



February 14, 2023

To whom it may concern

Company: OPTEX GROUP CO., LTD.  
Representative: Isamu Oguni, President & CEO  
(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, 2023 unofficially decided to make changes to the Company's executive team, including the President, and resolved to submit to the 44th Ordinary General Shareholders’ Meeting scheduled to be held on March 24, 2023 a proposal for the election of executive candidates. Details are as follows.

The subject matter will be officially determined at the 44th 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
Isamu Oguni	OPTEX GROUP CO., LTD. Chairman  [Concurrent holding of executive positions at Group companies] CCS INC. Director	OPTEX GROUP CO., LTD. President & CEO
Tatsuya Nakajima	OPTEX GROUP CO., LTD. President  [Concurrent holding of executive positions at Group companies] OPTEX FA CO., LTD. President	OPTEX GROUP CO., LTD. Director  [Concurrent holding of executive positions at Group companies] OPTEX FA CO., LTD. President

##### 3. Planned date of changes

March 24, 2023

#### 4. Career summary of new President

Name (Date of Birth)	Career summary	Number of the Company's shares held
Tatsuya Nakajima (October 11, 1966)	Apr. 2016 Joined OPTEX FA Co., Ltd. July 2016 General Manager, Sensor Sales Division, the Company Jan. 2017 Director, the Company Mar. 2017 Executive Managing Director, the Company Mar. 2018 President and CEO, the Company (present post) Director, OPTEX GROUP Co., Ltd. (present post)	7,928 shares

## II. Changes in Directors

### Retiring Member of the Board

Name	Current Position
Hiroyuki Onishi	OPTEX GROUP Co., Ltd. Director & CFO  [Concurrent holding of executive positions at Group companies] CCS INC. President
Akira Higashi	OPTEX GROUP Co., Ltd. Director  [Concurrent holding of executive positions at Group companies] Mitsutec Co., Ltd. President Sanritz Automation Co, Ltd. Director THREE ACE CO., LTD. Director

\*Mr. Hiroyuki Onishi will resign from his position of Director and CFO of the Company as of February 28, 2023, as stated in the Notice on Resignation of Director dated February 3, 2023. He will remain as President of CCS INC., a position that he holds concurrently.

\*The term of office of Mr. Akira Higashi as Director will expire at the conclusion of the 44th Ordinary General Shareholders' Meeting scheduled to be held on March 24, 2023. He will remain as President of Mitsutec Co., Ltd., a position that he holds concurrently.

## III. Changes of Outside Director

### 1. Candidate for new Outside Director (not an Audit & Supervisory Committee member)

Name (Date of Birth)	Career summary	Number of the Company's shares held
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Shoko Negishi (March 29, 1969)	Mar. 1992	Graduated from Keio University, Faculty of Business and Commerce	0 shares
	Mar. 1994	Completed masters degree course in Economics and Econometrics, Graduate School of Business and Commerce, Keio University	
	June 1997	Left after having acquired credits in the doctoral course, Economics in International Development, University of Oxford, England	
	Sep. 1997	Economist, International Finance Team, Development Prospect Group, World Bank	
	Apr. 2002	Associate Professor, Graduate School of Economics, Faculty of Economics, Kobe University	
	Apr. 2004	Associate Professor, Faculty of Policy Studies, Doshisha University	
	Apr. 2008	Associate Professor, Faculty of Policy Studies and Graduate School of Policy & Management (present post)	

\*Ms. Shoko Negishi 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 he is elected as Director, the Company is scheduled to register him as Independent Director as stipulated in the rules and regulations of the Tokyo Stock Exchange.

2. Outside Director to retire(not an Audit & Supervisory Committee member)

Name	Current Position
Nanako Aono	OPTEX GROUP CO., LTD. Outside directors (not an Audit & Supervisory Committee member)

\*The term of office of Ms. Nanako Aono as Director will expire at the conclusion of the 44th Ordinary General Shareholders' Meeting scheduled to be held on March 24, 2023.

End.

[For reference] New executive system

After approval is obtained at the 44th 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.

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

Chairman	Isamu Oguni
President	Tatsuya Nakajima
Director and Senior Corporate Adviser	Toru Kobayashi
Director	Toru Kamimura
Director (outside/independent)	Kazuhiro Yoshida
Director (outside/independent)	Shoko Negishi (New appointment)

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

Director (Chairman of Audit and Supervisory Committee/Full-time)	Yukio Kuroda
Director (outside/independent)	Yasushi Sakemi
Director (outside/independent)	Minoru Kida