



FY2024 Financial Results Presentation

OPTEX GROUP CO., LTD.

February 14, 2025

(Tokyo Stock Exchange Prime Market Securities code: 6914)

<Disclaimer>

The forward-looking statements, including OPTEX CO., LTD.'s operating results, strategies, and business plans, contained in these materials are based on judgments and assumptions posited on information available at the time of the presentation. There is a possibility actual operating results will differ materially from the projections described herein as a result of uncertainties contained within these judgments and assumptions, and changes in the Company's management of its businesses or changes in domestic and overseas business conditions in the future.

- 1. FY2024 Financial Results Overview**
2. FY2025 Consolidated Earnings Forecasts
3. Three-Year Management Plan (2025-2027)

Key Points of FY2024 Financial Results

SS Business : Sensing Solution Business
IA Business : Industrial Automation Business
MVL : Machine Vision Lighting
IPC : Industrial PC
MECT : Mechatronics

Net sales were +12% year on year due to the strong performances of mainstay businesses and the positive effect of exchange rates.

-SS Business: In security sensors, sales of solutions to critical facilities in Japan and abroad were strong. In social and environmental, vehicle detection sensors achieved brisk sales in Japan and in the United States.

-IA Business: In FA-related products, sales were weak due to inventory adjustments in Europe and a slowdown in capital investment demand in China. In MVL-related products, while EV-related products remained firm, growth of products for semiconductors and electronic components slowed. In MECT-related products, deliveries of secondary battery manufacturing equipment made good progress.

With cost increases more than offset by higher sales, operating income was +21% year on year.

The cost of sales ratio rose 0.6 percentage points due chiefly to a hike in the sales share of MECT-related products, the cost ratios of which are relatively high. The ratio of SG&A expenses declined 1.5 percentage points mainly due to the positive effect of higher sales in the main businesses. SG&A expenses however rose due to the negative impact of exchange rates and an increase in personnel expenses.

Summary of FY2024 Consolidated Financial Result

(Unit: million yen)		FY2023 Results	FY2024 Results	Change	Percent Change
Net sales		56,372	63,269	+6,897	+12.2%
Operating income (Operating income Ratio)		5,899 (10.5%)	7,121 (11.2%)	+1,222	+20.7%
Ordinary income		6,258	7,749	+1,491	+23.8%
Profit attributable to owners of parent		4,608	5,689	+1,081	+23.5%
Net income per share (yen)		129.73	159.86		
Exchange rate (Unit: Yen)	1USD	140.56	151.58		
	1EUR	152.00	163.95		

Comparison of FY2024 Consolidated Financial Result between Segments

(Unit: million yen)

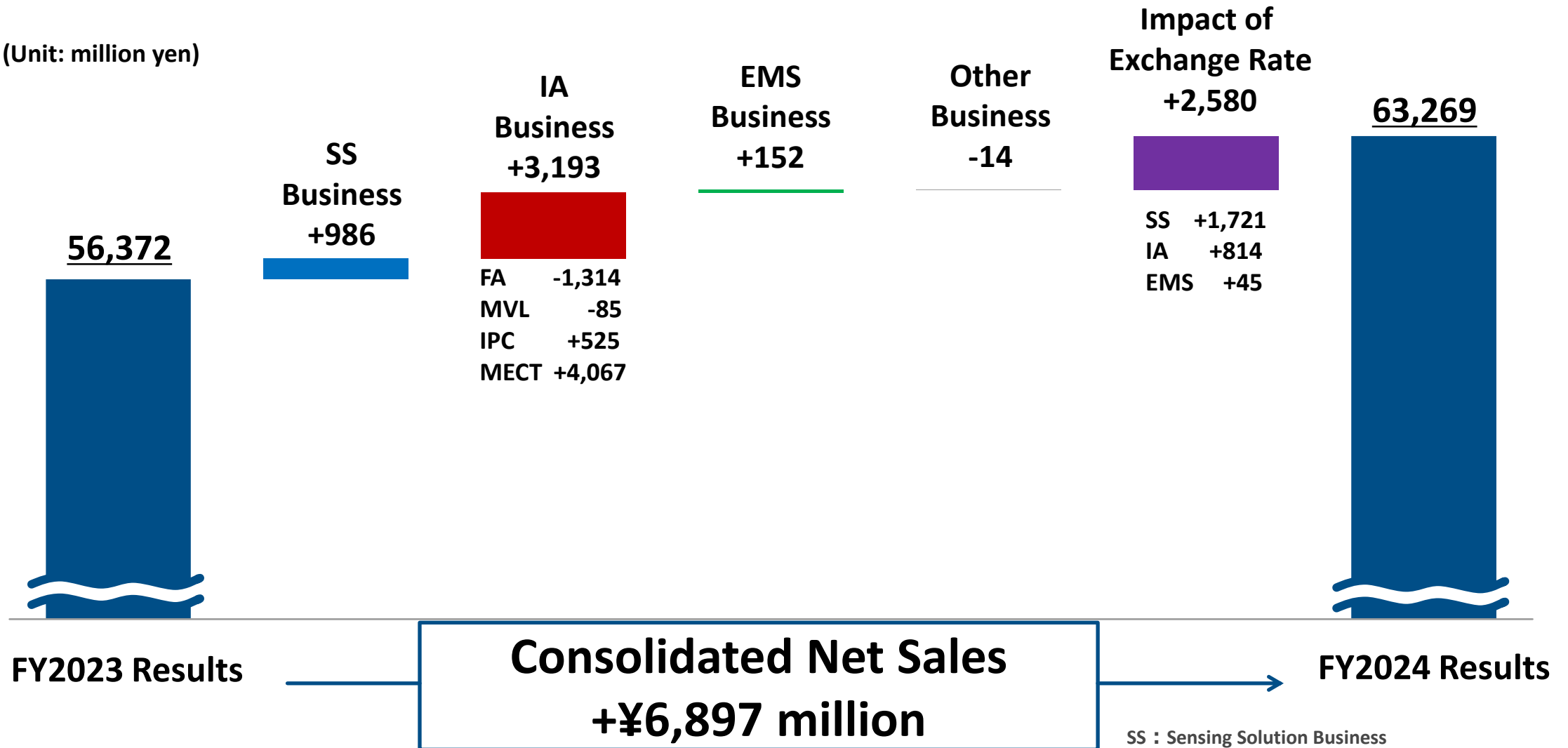
	FY2023 Results		FY2024 Results			
	Net sales	Operating income (Operating income Ratio)	Net sales	Percent Change	Operating income (Operating income Ratio)	Percent Change
SS Business (SS: Sensing Solution)	25,197	3,186 (12.6%)	27,905	+10.7%	3,887 (13.9%)	+22.0%
IA Business (IA: Industrial Automation)	29,741	3,064 (10.3%)	33,748	+13.5%	3,764 (11.2%)	+22.8%
EMS Business	846	114	1,042	+23.1%	-120	—

* Net sales by segment represents the figure excluding sales from inter-segment transactions.

* Operating income by segment represents the figure including operating income from inter-segment transactions.

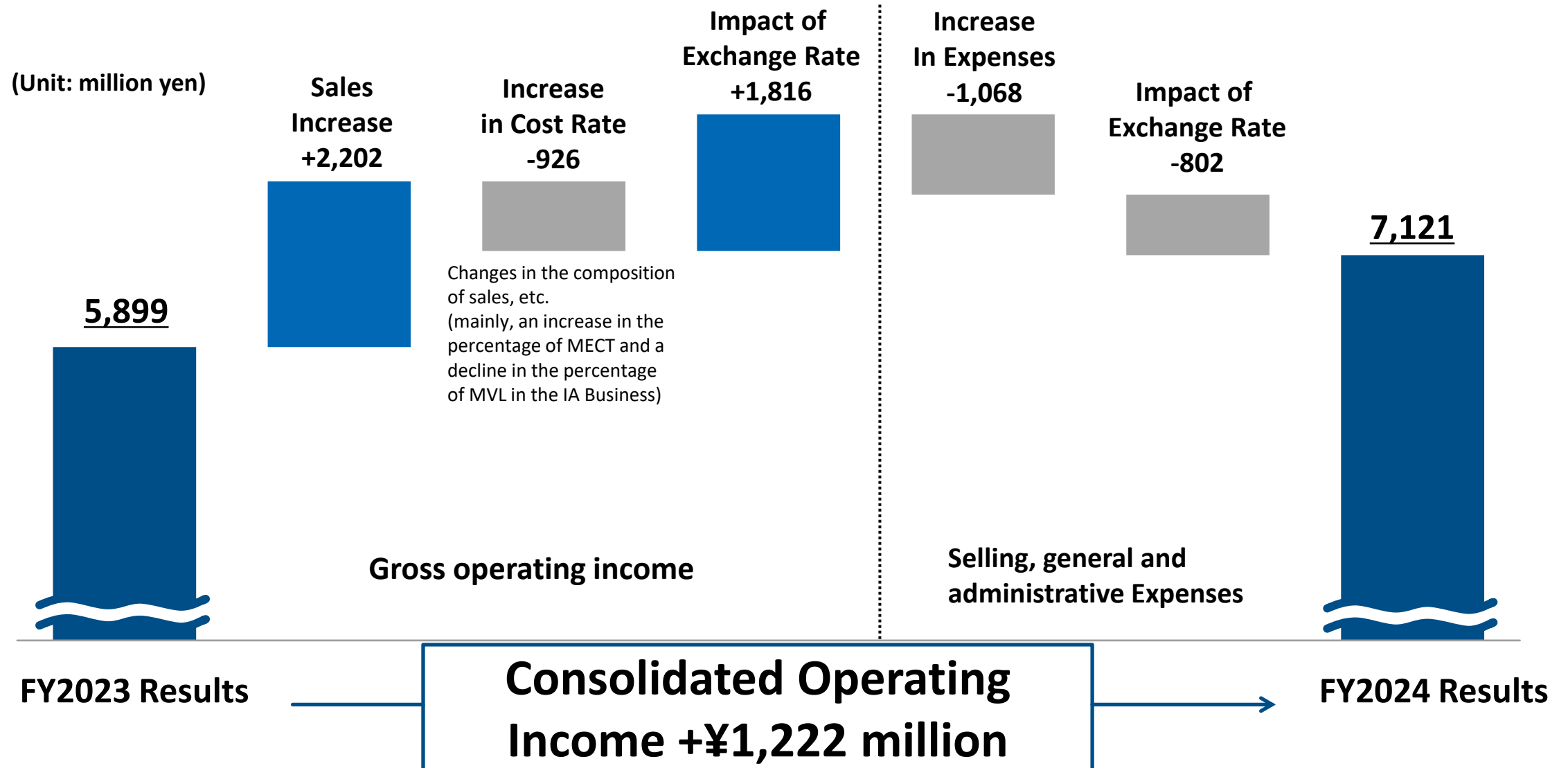
Factors of change in Net Sales (Year-on-year)

(Unit: million yen)

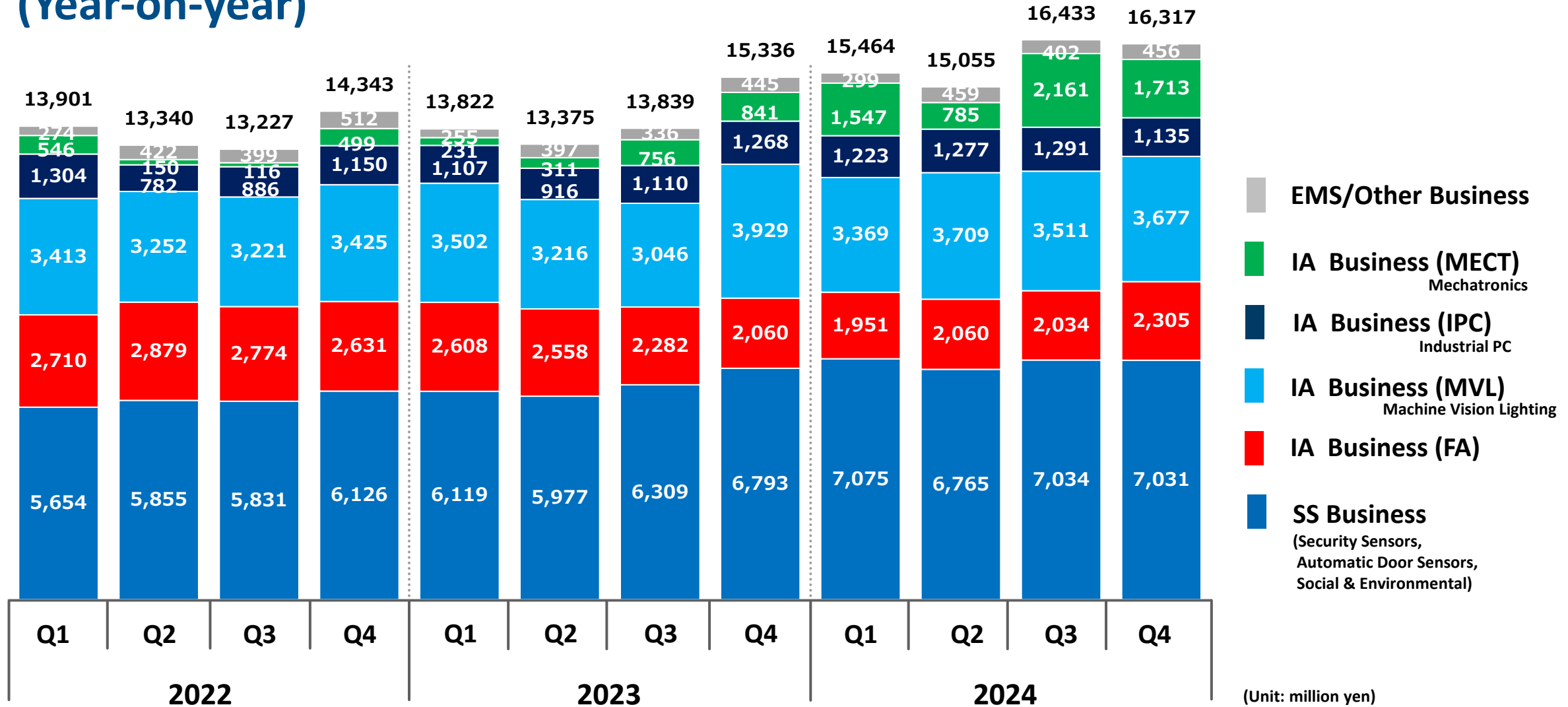


SS : Sensing Solution Business
 IA : Industrial Automation Business
 MVL : Machine Vision Lighting
 IPC : Industrial PC
 MECT : Mechatronics

Factors of change in Operating Income (Year-on-year)



Quarterly performance - Consolidated Net Sales (Year-on-year)



(Unit: million yen)

Business by Segment - SS Business (Security Sensors)

Region	FY2024 Overview
Japan	<ul style="list-style-type: none"> - Sales of solutions for large-scale critical facilities were strong. - Sales to security companies were sluggish.
AMERICAS	<ul style="list-style-type: none"> - Sales of laser scan sensor for data centers were strong.
EMEA	<ul style="list-style-type: none"> - Sales of solutions primarily for infrastructure facilities and data centers rose due to the implementation of the direct marketing strategy in the EME region. - Sales of intrusion detectors for residential / commercial facilities remained firm.
Asia and Oceania	<ul style="list-style-type: none"> - Sales of intrusion detectors and solutions for critical facilities were solid in Australia, Thailand and India.



