

OKI *Open up your dreams*

Social and
Environmental
Report
2009

The OKI Group's initiatives of corporate social responsibility (CSR) focus on contributing to the improvement of the quality of life for people around the world through sound corporate activities based on our corporate philosophy.

| Corporate Philosophy |

The people of OKI, true to the company's enterprising spirit, are committed to creating superior network solutions and providing excellent information and communications services globally to meet the diversified needs of communities worldwide in the information age.

OKI Group Charter of Corporate Conduct

For the betterment of corporate value, the OKI Group (OkI Electric Industry Co., Ltd. and members of its group of companies) seeks to provide satisfaction to its customers at all times and to become a trusted partner for our stakeholders, including shareholders and investors, employees, customers and suppliers, and the local societies of the areas in which it operates. In addition to complying with all related laws and regulations, the OKI Group will implement sound corporate activities consistent with social norms, and contribute to the improvement of the quality of life for people around the world.

Customer Satisfaction

The OKI Group is dedicated to developing and providing products and services that ensure continued customer satisfaction, in full consideration of safety and ease of use.

Fair Corporate Activities

The OKI Group conducts appropriate transactions and works to ensure fair, transparent, and free competition.

Good Communication

The OKI Group engages with society through a variety of interactions, and discloses company information in manners that are appropriate and fair.

Intellectual Property and Information Management

The OKI Group recognizes the importance of intellectual property, and properly manages and protects company and customer information, including personal information.

Respect for Human Rights

The OKI Group respects the human rights of all persons involved in its corporate activities and eliminates illicit discrimination of any kind. It does not allow child labor nor forced labor.

A Better Working Environment

The OKI Group ensures and maintains a safe and comfortable working environment for all employees.

Respect for Employees

Respecting the individuality of each employee, the OKI Group creates a corporate culture in which its personnel are encouraged to engage challenges facing the group with courage and determination.

Environmental Conservation

In order to realize and pass on a better global environment, the OKI Group promotes environmental management and makes efforts to conserve the environment through its products and its business activities.

Social Contribution

As a good corporate citizen, the OKI Group implements social contribution activities dedicated to the betterment of society.

Regional Awareness

The OKI Group endeavors to build a positive relationship and grow together with local societies, respecting the cultures and customs of the countries and regions in which it operates.

The OKI Group, as described in its corporate philosophy, aims at contributing to the improvement of the quality of life for people around the world through its core business, namely the manufacturing and distribution of products and services that can serve the development of the information age. What underlies the group's CSR (corporate social responsibility) initiatives is our commitment to the pursuit and fulfillment of this idea.

In order to cohesively promote our CSR initiatives, we enacted the OKI Group Charter of Corporate Conduct as a statement of values to be shared by all member companies of the group. In addition, we also established the OKI Group Code of

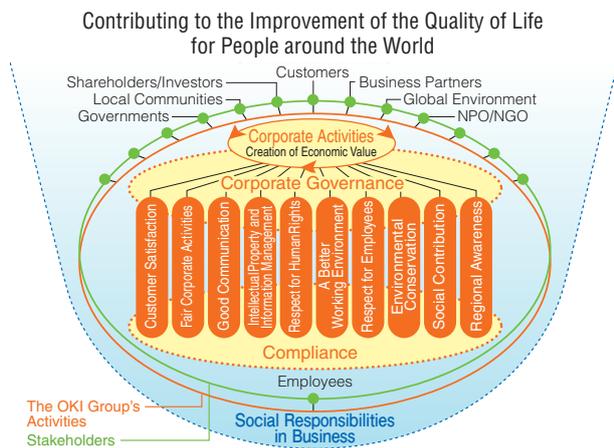
▶ Foundation of CSR at the OKI Group



Conduct which is to be conformed to by all executives and employees of the group. We have disseminated the charter and the code across the group through various means such as training programs. We have also defined seven priority themes to be pursued. The CSR Division, an organization dedicated to CSR-related efforts, takes the initiative in promoting activities under these themes.

We will continue to make every effort to fulfill our social responsibility based on our corporate philosophy by ensuring that each member of the group complies with the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct.

▶ CSR Initiatives by the OKI Group



Brand Statement “Open up your dreams”

OKI aims to create an e-Society that enables to achieve the dreams and hopes of all stakeholders.

The brand statement of OKI expresses the opening of a door to a society, where people around the world can lead more lives that are enriched, safe and secure.

The statement also expresses our dream to contribute to the e-Society.

“Opening up your dreams” and “accomplishing our ambitions” are OKI’s commitments that are inherent in its brand statement.

— **OKI opens up your dreams** —

OKI *Open up your dreams*

* e-Society : a society based on global networks that allows individuals to carry out any social activities fairly, safely and infallibly, without time-space constraints, surpassing differences in nationality, regional characteristics and culture.

A Message from the President

We keep customers' trust and help people enjoy a more improved quality of life through our perpetual challenges and sincere business activities based on an “enterprising spirit.”



Hideichi Kawasaki

Hideichi Kawasaki

President

Oki Electric Industry Co., Ltd.

We will fulfill our responsibilities to society in accordance with our corporate philosophy.

Meikosha, Japan's first manufacturer of telecommunications equipment and the predecessor to OKI, was established in 1881. With an enterprising spirit, it took on the challenge of producing telephone sets soon after the Meiji Restoration, only five years after Alexander Graham Bell's invention of the telephone, and ultimately succeeded.

In short, OKI has been enthusiastically taking on new challenges in unknown fields since its inception. This attitude embodies our corporate philosophy that underlies our CSR initiatives: "The people of OKI, true to the company's enterprising spirit, are committed to creating superior network solutions and providing excellent global information and communications services to meet the diversified needs of communities worldwide in the information age."

We contribute to society through our products and services.

Based on this philosophy, we have developed innovative technologies catering to social needs such as those about telephony, printing, imaging and computing, and created a wide spectrum of products and services utilizing them. Today, we provide many products and services that support social infrastructure including operational systems for financial institutions, automated teller machines (ATMs), ticket issuing and check-in systems for transportation services, and other public systems. In addition, our printers using LED as their light sources are being widely used in many different countries. We will continue to meet the expectations of our customers and society, and help people enjoy a more improved quality of life by creating and offering quality products and services that are safe to use.

We facilitate the globalization of our operations and CSR initiatives.

As we grow into an increasingly global corporation, our social responsibility is becoming heavier and more multifaceted. Realizing the importance of fulfilling this responsibility, we have enhanced corporate governance and facilitated the implementation of group-wide CSR-related activities. Part of such efforts was the enactment of the OKI Group Charter of Corporate Conduct, the statement of values to be shared with all group companies, and the OKI Group Code of Conduct that should be conformed by all executive officers and employees. We have disseminated the charter and the code across all companies of the group inside and outside Japan. In order to further contribute to society, we will continue to promote our CSR initiatives by meeting expectations of various stakeholders and playing our role through our global network.

We address the prevention of global warming and the management of chemical substances in order to realize a better global environment.

From this perspective, we believe that environmental activities form an integral part of the OKI Group's CSR initiative.

In fiscal 2008, upon the commencement of the commitment period of the Kyoto Protocol, Japanese businesses were strongly urged to make further efforts for the prevention of global warming, such as the trial opening of a market for domestic emission trade and the review of the relevant laws and regulations. Fully utilizing "company-wide network-type environmental management system," the OKI Group has been involved in various activities to help prevent global warming including the improvement of the energy use efficiency in the production processes at its Japanese and overseas sites. We are also ready to take appropriate measures in response to any trends after the Kyoto Protocol with medium- and long-term perspectives.

On the other hand, as the full-scale implementation of the REACH regulation has already started, an increasing concreteness and effectiveness are called for in measures for managing chemical substances in products by companies manufacturing and importing chemicals in Europe. While chemical substances are useful for improving living standards, the inappropriate management thereof could cause a threat to our health and life. The OKI Group will enforce its system to manage chemical substances in order to conform with increasingly demanding regulations around the world.

We will carry out CSR-related activities that offer peace of mind to all stakeholders.

The OKI Group's brand statement, "Open up your dreams," is our commitment that expresses the values we offer to our stakeholders in accordance with the aforementioned activities and guidelines. We will continue to make steady and sincere efforts for our CSR initiatives, and further increase our corporate value in order to open the door to a safer, more secure society and offer greater peace of mind to various stakeholders involved in the group.

This Social and Environmental Report 2009 is intended to help all stakeholders better understand the OKI Group's social and environmental activities carried out in fiscal 2008. We sincerely hope that as many people as possible will read this report. Your honest opinions regarding our CSR initiatives would be greatly appreciated.

June, 2009

Company Profile

Profile

Oki Electric Industry Co.,Ltd.

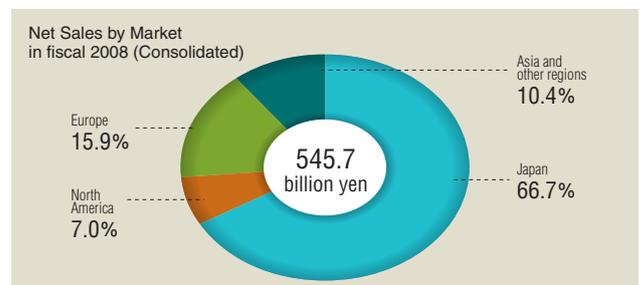
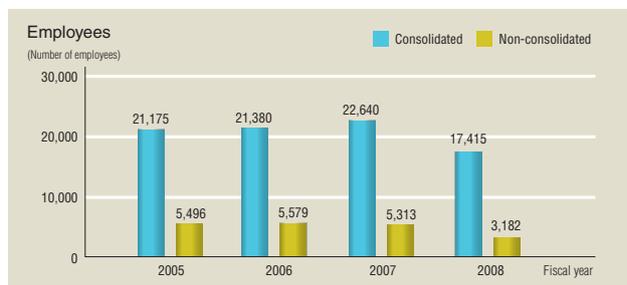
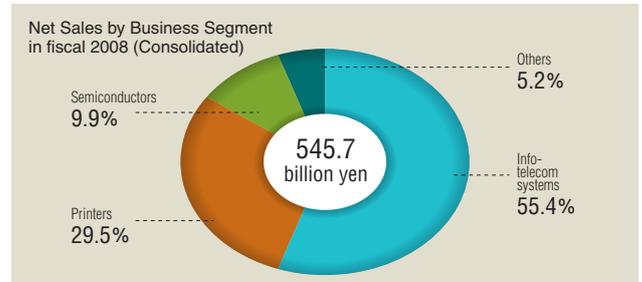
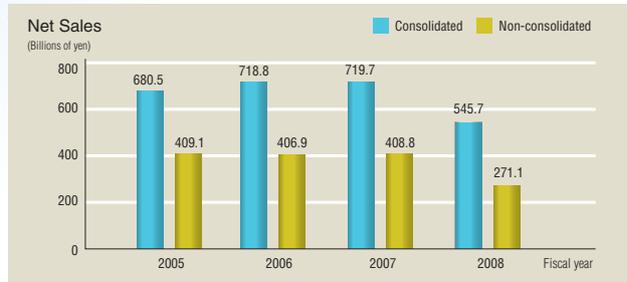
Founded in: January 1881

Company Established: November 1, 1949

Common Stock: 76.94 billion yen

Employees: 17,415 (Consolidated) , 3,182 (Non-consolidated)
(As of March 31, 2009)

Head Office: 16-11, Nishi-shinbashi 3-chome,
Minato-ku, Tokyo 105-8460, Japan
TEL: +81-3-5403-1211



Editorial Policy

- The OKI Group "Social and Environmental Report" featuring our social and environmental efforts is published in order to inform our stakeholders of the group's CSR (corporate social responsibility) initiatives in an easy-to-understand way.
- The OKI Group has published the Environmental Report every year since 1999 in order to disclose environment-related information and promote better understanding of our environmental management. In addition, we have annually published the Social Responsibility report since 2005 in order to inform our stakeholders of our social efforts in particular from among our CSR-related activities. In compiling information on our social and environmental activities in fiscal 2008, we decided to integrate these two annual reports into one as the "Social and Environmental Report". We believe the integrated report covers the contents of the two reports in a more compact and easy-to-understand way without quality degradation.

