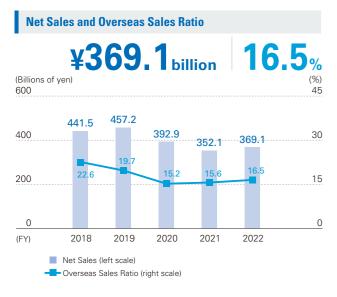
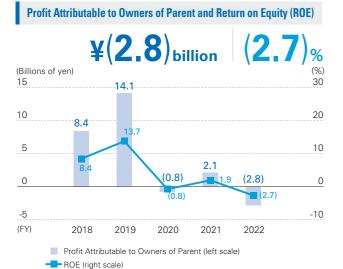
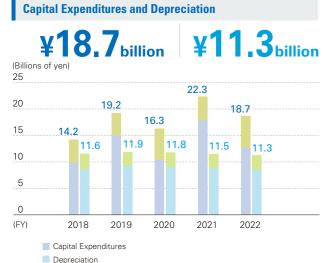
## VALUE CREATION STORY

# FINANCIAL AND NON-FINANCIAL HIGHLIGHTS

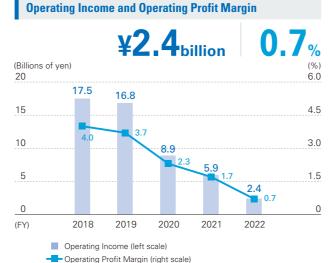
**Financial Highlights** 





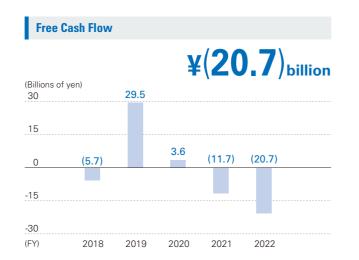


Note: The shaded area(s) represent intangible assets

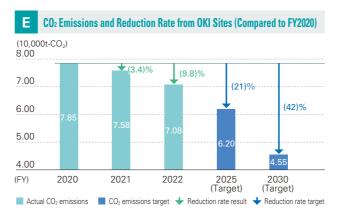






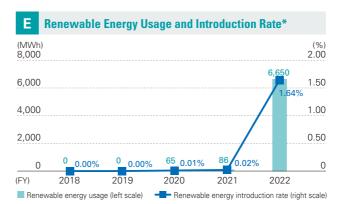


### Non-Financial Highlights



Based on the OKI Environmental Vision 2030/2050 in accordance with the SBT (Science Based Targets for greenhouse gas reduction consistent with the Paris Agreement), we have set a target of 42%  $CO_2$  reduction (compared to fiscal year 2020) from our sites in fiscal year 2030 and net zero emissions in 2050, and are promoting initiatives from a medium- to long-term perspective.

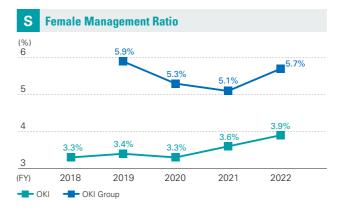




To achieve the SBT 1.5°C target, we have been promoting thorough energy conservation as well as the introduction of renewable energy. We have been strengthening our renewable energy initiatives since fiscal year 2022, installing solar panels on our own facilities, as well as purchasing Non-Fossil Certificates and other renewable energy certificates.

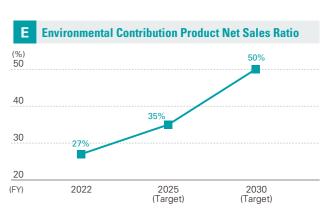
\*Total amount of electricity generated for equipment at our facilities and purchased renewable energy certificates, such as Non-Fossil Certificates and J-Credits that are applied to the amount of energy used, and percentage of total energy usage



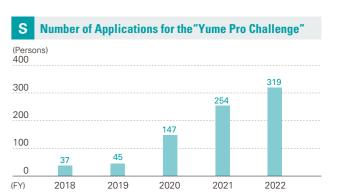


OKI's target is to increase the female management ratio to at least 5% (OKI) by April 2026. In the future, we aim to achieve an equal ratio of female managers proportional to female employees, and will strengthen our initiatives to encourage female employees to play an active role.

#### ▶ P37 HUMAN RESOURCE MANAGEMENT

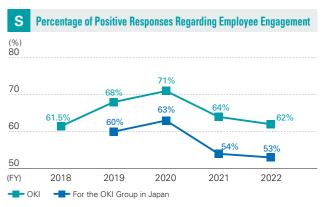


We aim to create and expand environmental contribution products, including products that address climate change, and are strengthening our environmental initiatives through our core business, including revising our definitions in light of the external situation. Our target is to have net sales of environmental contribution products account for 50% of total Group net sales by fiscal year 2030.



▶ P41 CONSIDERATION FOR THE ENVIRONMENT

In order to realize full participation innovation, OKI is developing human resources through innovation training for all occupations as well as building an innovation management system. There is an increasingly high number of applications each year for the "Yume Pro Challenge," our business idea contest for sustainably creating new businesses, and some cases of commercialization have begun to emerge.



#### ▶ P29 INNOVATION INITIATIVES

Our target is to increase the percentage of positive responses for items related to job satisfaction (OKI work engagement) in the employee awareness survey to 70% (Domestic OKI Group) by fiscal year 2025. We aim to achieve this target through initiatives centered on the Organizational Culture Reform Department that was newly established in fiscal year 2023.

#### ▶ P37 HUMAN RESOURCE MANAGEMENT