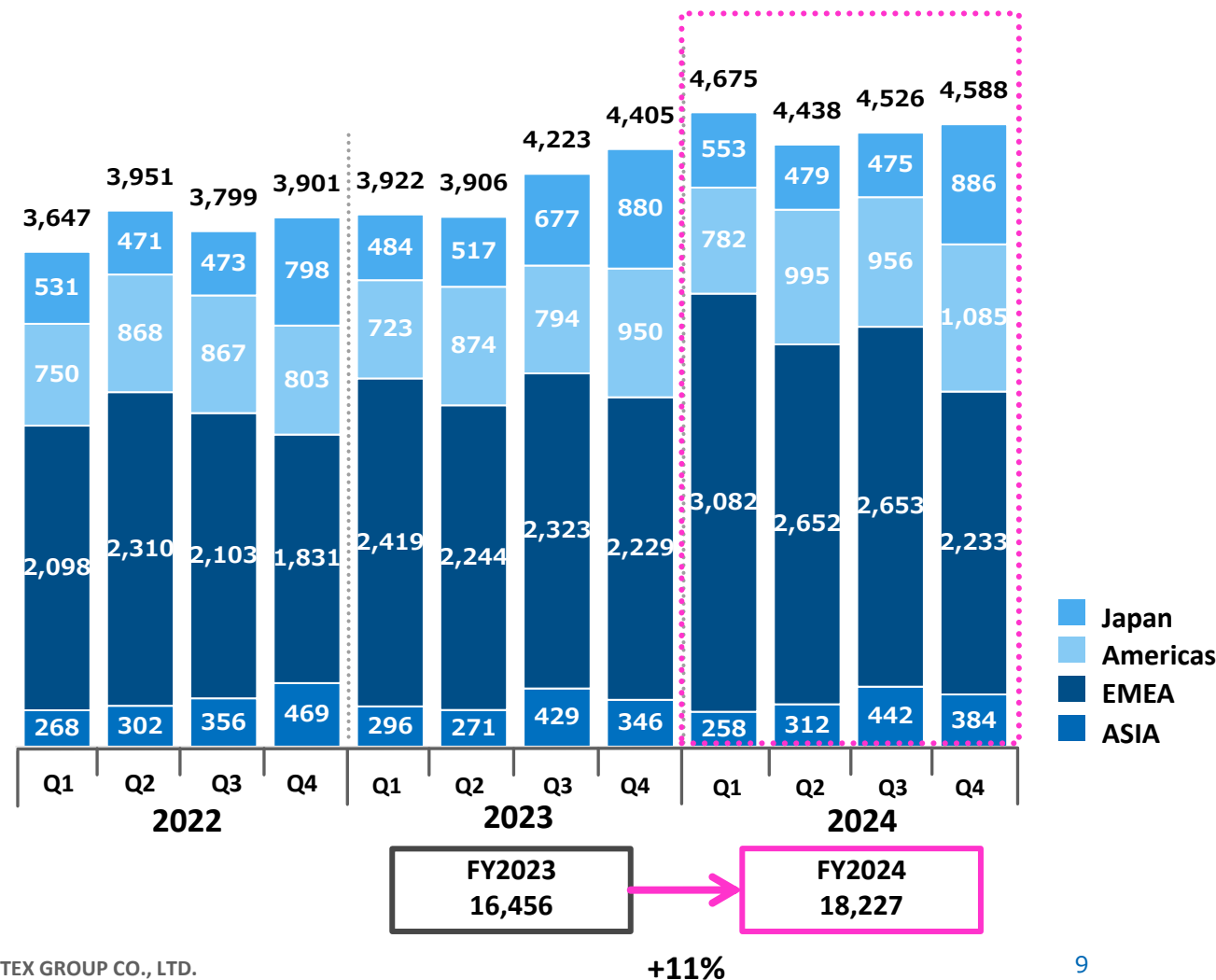
Sensors for large-scale critical facilities



Camera sensors

Quarterly Sales by Region (Unit: million yen)

Figures for FY2022 and FY2023 have been reclassified due to a change in classification within the SS business.

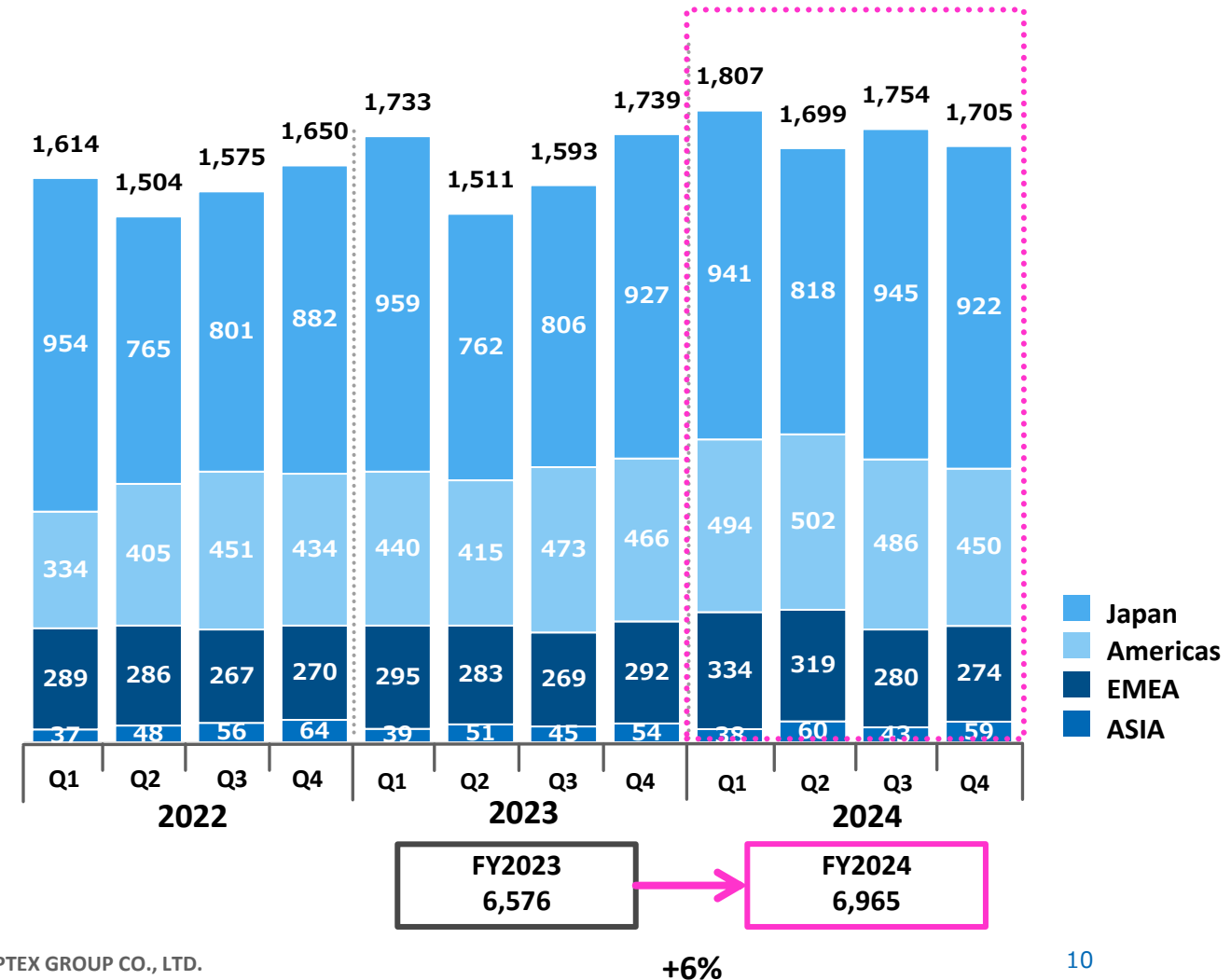


Business by Segment - SS Business (Automatic Door Sensors)

Region	FY2024 Overview
Japan	<ul style="list-style-type: none"> - Sales of automatic door sensors remained at the year-ago level. - Sales of people counting systems were strong.
AMERICAS	<ul style="list-style-type: none"> - Sales of both automatic door sensors and industrial door sensors remained firm.
EMEA	<ul style="list-style-type: none"> - Sales for major automatic door manufacturers remained at the year-ago level.

Quarterly Sales by Region (Unit: million yen)

Figures for FY2022 and FY2023 have been reclassified due to a change in classification within the SS business.



Automatic door sensors



Push plate



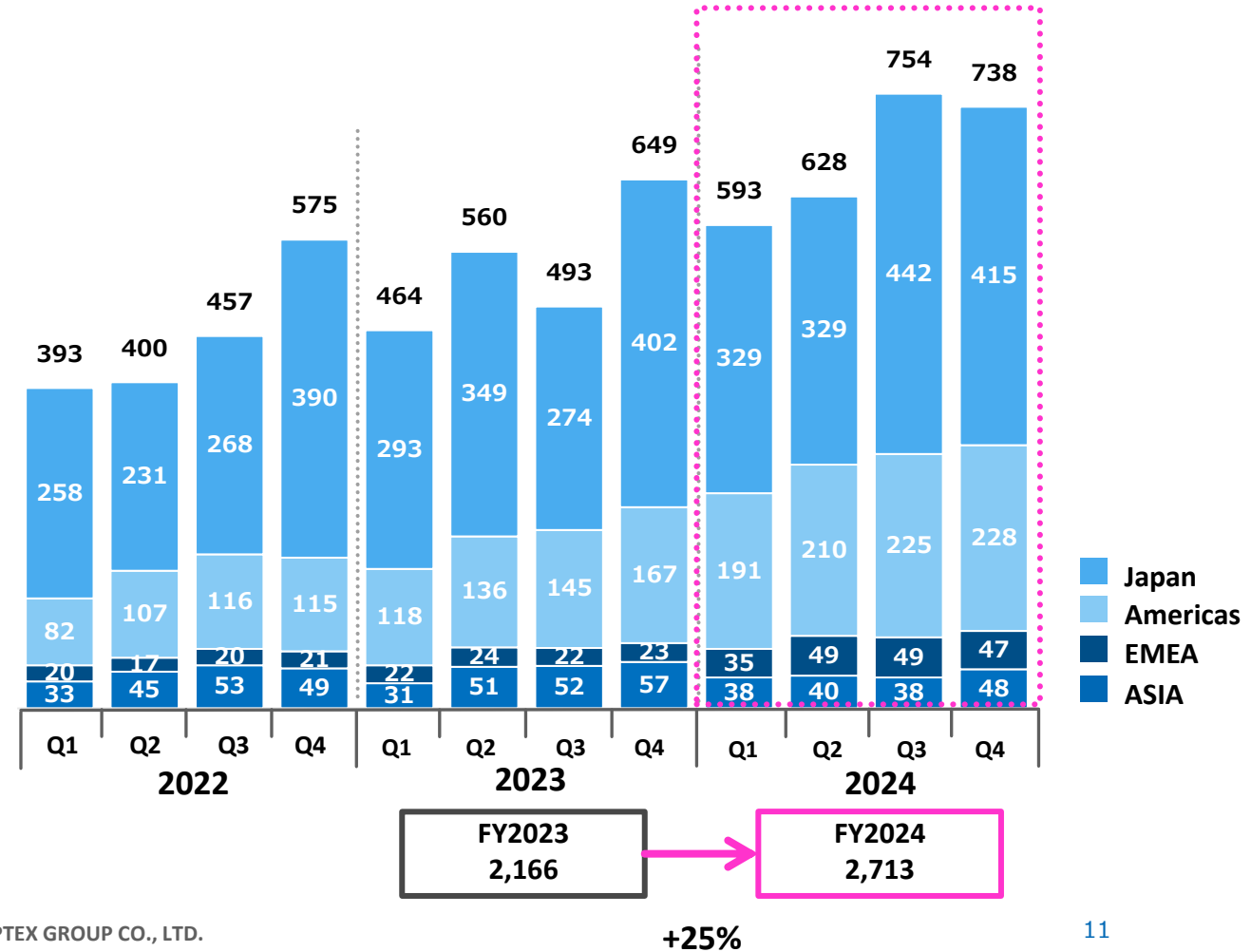
Industrial door sensors

Business by Segment - SS Business (Social & Environmental)

Region	FY2024 Overview
Japan	<ul style="list-style-type: none"> - Sales of vehicle detection sensors were buoyant for parking lot. - Sales were strong for the management service of water quality measurements.
AMERICAS	<ul style="list-style-type: none"> - Sales of vehicle detection sensors remained steady given use for opening and closing of parking lot gates.

Quarterly Sales by Region (Unit: million yen)

Figures for FY2022 and FY2023 have been reclassified due to a change in classification within the SS business.



