and the Compensation Advisory Committee, both of which consist of one chairperson and two Outside Directors, for the purpose of strengthening corporate governance in decision-making regarding nominations and the remuneration of officers.

[Independent Directors]

| | | |
|---------------------------------|---------|---|
| Number of Independent Directors | Updated | 3 |
|---------------------------------|---------|---|

Matters relating to Independent Directors

The Company has appointed all the Outside Directors who satisfy the qualification requirements as Independent Directors.

[Incentives]

| | | |
|----------------------------------|---------|----------------------|
| Incentive Policies for Directors | Updated | Stock Options, Other |
|----------------------------------|---------|----------------------|

Supplementary Explanation

The Company has introduced stock-based compensation with restrictions on transfer for its Directors (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors). For the purpose of providing the subject Directors with incentives to make efforts to achieve sustained increases in the Company's corporate value and for promoting value sharing between the subject Directors and shareholders, the stock-based compensation is paid to grant shares with restrictions on transfer within the total remuneration of the Directors as a group (not exceeding 300 million yen per year). The said remuneration takes the form of monetary claims within the total amount of not more than 25 million yen, and the specific allocation, etc. of the said remuneration is determined by the Board of Directors upon deliberations by the Compensation Advisory Committee.

In addition, while the Company abolished the retirement benefit plan for Directors, it introduced stock options under the stock-based compensation scheme for the Directors of the Company (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors) and Directors of the Company's subsidiaries up to 50 million yen per year for the purpose of sharing the advantages and risks of stock price fluctuations with shareholders and for bolstering motivation toward improvements over the long term in business performance and corporate value to a greater extent than in the past.

| | |
|-----------------------------|---|
| Recipients of Stock Options | Inside Directors, Subsidiaries' Directors |
|-----------------------------|---|

Supplementary Explanation

Stock options are granted to the Directors in charge of business operations of the Company and its subsidiaries (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors).

[Directors' Remuneration]

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| Disclosure of Individual Directors' Remuneration | No individual disclosure |
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Supplementary Explanation

Directors' remuneration is disclosed separately for Inside Directors and Outside Directors with the total remuneration amounts and their numbers in securities reports and business reports.

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|---|--------------|
| Policy on Determining Remuneration Amounts and Calculation Methods <u>Updated</u> | Established. |
|---|--------------|

Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

Directors' remuneration comprises base remuneration, which is fixed compensation, stock-based compensation with restrictions on transfer (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors) and stock acquisition rights as stock options under the stock-based compensation scheme (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors). Base remuneration is established according to specific standards and is determined by the Board of Directors by taking into account each Director's position and specific area of ongoing responsibility, the Company's management environment and business results and other matters. Stock-based compensation with restrictions on transfer and stock acquisition rights as stock options under the stock-based compensation scheme are determined by the Board of Directors in accordance with the Rules on Stock-based Compensation with Restrictions on Transfer and the Rules on Stock Options prescribed elsewhere. Each type of remuneration is established according to specific standards by the Compensation Advisory Committee (chaired by an Outside Director), which consists of three Directors, including two Outside Directors, and is determined by the Board of Directors.

[Supporting System for Outside Directors]

Although there are no full-time staff assigned to assist with the duties of the Outside Directors, the Group Administration Department, Internal Audit Office and other related departments provide the relevant assistance whenever necessary. For meetings of the Board of Directors and other important meetings, the Company has adopted a system in which the relevant materials are distributed in advance and agenda items are explained prior to such meetings as necessary.

2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System) Updated

As a body in charge of decision-making and supervision concerning matters prescribed by laws and regulations, basic management policy and other important matters, the Board of Directors (nine Directors, of which four Directors are members of the Audit & Supervisory Committee) has been established to engage in deliberations and the reporting of important matters concerning business execution. In addition, the Audit & Supervisory Committee conducts audits of the execution of duties by the Directors and other status in accordance with pre-determined auditing standards.

3. Reasons for Adoption of Current Corporate Governance System Updated

From the perspective of further enhancing corporate governance and with the aim of promoting effective and efficient corporate management to a greater extent than in the past, the Company has adopted the system of a Company with an Audit & Supervisory Committee. In light of the size of the Group's business and organizational structure, it considers that the current system is the most appropriate for ensuring the independence of audits and efficient corporate governance.

The Company has appointed three Outside Directors who have no relationships of special interest with the Company. The Outside Directors express their opinions based on abundant management experience at meetings of the Audit & Supervisory Committee and the Board of Directors and provide important advice that contributes to enhancing the Group's management system.

III. Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize the General Shareholder Meetings and Smooth Exercise of Voting Rights **Updated**

| | Supplementary Explanations |
|---|---|
| Early Notification of General Shareholder Meeting | The Company is taking steps to dispatch convocation notices early. The convocation notice for the latest meeting (the 38 th Ordinary General Shareholder Meeting held on March 25, 2017) was dispatched 22 days prior to the date of the meeting. |
| Scheduling General Meetings of Shareholders Avoiding the Peak Day | As the Company's fiscal year ends on December 31, the ordinary general shareholder meeting is held in late March every year. The Company sets the date of the meeting on a Saturday every year to ensure the attendance of a large number of shareholders. |
| Providing Convocation Notice in English | An English version of the convocation notice and reference materials in a narrow sense are posted on the Company's webpage (http://www.optex.co.jp/group/) for reference purposes. |
| Other | The entire text of the convocation notice is posted on the Company's webpage (http://www.optex.co.jp/group/). Every year, a briefing session for shareholders is held after the end of the ordinary general shareholder meeting, and explanations of the Company's future policy, etc. are given by the Directors. This is followed by a social gathering with the Company's officers. |

2. IR Activities **Updated**

| | Supplementary Explanations | Explanations by Representative |
|---|---|--------------------------------|
| Regular Investor Briefings for Individual Investors | Company information sessions for individual investors are held on an occasional basis. | Yes |
| Regular Investor Briefings for Analysts and Institutional Investors | After the announcement of the fiscal year-end and interim business results, briefing sessions are held for analysts and institutional investors. | Yes |
| Regular Investor Briefings for Overseas Investors | Company information sessions, etc. for overseas investors are held as needed. | Yes |
| Posting of IR Materials on Website | On the page entitled "To our Shareholders and Investors," the Company posts earnings summaries, securities reports, materials for results briefing sessions, convocation notices for general shareholder meetings, the shareholder newsletter, materials for timely disclosure, etc. (http://www.optex.co.jp/group/). | |
| Establishment of Department and/or Manager in Charge of IR | The Company has established the IR Section within the Group Planning Department. | |

3. Measures to Ensure Due Respect for Stakeholders

| | Supplementary Explanations |
|---|---|
| Stipulation of Internal Rules for Respecting the Position of Stakeholders | The Optex Group Code of Conduct stipulates the importance of the continuous improvement of corporate value while winning the trust of customers, business partners, shareholders, investors, local communities and all other stakeholders. |
| Implementation of Environmental Activities, CSR Activities etc. | Under the Company's unique environmental policies, its subsidiaries pursue the manufacture of environmentally conscious products from the development and design phases. The Group is working to contribute to local communities, and its initiatives include the Lake Biwa Environmental Training Course for elementary, junior high and high school students nationwide, institutions dedicated to education for students with disabilities and other associations. |
| Development of Policies on Informational Provision to Stakeholders | The Optex Group Code of Conduct stipulates that in addition to the statutory disclosure of information, information about the management philosophy, business policy, business activities, social contribution activities and other relationships with society shall be shared proactively and accurately with all stakeholders, and that accountability shall be fulfilled. |

IV. Matters Related to the Internal Control System

1. Basic Views on Internal Control System and the Progress of System Development Updated

1. Basic views

The Group recognizes that the continuous improvement of corporate value while winning the trust of shareholders, investors, customers and society at large is its ultimate mission. To implement this mission, the Group has set the basic policy to develop and maintain internal control systems as systems for establishing appropriate organizations, regulations and rules and for conducting monitoring, to constantly review and improve the said systems, and to seek to firmly establish lawful and efficient business execution systems.

2. Progress of system development

The Board of Directors of the Company has adopted the following resolution regarding the development of systems that are necessary for ensuring the appropriateness of the business operations of the Company in accordance with the provisions of the Companies Act, the Ordinance for Enforcement of the Companies Act, etc.

(1) Systems necessary for ensuring that the execution of duties by the Directors and employees of the Group complies with laws and regulations and the articles of incorporation

- a. The Board of Directors of the Company shall determine the basic policies for internal control systems, including systems for ensuring compliance with laws and regulations, the articles of incorporation, etc., supervise the status of the implementation of the systems and review the basic policies, as needed.
- b. The Audit & Supervisory Committee of the Company shall conduct examinations of the status of the execution of business, including the status of the development and implementation of internal control systems, and audits of the execution of duties by the Directors from an independent standpoint.
- c. The Company shall establish a compliance committee chaired by the President/COO for deliberations on important matters that are required for ensuring a law-abiding spirit in corporate action and employee action. In addition, the Company shall establish the Optex Group Code of Conduct, keep all the officers and employees of the Group informed about the Code, and endeavor to maintain and improve their compliance awareness.
- d. The Company shall establish the Internal Audit Office as the internal audit section under the direct control of the President/COO. Internal audits of the departments of the Company, including audits of the effectiveness of internal audit systems, shall be performed in accordance with the Rules on Internal Audits and yearly internal audit plans. The results of such audits shall be reported to the President/COO on a periodic basis. The situation of internal audits shall also be reported to the Audit and Supervisory Committee.
- e. The Company shall take a resolute attitude as an integrated organization in cooperation with the relevant organs toward anti-social forces that threaten the order of society or sound corporate activities, and shall refrain from having any connection with anti-social forces.