- This report features five articles under the title "Meeting Our CSR Commitments" that cover five key challenges for the OKI Group in which our stakeholders as well as the public show an intense interest. The report also describes our seven priority themes concerning social responsibility and our efforts made in fiscal 2008. The report also includes the "References" section at the end which covers performance data concerning our environmental activities.



GRI (Global Reporting Initiative): An international NGO that develops and disseminates globally applicable sustainability reporting guidelines.
 ISO26000 (International Organization for Standardization 26000): An international standard providing guidelines for social responsibility (that is currently being developed).
 EICC (Electronic Industry Code of Conduct): A code of conduct established under the leadership of electronic manufacturers in the United States.
 GeSI (Global e-Sustainability initiative): A partnership of information and communications technology companies that published an analytical report on sustainability in April 2008.

CONTENTS

Business Segments

Info-Telecom Systems

In meeting the needs of the age of NGN (next-generation networks), the OKI Group develops financial, communication and information systems based on its info-telecom technology.



Printers

The OKI Group manufactures and distributes black and white printers, color printers and multifunctional printers around the world.



Semiconductors*

(- September 2008)

* About our business structure after October 1, 2008

As global competition has become more intense, OKI has been implementing a company-wide reform of its business structure in order to increase its competitiveness and enhance its corporate value. As part of this reform, OKI spun off its semiconductor business to establish a new subsidiary, OKI Semiconductor Co., Ltd. on October 1, 2008. Furthermore, 95% of the new subsidiary's shares were transferred to Rohm Co., Ltd. on the same day so that both OKI and Rohm can benefit from the synergy achieved by this relationship.

Under this new business structure, the OKI Group will strengthen its info-telecom business and mechatronics business (which include the manufacturing and distribution of automated teller machines and printers), continue to meet expectations from various stakeholders, and further improve our corporate value.

Scope Covered by this Report

< Time Period >

This report covers fiscal 2008 (the year from April 1, 2008 to March 31, 2009). However, the report also discusses some facts preceding this period as well as policies and plans to be implemented in subsequent periods.

< Organizations >

The report covers the activities of Oki Electric Industry Co., Ltd., its subsidiaries and affiliates inside and outside Japan. Environmental data mentioned in this report refer to 15 OKI sites in Japan, 18 group companies in Japan and 7 overseas group companies. (See Page 39)

< Corporate Names / Names of Organizations >

In this report, Oki Electric Industry Co., Ltd. is referred to as "OKI," and its corporate group, including its subsidiaries and affiliates, as the "OKI Group." The names of the organizations referred to in this report, in principal, are those used as of April 2009.

Reference Guidelines

Sustainability Reporting Guidelines Version 3.0(GRI)
Environmental Reporting Guidelines (2007 Version) (the Ministry of Environment)
Environmental Accounting Guidelines 2005 (the Ministry of Environment)

Forecasts, Plans and Targets

In addition to factual information about the past and current activities of the OKI Group, this report also includes forecasts, plans and targets for the future. They reflect assumptions and judgments based on information available at the time of writing. Thus, readers are requested to understand that the future results of the company's activities could be different from what is described in this report.

OKI Group's CSR	2
A Message from the President	4
Company Profile / Editorial Policy	6
CONTENTS	7

Special Features: Meeting Our CSR Commitments

01 Contribution to Society by Realizing Ubiquitous Services	
Creating a new value in transportation for the greater safety of pedestrians and automobiles	8

02 OKI's Efforts toward the Realization of a Low Carbon Society	
Serving the prevention of global warming through the reduction of carbon dioxide emitted in the process of business activities and the promotion of green IT	10

03 OKI's Information Security as a Leader in the Information Society	
Enhancing information security systems and implementing effective security measures	12

04 Management of Production Sites Giving Due Considerations to Customers, Local Communities and Employees	
Contributing to countries and regions in which we operate by improving the quality of management in product quality, environment conservation, and occupational health and safety	14

05 Conformity with Increasingly Demanding Regulations about Chemical Substances Contained in Products	
Building a new management system and providing products meeting customer needs and relevant regulations through the utilization of OKI's innovative technology	16

Corporate Governance	18
Promoting CSR at the OKI Group	19
■ Full Compliance with Laws and Regulations	20
■ Information Security	22
■ Improvement of Customer Satisfaction	24
■ Good Communication with Shareholders and Investors	27
■ Respect for Employees	28
■ Consideration for the Environment	32
■ Social Contribution	36

Data & Information	39
Building Trust	47

For further information, please contact

CSR Division
Oki Electric Industry Co., Ltd.
e-mail: oki-csr@oki.com

01

Contribution to Society by Realizing Ubiquitous Services

Creating a New Value in Transportation for the Greater Safety of Pedestrians and Automobiles

Ubiquitous Services Accessible Whenever and Wherever

We have now entered a new era where we can communicate with anybody or anything whenever and wherever necessary, thanks to the popularization of mobile devices such as mobile phones, laptop PCs as well as the establishment of broadband infrastructure and NGN (Next Generation Network).

The development of such ubiquitous networks has changed the perception of services of people around the world, their life styles and social structures. Let us take a simple action of withdrawing money as an example. Several decades ago, we had to go to bank counters with our bank books and seals during business hours to draw money from our own accounts. Then we started using cash cards and ATMs. Today we can deposit, withdraw and use electric money with our mobile phones. Further development of identity verification technology might allow us to draw money or shop at stores without carrying any devices in the future. When this future is realized, we will be freed from time, place and physical constraints. Ultimate ubiquitous services entail an environment in which we are surrounded by all kinds of services wherever we go with complete

access whenever necessary.

OKI has been involved in the development of various solutions in order to help realize ubiquitous services.

Information and Communication Technology Utilized for Automobile Transport

Automobile transport is one of the fields where ICT (Information and Communication Technology) is being utilized to realize ubiquitous services. Automobile transport forms an important part of social infrastructure. However it also causes some problems such as traffic accidents, traffic jams and air pollution. The Intelligent Transport Systems (ITS) program is an initiative intended to build a new transport system for users, roads and automobiles by use of ICT, and thus improve safety, transport efficiency and environmental conservation.

OKI has always been a pioneer in developing various technologies for the ITS initiative. For example, our proposal of developing RACS (Road Automobile Communication System) was accepted by the Ministry of Construction (the present Ministry of Land, Infrastructure, Transport and Tourism) in 1984.

Helping Realize a Safety Driving Assistance System through OKI's Inter-vehicle Communication System

In addition to VICS (Vehicle Information and Communication System) and ETC (Electronic Toll Collection) which have already been put to practical use, OKI has been working to develop various ITS solutions for the next generation based on these technologies. Among them is an inter-vehicle communication system that allows the direct communication of text data, sound and images between different automobiles. Since this system enables drivers to get traffic information such as that on accidents and traffic jams instantaneously, they are able to avoid rear-end accidents and other impact accidents.

The ITS Promotion Council is currently conducting a large-scale demonstration experiment of a safety driving assistance system aiming at the practical use thereof in 2010. OKI has provided all automobile manufacturers participating in this experiment with its inter-vehicle communication system. OKI also provide its road-automobile communication system to a demonstration

Yasuro Nakanomori

Yasuro Nakanomori

General Manager
ITS Business Unit



C o m m i t m e n t

We started working for transport-related systems with present ITS solutions in mind even before the development of the concept of ubiquitous services. We believe that ubiquitous services are necessary for automobile transport because it is an indispensable part of our social life. We also believes that ITS solutions could open up a lot of possibilities. OKI, as the first company to address technological development leading to the present VICS, has always been a leading player in this field. Taking in pride in being a pioneer, we will continue to create new services and values.

open to the public in February 2009. The system, featuring the 5.8GHz bidirectional radio communication technology developed for ETC, was used for a test-drive event on a public road during the demonstration.

ITS with Ubiquitous Services Envisioned by OKI

OKI believes that a wide spectrum of solutions offered through ITS are not limited to those for traffic safety, improved transport efficiency and environmental conservation. For example, OKI has been working to develop a system for tourist drivers in Okinawa as part of a project promoting Ubiquitous Special Zones facilitated by the Ministry of Internal Affairs and Communication. The system is designed to allow drivers to access information on tourist attractions available only through local people and offer concierge services for foreign tourists.

If automobiles could send and receive a wider variety of information in the future, such information could be used for various

purposes such as the production of a disaster prevention map, the evaluation of a road maintenance or improvement project, and the collection of basic data necessary for regional development plans. In other words, automobiles could be not only a basic means of transport but also an important part of information infrastructure.

On the other hand, we need to secure a new level of information security for a new information system. OKI has also been active in solving information security problems. We have developed various security-related technologies by our own, and have tried to find solutions to security issues through industry-academic-government projects. We will continue to make efforts to create a safer and more convenient society with ubiquitous services.

Stakeholder's Voice Masakatsu Ura



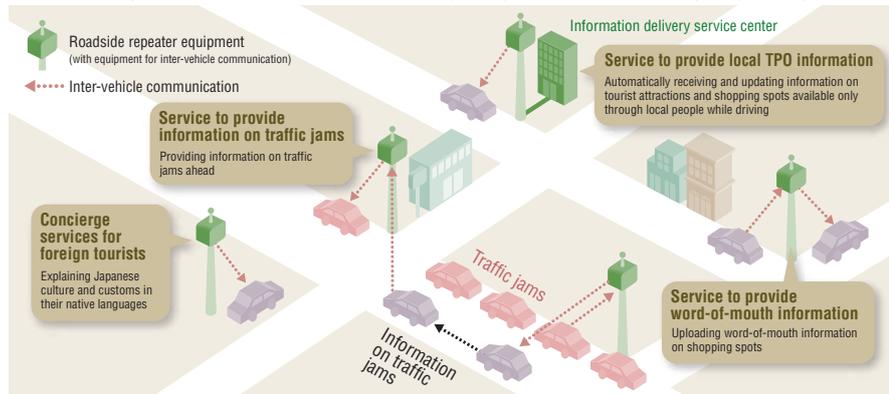
Masakatsu Ura

General Manager
Transport Systems Division
Nishitetsu Information
System Co., Ltd.

We have been involved in the utilization of IT in rail and bus transport as a member of the Nishitetsu Group. We have built a number of systems thus far by utilizing OKI's system building technologies and operational know-how in the ITS field. Among them are "Q-Bus Search", a highway bus location system, and a "transfer information system for highway buses" used at Kiyama Service Area on the Kyushu Expressway. These services have been highly acclaimed by our customers.

ITS solutions for the transport business are still in an early stage of implementation. We are interested in creating new businesses through them such as an information carrier service based on the inter-vehicle communication system, and an information service utilizing transport infrastructure such as rail and bus systems. We will continue to strengthen the partnership with OKI, try to meet the above targets one by one, and thus help realize comfortable ubiquitous services.

● ISLAND*, a system for tourist drivers in Okinawa developed as part of a project promoting Ubiquitous Special Zones



*ISLAND: Integrated Spot Local Assistance & News Delivery System for tourist drivers

Column

World's First Inter-vehicle Communication Attachment for Mobile Phones to Help Increase Pedestrian Safety

Since about 40% of traffic accident fatalities in Japan are pedestrians and bicycle riders, information exchange between pedestrians and automobiles have attracted considerable attention as effective measure to increase pedestrian safety. OKI has been working to develop "SPAN system", a system to enable communication between pedestrians and automobiles, based on technologies we have developed for the inter-vehicle communication system.

Following the development of the "Safety Mobile Terminal" utilizing mobile phone technology in May 2007, OKI succeeded to prototype the world's first "Safety Mobile Phone Attachment" in January 2009. Pedestrians can directly exchange location information with automobiles with inter-vehicle communication system by connecting this attachment to

their mobile phones. We aim at contributing to the "Intercommunication System for Pedestrians, Roads and Vehicles" to be launched in fiscal 2010 with this technology and helping decrease traffic accidents.

Furthermore, we will develop various applications effective for increasing safety such as a system to alert pedestrians to potential dangers via their mobile phones as well as a system for pedestrians and automobiles that allows them to effectively communicate their intentions.