Vehicle detection sensors



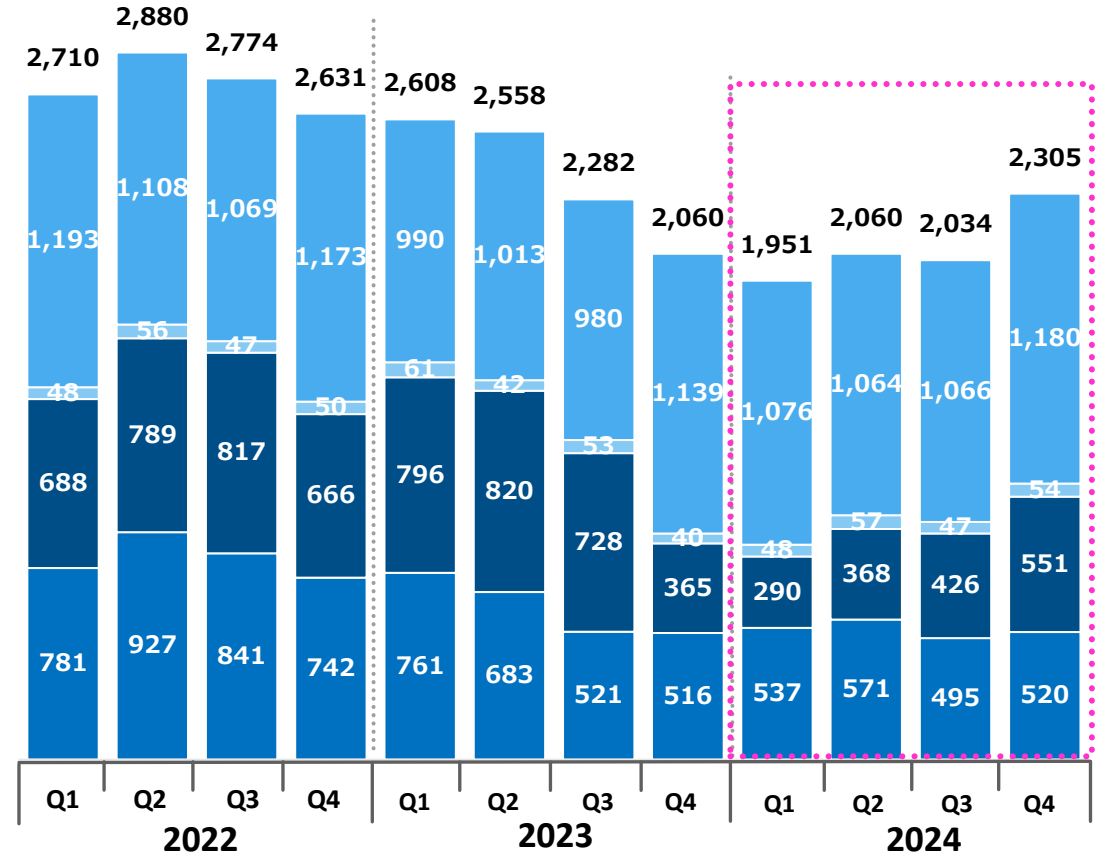
Water quality measurements

Business by Segment - IA Business Factory Automation (FA)



Region	FY2024 Overview
Japan	- Sales for semiconductors and other electronic parts remained solid.
EMEA	- Sales of general-purpose and displacement sensors remained stagnant with main customers continuing to undertake inventory adjustments due to weak demand for capital investment.
Asia and Oceania	- Sales of displacement sensors were sluggish due to the impact of weak demand for capital investment in China.

Quarterly Sales by Region (Unit: million yen)



FY2023 9,508 → FY2024 8,350

-12%



Displacement sensors



IO-Link master



Business by Segment - IA Business Machine Vision Lighting (MVL)

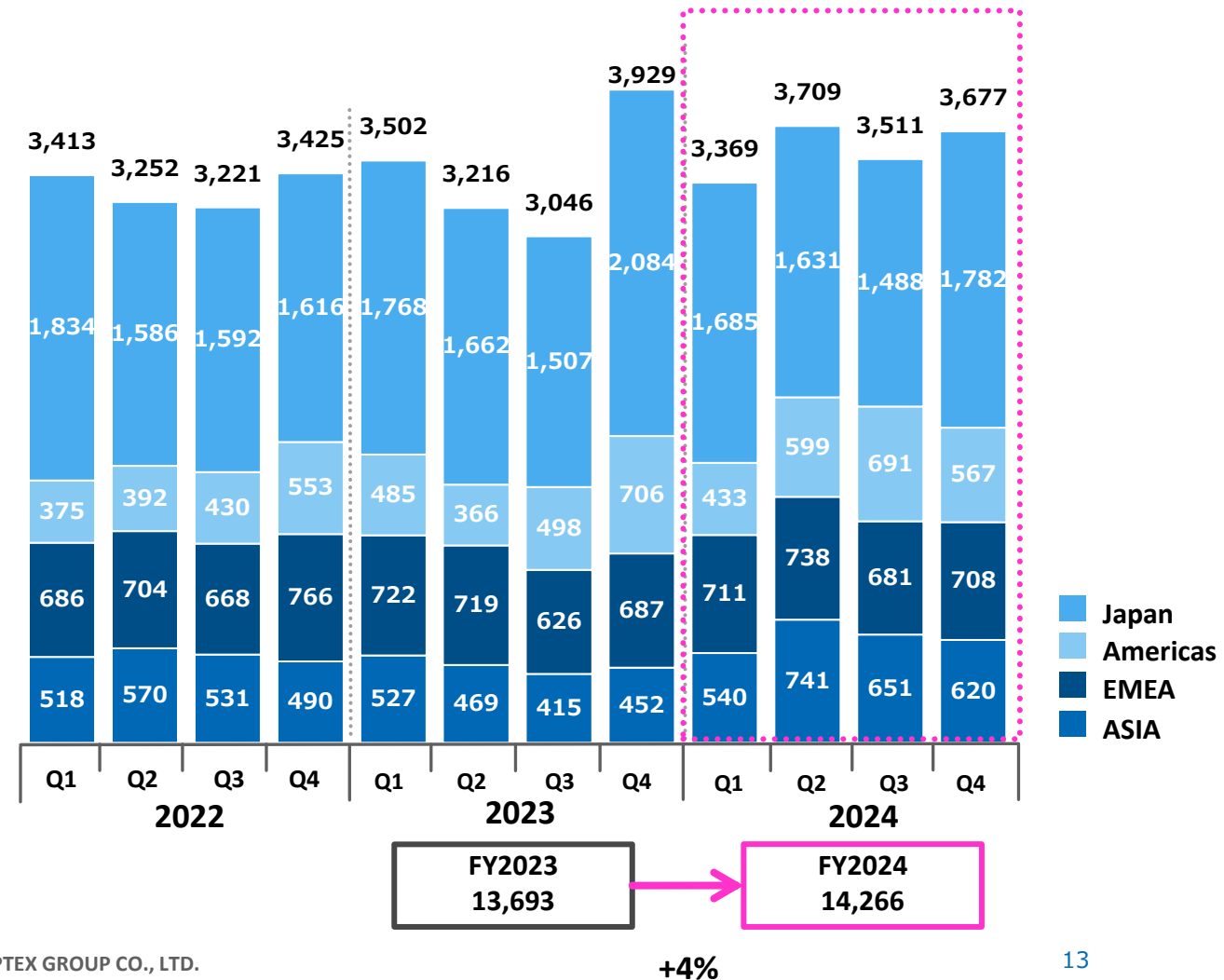
Region	FY2024 Overview
Japan	- Sales for EV-related industries remained firm, offsetting sluggish sales of products for semiconductors and electronic parts.
AMERICAs	- Sales increased due to solid sales of products for the logistics industry and the positive effect of exchange rates, more than offsetting sluggish sales of products for semiconductors and electronic products.
EMEA	- Sales increased due to the performance of the French subsidiary becoming increasingly solid, as well as the positive effect of exchange rates, offsetting sluggish sales of products for semiconductors and electronic products.
Asia and Oceania	- Sales of new products for semiconductors remained firm in Asia.



LED lighting systems for image processing



Quarterly Sales by Region (Unit: million yen)



Business by Segment - IA Business Industrial PC (IPC)

Region	FY2024 Overview
Japan	- Sales of products centering on semiconductor manufacturing equipment were brisk.

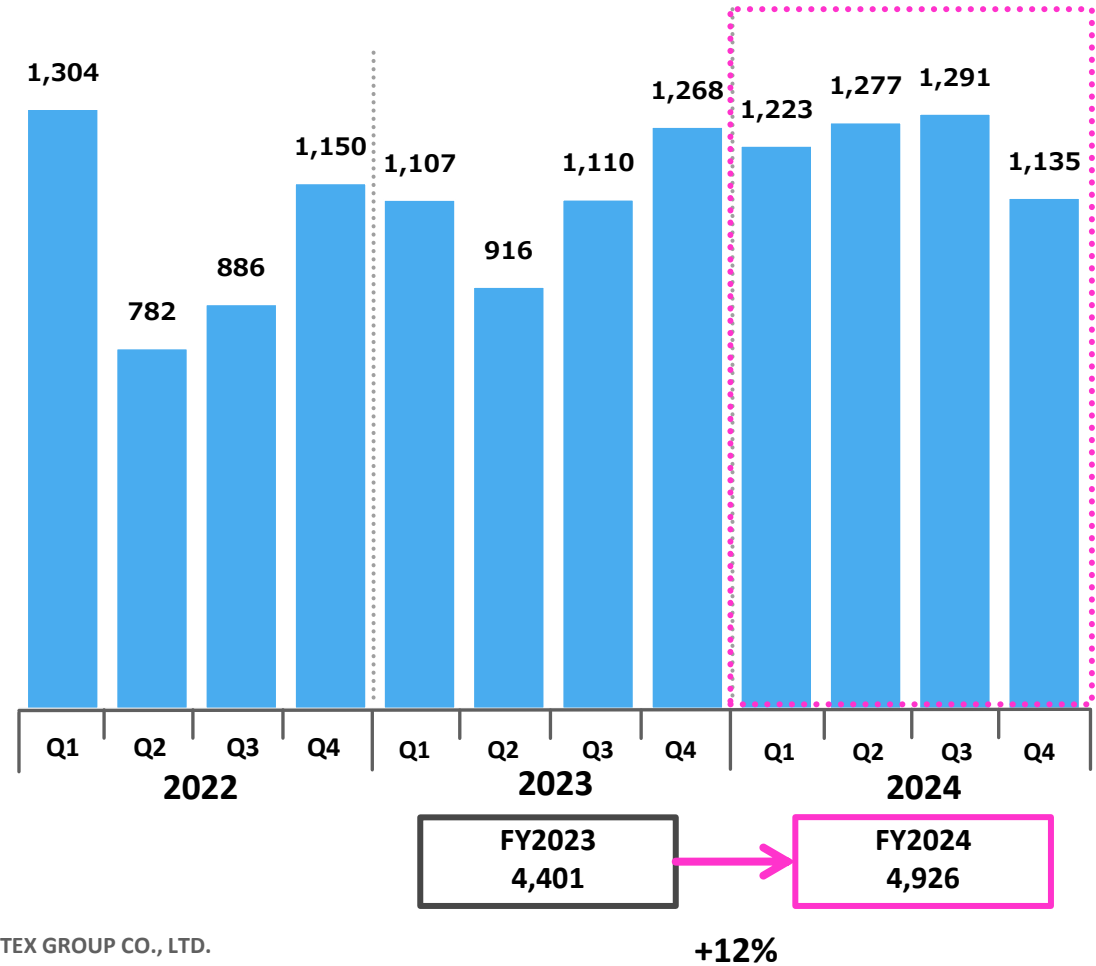
Quarterly Sales by Region (Unit: million yen)



Industrial PCs



Tracking Cameras



Business by Segment - IA Business Mechatronics (MECT)



Region	FY2024 Overview
Japan	- Deliveries of secondary battery manufacturing equipment made good progress.