(2) System for storing and managing information related to the execution of duties by the Directors of the Company

The Company shall store and manage, in an appropriate manner, the minutes of general shareholder meetings, the minutes of meetings of the Board of Directors and other statutory documents and documents that contain information about important business execution (including electromagnetic records; the same shall apply hereunder) together with related documents in accordance with the provisions of the Document Management Rules and other internal rules. The Directors of the Company may inspect these documents whenever necessary for supervision or audits of the execution of duties by the Directors.

(3) Rules and other systems concerning the management of the risk of loss by the Group

- a. The Company shall identify and evaluate potential risks that may have a significant impact on the Group's business operations and develop a system for utilizing such information in its business operations. In addition, to ensure the effectiveness of the management of such risks, the Company shall establish a committee and develop relevant systems.
- b. The Company shall take steps to determine its response to events that have a significant impact on the Group's business operations and preventative measures as necessary.

(4) Systems for ensuring the efficient execution of duties by the Directors of the Group

- a. To ensure the efficient execution of duties by the Directors, the Company shall hold regular Board of Directors' meetings once a month and temporary meetings as necessary, and undertake prompt and appropriate decision-making. In addition, based on such decisions, the Directors shall ensure the efficient execution of duties.
 - b. To seek prompt and appropriate decision-making by all the group companies, the Company shall clearly define authorities and responsibilities in the Group Governance Rules, and deliberations shall be made by the Board of Directors of the Company regarding important matters of the subsidiaries.
- (5) Systems for ensuring appropriate business operations in the corporate group consisting of the Company and its subsidiaries
- a. The Company shall establish the Optex Group Code of Conduct as action guidelines to be applied to all the group companies and conduct compliance management for all the group companies as a whole.
 - b. By concurrently serving as Directors of the subsidiaries, the Directors of the Company shall supervise the execution of duties by the Directors, etc. of the subsidiaries, and the Directors, etc. of the subsidiaries shall be obliged to report important matters to the Company.
 - c. The Company shall designate departments as those that exercise control over each group company in cooperation therewith with respect to the business management thereof in accordance with the Group Governance Rules, and the said departments shall conduct monitoring as necessary.
- (6) Matters related to employees who assist with the duties of the members of the Audit & Supervisory Committee, matters related to the independence of the said employees from Directors other than the members of the Audit & Supervisory Committee and matters related to ensuring the effectiveness of the instructions given to the said employees where the Audit & Supervisory Committee requests the Company to assign such employees
- Where the Audit & Supervisory Committee requests the Company to place employees to assist with the duties of the members of the Audit & Supervisory Committee, the Board of Directors shall assign such employees upon discussions with the Audit & Supervisory Committee. The appointment, transfer or evaluation of such employees, the authority to give directions and orders to such employees and other matters shall require the prior approval of the Audit & Supervisory Committee in order to ensure the independence of such employees from Directors other than the members of the Audit & Supervisory Committee and the effectiveness of the instructions.
- (7) Systems for the Directors and employees, etc. of the Group and Corporate Auditors, etc. of the subsidiaries of the Company to report to the Audit and Supervisory Committee of the Company and systems for ensuring that the said reporters are not treated disadvantageously on the grounds of having made such reports
- a. The Directors and employees of the Group shall report to the Audit and Supervisory Committee without delay about important matters that have an impact on the business operations or business performance of the Company and the Group in detail, including the contents of the said important matters, the situation of the execution of operations and the results thereof. In addition, notwithstanding the foregoing, the Audit and Supervisory Committee may make a request to the Directors and employees of the Group for a report at any time.
 - b. The Group shall establish internal whistleblowing systems and clearly specify in the Compliance Regulations to the effect that whistleblowers will not be treated disadvantageously on the grounds of having undertaken whistleblowing, and shall thoroughly inform all the group companies of the above matter.
- (8) Other systems for ensuring effective audits by the Audit and Supervisory Committee
- a. The Audit and Supervisory Committee of the Company shall hold meetings with the President/COO on a regular basis and exchange opinions about management policies, issues to be dealt with by the Company, risks surrounding the Company, the status of developing audit environments for the Audit and Supervisory Committee, significant auditing issues and other matters.
 - b. All the members of the Audit and Supervisory Committees, Corporate Auditors or officers in charge of auditing in all the companies in the Group shall hold group corporate auditors' meetings on a periodic basis to clarify the auditing status of the companies in the Group as a whole and examine issues and exchange opinions.
 - c. The internal audit section of the Company shall maintain close coordination with the Audit and Supervisory Committee of the Company and exchange opinions.