Safety Mobile Phone Attachment

02

OKI's Efforts toward the Realization of a Low Carbon Society

Serving the Prevention of Global Warming through the Reduction of Carbon Dioxide (CO₂) Emitted in the Process of Business Activities and the Promotion of Green IT

Toward the Realization of a Low Carbon Society

Global warming is a common issue for all of humanity. In the face of growing concerns over the issue, there have been active discussions for reaching a global agreement on a long-term goal of "halving greenhouse gas emissions by 2050". Understanding that existing social systems need to be changed to achieve this goal, more and more people are becoming interested in the realization of a "low carbon society."

In Japan, the Action Plan for Achieving a Low-carbon Society was endorsed by the Cabinet in July 2008. Targeted at reducing greenhouse gas emissions by 60% to 80%, the action plan specifies a framework to move the whole country toward the reduction of carbon dioxide by employing economic approaches, innovative technologies that show promise, and efforts to encourage people to change their business styles and lifestyles.

The OKI group believes that we can contribute to the realization of a low carbon society with our energy-saving technology and ubiquitous services. A disparate range of other technologies we have developed thus far also have a tremendous amount of

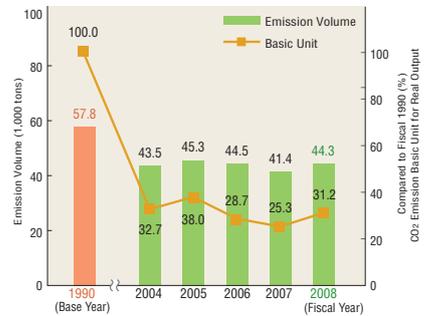
potential. Based on this understanding, we declared a global warming prevention policy in fiscal 2008 which focuses on making efforts in all aspects of our business activities in order to achieve our goal.

Restraining Carbon Dioxide(CO₂) Emitted from Business Activities to the Utmost Limits

First, the policy puts great importance on restraining greenhouse gases such as carbon dioxide (CO₂) emitted from our business activities to the utmost limits. The OKI Group has already started various activities to meet the target for the Kyoto Protocol first commitment period. We have also made a 68.8% improvement of the CO₂ basic unit by the real output*. It means that we have already achieved a goal set in the Voluntary Action Plan on Measures to Fight Global Warming of the Japanese electric and electronics industry, "improving the basic unit for CO₂ emissions with respect to real output in fiscal 2010 by 35% or more compared to that in fiscal 1990." Our other efforts include carbon offset activities through forestation (in Europe and Southeast Asia) and the adoption of uniforms with CO₂ emission credits (by OKI Data), let

alone appropriate responses to the revision of the Act on the Rational Use of Energy.

CO₂ Emissions (from Major Production Sites of the OKI Group)



* Basic unit for CO₂ emission with respect to real output: CO₂ emission / real output (real output = nominal output / Bank of Japan's Domestic Corporate Goods Price Index for electrical machinery and equipment with fiscal 1990 as the base year)

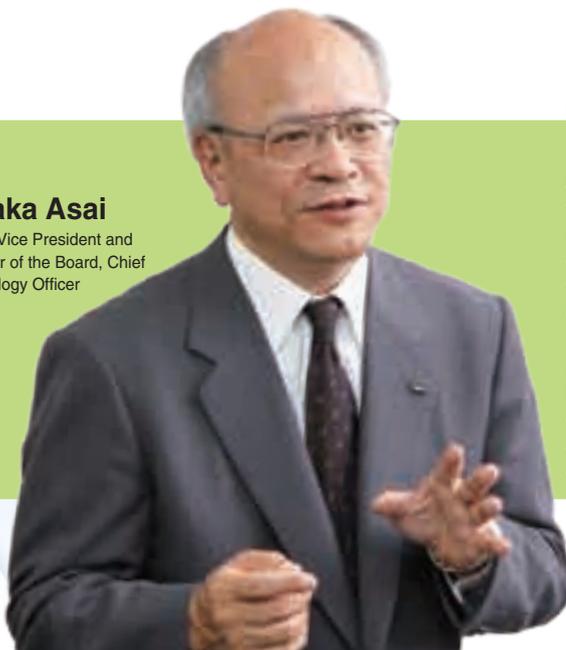
Active Promotion of Energy Conservation in Products

Secondly, the policy emphasizes the importance of promoting energy conservation in products and systems themselves as part of "green IT*." For example, we are keen to save electric power used for various products developed by the OKI Group such as automated teller machines (ATMs), IP

Yutaka Asai

Yutaka Asai

Senior Vice President and Member of the Board, Chief Technology Officer



C o m m i t m e n t

In response to the growing concerns over climate changes, global warming and the shortage of natural resources on a worldwide level, the OKI Group regards "contribution to the realization of a low carbon society" as one of its main managerial challenges. We believe that the utilization of various technologies we have developed thus far and the further promotion of technical development for this challenge is part of our mission.

In addition to the development of new technologies and products that could help realize a low carbon society, we are also involved in a wide spectrum of efforts such as the establishment of systems for saving energy of business activities, carbon offset activities, environmentally-conscious approaches to and communication with customers.

telephone systems, power supply units and printers. More specifically, we conduct an environmental assessment for each product in the design phase by comparing it to its predecessors. In order to offer environmentally-conscious products to customers, we introduced the OKI Eco Product Certification Program in 2000. We are also very active in maintaining and promoting conformity with the International Energy Star Program, an international standard for energy conservation adopted by the U.S. Environmental Protection Agency and the Japanese Ministry of Economy, Trade and Industry.

Creation of Green IT Products

Third, the policy advocates the promotion of Green IT by utilizing information technology for saving energy. It is particularly expected that the OKI Group's new technologies will be utilized widely in the consumer and transportation sectors that have been fallen behind other sectors in energy conservation.

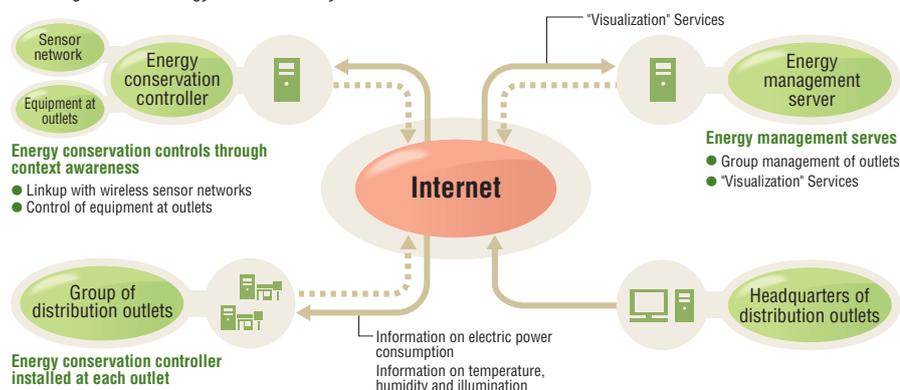
The OKI Group currently provides a number of products and solutions for moving

toward a low carbon society including Visual Nexus, a video conference system designed to reduce CO₂ emitted in conjunction with transportation (see page 34 hereof), and web sensing systems to measure and collect environmental data. We are also in the process of developing an energy conservation system for distribution outlets and ITS-related solutions to transportation issues.

The OKI Group's achievements in this field have been highly acclaimed and the Green IT Award was given for one of its efforts. We believe that Green IT is a sector with great potential for technological innovation. We will continue to develop new energy-saving products and services for various aspects of society, and contribute to the realization of a low carbon society.

* Green IT means the optimal, ecological use of information technology for improving global environment.

● Configuration of Energy Conservation System for Distribution Outlets



Voice *Akihiro Mito*



Akihiro Mito

Facility Management Team
General Affairs Division

Our team, as the secretariat of the Committee on Global Warming Prevention Promotion, has been involved in the implementation of global warming prevention measures focusing on energy conservation in business activities. Under the Act on the Partial Revision of the Act on the Rational Use of Energy promulgated in May 2008, energy consumption now has to be managed and controlled by each company, not by each factory or office. As a result, firms need to shift from energy management on a site-by-site basis to company-wide, integrated energy management. We will continue to implement carefully designed measures to improve energy efficiency in response to the revision of the act. Among them are the introduction of highly-efficient facilities, the improvement of the operation of existing facilities, and the visualization of energy consumption by small offices. We hope that such efforts will help achieve a better global environment as described in the OKI Group Environmental Policy.

Column

Green IT Award 2008 Judging Committee Special Award

In September 2008, the OKI Group received the Judging Committee Special Award of the Green IT Award, in the "energy saving in society through IT" category, for its energy conservation system for distribution outlets. The Green IT Award was founded by the Green IT Promotion Council in fiscal 2008 to promote the environmentally conscious use of information technology.

Developed based on the ZigBee wireless sensor network, the award-winning energy conservation system for distribution outlets allows the realtime energy-saving controls of lighting and air-conditioning systems at restaurants or convenience stores by collecting information on temperature and humidity (inside and

outside each restaurant or store) as well as power consumption. The system also sends such data to the headquarters of the restaurant or store and thus helps its managers implement an effective energy-saving plan. The demonstration experiment conducted in fiscal 2007 showed that the system was able to save energy by 5% or more at any store regardless of its size.

The award shows that the system's potential in fields other than the distribution industry has been highly regarded. The OKI Group will continue to make utmost efforts to develop and implement cutting-edge energy conservation management services.



Award Ceremony of "the Green IT Award 2008"

03

OKI's Information Security as a Leader in the Information Society

Enhancing Information Security Systems and Implementing Effective Security Measures

OKI Group's Efforts for Information Security

As the integration, networking and mobility of information systems have become indispensable for corporate activities, there has been a growing focus on the importance of dealing with new risks. According to the Information Technology Promotion Agency, cases of illegal access and attacks on web vulnerabilities have been increasing although the number of viruses detected has been decreasing. Under these circumstances, we need to take appropriate measures against them.

The OKI Group has been long committed to the promotion of information security. While offering its customers various security products and services, it has also been active in enhancing its internal systems to manage information security. For example, we have implemented our security measures from three perspectives as shown in the following diagram since the enactment of the OKI Group Security Policy in fiscal 2002. It is also notable that the divisions responsible for the development and operation of in-house information systems obtained ISMS* certification.

Furthermore, the OKI Group established

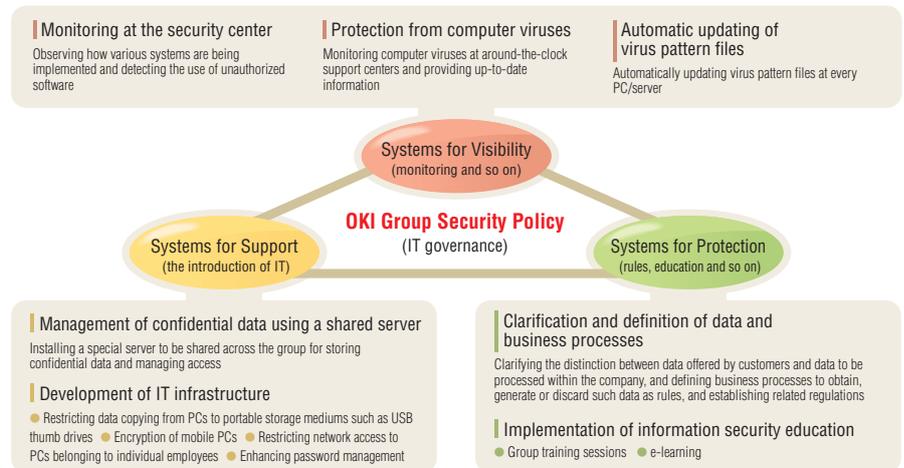
the Information Security Committee in fiscal 2007 in order to strengthen measures against information leaks. Since then, each business unit of the group has designed its systems to promote information security, developed security plans and taken necessary measures under the supervision of the committee.

*ISMS stands for Information Security Management System.

Establishing Information Security Measures and Disseminating Them to Overseas Business Sites

Our activities for information security in fiscal 2008 focused on establishing the measures planned and implemented in fiscal 2007. We put special emphasis on on-site monitoring by the secretariat of the Information Security Committee. The eight business sites

Information Security Systems Based on Three Perspectives



Tetsuya Izaki

Tetsuya Izaki

General Manager
Information Planning Division

Commitment

The OKI Group has considered and introduced the most appropriate information security measures for its activities in response to changes and breakthroughs in IT through careful examination. On the other hand, we have built a security framework based on the understanding that information security is ultimately ensured by individual employees. We are convinced that the security awareness of each employee has been improved through various efforts made thus far. We will continue to provide security education, and conduct effective inspections and monitoring at each business frontline.

monitored during fiscal 2008 included some branch offices in remote locations, small-scale sites and group companies. During each monitoring session, the implementation of the measures in question was checked while the latest security issues were explained directly to employees in order to improve their security awareness.