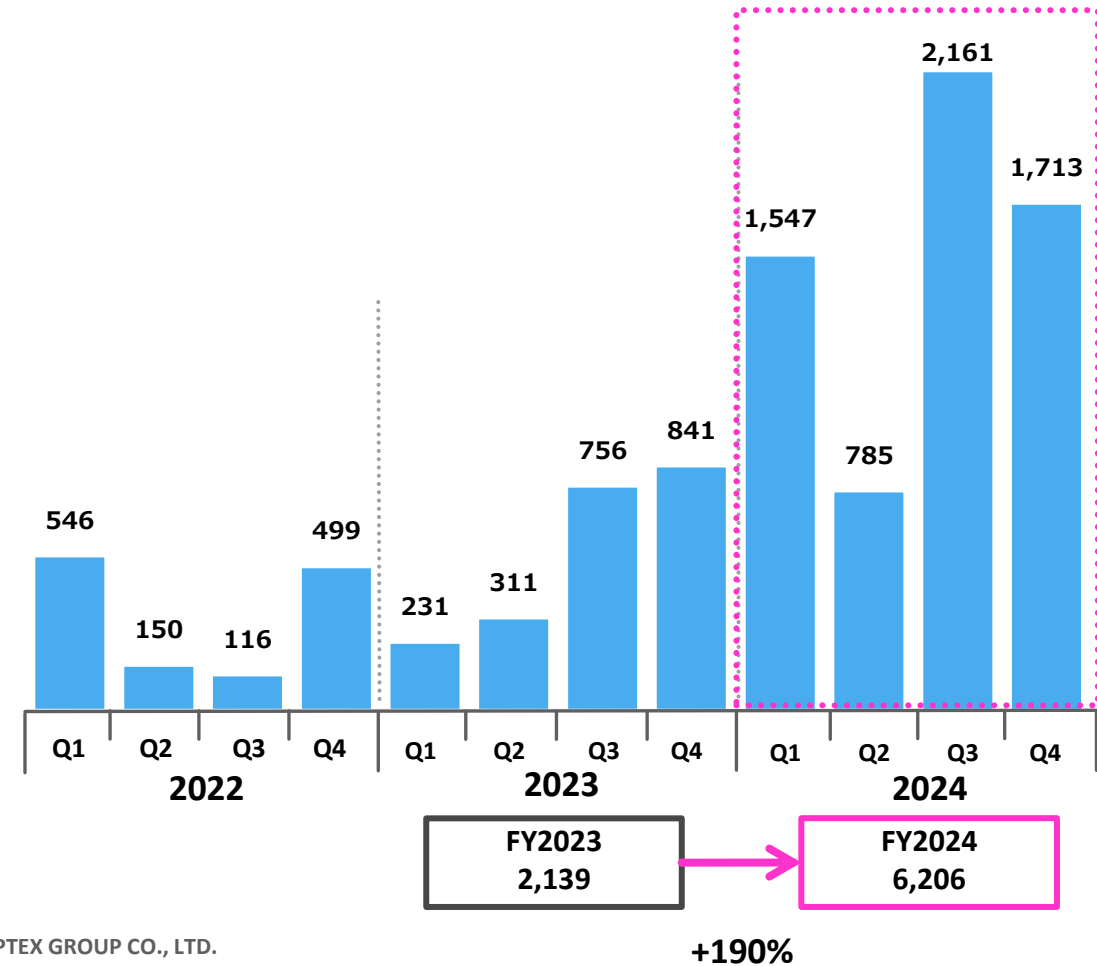
Quarterly Sales by Region (Unit: million yen)



Manufacturing equipment of secondary batteries for electric vehicles and hybrid vehicles



Image processing inspection systems



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FY2025 Assessment of the Business Environment

Sensing Solution (SS) Business	Security Sensors	<p>More capital investment is planned to be made in both Japan and abroad with respect to AI, data centers, infrastructure, defense-related facilities.</p> <p>We will take advantage of the continuation of demand by continuing to strengthen solutions for large-scale critical facilities.</p>
	Automatic Door Sensors	<p>We expect to continue performing solidly on the back of growing demand mainly in Europe and the United States for products that respond to safety enhancements and contribute to improvements in the environment. We expect to continue performing firmly in the domestic market as well by enhancing products and systems in response to demand for remote management.</p>
	Social and Environmental	<p>The business is expected to remain strong in both Japan and abroad as a result of the establishment of our position as an advanced company in vehicle detection sensor for parking lot.</p>

Industrial Automation (IA) Business	FA Factory Automation	<p>Progress is being made to some extent in inventory adjustments undertaken in response to restrained capital investment in Europe. On the other hand, the Chinese market is expected to remain sluggish. A moderate recovery is expected due to a rise in demand for automation and labor-saving in relation to semiconductors and automobiles in Japan.</p>
	MVL Machine Vision Lighting	<p>Demand for capital investment will increase, reflecting the further miniaturization of semiconductors and electronic parts, as well as the increasing complexity of inspection process.</p> <p>We expect that sales of solutions will expand both in Japan and overseas through the holding of private shows and other measures.</p>
	IPC Industrial PC	<p>Orders for products for semiconductor manufacturing equipment, which have tentatively declined due to excess inventories, are expected to recover in the second half and beyond. We plan to increase sales of products jointly developed with the SS business (security related).</p>
	MECT Mechatronics	<p>We expect to continue recording sales from deliveries of manufacturing equipment of secondary batteries for EV.</p>

FY2025 Consolidated Earnings Forecasts

The forecasts reflect an expected appreciation of the yen and the assumption of a delay in the recovery of the industrial equipment market. We will aim to re-strengthen sales of highly profitable products such as FA sensors and LED lighting systems for image inspection in the IA business against a backdrop of stable growth in the SS business, growing demand for automation and labor-saving on a medium- to long-term basis, and the increasing complexity of inspection processes.

(Unit: million yen)	FY2024 Results	FY2025 Forecast	YoY
Net sales	63,269	66,000	+4.3%
Operating income (Operating income Ratio)	7,121 (11.3%)	7,400 (11.2%)	+3.9%
Ordinary income	7,749	7,400	-4.5%
Profit attributable to owners of parent	5,689	5,900	+3.7%
Net income per share (yen)	159.86	165.76	

● Exchange rate

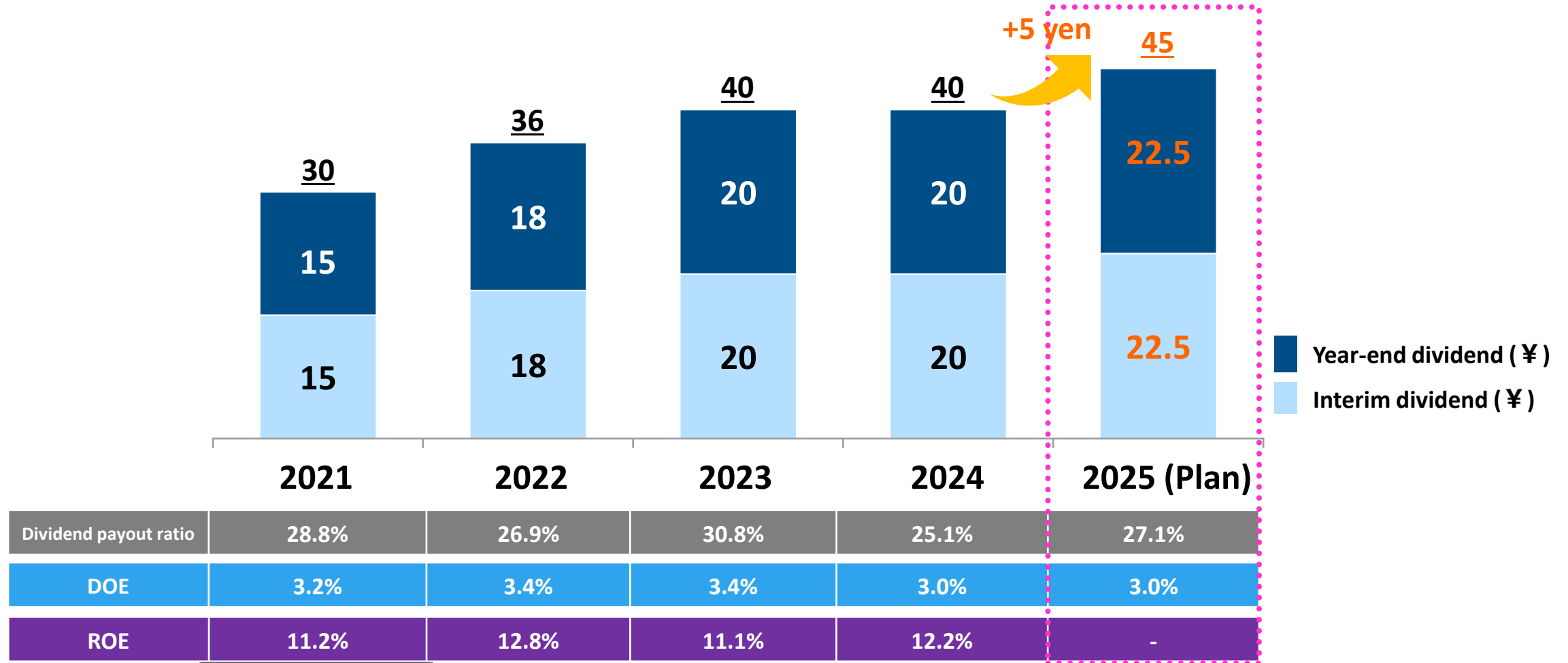
	FY2024 Results	2025 Forecast
1USD	151.58 yen	145.00 yen
1EUR	163.95 yen	155.00 yen

● Exchange rate sensitivity (Forecast for FY2025, the amount of impact due to a change of one yen)

	Net Sales	Operating income
Impact equivalent to a change of one yen against the USD.	Approx. 200 million yen	Approx. 80 million yen

Shareholder Return

Set a minimum DOE of 3% in addition to the existing dividend policy (targeting a 30% payout ratio) to ensure stable dividends



2021
Acquisition of treasury shares
1.0 billion yen
630,000 shares



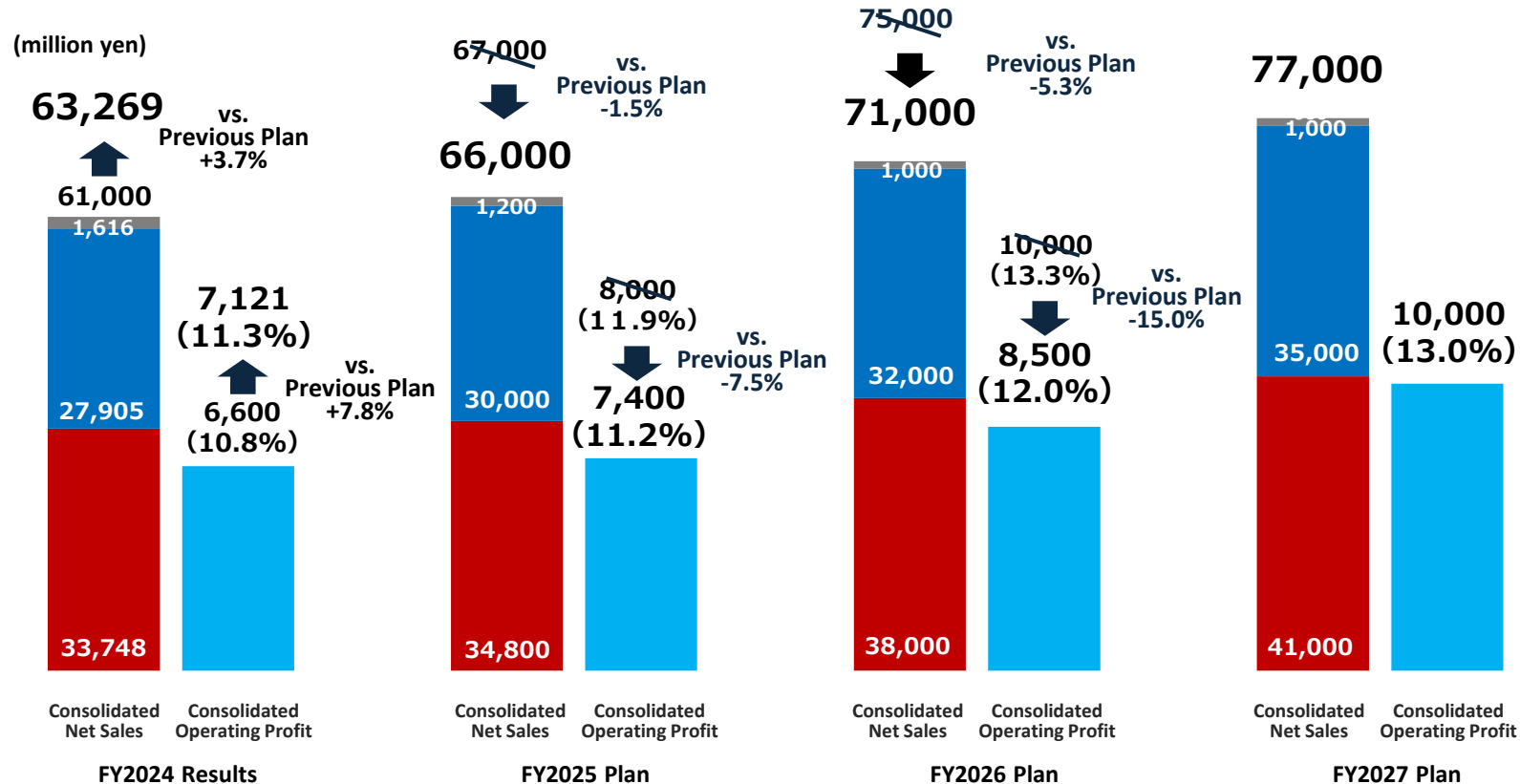
1. FY2024 Financial Results Overview
2. FY2025 Consolidated Earnings Forecasts
- 3. Three-Year Management Plan (2025-2027)**

Three-Year Management Plan (2025-2027)

Optex Group formulates a three-year management plan using a rolling approach, updated annually to adapt to rapid changes in market conditions flexibly.

Although customer demand for capital investment is gradually recovering, uncertainty persists regarding the outlook for the Industrial Automation Business's Factory Automation-related operations in Europe & Asia and Machine Vision Lighting-related operations in the semiconductor, electrical, and electronic components sectors. Therefore, we have incorporated a cautious outlook and revised the previous plan.

Focusing on recovery from 2026 onward, we aim to improve the operating profit margin in each business by accelerating the shift toward solutions-oriented operations.



