



## **Komori Group Slavery and Human Trafficking Statement (FY2025)**

This statement discloses the Komori Corporation Ltd. and its subsidiaries' (hereinafter referred to as Komori Group) policies and initiatives regarding the prevention of modern slavery and human trafficking, in accordance with Section 54 of the UK Modern Slavery Act, 2015.

### **1. Our business and supply chains**

Komori Group is in the machine manufacturing sector, and our business is to develop, design, manufacture, sell, and repair printing machines, printing-related equipment, and their accessories. We mainly supply offset printing machinery for publication and commercial use, special printing machinery for banknotes and securities, and printing-related equipment, for major printing companies and government printing organizations as our main customers. As of March 2025, we operate our business in Japan, North America, Europe, Greater China, and Southeast Asia, with offices in countries and regions around the world and 2,625 employees worldwide.

Further information about our company and business is available in the URL below.

<https://www.komori.com/en/global/>

We also procure various parts, such as materials, mechanical parts, electronic parts, and some finished products, from suppliers around the world.

### **2. Policies in relation to slavery and human trafficking**

#### **1) Policies applicable to the Komori Group**

The Komori Group established the Komori Group Human Rights Policy in 2024 in accordance with international norms regarding human rights, such as the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates fundamental rights at work. The details are available in the URL below.

[https://www.komori.com/en/global/sustainability/social/komori\\_human\\_rights\\_policy.html](https://www.komori.com/en/global/sustainability/social/komori_human_rights_policy.html)

Komori Group has established The Komori Group's Code of Corporate Conduct and the Komori Group Employee Code of Conduct to be observed by all employees.

The Komori Groups Code of Corporate Conduct prescribes respect for fundamental human rights in the provision below.

*Respond to the globalization of business activities, comply with laws of each country and region, and respect various international norms including human rights. Also, give due consideration to local culture and customs, contribute to the development of printing culture and technology in the country and region. Top management recognizes that it is their role to realize the spirit of this Code and takes the initiative to ensure this is carried out within the company, as well as at group companies and business partners.*

The details are available in the URL below.

[https://www.komori.com/en/global/sustainability/social/code\\_of\\_corporate\\_conduct.html](https://www.komori.com/en/global/sustainability/social/code_of_corporate_conduct.html)

The Komori Group Employee Code of Conduct, similarly, clearly prescribes respect for human rights as a basic stance for employees.

## 2) Policy Applicable to the Supply Chain

The Komori Group is committed to inspiring its partners, including suppliers, and to fostering broad-based co-creation and collaboration.

To this end, we have established the *Basic Procurement Policy* and, through our *CSR Procurement Guidelines*, we request that all suppliers respect human rights.

The details are available in the URL below.

<https://www.komori.com/en/global/sustainability/social/esg.html#s02>

## 3. Due Diligences for preventing slavery and human trafficking

### 1) KOMORI GROUP'S Initiatives

To prevent slavery and human trafficking in our group, Komori Group provides a pamphlet containing The Komori Group's Code of Corporate Conduct and the Komori Group Employee Code of Conduct to our employees when they join our companies to ensure that they comply with the norms and standards, including respect for human rights.

We also provide a whistleblowing system at each Komori Group company in Japan, and a consultation service for our regular/temporary employees and Workers under contract

### 2) Supply Chain Initiatives

In fiscal year 2024, the Komori Group conducted briefing sessions and monitoring activities for domestic suppliers based on the *CSR Procurement Guidelines*. Through

these efforts, we received responses from 109 companies, which were subsequently evaluated.

In addition, we visited key suppliers to conduct interviews and provide support.

To further enhance transparency and fairness in our business transactions, we have also established a dedicated contact point on the Komori Group website for domestic suppliers.

#### 4. Training

##### 1) KOMORI GROUP'S Initiatives

Komori Group in Japan conducts annual compliance training for our employees, during which employees are informed that they will not violate human rights or engage in discrimination for any reason. In the fiscal year ended March 2025, 1,755 employees have already been trained.

##### 2) Supply Chain Initiatives

During the supplier briefing sessions held in Japan, the Komori Group provided an overview of recent developments concerning human rights issues and requested cooperation in adhering to the *CSR Procurement Guidelines*.

This statement was reported to the Board of Directors on August 27th 2025.

August 27th 2025

Satoshi Mochida

Representative Director, President and Chief Executive Officer (CEO)