We have also started to disseminate our information security measures to business sites in China. Since the IT environment in China is different from that in Japan, we have started adopting an antivirus software program designed for computer viruses detected in China. We have also improved the local help desk function, enhanced support for damage caused by computer viruses, and thus improved the virus elimination rate there.

Improving Security Awareness of Business Partners

In order to provide security to our customers, the improvement of information security of our business partners is also necessary. For this purpose, we have asked the business partners handling important confidential information to self-check their information security using an information security check list designed by us. The 47 check items covering six categories are to be reviewed and revised in response to changes

Information security check list

in the information security environment. The utilization of this check list has allowed the OKI Group to share the same security issues with its business partners and thus develop further measures for information security.

Establishing OKI-CSIRT for Prompt Response to Increasingly Complex Security Accidents

In order to enhance our preventive measures against threats to computer security and improve our capacity to respond to them, we established OKI-CSIRT (Computer Security Incident Response Team) as an organization specializing in responding to security accidents in September 2008, and then became a member of the Nippon CSIRT Association. The purpose of the association is to promote information sharing and cooperation between different in-house CSIRTs and help them improve their capacities to respond to security accidents. OKI-CSIRT publishes a report on computer viruses every month and offers technical assistance within the OKI Group while contributing to the Nippon CSIRT Association by promoting the sharing and resolution of security issues among its members through its involvement in the development of guidelines for measures against computer viruses. We will continue to live up to the expectations of our customers, provide them security, and make efforts to build a system to offer technical support for our customers' security accidents.

Voice *Yi Yang*



Yi Yang

Assistant General Manager
(in charge of information security)
Sales Division SI Unit
OKI Software Technology

As the types of computer viruses detected in China are different from those found in Japan, we have implemented a set of antivirus measures designed specifically for China since 2008.

In order to promote communication among in-house users, we have our help desk in China, share information on viruses detected with the IT manager at each site, and make various efforts to decrease virus detections. However, we still detect a considerable number of virus infections via USB thumb drives. In order to restrict the use of external storage devices and enhance our internal oversight, we have been working to introduce a system that can be used in Chinese.

We will continue to make our utmost efforts to maintain a robust and safe IT environment as a member of the OKI Group.

Column

Information Security-conscious Products that Protect Customers



A3 Color Multifunctional Printer with Security Functions

The MC860dtn and MC860dn A3 color multifunctional printers launched in October 2008 feature a variety of security functions. Among them are "Access Restriction" which allows the restriction of functions accessible to each user, "Job Erase" that automatically erases printed data saved on the hard disk, "Encrypted Authentication Printing," and "Forcible Printing of Logon Information." In addition, the printer is very friendly to users with a voice navigation function and a touch panel.

Robust LAN System with a Firewall Function

OKI Networks, a provider of global products for telecom networks, also offers solutions for increased communication security. One of them is the ARUBA Series, wireless mobility controllers with a firewall function manufactured by Aruba Networks that allow the control of the access right of each user, the flexible restriction of access depending on the characteristics of each employee, and the provision of internet services to guest users. They ensure the highest level of security and mobility in the world.

04

Management of Production Sites Giving Due Considerations to Customers, Local Communities and Employees

Contributing to Countries and Regions in Which We Operate by Improving the Quality of Management in Product Quality, Environment Conservation, and Occupational Health and Safety

The OKI Group's Overseas Production Sites

In response to the globalization of its corporate activities, the OKI Group has expanded its overseas market and increased the number of its overseas production sites. Today the Group's mass-produced products are manufactured by its production sites in Thailand and China. Our overseas production is characterized, not only by the pursuit of economic advantages, but also by our commitment to contributing to the development of the countries and communities in which we operate.

The most important key to the fulfillment of this commitment is responsible corporate management. There are a wide range of issues to be addressed at any production site. Among them are the strict control of product quality, the reduction of environmental impacts arising from manufacturing activities, and the appropriate management of occupational health and safety for people working in manufacturing settings. As these issues are covered in the OKI Group Charter of Corporate Conduct, the OKI Group has made every effort to fulfill its social responsibilities with respect to its production sites.

Establishment and Appropriate Implementation of Management Systems

In order to ensure quality and obtain trust from customers, the OKI Group has been very active in quality control efforts with Quality Management Department to supervise the entire group while each business unit or group company has a Quality Assurance Division. The group's production sites have established their own quality control systems in accordance with their production lines and the characteristics of their products. Furthermore, every production site of the group has obtained ISO 9001 certification.

Regarding environmental conservation, the OKI group has been promoting "company-wide network-type environmental management" to achieve an efficient management in the entire group. (See Pages 32 and 33).

Occupational health and safety is also a major agenda. It is being managed at each production site by its Safety and Health Committee. The committee is comprised of members from both management and employees. In addition, OKI has conducted a spot safety-management investigation of each

production site once a year in accordance with common criteria since 2001.

As an increasing number of our customers have recently inquired about our activities in this field, we are making efforts to improve the systems to manage these issues at each business site and as the entire group so that we can meet diversifying needs.



Lines for final inspections at OKI Electric Technology (Kunshan), a production site for keyboards in China

Hideto Morizono

Hideto Morizono
Executive Officer



C o m m i t m e n t

OKI's overseas production was characterized by our determination to be significant and meaningful to the countries and communities in which we operate. In order to manufacture various product families of OKI that require advanced processing, mounting and testing technology, we have been working to improve the general technological capability of each production site and disseminate our careful and sophisticated production management in close cooperation with local vendors and employees. We have also provided local employees with IT education and language education, and encouraged them to obtain various certifications so that they can develop skills and capabilities that are highly regarded anywhere in the world.

We will continue to be a "trustworthy company" offering "safe products" by maintaining the stable operation of our overseas production sites based on our respect for local laws, cultures and customs.

Contributing to the Countries and regions in Which We Operate

In addition to the safe and secure operations through various management systems, the OKI Group is also responsible for contributing to the development of local communities. Other than encouraging employees to use their skills and capabilities

for society, we, as the OKI Group, have been enthusiastically interacting with local communities and participating in social action programs. We believe that we can improve "Regional Awareness" stated in the "OKI Group Charter of Corporate Conduct" and develop friendly relations with local communities through these activities.



OKI Precision (Thailand) planted teak seedlings in cooperation with the Natural Resources and Environment Bureau of Lamphun Province and local villagers.

Column

Promoting Production Management Entrenched in Local Communities by Local Staff

Established in 1994, OKI Data Manufacturing (Thailand) (hereafter called ODMT) is located in Ayutthaya Province, Thailand. As one of the main production bases of the OKI Group, ODMT manufactures 500 thousand facsimiles a year and exports all of them to many different countries in the world. Thai people account for 99% of ODMT's approximately 1,250 employees. In order to pursue its corporate philosophy and realize its corporate vision, they have been implementing "Thai-led production reforms" in cooperation with several Japanese staff members aiming at "Thai-led operation of day-to-day business practices."

Ensuring World-class Quality

ODMT exports its products to more than 100 countries around the world. In order to ensure world-class quality, the company has obtained certifications of product safety standards widely accepted in major countries such as Germany, Denmark, China and the United States. In order to obtain and maintain such certification, it has been committed to strict control of production processes based on the CAPD (Check, Action, Plan, Do) cycle and kaizen teams in its manufacturing department.

Environmental Activities by Individual Employees

ODMT's production reforms have resulted in increased work efficiency and reduced environmental impact. In order to improve environmental awareness, the company has implemented a number of measures including environmental weeks, a mangrove reforestation program, the presentation of jasmine seedlings on Mother's Day reflecting Thai custom. In fiscal 2008, ODMT launched the "Stop Global



Approximately 200 employees and their family members participated in the mangrove reforestation program.

Warming" campaign to improve the environmental awareness of employees' families. During this campaign, the company distributed T-shirts with the campaign logo as well as energy-saving compact fluorescent lamps to replace incandescent lamps used at employees' homes.

Taking Actions as a Company Entrenched in Local Community

ODMT has also been involved in various community-based activities as a responsible corporate citizen. Among them are blood drives (the most typical social action program of the OKI Group), gifts on Children's Day, and the participation in athletic meets in Ayutthaya Province as part of an antinarcotic campaign.

In August 2008, ODMT participated a nationwide environmental conservation campaign sponsored by the Ministry of Industry and invited local residents to its manufacturing plant in order to help them deepen their understanding of environmental activities. Since these activities by the company were highly regarded, the Thai government certified that ODMT was a company promoting environmental conservation activities.

These activities are carried out and supported by ODMT's individual employees. The OKI Group will continue to develop local employees and pursue business activities focusing on contribution to local communities.



Local residents invited to ODMT's plant



Certificate of a Company Promoting Environmental Conservation Activities

Voice

Thatri Chempalee



Manager of Environment
OKI Data Manufacturing (Thailand)

Thatri Chempalee

In order to address environmental issues, we made various efforts including inspection tours of production sites in Japan. However the most important key, we believe, is the improvement of the environmental awareness of each employee. At ODMT, Thai employees in each department regard CO₂ reduction as one of their important challenges and take actions for it. We are interested in promoting environmental conservation through community-based activities such as reforestation programs and the distribution of seedlings.

05

Conformity with Increasingly Demanding Regulations about Chemical Substances Contained in Products

Building a New Management System and Providing Products Meeting Customer Needs and Relevant Regulations through the Utilization of OKI's Innovative Technology

Increasingly Demanding Regulations to Control Chemical Substances Contained in Products

Regulations to control chemical substances contained in products, such as EU's RoHS directive and REACH regulation*, have recently become increasingly demanding. As a result, more and more customers have come to ask manufacturers and suppliers to conform with such regulations even for products manufactured in or shipped to regions other than the European Union.

Put into effect in June 2007, the full-scale implementation of REACH regulation has already started since the commencement of the preregistration in June 2008. The regulation

requires manufacturers to control chemical substances contained in their products to be exported to EU nations throughout their supply chains. In addition, REACH regulation is more demanding than RoHS directive, with a larger number of substances to be controlled. It also requires manufactures to control the concentration and total quantities of such substances. Thus, it is indispensable for manufacturers to collect, manage, and communicate information necessary to meet the requirements of REACH.

* REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation: A new European regulation to be applied to all companies manufacturing and importing chemicals in the European Union. It requires manufacturers / importers to register and evaluate any chemicals subject thereto. In addition, they need to obtain authorization from the relevant authorities about the use of substances of very high concern. The regulation also restrains the use of substances with higher risks.

Pioneering the Management of Chemical Substances in Products

The OKI Group is a pioneer in the management of chemical substances in products. In fact, we developed and started implementing a management system for controlling chemical substances in products and a network-based system to manage information on chemical substances (called COSMOS within the group) long before the enactment of the above directive and regulation. In 2006, we launched the commercialized version of COSMOS, "COINServ-COSMOS", in the market to meet needs for users outside the group.

Rebuilding a Chemical Substance Management System to Ensure Conformity with REACH Regulation

Understanding the importance of REACH regulation, the OKI Group has rebuilt a chemical substance management system in order to meet the requirements of the regulation. The number of substances subject to the regulation has greatly increased. In order to handle such a large number of substances, we first specified the items to be managed by covering all processes including

● The OKI Group's Main Efforts

	2000-2005	2006	2007	2008	2009
Regulations			RoHS Directive	Chinese Regulations for Chemical Substances	REACH Regulation
Operational Management Systems	Issuance and Implementation of the OKI Green Procurement Standards		Issuance and Implementation of the OKI Guidelines for Managing Chemical Substances in Products		
Information Management Systems	Starting the operation of COSMOS	Developing and implementing RoHS-compliant COSMOS-E	Developing and implementing COSMOS-E for managing manufacturing processes	Developing and implementing REACH-compliant COSMOS-R/R	

Shuichi Kawano

Shuichi Kawano

Executive Officer,
General Manager
CSR Division



C o m m i t m e n t

As laws and regulations concerning chemical substances have become increasingly strict in both Japan and other countries, it is very important for any manufacture or supplier to meet their requirements appropriately and promptly in order to fulfill its corporate social responsibility. Efforts to meet regulatory requirements also help improve business competitiveness. In order to fulfill its responsibility as a manufacturer/supplier, the OKI Group has established and implemented a system for controlling chemical substances as well as a system to manage information on chemical substances, and thus met the requirements of relevant regulation in an appropriate and timely manner. We are also interested in contributing to society by offering such systems as solutions to environmental issues.

information collection, design and distribution. We also established a procedure for disclosing information in response to inquiries from customers. Moreover, we added the substances subject to REACH regulation and necessary survey procedures to the OKI Green Procurement Standards. The standards were established to inquire into the business systems and environment efforts of our business partners as well as chemical substances contained in their products.

