July 15, 2026

Company name: Oki Electric Industry Co., Ltd.
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Securities code: 6703 (Prime Market, TSE)
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Notice Regarding the Implementation of Special Measures for the Second Career Support Program

OKI has decided, at the Board of Directors meeting held today, to implement special measures under the Second Career Support Program for employees of OKI and its subsidiaries. Details are set forth below.

1. Rationale

Under Management Plan 2031, launched this fiscal year, the OKI Group aims to transform itself into a company in which each employee becomes a “Future-Makers” and, guided by enterprising spirits and committed to “Shaping Next for Society.”

In light of the rapid evolution of AI and changes in the business environment, we are promoting a range of initiatives aimed at sustainable growth and enhanced corporate value.

To advance this transformation, it is essential to respond to changes in business processes and roles brought about by the progress of AI and DX, to shift human capital toward growth areas, to pass on experience and expertise to the next generation, and to optimize talent allocation in line with our business strategy.

We also recognize it as an important initiative under our intellectual capital management to support each employee in proactively shaping his or her own career and expanding opportunities through reskilling and new challenges.

Accordingly, in order to support employees who wish to pursue new career paths during this period of transformation, while also promoting organizational transformation and revitalization, OKI has decided to implement, on a time-limited basis, special measures under the Second Career Support Program.

This special measure is intended to support employees who have long contributed to the OKI Group in leveraging their experience and expertise to pursue new careers outside the Company. We believe it will encourage autonomous career development and contribute to maintaining and strengthening the Group’s medium- to long-term competitiveness.

2. Program Overview

(1) Eligible Employees	Regular employees of Oki Electric Industry Co., Ltd. and its Group companies who are 55 years of age or older and have 10 or more years of continuous service as of October 31, 2026, as well as employees reemployed after mandatory retirement
(2) Number of Applicants	No fixed limit
(3) Application Period	August 17, 2026 to September 25, 2026
(4) Retirement Date	October 31, 2026
(5) Support Provided	A special additional payment will be paid on top of the regular retirement allowance. In addition, outplacement support services will be provided to those who wish to use them.

3. Outlook

At this time, we have not revised our consolidated earnings forecast for the fiscal year ending March 31, 2027. Once the number of applicants under this program is confirmed and the impact on earnings becomes clear, we will promptly disclose the relevant information.