Sales Growth Rate*
 * Calculated as the average annual growth rate starting from FY2024 results
Stable growth of 7%

ROE
Continuously secure and maintain at least 10%

Consolidated Net Sales

EMS/Others

SS Business

IA Business

Operating Income

(%: Operating Income Ratio)

Objectives of Solutions-Oriented Businesses

Traditional Approach
(Product-Centric)



Solutions-Oriented Approach
(Focusing on True Customer Needs)

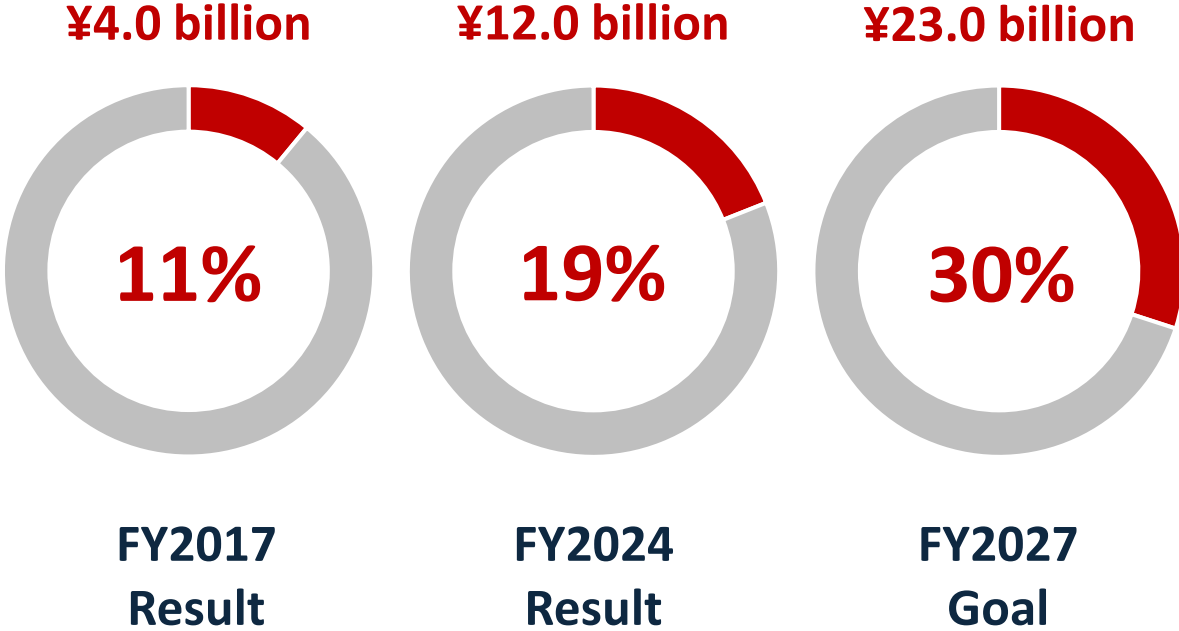
Product Sales
||
High-Quality Specifications
Superior Performance
Reliable Quality

Products +
Providing Systems, Integrated Data, and Services



- ✓ Enhancing Value Proposition
- ✓ Increasing Profitability
- ✓ Enhancing Business Continuity

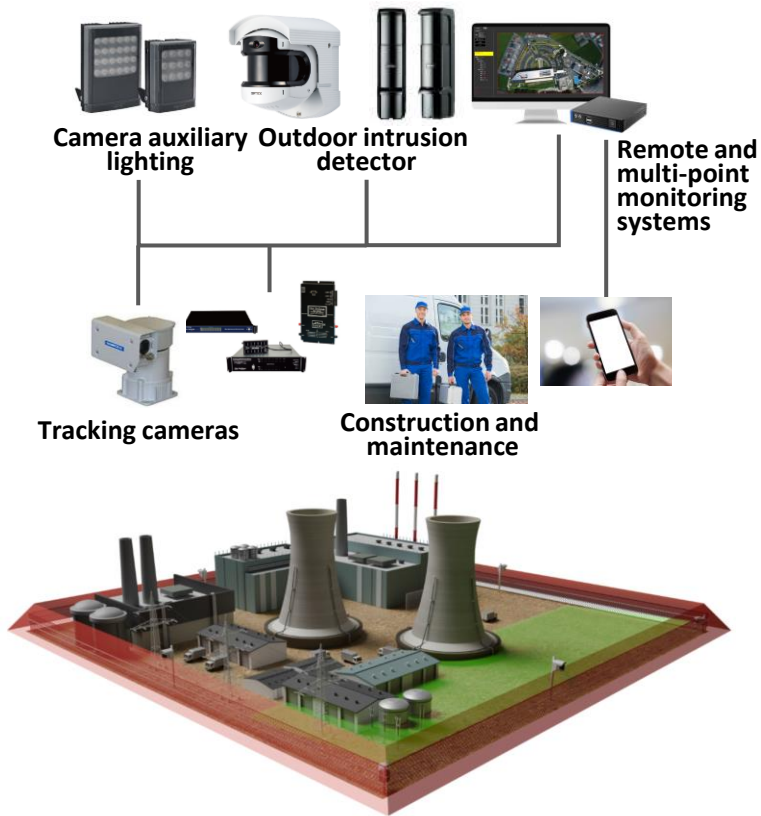
Increase the solution sales ratio to 30% of total consolidated revenue by accelerating solutions-oriented businesses across all segments.



Examples of Solutions-Oriented Businesses

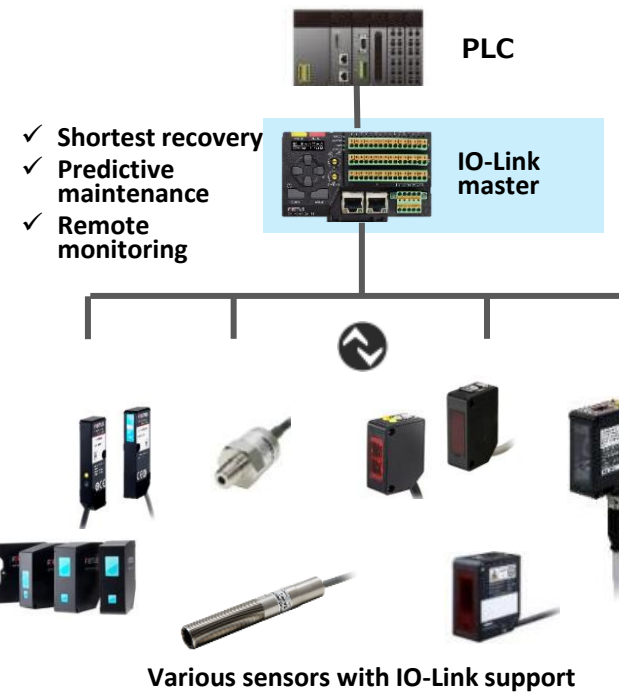
We will further strengthen the provision and expansion of high-value-added products and systems that leverage our strengths.

Providing comprehensive, end-to-end solutions including SI capabilities in the security sensor business



SI: An abbreviation for System Integration. This includes designing, supporting the installation of security systems, and providing maintenance services.

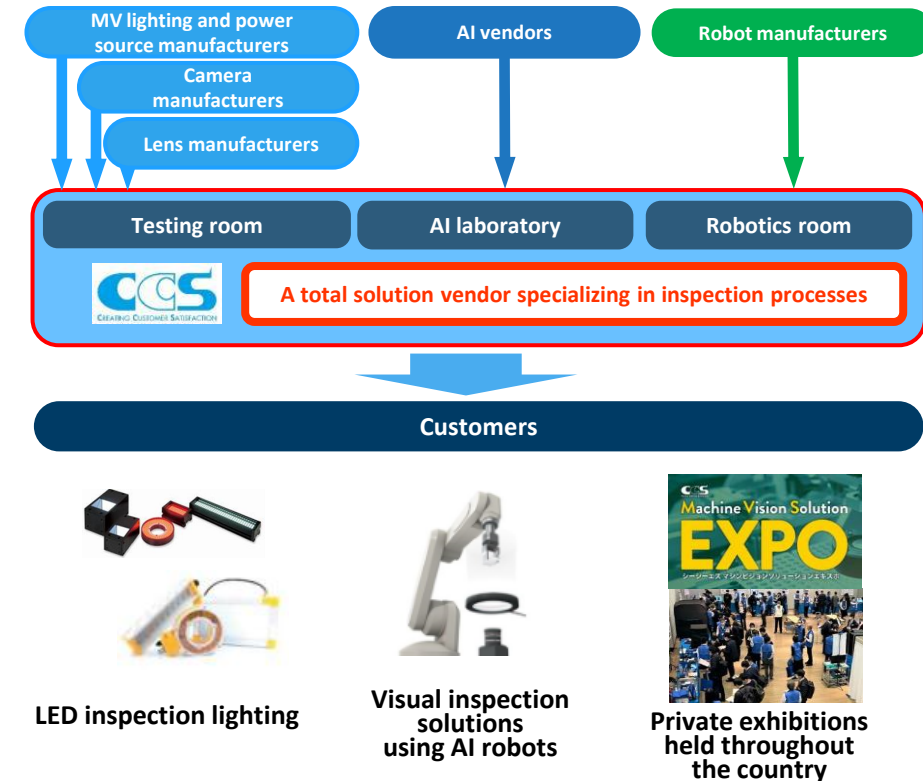
Delivering solutions that enable bidirectional data exchange in the FA sensor business



*IO-Link: A communication technology for interactive communication between sensors and control systems, enabling the exchange of various types of data.

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Providing solutions that combine Seeing and Doing in the Machine Vision Lighting Business





References

Action to Implement Management that is Conscious of Cost of Capital and Stock Price

Analysis of Optex Group's Status

Further enhance market valuation by revitalizing profitability and strengthening growth expectations.

Comprehensive market evaluation

Price-to-book (P/B) ratio

=

Evaluation of profitability and capital efficiency

Return on equity (ROE)

×

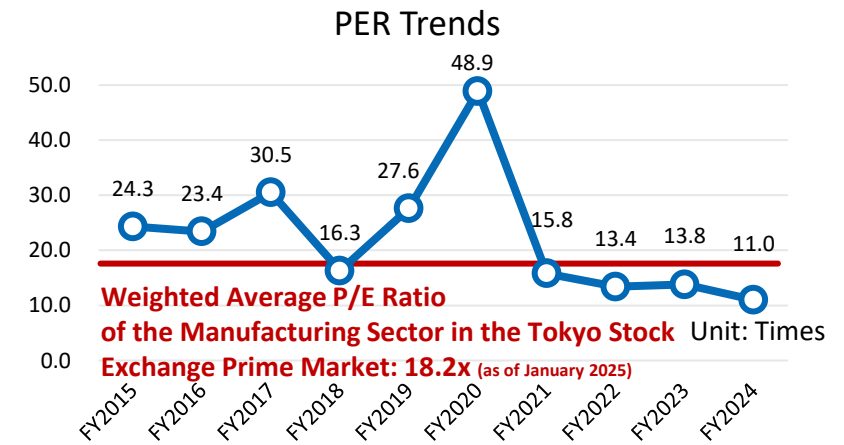
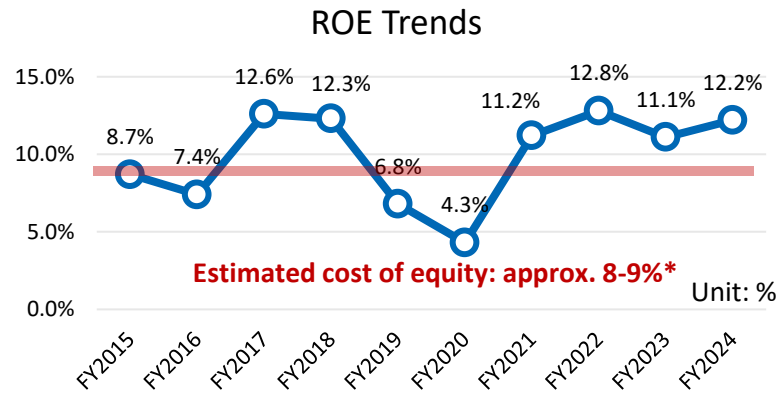
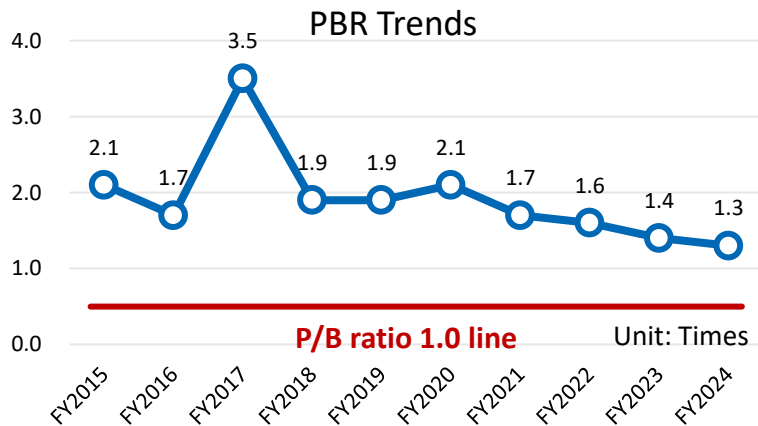
Evaluation of profitability and future growth potential

Price-to-earnings (P/E) ratio

Consistently stable at a level exceeding 1.0

Recovering since the onset of the COVID-19 pandemic

Currently below the average PER of the manufacturing industry



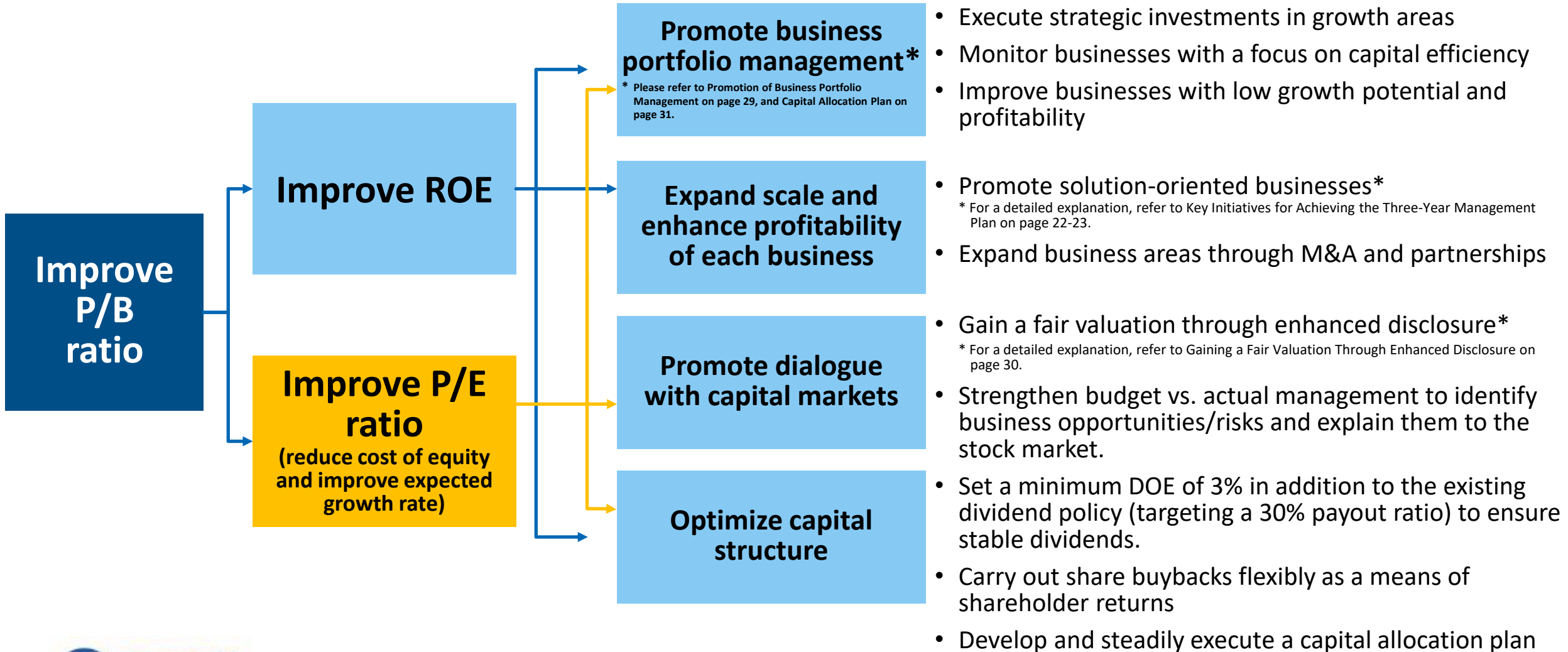
* Estimated using the CAPM approach

Risk-Free Rate	+	beta (β) Coefficient	×	Market Risk Premium	=	Cost of Equity
Risk-free rate (10-year government bond yield)		Inherent risk indicators of our stock		Risk rewards of equity investment		8-9% (our estimate)