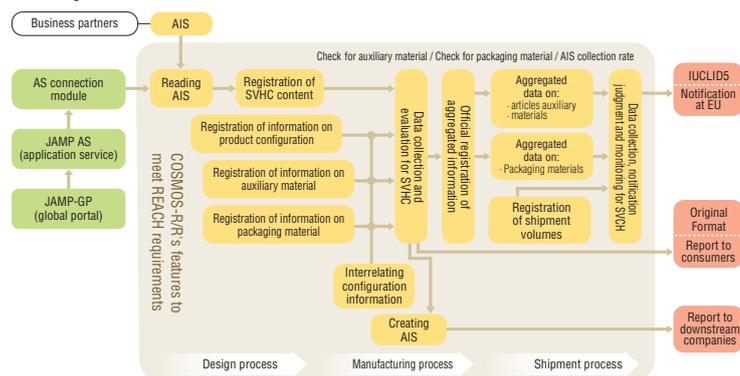
Developing "COSMOS-R/R", a New Information Management System for Chemical Substances

As part of our efforts to rebuild a chemical substance management system, we developed "COINServ-COSMOS-R/R", a new information management system for chemical substances focusing on conforming with REACH regulation in fiscal 2008.

The number of substances subject to the regulation is 15 at this moment (as of May 2009). However, it is very likely that the scope of the regulation will be expanded to include 1,500 substances at most in the future. "COSMOS-R/R" which has developed this time allows the management of information necessary to conform with both RoHS directive and REACH regulation in an integrated way. The system has the following four features.

First, the system enables the efficient management of information because it supports not only JGPSSI*1, the most widely used format in the industry, but also JAMP*2 and AIS*3 as well.

● Configuration of COSMOS-R/R



Second, it can be utilized to build a database on chemical substances used in articles to be processed internally. This database is useful to calculate the content of each substance in each article. In this way, the efficient management of chemical substances in internally-processed articles is possible.

Third, the system enables the classification of articles to be handled into three groups: "overall structural units", "intermediate units" and "packaging materials". As a result, the management of chemical substances by article configuration is possible. The article configurations (including the shipping unit of packaging materials and maintenance parts) supported by the system include those covered in REACH regulation.

Finally, it allows the integrated management of all types of information required by REACH regulation, such as "inquiries into business partners," "evaluation in the designing phase," "information management in the production phase" and "shipment information (of whether notification is necessary or not)."

We are also considering supporting JAMP-GP*4, an information distribution platform across different supply chains.

The OKI Group will further improve its conformity with relevant regulations to control chemical substances through its global business activities, and continue to create products meeting customer needs.

*1 JGPSSI: Japan Green Procurement Survey Standardization Initiative

*2 JAMP: Joint Article Management Promotion-consortium

*3 AIS (Article Information Sheet): an information communication sheet created by JAMP to be used for disclosing information on chemical substances contained in molded articles

*4 JAMP-GP: a global portal that can process requests from different companies for information exchanges in an integrated way

Voice Kazukiyo Haga



Kazukiyo Haga

Engineering Department
Business Support Center

While supporting designing and manufacturing departments, Business Support Center has also been involved in environmental measures such as the establishment and implementation of the chemical substance management system to meet the requirements of RoHS directive and REACH regulation. Such environment-related regulations have recently become increasingly demanding and strict. It is particularly important for us to promptly respond to REACH regulation since the number of substances subject thereto is larger than that of RoHS directive. COSMOS-R/R is a system to manage information on chemical substances focusing on meeting REACH requirements. Since the system was designed to be implemented across the entire OKI group, we took into consideration different operational conditions at different group companies during the development process. We also placed an importance on efficient operational management as well as conformity with industry trends and regulatory requirements. As a result, the new system is much more flexible and scalable than ever.

Column

REACH-compliant SVHC Analysis Service

OKI Engineering has launched an analysis service on 15 substances of very high concern (SVHC) designated by REACH, utilizing its accumulated technologies to analyze electronic components. The service uses cutting-edge analysis techniques (such as GC/MS technique with SVHC solvent extraction and ICP/MS technique with microwave dissolution), different preprocessing technologies, and the

latest analytical instruments. The service offers customers not only simple data obtained from analyses but also important factors involved and possible solutions to their problems. We will continue to help our customers manage chemical substances by providing highly-reliable data.

Corporate Governance

One of the most important managerial priorities for the OKI Group is to continuously improve its corporate value and thus repay its stakeholders for their trust. For this purpose, the group has been active in strengthening corporate governance through the "enhancement of management fairness and transparency" and the "acceleration of decision-making processes."

Corporate Governance Structure

Since OKI has adopted the auditor system under Japanese law, its operations are supervised and audited by the Board of Directors and Board of Auditors. In addition, in order to improve managerial efficiency, management and execution are separated by introducing an executive officer system. In June 2009, titles for directors were abolished in order to clarify the roles and responsibilities of directors (for management and decision making) and officers (for execution), and thus strengthen their functions.

The Board of Directors is comprised of 7 directors, including one external board member, and generally meets once a month. The board supervises business execution, and makes decisions on basic policies for business management and other important issues. The Management Meeting is normally held once a week to make decisions on important matters of the group's business operations, and review reports from different business units about their operations. The participants of such a meeting include executive officers and the corporate auditors.

The Board of Auditors consists of two external auditors (including a standing auditor) and two other standing auditors. They audit the activities of the company's directors by attending

important meetings, including meetings of the Board of Directors, verifying reports submitted by directors and officers, and monitoring corporate administration and finances. The Internal Auditing Division is comprised of five members, including certified internal auditors. The purpose of the division is to accurately assess the company's business operations through internal audits, uncover or prevent operational mistakes or improprieties, and streamline and improve business processes.

Committees

OKI has established a number of committees to strengthen its corporate governance.

The Management Advisory Committee is an advisory organization for top executives. With the participation of influential individuals outside the company, the committee is designed to ensure managerial transparency and soundness. The purpose of the Compensation Committee is to maintain the transparency of the compensation standards and systems for directors, executive officers and management officials.

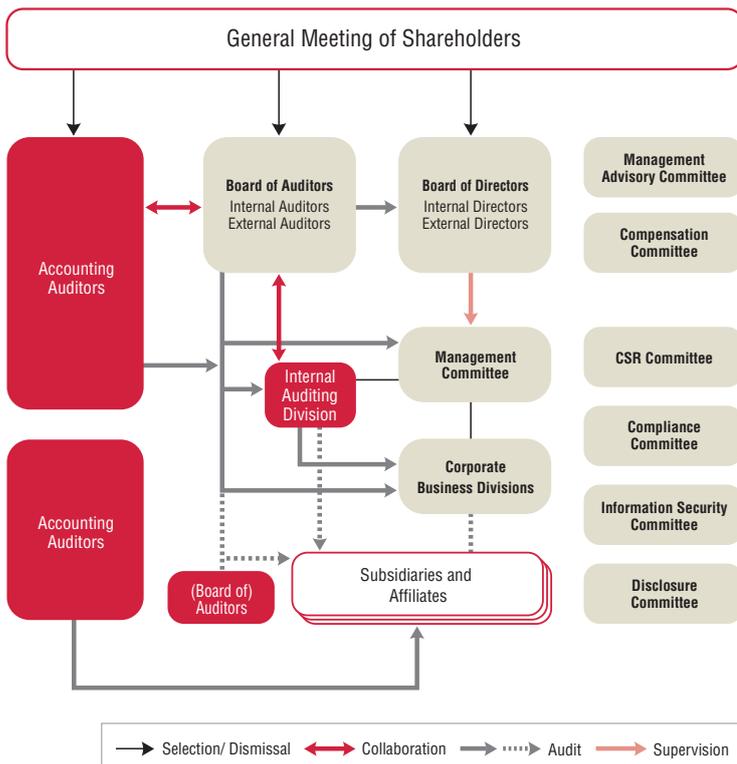
The Compliance Committee is a cross-functional organization to discuss basic policies for compliance. Moreover, the purpose of the Disclosure Committee is to ensure accurate and timely disclosures of information to various stakeholders. OKI also has the CSR Committee that discusses basic policies for the group's CSR-related activities and the Information Security Committee to promote the implementation of information security measures.

Establishing Internal Control Systems

In May 2006, OKI formulated "Basic Policy for the Establishment of an Internal Control System" in accordance with the Companies Act and the Ordinance for Enforcement of the Companies Act. The OKI Group has strengthened its corporate governance by building and improving systems to ensure the properness of its business activities in accordance with this policy.

 [Basic Policy for the Establishment of an Internal Control System \(Japanese\)](http://www.oki.com/jp/ir/governance/policy.html)
<http://www.oki.com/jp/ir/governance/policy.html>

Corporate Governance Structure



Promoting CSR at the OKI Group

"The people of OKI, true to the company's enterprising spirit, are committed to creating superior network solutions and providing excellent information and communications services globally to meet the diversified needs of communities worldwide in the information age." Guided by this corporate philosophy, OKI actively conducts a variety of activities to fulfill its corporate social responsibilities, which include not only complying with all applicable laws and regulations but also implementing sound business activities consistent with social norms.

Consolidating CSR-related Divisions

The OKI Group established the CSR Promotion Division, an organization dedicated to the fulfillment of its corporate responsibilities, in October 2004. At the same time, the group defined six priority themes to be pursued in cooperation with all relevant business units. In October 2005, the group established the OKI Group Charter of Corporate Conduct (see Page 2) based on these priority themes. The charter describes the social responsibilities the OKI Group has to fulfill based on its corporate philosophy.

In order to further pursue its CSR initiatives, the group consolidated the existing CSR Promotion Division, Global Environment Division and Philanthropy Office to create CSR Division and Global Environment Office of CSR Division. The purpose of this consolidation is to integrate the departments corresponding to three of our seven priority themes ("full compliance with laws and regulations," "consideration for the environment" and "social contribution") into one as CSR Division, and thus facilitate information sharing within the group and improve the efficiency of CSR-related activities.

CSR Priority Themes and Focal Points for Fiscal 2008

CSR Priority Theme	Focal Points for Fiscal 2008
● Full Compliance with Laws and Regulations	<ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of compliance education for the group
● Information Security	<ul style="list-style-type: none"> Further promotion of information security by rolling out security measures to procurement departments and suppliers Monitoring of how the information security measures have been implemented and established
● Improvement of Customer Satisfaction	<ul style="list-style-type: none"> Facilitation of information sharing within the group for preventing product accidents Review quality education based on changes in demand Expansion of application range of universal design technique
● Good Communication with Shareholders and Investors	<ul style="list-style-type: none"> Promotion of information provision to institutional investors
● Respect for Employees	<ul style="list-style-type: none"> Recruitment and training of diverse human resources Dissemination and monitoring of the supports for the development of the next generation Promotion of work-life balance Promotion of the mental and physical health of employees
● Consideration for the Environment	<ul style="list-style-type: none"> Promotion of the prevention of global warming Making our products more environmentally-friendly Promotion of environmental management contributing to business Improvement and streamlining of environmental management Improvement and enhancement of internal environmental audits
● Social Contribution	<ul style="list-style-type: none"> Resumption of financial assistance to the NPO that sends used clothes to refugee camps Enhancement of activities to contribute to local communities Promotion of collaboration with local municipal governments and NPOs

History of OKI's CSR Promotion Activities

Fiscal Year	Main Activity
2002	Enacted OKI Code of Conduct
2004	Established the Compliance Committee
	Established Compliance and Business Ethics Division
	Established CSR Promotion Division
2005	Enacted the OKI Group Charter of Corporate Conduct
2007	Established the CSR Committee
	Enacted the OKI Group Code of Conduct
	Consolidated CSR Promotion Division and Compliance and Business Ethics Division into one as CSR Promotion Division
2008	Established CSR Division and Global Environment Office

Dissemination of the OKI Group Code of Conduct

In August 2007, OKI enacted the OKI Group Code of Conduct, a code of conduct with which all executives and employees of the member companies of the OKI Group must comply. It was written using globally accepted terms and expressions so that it can be shared across the entire group including overseas subsidiaries. Since this code of conduct is useful as the basis of internal control, the boards of directors of all group companies inside and outside Japan have decided the adoption thereof at their meetings.



