

JULY 1, 2016

IWAKI AMERICA INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

SUMMARY OF MATERIAL MODIFICATION

To: Participants and Beneficiaries

Iwaki America Inc. Employee Savings and Profit Sharing Plan (the "Plan") has been amended. This is a summary of the modification that was made, effective July 1, 2016. You should read this summary along with the Summary Plan Description that we have already distributed to you. If there is a discrepancy between the terms of the amended Plan and this Summary of Material Modification, the provisions of the Plan will control. Please file this Summary of Material Modification with your copy of the Summary Plan Description.

Changes to the Plan

How do I participate in the Plan?

All Contributions

Additional Excluded Employee provisions

Any Employee performing services for the Employer under a student cooperative or student intern is excluded for All Contributions. See the Plan Administrator for additional information if you are not sure if this affects you.

Eligibility Conditions. You will be eligible to participate in the Plan when you have attained age 21. However, you will actually enter the Plan once you reach the Entry Date as described below.

If you have questions, please contact the Plan Administrator.