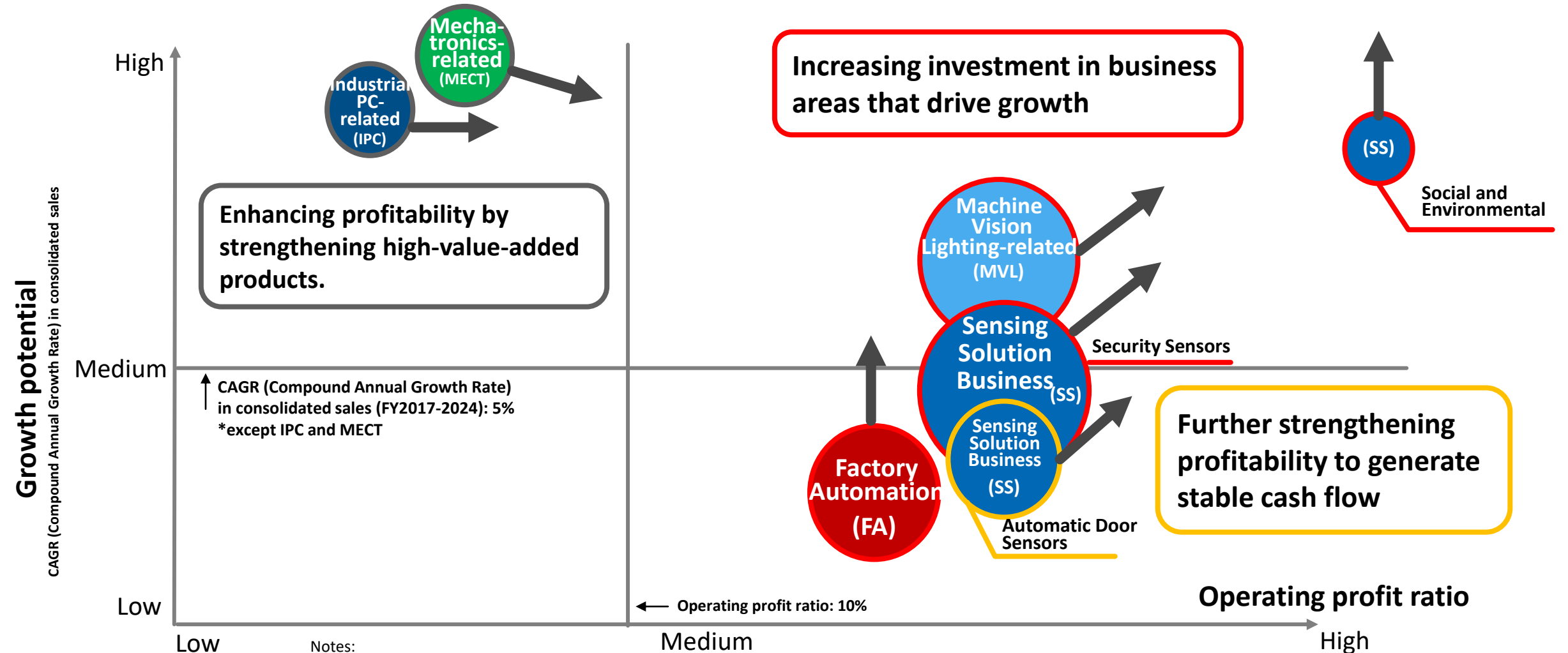
Ongoing Initiatives to Increase Corporate Value

We will promote efforts to revitalize profitability and foster growth expectations to drive long-term corporate value growth.



Promotion of Business Portfolio Management

We will analyze the business portfolio from two perspectives--growth potential and operating profit ratio--and strengthen portfolio management to optimize the entire Group.



Notes:

- * The size of the circle represents the sales, and the position represents the CAGR and operating profit margin of each business (for the fiscal year ended December 2024)
- * The direction of the arrow indicates the long-term growth image based on the Three-Year Management Plan
- * SS, FA, and MVL reflect the CAGR since becoming a holding company (2017–2024), IPC reflects the CAGR since becoming a consolidated subsidiary (2021–2024), and MECT reflects the CAGR 2022–2024.

Gain a Fair Valuation through Enhanced Disclosure

Taking into account feedback from dialogue with investors, we will enhance and improve IR disclosures to make it easier to understand our business and performance.

Please provide historical data.

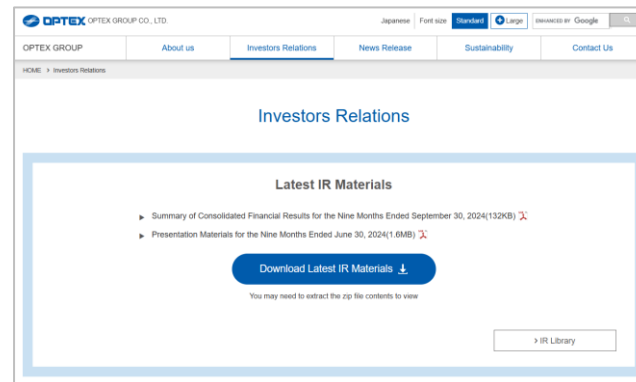
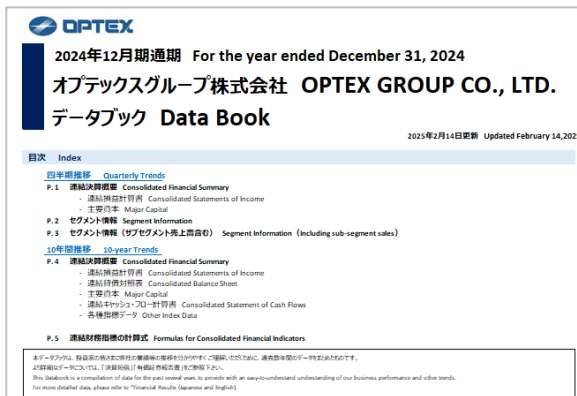
The website (IR section) should be more user-friendly.

Business abbreviations such as IA, MVL, and IPC are unclear.

A data book is available on our website. (Starting with the financial results for the fiscal year ended December 31, 2024)

In February 2024, we have updated the layout to improve usability, including bulk downloads of the latest IR materials.

The segment names will be changed from the first quarter of FY2025.



↑Click here to open our website

Sensing Business (Current SS Business)	Security Sensors
	Automatic Door Sensors
	Social and Environmental
Industrial Automation Business (Current IA Business)	Factory Automation Sensors (Current FA-related Business)
	Machine Vision Lighting (Current MVL-related Business)
	Industrial PCs (Current IPC-related Business)
	Automation Systems (Current MECT-related Business)

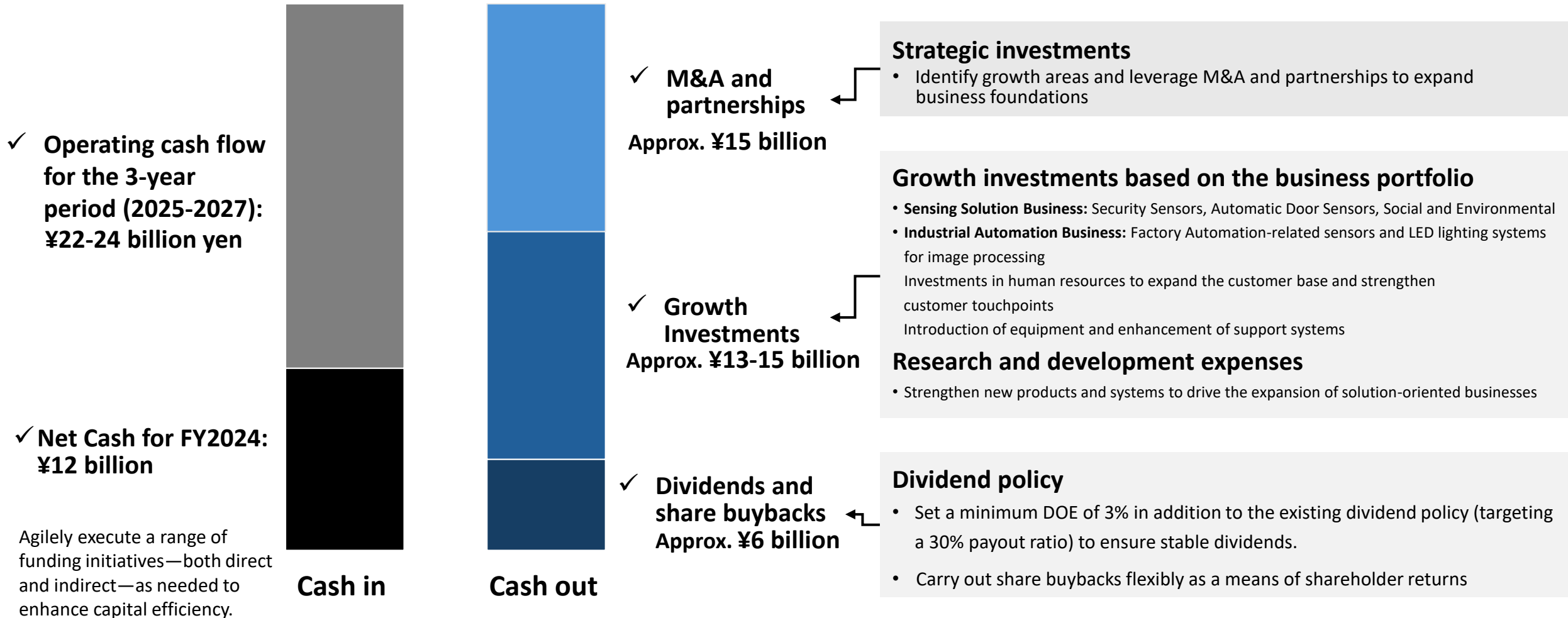
* The above names are provisional and subject to change.



Capital Allocation Plan

Capital Allocation Policy (Three-year Management Plan: FY2025 to FY2027)

Achieve consolidated operating profit of ¥10 billion by FY2027, prioritizing growth investments.





Company Overview

Company Overview

Company Name	OPTEx GROUP CO., LTD.
Location	Shiga Otsu, Japan
Established	May 25, 1979
Capital	2,798 million JPY
Sales	63,269 million JPY
Operating Profit	7,121 million JPY
Fiscal Year-End	December
Stock Code	Tokyo Stock Exchange Prime Market 6914
Number of Employees	2,148 <small>*Excluding temporary employees</small>

Values: Results for the fiscal year ended December 31, 2024



The OPTEx Group is an integrated manufacturer of sensors.