Booklets featuring the Charter of Corporate Conduct and the Code of Conduct in four languages

In order to disseminate this code of conduct throughout the group, we published a booklet featuring the full text of the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct with explanatory notes in four languages (Japanese, English, Chinese and Thai). Copies of the booklet were distributed to all applicable employees.

In May 2008, all member companies of the OKI Group in Japan conducted a self-check of their efforts regarding each item of the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct. It was carried out also as a follow-up of a similar survey conducted at the end of fiscal 2005 soon after the enactment of the the OKI Group Charter of Corporate Conduct. The results of this self-check survey were later fed back to the group companies to share the same CSR awareness.

The OKI Group will continue to carry out business activities in good faith, strengthen the relationships with its stakeholders, and fulfill its corporate social responsibilities and thus improve its corporate value.

In addition to complying with all related laws and regulations, the OKI Group implements sound corporate activities consistent with social norms.

Fiscal 2008	Achievements in Fiscal 2008	Fiscal 2009
<p>Focal Points</p> <ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of compliance education for the group 	<ul style="list-style-type: none"> Entrenched risk management focusing on risk evaluation and monitoring in the group Increased and improved tools for compliance education by utilizing e-learning and the intranet 	<p>Focal Points</p> <ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of measures against each registered risk as well as monitoring

Ensuring Full Compliance

Establishment of Compliance Systems

In fiscal 2004, OKI established the company-wide "Compliance Committee" to deliberate on basic compliance-related policies as well as "Compliance and Business Ethics" Division (reorganized as "Compliance and Business Ethics" Unit of CSR Division in November 2008). Since then, the entire OKI group has worked to strengthen compliance. We have also established consultation and reporting channels and whistleblower regulations, which enable us to discover and rectify improper activities at an early stage.

In order to further promote compliance-related measures, Compliance Managers have been assigned to each business unit, and every group company has named a Compliance Officer. We are currently working to enhance training and promote integrated, systematic, company-wide risk management, believing these two are the twin pillars of the group's compliance promotion efforts.

Improvement of Compliance Education

In order to disseminate compliance-related measures across the company, OKI conducts training sessions for Compliance Managers at six sites in Japan. Compliance Managers, then, facilitate the steady dissemination of those measures by rolling out the knowledge they learned from such training sessions to their organizations, and check the level of understanding of employees through an e-learning program. The e-learning program given in the second half of fiscal 2008 focused on "Compliance at Your Workplaces," citing various cases. Participation in the program at OKI was 99%.

In order to facilitate the dissemination of compliance-related measure throughout the OKI Group, we have rolled out our e-learning programs to approximately 50 group companies in Japan. Furthermore, we added a "permanent course" to our e-learning initiative in fiscal 2008. The course has allowed employees to learn basic knowledge on compliance through e-learning whenever they like. It can be utilized as a timely educational opportunity for new recruits and retrainees as well as a good opportunity of reviewing things once learned.

We also offer approximately 100 cases responding to the issues listed in the OKI Group Code of Conduct on our intranet. We will continue to increase the number of cases posted and improve the quality thereof.

Steady Promotion of Risk Management

Enhancement of Risk Management Based on Risk Management Regulations

OKI established "Risk Management Regulations" in 2004 in order to prevent risks arising from its corporate activities and ensure that they are handled properly if any. We are currently enhancing our risk management activities on the basis of these regulations. The regulations identify potential risks and set basic rules concerning divisional responsibilities and countermeasures. They also stipulate detailed rules concerning the establishment of emergency communication systems and an emergency response headquarters in the event of a major risk.

System for Promoting Risk Management



Reviewing Compliance Risk Evaluation and Enhancing Monitoring System

As OKI regards compliance risks* as the most important category of risks, it has promoted the management thereof based on our Risk Management Regulations since fiscal 2005. More specifically, each business unit of the company has registered potential risks related to its operations with the Risk Management Promotion Office, which monitors twice a year the implementation of preventive measures, whether any risks have materialized, and take corrective measures.

In fiscal 2008, we shifted the focus of our measures against the registered risks, from the building of rules and systems to the reviewing of risk evaluation and the monitoring of compliance levels. Biannual risk management practices have been steadily entrenched throughout the group.

* A compliance risk is a risk associated with violation of laws, regulations and in-house rules.

Emergency / Disaster Response

The OKI Group has established "Safety Countermeasures Committees" and emergency communication networks at its domestic and overseas sites as well as group companies. In the event of a disaster, countermeasures are enacted that make it possible to protect people's lives, prevent secondary accidents, contribute to local communities and foster good relationships with them, and ensure the continuity of business operations. As for the continuity of business operations, we have promoted a group-wide project to study BCP and BCM (Business Continuity Plan and Management) since fiscal 2007. In fiscal 2008, we set guidelines for formulating a BCP. We will continue to make our utmost efforts so that we would be able to appropriately respond to risks including earthquakes and pandemics.

Fair Trade and Purchasing

Fair Business and Purchasing Practices

In order to ensure fair business activities in good faith, the OKI Group clearly states, as part of the actions to be taken specified in its Code of Conduct according to Japanese laws, that it observes antitrust laws, and is objective and free from bribery to civil servants and quasi-civil servants in Japan



Purchasing law workshop (December 2008)

and other countries. Furthermore, in order to avoid offering and taking bribery to and from all stakeholders including civil servants, the code of conduct also prohibits any gift or entertainment that exceeds normal business customs (such as the offering and receipt of a monetary reward and a special service). The group has helped its employees fully understand the significance of fair business activities by posting its code of conducts on its intranet and offering them training programs.

In addition, in order to ensure the appropriateness of purchasing activities, a purchasing law workshop is held twice a year for employees involved in material procurement. Such a workshop features training and information sharing on related laws and regulations as well as the OKI Group's compliance initiatives. In fiscal 2008, we held purchasing law workshops in July and December in which a total of 230 employees participated.

Strict Control of Export Practices

OKI, from the viewpoint of serving world peace and preventing the proliferation of weapons of mass destruction, has made various efforts to abide by all applicable laws and regulations about security export control as an exporter. Among them is the establishment of the Rules for Compliance with Export-Related Laws and Regulations. More specifically, the company's Export Review Section and Export Review Committee carefully examine all export-related business transactions.



An "Authorized Exporter" certificate was given at Tokyo Customs (April 2008).

Each group company has also made similar efforts. In March 2008, OKI Data was certified as an authorized exporter in accordance with the Authorized Exporters' Program by Tokyo Customs. OKI Networks started to formulate a set of regulations to control export practices in compliance with the Foreign Exchange Law and the Foreign Trade Law soon after its foundation in October 2008 by forming an organization specializing in export control. The company's guidelines and application for an export license was accepted by the Ministry of Economy, Trade and Industry. As a result, the company obtained a "General Bulk License" in March 2009.

From Green Procurement to CSR Procurement

Believing that cooperation from its partners in the supply chain is indispensable for the fulfillment of its corporate social responsibilities, OKI has promoted green procurement based on the "Green Procurement Standard" established in 2002. In 2006, we created the "OKI Group Procurement Policy" by revising the existing purchasing policy. The new policy includes several new stipulations on "compliance with the laws and social norms," "considerations for environmental protection," "proper management and protection of information" and other issues. Since then we have promoted the dissemination of the policy among employees involved in purchasing across the group.

While following the global trend in CSR-oriented procurement, we have come to realize a need for defining detailed requirements for our suppliers. As a result, we are making efforts to set a code of conduct for our suppliers. In fiscal 2008, we made a research format. We will further promote environmentally-friendly procurement in cooperation with our suppliers.

The OKI Group recognizes the importance of information security, and properly manages and protects company and customer information, including personal information.

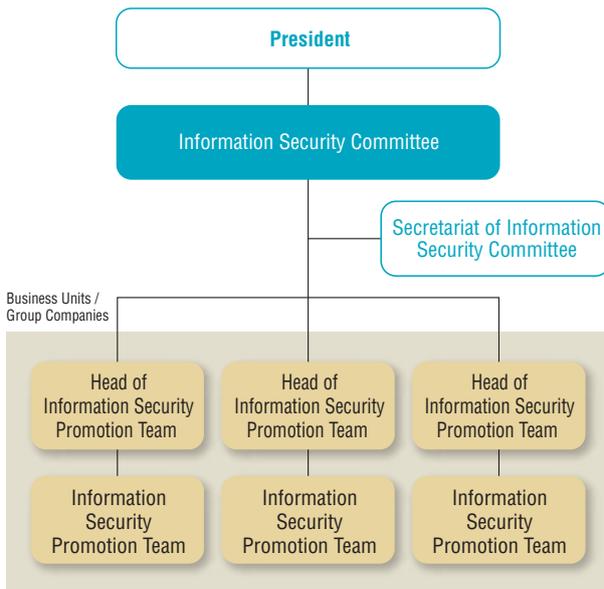
Fiscal 2008	Fiscal 2009
<p>Focal Points</p> <ul style="list-style-type: none"> Further promotion of information security by rolling out security measures to procurement departments and suppliers Monitoring of how the information security measures have been implemented and established 	<p>Focal Points</p> <ul style="list-style-type: none"> "Visualization" of how the information security measures have been entrenched in suppliers Continuation of the monitoring of how the information security measures have been implemented and established
<p>Achievements in Fiscal 2008</p> <ul style="list-style-type: none"> Had suppliers conduct information security self-checks Monitored how the information security measures have been implemented at remote or small-scale sites Improved the level and quality of information security education for mobile PC users 	

Strengthening of Information Security

System for Promoting Information Security

The OKI Group has established a system to ensure information security under the leadership of the Information Security Committee. The committee meets twice a year and makes company-wide decisions and formulates policies about information security. It also reviews all activities related to information security (once a half year) and examines the results of information security audits (once a year). Furthermore, each business unit or group company has a information security promotion team that is responsible for addressing the measures decided by the Information Security Committee.

System for Promoting Information Security

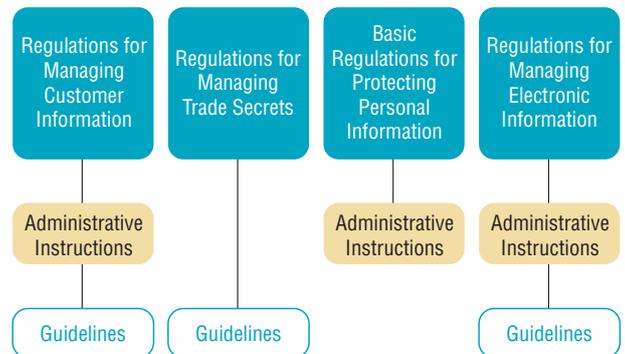


In fiscal 2008, that was defined as the phase for entrenching the measures against information leakage implemented in fiscal 2007, our information security activities focused on monitoring by the secretariat of the Information Security Committee.

Improvement of and Further Compliance with Relevant Regulations and Rules

The OKI Group has examined customer information and data to be processed within the group, defined the types of information to be treated as confidential, and formulated regulations, administrative instructions and guidelines related to the processes of acquiring, generating and discarding such information.

Regulations and Rules Related to Information Security



Information Security Education

As part of its systems for information protection, the OKI group offers information security education to all employees who use the information infrastructures belonging to the group. Each and every individual is asked to thoroughly protect information assets received from customers as well as highly confidential information assets belonging to OKI. For this reason, we widely communicate basic regulations and rules, and company standards regarding the use of our information networks, desktop computers and mobile computers through group training sessions and e-learning programs.

