

Respect for Human Rights

Basic Approach

The OKI Group aims to contribute to solving social issues based on the enterprising spirit set forth in our corporate philosophy and recognizes that the foundation of all of our activities must be to consider the human rights of each and every person connected to OKI in our operations. As a signatory to the United Nations Global Compact (UNGC), OKI respects international human rights norms, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. To ensure understanding by all OKI Group executives and employees, as well as suppliers and other stakeholders directly involved in its businesses, products, and services, the OKI Group promotes initiatives based on the OKI Group Human Rights Policy, which was established in fiscal year 2022 in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs).

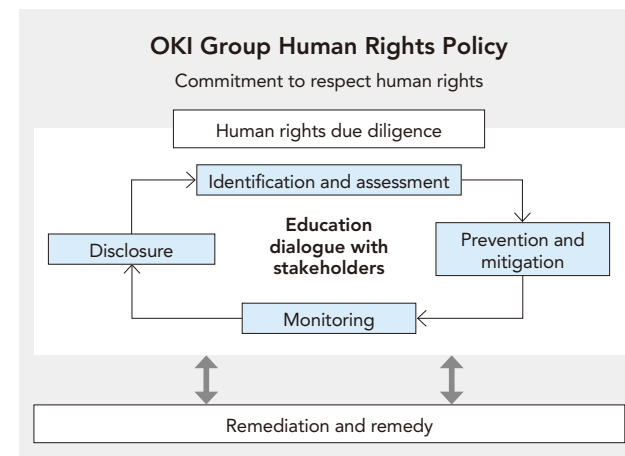
Please refer to the website below for details.
<https://www.oki.com/global/sustainability/social/humanrights/policy/>

Structure

As shown in the diagram below, initiatives related to human rights are promoted within the sustainability promotion structure by theme, and we have established and operate a human rights due diligence mechanism in line with the OKI Group Human Rights Policy.

In terms of remediation and remedy, OKI is continuing to consider the establishment of a point of contact for rights holders outside the Group.

Structure of the OKI Group Human Rights Policy and Theme-Based Responsible Divisions



Themes	Responsible Divisions
Dissemination of the Human Rights Policy	Sustainability promotion
Human rights due diligence planning and promotion	Sustainability promotion
• Risk management of human rights and labor-related issues within the Group (including human rights and harassment education)	Human resources & general affairs
• Human rights and labor surveys in the supply chain (CSR procurement)	Procurement
• AI ethics (AI governance)	Technology
Internal whistleblowing system	Risk management
OKI Group critical incidents reporting system	Risk management
Harassment consultation hotline	Human resources & general affairs

Initiatives for Material Issues and Results

Material Issue	Key Initiative Theme	Initiatives for FY2023 to FY2025	FY2024 Results
Strengthening management foundation to support sustainable growth	Ensure rigorous adherence to human rights	<ul style="list-style-type: none"> Establishing systems in line with the UNGPs, and efforts toward the continuous operation of human rights due diligence Strengthening AI governance based on domestic and international discussions 	<ul style="list-style-type: none"> Obtained RBA VAP audit Silver status at OKI Data Manufacturing (Thailand) Co., Ltd., a printer manufacturing company Strengthened governance framework based on AI service provider guidelines For other achievements, please refer to the information below

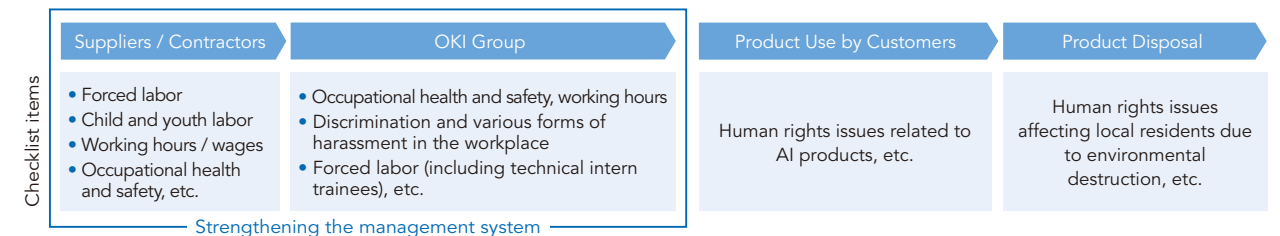
Key Initiatives for Fiscal Year 2024

- Conducted surveys at OKI manufacturing sites and certain domestic manufacturing subsidiaries to identify initiatives and issues related to human rights
- Updated the OKI Group Supply-Chain CSR Deployment Guidebook as the OKI Group Sustainable Procurement Guidelines and conducted a pilot survey
- Conducted a human rights risk assessment to identify potential negative human rights impacts the OKI Group may cause and specified priority issues (see below)
- Provided sustainability education for all domestic Group employees, continuing from the previous fiscal year (participation rate of 99.9%) to promote awareness of the OKI Group Human Rights Policy within the Company
- Shared domestic and international AI trends internally and discussed measures to strengthen governance frameworks based on AI service provider guidelines
- Enhanced literacy training content for OKI employees in response to the EU's AI Act
- Launched an internal AI information portal site for OKI Group employees to organize and share information on AI-related risks

Strengthening Human Rights and Occupational Health and Safety Management

In fiscal year 2024, with the aim of strengthening the OKI Group's overall human rights and occupational health and safety management framework, we identified external trends and internal issues and defined the scope and level of responses to be addressed over the medium to long term as a group. Based on the results of the human rights risk assessment conducted in January 2025, we are focusing on strengthening human rights and occupational health and safety management systems across the Group, particularly at manufacturing sites and within the supply chain. At manufacturing sites, we are shifting from initiatives implemented at the individual site level to initiatives aimed at building a Group-wide management framework that also incorporates human rights themes. We are working to strengthen our initiatives for sustainable procurement in our supply chain. [▶P. 37](#)

Human Rights and Occupational Health and Safety Management System Issues in the OKI Group



Please refer to the websites below for details.
Respect for Human Rights <https://www.oki.com/global/sustainability/social/humanrights/index.html>
OKI Group AI Principles <https://www.oki.com/global/technologies/ai/>