- Our business is to see the unseen -

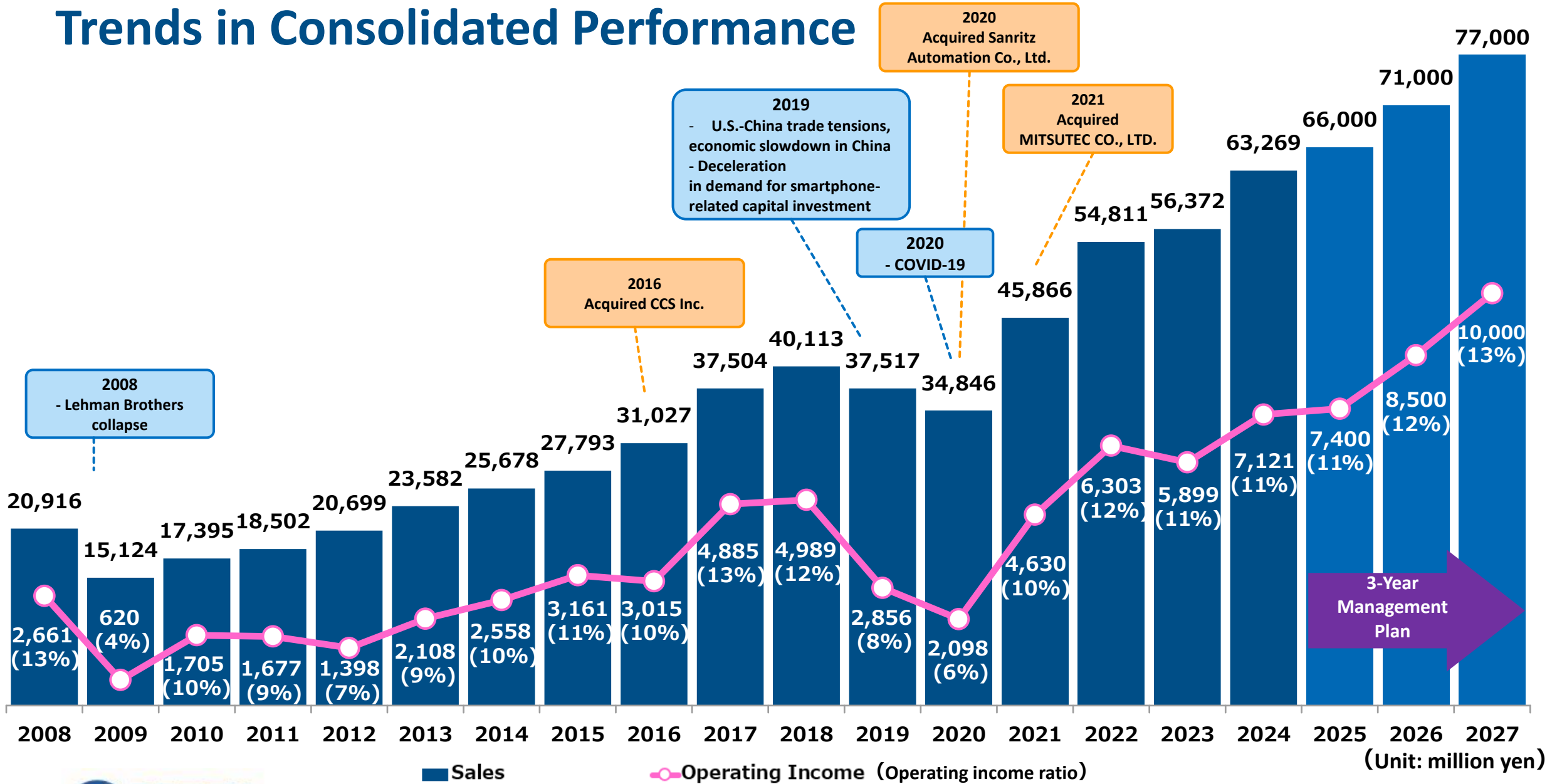
Meaning of the company name

OPTEx

OPTical TEchnology

X (a Greek letter) as the symbol of *the unknown and the future*

Trends in Consolidated Performance



Company Overview _ History

1979	• Established OPTEX CO., LTD.
1980	• Developed the world's first Automatic Door Sensors with far-infrared
1985	• Founded a subsidiary in California, U.S.A.
1991	• Made the company's stock public
1996	• Developed Outdoor Crime Prevention Sensors
2001	• Listed on the second section of the Tokyo Stock Exchange
2002	• Established OPTEX FA CO., LTD. as photoelectric sensor division
2003	• Listed on the First Section of the Tokyo Stock Exchange
2005	• Established a factory in China
2016	• Acquired 63.5% shares of CCS Inc.
2017	• Acquired 100% ownership of OPTEX FA • Transitioned to a new organizational structure with OPTEX GROUP CO., LTD. as a holding company
2020	• Acquired Sanritz Automation Co., Ltd.
2021	• Acquired MITSUTEC CO., LTD.



Founding members



Automatic door sensor



Outdoor security sensor (1996)



Factory automation sensor developed by Optex FA



China: Home Plant (Dongguan City, Guangzhou)



LED lighting systems for image inspection

Holding Company Structure

SS Business: Sensing Solution Business
IA Business: Industrial Automation Business

OPTEX GROUP CO., LTD

Tokyo Stock Exchange Prime Market
Securities code: 6914

Holding Company

OPTEX CO., LTD.

Sales, Development & Production of Sensors for security, automatic doors, etc

SS Business

OPTEX FA CO., LTD.

Sales, Development & Production of Sensors for Factory Automation

IA Business

CCS Inc.

Sales, Development & Production of LED Lighting for Image Inspection

IA Business

Sanritz Automation Co., Ltd.

Development, manufacturing and sales of industrial computers

IA Business

MITSUTEC CO., LTD.

Development/manufacturing of automation systems and image processing inspection systems, etc.

IA Business

OPTEX MFG CO., LTD.

Manufacture of the Group's products/ equipment electronics manufacturing service

O'PAL OPTEX CO., LTD.

Management of outdoor activities and environmental learning programs

Company Overview _ Sales by Product Category

Industrial Automation Business

Mechatronics (MECT)

Automotive secondary battery manufacturing equipment

Industrial PC (IPC)

Embedded boards for semiconductor manufacturing equipment and tracking cameras for airports



Machine Vision Lighting (MVL)

Lighting that helps improve the quality of inspections during factory inspection processes

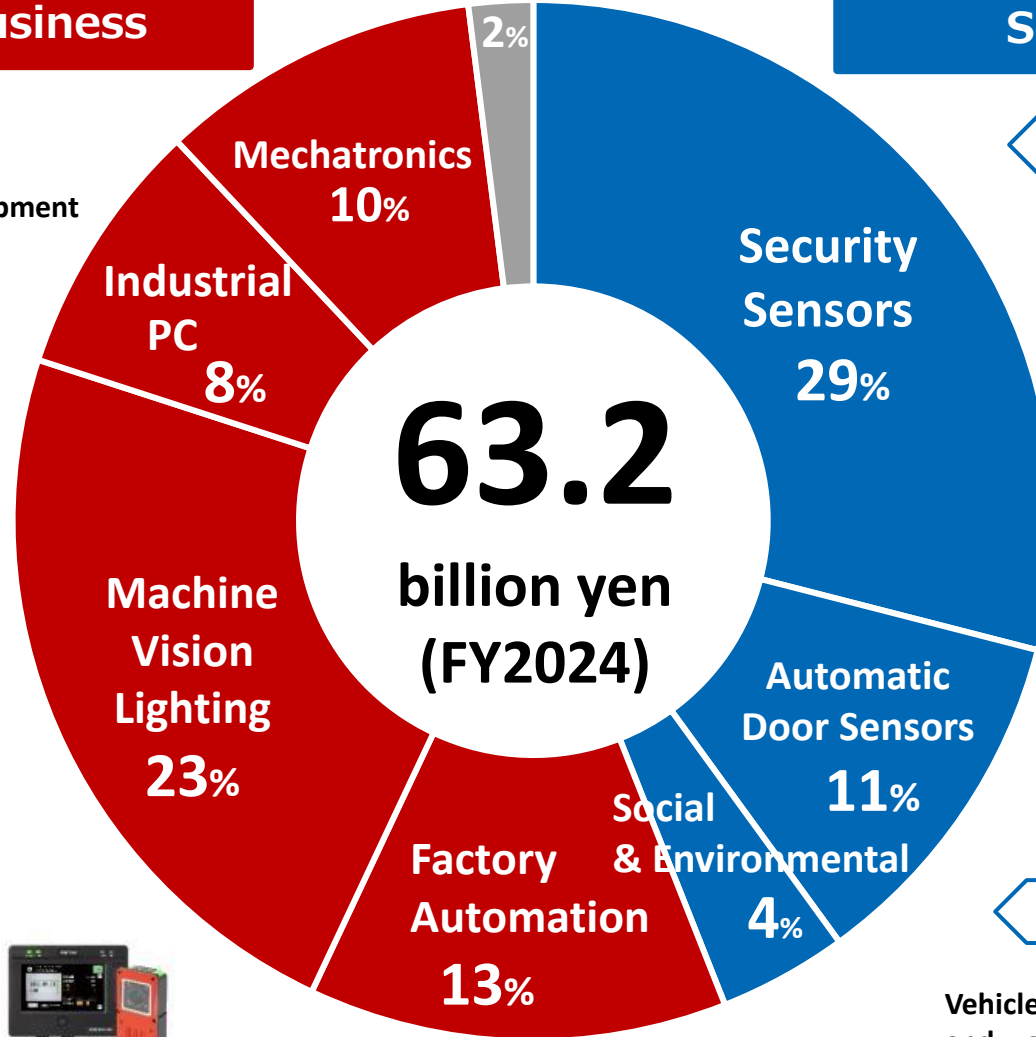


Factory Automation (FA)

Sensors for factory automation which help automate factory production processes and save labor



EMS/others



Sensing Solution Business

Security Sensors

Outdoor intrusion detection sensors for homes, businesses, and large critical facilities



Automatic Door Sensors

Automatic door sensors, shutter sensors for factories and warehouses

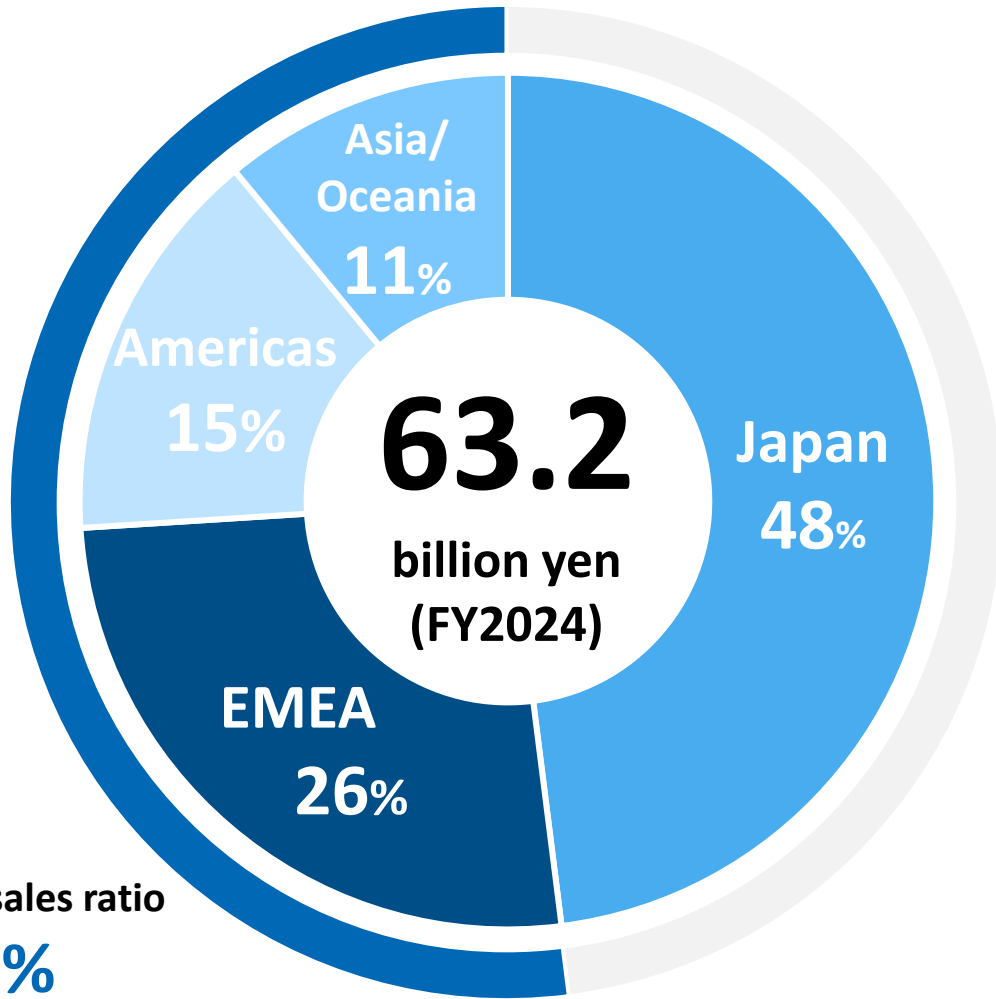


Social & Environmental

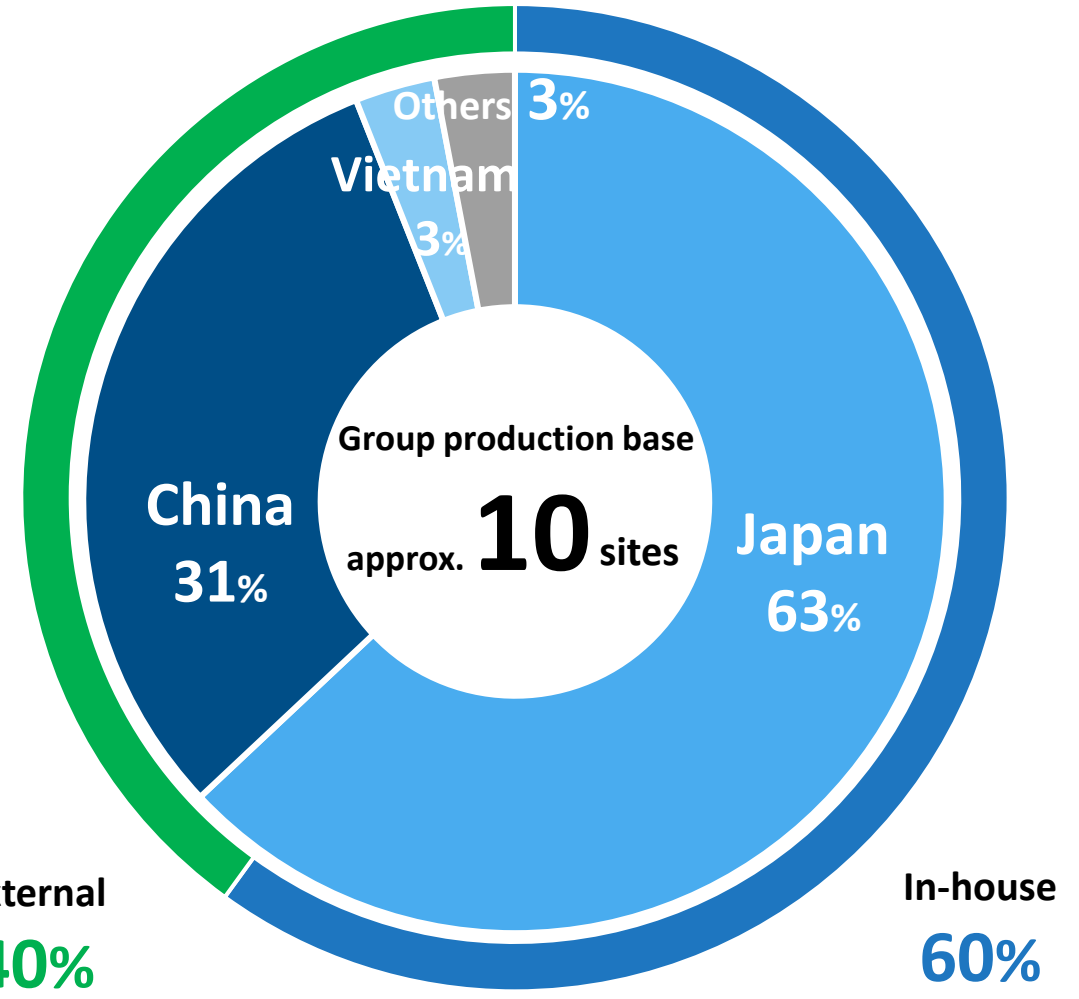
Vehicle detection sensors for parking lots and water quality measurement sensors for factories and water purification plants