In fiscal 2008, we required all employees to apply for an approval for the use of mobile PCs to take an e-learning course covering risks involved with using mobile PCs and countermeasures against computer viruses. The content of the course is updated every year.

Strengthening Controls on the Use of Mobile PCs

Mobile PCs are very convenient. However the use of mobile PCs involves a high risk of information leakage as a result of theft or loss because users can easily remove pieces of information from their companies. The OKI Group has required all mobile PC users to apply for an approval for the use their mobile PCs every fiscal year and to install HDD encryption software.

Once this approval is given, a "PC for Mobile Use" sticker is issued to each user. Since the color of this sticker changes every year, we can tell if the use of a mobile PC is duly approved. In addition, mobile PC users are



"PC for Mobile Use" sticker

required to get permission to remove any piece of confidential information whenever they need to do so. If someone removes any such information from his or her company, then we can trace who did so when, how and for what purpose.

Promotion of Acquiring ISMS Certification

The OKI Group is working to acquire the ISMS* certification for divisions involved in building and operating internal information systems and for divisions engaged in general system design development, in order to improve the reliability of network solution construction and related services.

Business Units / Group Companies That Have Acquired the ISMS Certification (as of May 2009)

Name of Business Unit / Group Company	Initial Registration Date
Japan Business Operations Co., Ltd. (Operation Dept. Inspection and Training Dept.)	January 30, 2004
Oki Consulting Solutions Co., Ltd.	September 20, 2006
Oki Software Co., Ltd.	December 21, 2007
Oki Telecommunication Systems Co., Ltd.	July 1, 2005
Oki Customer Adtech Co., Ltd. (Customer Support Center)	January 31, 2004
Oki Electric Industry Co., Ltd. (OKI System Center)	August 4, 2003
Oki Electric Industry Co., Ltd. (Government & Public Business Div., Enterprise Business Div., Government & Public Systems Div. and Information Systems Div. at Shibaura site)	December 27, 2004
Oki Electric Industry Co., Ltd. (Information Planning Div.)	February 14, 2003
Oki Network Integration Co., Ltd.	September 14, 2006

* ISMS stands for Information Security Management System.

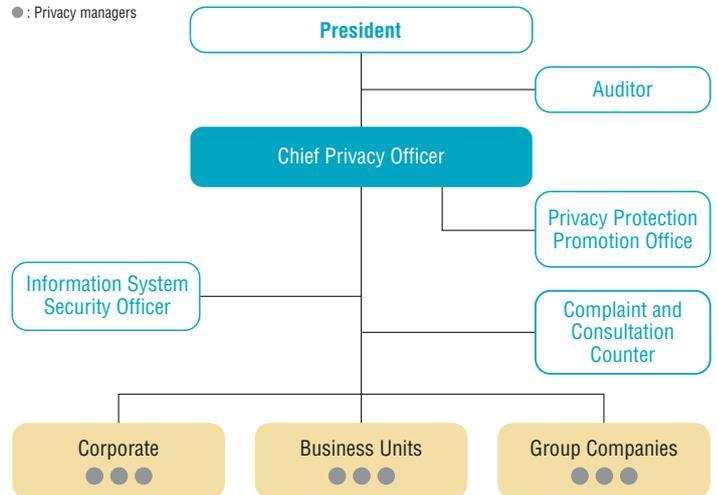
Enhancing the Protection of Personal Information

System for Protecting Personal Information

The OKI Group has enhanced the protection of personal information based on the Privacy Policy (enacted in August 2004). We have committed to the protection of personal information on an organizational basis under the leadership of Chief Privacy Officer. Privacy managers have been appointed at the corporate level, and in business units and group companies. We have also established privacy regulations and other related rules that flesh out the provisions of the Privacy Policy.

System for Protecting Personal Information

● : Privacy managers



PrivacyMark Certification

The OKI Group has promoted its member companies' acquisition of PrivacyMark certification so that they can take appropriate measures to protect personal information. OKI Networks a company founded as a spin-off from OKI's telecommunication business in October 2008, was granted PrivacyMark certification only five months after its foundation. As of May 2009, eight companies of the OKI Group have acquired PrivacyMark certification.

Companies that have acquired PrivacyMark Certification

- Oki Human Network Co., Ltd.
- Oki Software Co., Ltd.
- OKI ALPHA CREATE, INC.
- Oki Wintech Co., Ltd.
- Oki Electric Industry Co., Ltd.
- Oki Communication Systems Co., Ltd.
- Japan Business Operations Co., Ltd.
- Oki Networks Co., Ltd.

The OKI Group is dedicated to the development and supply of products and services that will ensure continued customer satisfaction, with proper emphasis on safety and ease of use.

Fiscal 2008	Fiscal 2009
<p>Focal Points</p> <ul style="list-style-type: none"> Facilitation of information sharing within the group for preventing product accidents Review quality education based on changes in demand Expansion of the application range of universal design technique 	<p>Focal Points</p> <ul style="list-style-type: none"> Continuation of the improvement of education on quality (focusing on educational programs for mid-level engineers) Expansion of the application range of universal design technique
<p>Achievements in Fiscal 2008</p> <ul style="list-style-type: none"> Shared information on minor product accidents and precautions about the use of particular materials/components throughout the group Enhanced education on product safety, safety-related laws and regulations, statistics and reliability Developed systems to support challenged teleworkers 	

OKI's Efforts for Quality Assurance

Believing that quality entails "customer satisfaction," OKI's quality philosophy focuses on "providing products that always make customers happy." In order to make them happy, it is necessary for us to offer the products (products, services and solutions) customers truly need in the most timely manner. Based on this idea, we have built our quality assurance system and made various efforts.

Quality Assurance System and Management

Upon the transfer of its semiconductor business in October 2008, OKI reformed its quality assurance system. Quality Assurance Division, that had been part of the company's corporate management function, became a division of the business execution function so that quality assurance activities can be carried out in continuum with the activities of each business division.

The "Quality Assurance Regulations," the most significant rules among all quality-related rules and regulations of the company, defines OKI's quality philosophy, responsibility and authority, and company-wide product safety policy. In addition, there are administrative instructions for the entire company and each business division. These rules and regulations are incorporated into the the quality management system of each business division.

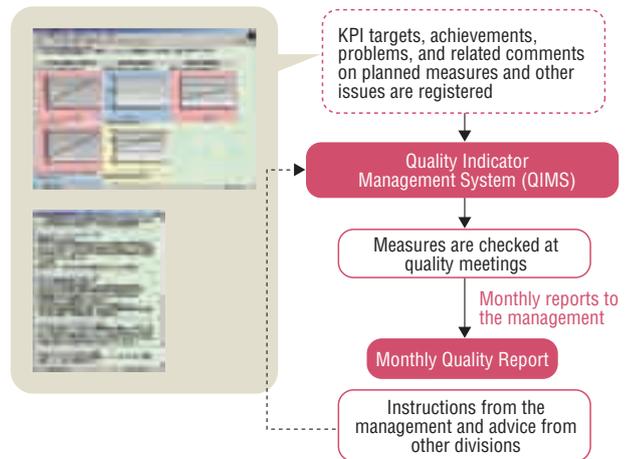
Continuation of Company-wide Quality Improvement Program

OKI has implemented a "company-wide quality improvement program" since 2005 in order to promote customer-oriented quality assurance activities in close cooperation between the company's R&D division and group companies responsible for maintenance and support. Under the program, we have extracted five issues deemed to be most important to customers (nuisance to customers, quality of products and services, customer TAT*1, delivery time, and CS) from the results of customer satisfaction (CS) surveys we have conducted and opinions of customers we have collected. Based on this information, each business division sets its indicators to evaluate its quality assurance activities (quality KPI*2), checks if its targets have been achieved on a

biannual and monthly basis. The achievements of each division are accessible to the management and all relevant parties whenever necessary through the intranet.

*1 TAT stands for turnaround time, the time taken to complete a certain task.
*2 KPI, a Key Performance Indicator, is an indicator to evaluate a factor to be focused for a certain goal.

Procedure to manage quality KPI on a monthly basis



Strengthening Interactions within the Group about Product Safety Risks

OKI has made various efforts to ensure product safety. OKI's company-wide Product Safety Policy clearly states that "the corporate activities to ensure the safety of our customers using our products must be given the most priority." In this context, we have always incorporated provisions about product safety into agreements with our suppliers.

The Group's Cooperative Framework for Responding to Product Accidents

OKI has a set of rules for coping with accidents arising from product deficiency. These rules specify necessary procedures for actions to be taken in case of such accident, including the establishment of a task force, the adoption of a remedial

measure, the notification of the accident to the market and society, the implementation of a recall, and the development of a preventive measure. Furthermore, OKI has established a cooperative framework for major group companies by rolling out these rules to the other group companies and coordinating them with the rules established by each company. In fiscal 2008, the OKI Group actively developed information about product accidents, and precautions for use of purchased materials and parts in the group companies, which leads to preventive measures for product accidents and defects.

Product Safety and Technology Compliance Initiatives

In order to improve the safety of its products, the OKI Group has been active in ensuring the full compliance with the “four safety technology laws*” under the leadership of the “Product Safety and Technology Committee.” As part of such efforts, we have facilitated communication among corporate management divisions, business divisions and group companies so that each issue can be properly addressed in order to ensure compliance with laws, regulations and certification requirements at all areas of business operation including design, manufacturing, procurement, sales and maintenance services.

In fiscal 2008, a reeducation program about product safety was given to the members of the Product Safety and Technology Committee. The program featured the latest trends of safety-related laws and regulations and the basic knowledge of the four safety technology laws. Upon the foundation of OKI Networks Co., Ltd., a spin-off from OKI's telecommunication business, we completed all necessary processes to notify the supervisory authorities of the safety of products to be taken over.

* The four safety technology laws consist of major legal requirements and voluntary regulations pertaining to the safety of information technology equipment in Japan. More specifically, they are the Electrical Appliance and Material Safety Law, the Telecommunications Business Laws, the Radio Law, and the Regulations of the Voluntary Control Council for Interference by Information Technology Equipment (VCCI).

Education on and Awareness-Raising Activities for Quality

The most fundamental factor in quality management is each employee's understanding of the importance thereof and his or her everyday conduct. Based on this idea, the OKI Group has given education programs on quality for different types of employees at different levels such as new recruits, novice members of functional departments, mid-level engineers and newly promoted employees. We have also offered a variety of elective educational programs from among which each employee can choose the most appropriate program for his or her need. The use of e-learning prevents busy employees from missing educational opportunities. Furthermore, all members of the OKI Group are supposed to reflect on their day-to-day commitment to and conducts for quality in November, "the month of quality," every year. In order to see the effects of these activities, we conduct a consciousness survey once in a while whose results will be reflected in measures to further improve quality awareness.

In fiscal 2008, we integrated different education programs for new recruits given by different divisions into one as the program

common to all business divisions of the company. The curriculum of the new program includes not only the basic knowledge of product safety and relevant laws and regulations but also that of statistics and reliability for to-be-engineers. The program was incorporated into the new recruit training for fiscal 2009.

Initiatives to Improve Customer Satisfaction (CS)

Continuously Conducting CS Surveys on Our Products and Activities

OKI has conducted CS surveys of its customers in the financial industry about different aspects of the OKI Group's business activities, including products in general, sales, proposals, development and maintenance, since fiscal 2007. During the survey conducted in fiscal 2008, we asked the respondents, representatives of approximately 40 customers, to answer various questions in seven categories on a scale of one to five. We also asked them to write their opinions and comments as they liked.

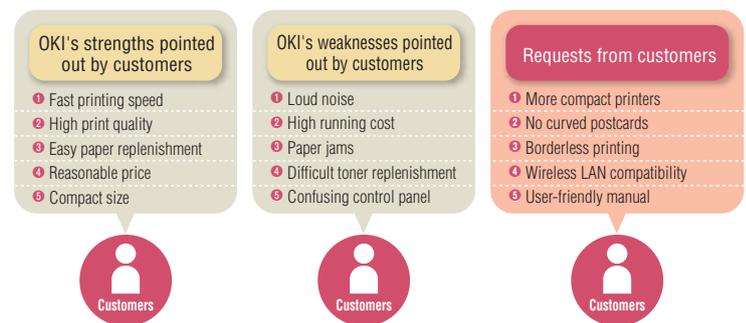
The results of each survey is disclosed to all respondents with our explanation. If we obtain any opinions from customers at this stage, we feed them back to the OKI Group. Based on the results of the survey and feedback from customers, we understand our weakness and examine what to be done in the future by each business unit. If there are any common problems, solutions to them are shared among all relevant business units within the group.

