

Statement on the UK Modern Slavery Act (FY2025)

1. Introduction

This statement is published by our company on behalf of the group conducting business and managing supply chains in the UK, pursuant to Section 54 of the Modern Slavery Act enacted in the UK on October 29, 2015. The purpose is to disclose our policies and the activities undertaken to prevent international human rights violations, including slavery and human trafficking in our business and supply chains for the fiscal year 2025.

2. About OPTEX GROUP CO., LTD.

Since the establishment of OPTEX CO., LTD. in 1979, we have aimed to be a group of companies driven by entrepreneurial spirit. By transforming our actions and challenging new business creation, we strive to build a society that is safe, secure, comfortable, and efficient. We possess technological strengths in various niche markets, including a 40% global market share in outdoor security sensors, 30% globally and 50% domestically in automatic door sensors, and a leading position in image-processing LED lighting. Our headquarters are located in Shiga Prefecture, Japan, where we actively contribute to the community through environmental education and supporting future athletes. We operate with approximately 2,100 employees across 43 subsidiaries and 1 affiliate. Our consolidated revenue is approximately 65.8 billion Japanese Yen, with significant sales overseas. In the UK, we conduct business through OPTEX (EUROPE) LIMITED, FARSIGHT SECURITY SERVICES LTD., RAYTEC LIMITED, GARDASOFT VISION LIMITED and ATEXOR LIMITED. For more detailed company and business information, please visit our website.

[Company information | OPTEX GROUP CO., LTD.](#)

3. Policies and Initiatives on Preventing Slavery and Human Trafficking, etc.

(1) Basic Policy

At our company, respecting the human rights of all individuals involved in our business activities is essential for sustaining our business and fulfilling our social responsibilities. We have strengthened our management system by transitioning to a holding company structure in 2017, and have periodically revised the "OPTEX Group Code of Conduct" since it was established in 2003. We have also published and put our commitment to respect for human rights into practice in the "Basic Sustainability Policy" in February 2024 and the "OPTEX Group Human Rights Policy" in July 2024. In particular, the latter policy supports international norms such as the "UN Guiding Principles on Business and Human Rights" and the "International Bill of Human Rights," and applies to all employees and officers of the OPTEX Group and its subsidiaries. We also expect

our suppliers and business partners to understand and support this policy, and we continuously engage with them on this matter.

(2) Basic Approach

With the basic stance of "continuously enhancing corporate value while earning the trust of all stakeholders, including customers, business partners, shareholders, and the community," we have established a system for regularly reviewing related policies and regulations. Not only do we publish the "OPTEX Group Code of Conduct" and the "OPTEX Group Human Rights Policy" on our website, but we also disclose the Corporate Social Responsibility initiatives of each group company there. Policies and regulations are also provided in English, ensuring that they are accessible to our employees and officers on a regular basis, including those in our overseas subsidiaries. Furthermore, we have established and properly operate an internal reporting system that allows for consultations on human rights violations, among other issues. We have launched a voluntary annual survey starting in fiscal year 2025 to regularly review the status of human rights initiatives across our group under the Group Compliance Promotion Committee, which is chaired by the President and composed of members from each group company. As a result of such efforts, no material human rights-related issues have been identified within the OPTEX Group as of this moment. In addition, OPTEX GROUP CO., LTD. has conducted internal training programs on "Business and Human Rights" for all employees and has confirmed that all employees have completed the training. Going forward, we will continue to promote the prevention of human rights violations and raise awareness of respect for human rights across the OPTEX Group through appropriate human rights education and related initiatives in response to evolving social conditions.

4. Processes for Preventing Slavery and Human Trafficking in the Supply Chain

(1) Supply Chain Policy

Our supply chain initiatives also focus on respecting basic human rights. We believe effective prevention of slavery and human trafficking can only be achieved through cooperation with our suppliers, and we emphasize sharing our philosophy with them.

(2) Supply Chain Approach

We have established a "Responsible Minerals Sourcing Policy" and "Parts Procurement Policy" to promote green procurement. We also prevent human rights abuses, environmental destruction, and the exacerbation of armed conflicts through supply chain surveys and collaboration with suppliers. Based on our belief that "manufacturing is about people development", we also promote improvement activities with partner factories through various communication channels such as visiting suppliers' manufacturing sites and conducting improvement guidance and exchange meetings on a regular basis.

5. Education

At OPTEX GROUP CO., LTD., the "OPTEX Group Code of Conduct" is available in both English and Japanese on the corporate website and intranet, ensuring that it is always accessible. It is also communicated internally through company notices.

6. Moving Forward

We aim to realize our corporate philosophy and fulfill our social responsibility. We will continue to focus on complying with laws and fostering high ethical standards, while fully recognizing the importance of human rights issues, and engaging with our supply chain partners to gain their further understanding and cooperation as we conduct our business activities.

This statement was approved by the Group Compliance Promotion Committee, consisting of various companies within our group, on May 29, 2026, and by the Board of Directors of OPTEX GROUP CO., LTD. on June 12, 2026.

June 12, 2026

Tatsuya Nakajima
President and CEO,
OPTEX GROUP CO., LTD.