Company Overview _ Data



Sales composition by region



Production base composition by region

Company Overview _ Global Market Share

Global niche No.1

Security sensors

Global Share

40%

Outdoor intrusion detector



Sensor for large-scale critical facilities



Camera sensor

Automatic door sensors

Global Share

30%

Automatic door sensor



Infrared sensor



Industrial door sensors



Push plate

Machine vision lighting

Global Share

30%

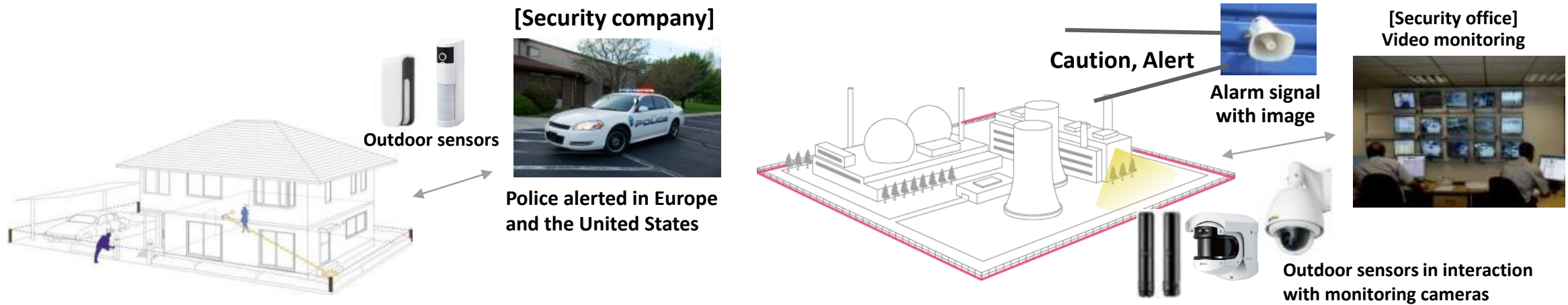
LED inspection lighting



LED lighting systems for image inspection

SS Business – Security sensors

Largest market share in the world for outdoor intrusion detectors



Residential



Executive homes

Commercial



Offices

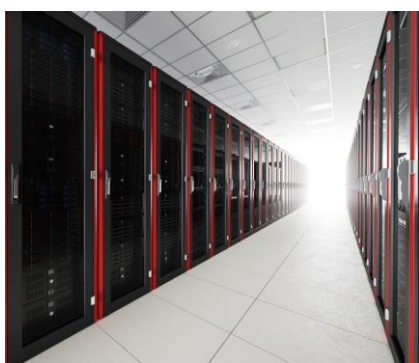


Warehouses

High Security



Oil, gas, and other infrastructure facilities



Data Centers

SS Business – Automatic door sensors

Domestic market share: Over 50%

Overseas market share: Over 20%

1980

Developed the world's first far-infrared automatic door sensor



Mat switch (on the floor)



The world's first automatic door sensor

Reduces air conditioning energy loss and contributes to CO2 reduction



Improve air conditioning efficiency by preventing the unnecessary opening and closing of doors.



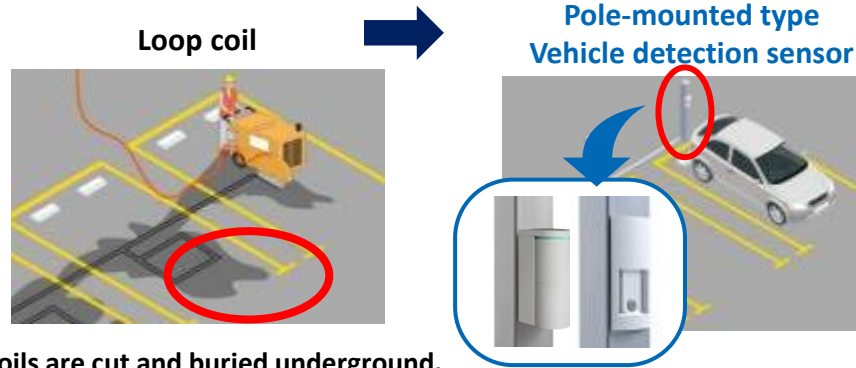
Ensure the detection of forklifts

SS Business – Social and Environmental

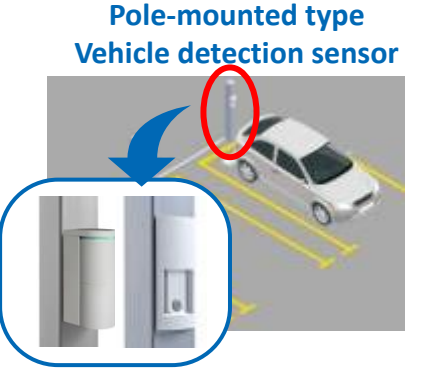
Vehicle Detection Sensors Smooth access for parking lots and traffic infrastructure through vehicle detection sensors with low environmental impact.

[Parking Management]

Eliminate the need for coil burial work.



Coils are cut and buried underground.
Coils are not reusable.



Easy installation and maintenance.
Relocatable and reusable.

[Gate operation]

Automatic gate operation applications for residences, business sites and others



No burial work required to facilitate installation and maintenance



Commercial facilities /public facilities



Coin-paid parking lots

Water Quality Measurements Automation from water quality measurement to data management for efficient water quality monitoring and preventive maintenance.



Sensors



Gateway



Data management service



Water treatment plants /factories



Aquaculture farms

IA Business – Factory Automation (FA)



Providing sensors that help automate and save labor in factory production processes.

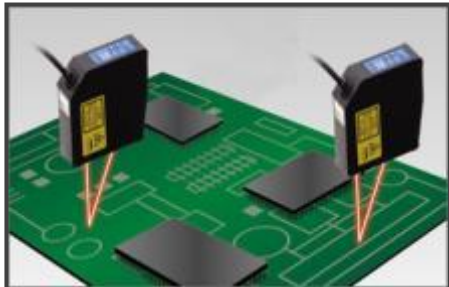
Displacement sensors



Products for semiconductor, electric, and electronic parts industries



Measurement of smartphone frame height

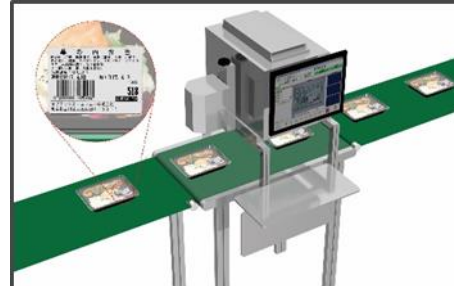


Measurement of substrate tilt/warp

Image sensors



Products for the three-item industries (food, pharmaceutical and cosmetic items)



Inspection of use-by dates printed on packages

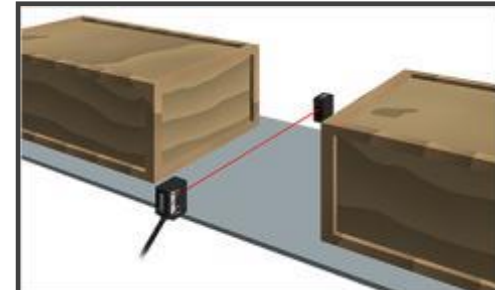


Inspection of use-by dates printed on milk cartons

Photoelectric sensors



Products for the logistics industry



Detection of passing wooden boxes



Detecting boxes protruding from shelves in automatic warehouses

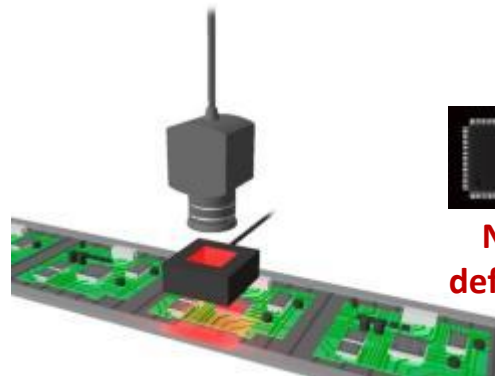
IA Business – Machine Vision Lighting (MVL)

CCS: Producing image inspection lighting using LED since 1993.

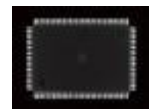
Image inspection lighting*

*also called Machine Vision (MV) lighting.

When producing something at a plant, each stage of work requires an inspection process. The object to be inspected is imaged using lighting, a power source, lenses, and cameras, and are then judged to be “good” or “defective”.



Inspection for defects in parts mounted on a printed circuit board

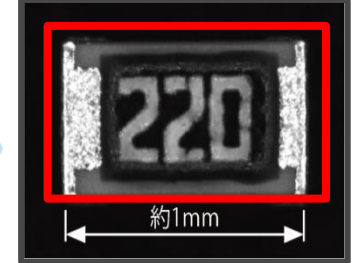
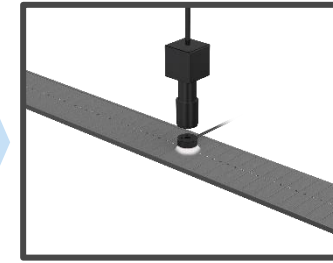


Non-defective

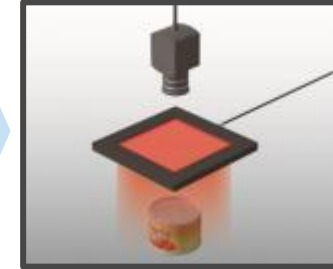
Missing



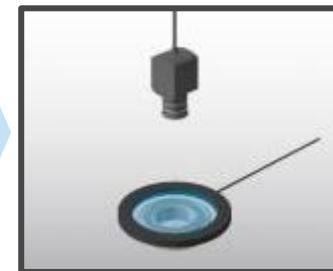
Imperfection
→ Defective



Letter/shape imaging (Small chip parts; about 1mm)



Imperfection imaging (surface of can)



Engraved letter imaging (bearing)

IA Business – Industrial PC (IPC)

Providing products highly reliable in environmental durability, noise insulation, and more.

Our competitive edge is long-term technical support services based on extensive hardware and software development expertise.

Embedded Boards

Provision of computer platforms for equipment used for semiconductor manufacturing, medical services and communications



Production and Infrastructure System

Systems that solve issues related to production frontlines and social infrastructure



Advanced Measurement/Control Systems

Advanced system products, such as robots, for measurement and control operations



Automation Systems

Boasting advanced mechatronics technology

- ✓ High-speed/high-precision filling technology
- ✓ High-speed material handling technology, etc.

→ High quality meeting exacting standards



Since its founding, MITSUTEC has been manufacturing automation systems such as secondary battery manufacturing lines.

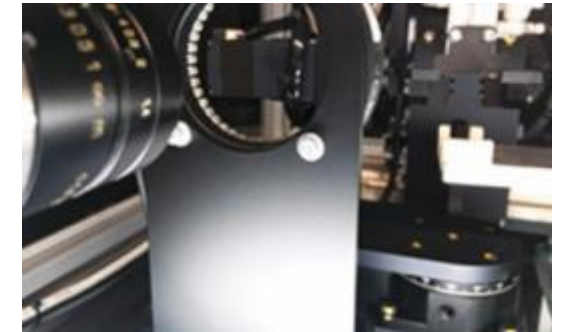
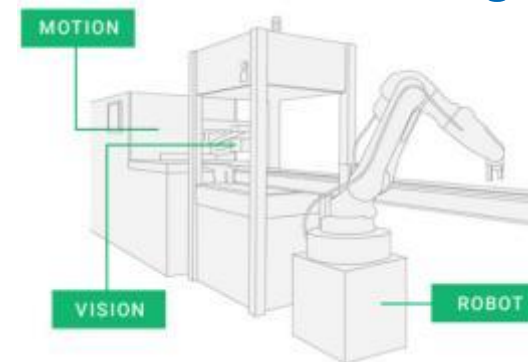
Image Processing Inspection Systems

"Motion technology"
to move things

×

"Vision technology"
to see things

→ Providing optimum solutions



MITSUTEC builds an image processing inspection system that offers solutions to customer issues by combining cameras, LED lighting, measuring instruments, etc.

ESG's Efforts _ We are proactively addressing ESG issues to enhance our corporate value. See our ESG report [here](#).



Environment

Initiatives to tackle environmental issues

[Support for the TCFD Recommendations]

We established a long-term goal of “reducing CO2 emissions by no less than 30% by 2030 compared to FY2019,” and are pursuing measures according to the TCFD framework with a focus on the climate change response project.

[Contribution to the Reduction of CO2]

Making efforts to expand the use of environmentally friendly products and solutions

Automatic door sensors



Improve air conditioning efficiency by preventing the unnecessary opening and closing of doors.

Machine Vision Lighting



Feedback control that automatically adjusts brightness helps achieve energy conservation.



Social

Initiatives for social issues

Aiming to become the No. 1 self-realization company, we support the growth of our employees, cultivating human resources to help them demonstrate their abilities, and improve the work environment.



OPTEX CO., LTD. and OPTEX FA CO., LTD. are recognized as companies committed to good health and productivity management and are certified as Health and Productivity Management Organizations in recognition of their efforts to increase health awareness, improve lifestyles and strengthen mental health measures.



Governance

Corporate governance initiatives

Four of the directors and members of the Audit & Supervisory Committee, who account for one-half of the total (8), are Independent Outside Directors. Experts (certified public accountants and lawyers) are appointed.

*The number of the Directors and members of the Audit & Supervisory Committee is as of March 27, 2024.



Improving strategy quality by making decisions through active discussions held by the board of directors to further improve our corporate value.

<https://www.optexgroup.co.jp/en/>