d. The Audit and Supervisory Committee of the Company shall secure a budget allocation for the implementation of audit plans. When the members of the Audit and Supervisory Committee of the Company request the reimbursement of costs relating to the execution of their duties, such costs shall be paid promptly.

(9) Systems for ensuring the reliability of financial reporting

To ensure the reliability of financial reporting by the Group, valid and appropriate internal control systems shall be established in accordance with the Financial Instruments and Exchange Act. In addition, the Company shall seek to improve the effectiveness of such systems by continuously evaluating the status of the development and operation thereof and take corrective measures if necessary.

2. Basic Views on Eliminating Anti-Social Forces and the Progress of System Development

* Please describe the basic views on eliminating anti-social forces and the progress of system development.

In accordance with the basic policies on internal controls stated above, the Group takes a resolute attitude in cooperation and collaboration with the police authority, corporate lawyers, etc. toward anti-social forces. It is working to prevent anti-social acts and any relationships with anti-social forces with the aim of eliminating anti-social forces.

In addition, the Company has clearly defined the standard of behavior toward anti-social forces in the Optex Group Code of Conduct, the action guidelines of the Group, and ensures that its officers and employees act according to strong moral values. Furthermore, the Group participates in exchanges of opinions with local police and other companies and training activities for promoting the elimination of anti-social forces.

V. Other

1. Adoption of Anti-Takeover Measures

| | |
|------------------------------------|--------------|
| Adoption of Anti-Takeover Measures | Not adopted. |
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Supplementary Explanation

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2. Other Matters Concerning Corporate Governance System Updated

(1) Timely disclosure concerning the settlement of accounts
Regarding summaries of financial statements and other corporate information concerning the settlement of accounts (consolidated and non-consolidated bases), draft documents are prepared collaboratively by the accounting divisions, IR Section, management departments, etc. under the control of the Director in charge of information disclosure and are submitted to the Board of Directors for its judgment upon obtaining the consent of the Director in charge of information disclosure.

After a resolution to approve the draft documents is adopted by the Board of Directors, the Director in charge of information disclosure gives directions concerning disclosure to the IR Section, which then performs tasks needed for disclosure. For the preparation of fiscal year-end and quarterly summaries of financial statements, etc. the Company is provided with audits and instructions from the accounting auditor.

(2) Timely disclosure of other matters for disclosure

A fact that has been determined or occurred at a section shall be summarized and reported directly by the person responsible for the section to IR Section and the Director in charge of information disclosure and submitted to the Board of Directors for its judgment upon obtaining consent of the Director in charge of information disclosure.

After a resolution to approve an important decision for disclosure is adopted by the Board of Directors, the Director in charge of information disclosure gives directions concerning disclosure to the IR Section which then performs tasks needed for disclosure.

In addition, if an important fact that needs to be promptly disclosed occurs, it shall be disclosed upon obtaining the consent of the Director in charge of information disclosure and the approval of the President / COO.

In this case, the IR Section also performs the tasks needed for disclosure at the instruction of the Director in charge of information disclosure.

(3) Observance of timely disclosure by the relevant personnel in the Group and management of corporate information

The Group clearly describes the importance of timely disclosure in the Optex Group Code of Conduct as shown in the excerpt below. The text is shown in both Japanese and English side by side and distributed to all affiliated companies in and outside Japan or posted on the webpages to ensure observance by all the officers and employees and interested parties.

In addition, basic matters for information disclosure in and outside the Company are stipulated in the Information Management Rules. Furthermore, in an effort to prevent insider trading, the Company has established Inside Trading Control Regulations that stipulate the management of insider information obtained by officers and employees during the course of the execution of their duties, restrictions on purchases, sales, etc. of stocks, etc. by officers and employees and fundamental matters to be observed by officers and employees on duty.

(Excerpt from the Optex Group Code of Conduct)

Chapter 4

3-(3) Information disclosure and public relations

In addition to the statutory disclosure of information, we will proactively and accurately share with all stakeholders (customers, business partners, shareholders, investors, local communities, etc.) information about the Company's business policy, business activities, social contribution activities and other relationships with society and fulfill accountability.