Opinions from Customers Reflected in Product Development

OKI Data manufactures and distributes printers. The company believes that one of the most important jobs of its CS division is to make its customers choose OKI printer as their second printers. In other words, it means to offer satisfaction continuously to customers. In this context, the company has conducted surveys in order to improve CS. The main purposes of these surveys are to understand what customers demand and reflect their opinions in the development of new products. More specifically it conducts global CS surveys on a monthly basis, collects data on failure rates, on-site services and etc.

Requests from customers and quality problems found through the these surveys are described in a document called "CS Feedback Request," and shared among people involved in

Request from Customers About Color Printers



the development of new products through meetings. They aim at achieving a feedback rate (a rate of customer opinions that are reflected in new products) of 80%, and check any product being developed if it meets customer needs at each stage of product development.

The A3 color page printers launched in October 2008, C810dn and C830dn, feature compact sizes, low running costs, and simple structures that help decrease chances of paper jams. They were developed by reflecting opinions and requests from customers as shown below.

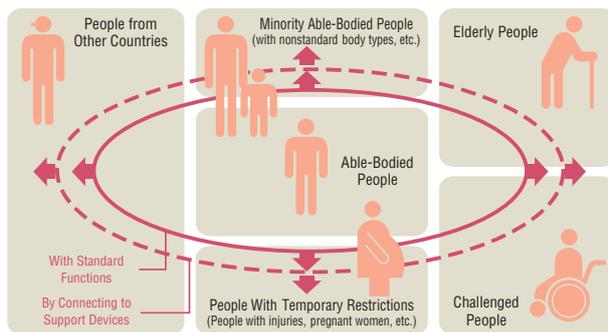
Expanding Application Range of Universal Design Technology

The OKI Group's Approach to Universal Design

The OKI Group defines universal design as the achievement of a high level of usability (basic user-friendliness) and accessibility (considerations for elderly people and people with disabilities) in products and services so that all customers can use them properly, effectively and satisfactorily.

The OKI Group's efforts to enhance usability and accessibility are based on four concepts. First, products must have interfaces that are easy to understand. Second, mental and physical stress on users must be minimized. Third, there must be choices of operating procedures. Fourth, products must be designed in a friendly and attractive package. In order to promote universal design, OKI established a cross-functional organization called the Ergonomics Committee. The committee conducts verification tests and collects opinions from users which help shape products and services.

Universal Design Intended for the Use of as Many People as Possible



Application Example of Universal Design Technology "WorkWel Communicator"

WorkWel Communicator is a multipoint voice communicator to support physically challenged teleworkers. It was developed by OKI WorkWel (see page 28), a special subsidiary of OKI, through a number of trial operations. OKI WorkWel has had a number of teleworking employees. As the company gained experience in working with teleworkers, it came to realize several problems involved in this style of work. Among them are: 1) slower decision making when working as a team, 2) limited information available to

teleworkers, 3) difficulties in conducting effective training, and 4) feelings of loneliness teleworkers are likely to suffer. Intended to solve these problems, WorkWel Communicator, a system that can be used constantly all through working hours, focuses only on voice communication because teleworkers put a greater importance on it than visual communication. With little network load, the system can be used in a mobile computing environment as well. Since the system allows timely information sharing, teleworkers using it don't suffer from loneliness. Furthermore, the user interface of the system, designed based on OKI's approach to universal design, is very easy to use for physically challenged users with a number of convenient features such as the operation buttons compatible with numerical keypads, and the automatic voice function with frequently used conversational sentences registered in it (optional).



A teleworker using WorkWel Communicator

Topics

OKI's commitment to accessibility for web sites receives high acclaim, and wins 8th place in the "Corporate Web Site Ranking 2008."

OKI has pursued accessibility for web sites since 2002, established the "OKI Guidelines for Web-Page Design" based on "JIS X 8341-3^{*1}" and "WCAG^{*2} 2.0," and contributed to realization of universally user-friendly web sites. These efforts have been highly acclaimed. In September 2008, OKI's web site won 8th place in the Nikkei Personal Computing Corporate Web Site Ranking 2008. (Nikkei Personal Computing is a magazine published by Nikkei Business Publications.) The ranking evaluated the web sites of 500 major companies in terms of "basic information," "branding," "risk management," "user friendliness" and "accessibility."



OKI's web site

^{*1} JIS X 8341-3: Guidelines for older persons and persons with disabilities — Information and communications equipment, software and services — Part 3: Web content

^{*2} WCAG: Web Content Accessibility Guidelines, established by W3C (World Wide Web Consortium).

OKI recognizes the importance of communication and is committed to the fair and timely disclosure of corporate information.

Fiscal 2008	Achievements in Fiscal 2008	Fiscal 2009
Focal Points	<ul style="list-style-type: none"> ● Provided information to institutional investors by conveniently holding investor briefings 	Focal Points
<ul style="list-style-type: none"> ● Promotion of information provision to institutional investors 		<ul style="list-style-type: none"> ● Promotion of information provision to institutional investors through investor briefings and other opportunities

OKI Group's Investor Relations Activities

The OKI Group appropriately discloses useful information to shareholders and investors in a timely manner, including corporate information, management strategies and operating results. The purposes of our IR activities is to improve management transparency, help build trust with our shareholders, and thus improve our corporate value. IR Unit of Business Management and Promotion Division is responsible for these activities.

The OKI Group recognizes that the appropriate utilization of the views of the market in management practices and business activities serves to further increase operating efficiency and raise corporate value. Based on this recognition, CEO and the other members of the management team conduct investor briefings, hold IR meetings and engage in various other communication activities. We will further promote the disclosure of information in a responsive, and appropriate manner while complying with the Company Law, the Financial Instruments and Exchange Law and the amended disclosure rules of the Tokyo Stock Exchange.

Investor Briefings and IR Meetings

OKI has held quarterly results announcements since the first quarter of fiscal 2003. At briefings for institutional investors, which are held in conjunction with results announcements, CEO and the other members of the management team discuss not only financial information but also the company's vision and management strategies.



Investor briefing (October 2008)

Apart from results announcements, we also actively hold individual IR meetings with institutional investors in Japan and overseas, where we go over a broad range of topics, including management and business strategies, and individual products and technologies. We also organize tours of our business sites for

them. In fiscal 2008, we held 101 IR meetings for Japanese investors. IR meetings are also held overseas by our top executives.

Communication via IR Website and e-mail Newsletters

OKI has an IR Website where a range of investor relations information, including financial data, is posted simultaneously in English and Japanese in order to maintain fairness in information disclosure. We also send e-mail newsletters to over 2,800 people, including our institutional investors and people who have signed up on our website. The e-mail newsletter includes the latest financial results, information on filings to securities exchanges, press releases on topics such as new products and services, and information on updates to our IR Website.



web "Investor Relations" site on the web
<http://www.oki.com/en/ir/>

As a result of these efforts, our IR site received the Excellence in Internet IR Award from Daiwa Investor Relations for the eighth consecutive year in fiscal 2008.

Strict Prevention of Insider Trading

The OKI Group has made every effort to prevent insider trading in order to protect shareholders and investors, and help ensure the integrity of securities markets. The "OKI Group Code of Conduct" clearly specifies the prohibition of stock trading using insider information or the provision of such information to any third party. We also offer our employees training programs on insider trading as part of our risk management.

OKI respects the diversity of its employees, provides and maintains safe, comfortable working environment for them, and is committed to creating a corporate culture that encourages them to take on new challenges.

Fiscal 2008	Fiscal 2009
<p>Focal Points</p> <ul style="list-style-type: none"> ● Recruitment and training of diverse human resources ● Dissemination and monitoring of the supports for the development of the next generation ● Promotion of work-life balance ● Promotion of the mental and physical health of employees 	<p>Achievements in Fiscal 2008</p> <ul style="list-style-type: none"> ● Improved the level and quality of global education ● Built an environment for the development of the next generation by utilizing e-learning and SNS ● Revised the systems to support employees with young children ● Held events and training programs to help employees promote their mental and physical health
<p>Fiscal 2009</p>	<p>Focal Points</p> <ul style="list-style-type: none"> ● Recruitment and training of diverse human resources ● Entrenchment of the supports for the development of the next generation ● Promotion of work-life balance ● Promotion of the mental and physical health of employees

Basic Policy on Human Rights and Resources

The business activities of the OKI Groups are based on cooperation among diverse individuals with different roles who work together to contribute to the improvement of corporate profitability and the development of society. Believing that respect for human rights must underlie all business activities, the OKI Group has a strong commitment to pursuing fair recruitment and building working environments in which diverse people can fully exercise their abilities.

OKI articulates its vision for the development of human resources: "Pride, Passion and Sincerity." The vision asks all employees of OKI to:

- Take pride in themselves, their colleagues and the company,
- Take actions with passion, and
- Do any job with sincerity.

The company also puts great importance on the promotion of mental and physical health of its employees as an important managerial issue.

In fiscal 2008, we had to ask management level employees of OKI and its group companies to apply for an voluntary early retirement program during a period of three months from January to March 2009, due to difficult economic conditions. However, we provided an adequate explanation to the employees subject to the program prior to the application period, and communicated well with each applicant.

Good Labor-Management Relationship through Dialogue

OKI respects the freedom of association and collective bargaining based on the laws in each country and region, and puts great importance on building trust between employees and management. In Japan, the company is active in holding general labor-management meetings with the participation of the company's top executives and union leaders as well as divisional labor-management meetings to exchange opinions and information on economic conditions and labor issues.

Recruitment of Diverse Human Resources

Promoting the Employment of Challenged People

The OKI Group has promoted the recruitment of developmentally disabled people as teleworking employees since 1998. Based on this experience, we established a special purpose subsidiary* called OKI WorkWel in April 2004. As of April 2009, OKI WorkWel employs 40 people with physical, intellectual, visual or internal disabilities. They include 31 teleworking employees who are engaged in designing and producing posters, accessible web pages, and so on, utilizing information technology.

The OKI Group will continue to promote the employment of challenged people through OKI WorkWel.

Percentage of challenged people at the OKI Group (fiscal 2008) :1.98%

*A special subsidiary is a company established to provide special considerations for the employment of challenged people as defined in the Law for Employment Promotion, etc. of the Disabled.

Holding Internship Events

OKI carries out the "One-Day Internship" program for undergraduate and graduate students every year. The purpose of this program is to help students understand how OKI's products are being used in society and make them feel interested in working in the info-telecom industry.

The 2008 program featured events such as a tour of the OKI Premium Fair held in November, and an attendance in the OKI Endowed Course in Ubiquitous Services at the University of Tokyo.



OKI Premium Fair

The program focuses on close interactions between participating students and employees so that the students are able to understand how fun to work at OKI. For example, a discussion session with several employees is held after an office tour, and a factory tour is accompanied by an industrial engineer who can talk about the importance of skills and professionalism through a Q&A session.

Efforts to Ensure Equal Employment Opportunities

The OKI Group respects human rights and makes efforts to ensure equal employment opportunities at overseas sites as well.

OKI Data Americas, which is based in North America, has made utmost efforts to avoid any discrimination in employment, wage and promotion due to race, age, disability, skin color, religion, gender or national origin. More specifically, the company gives education programs on relevant laws and regulations to managers and employees involved in the personnel department. It has also introduced a scholarship program with special consideration for minority groups and women. Furthermore, it has promoted employment of minority groups, women and challenged people through various activities such as collaboration with local schools, contributions to and cooperation with NGOs involved in the promotion of equal employment opportunities.

In China, OKI Software Technology (OSTJ) obtained CSA8000 certification, a CSR certification unique to Jiangsu City, in 2007. Based on SA8000, a global code of conduct for companies seeking to make the workplace more humane in terms of human rights and labor conditions, CSA8000 respects not only all relevant laws in China but also the Universal Declaration of Human Rights, conventions and recommendations of the International Labor Office (ILO). OSTJ has established several systems to promote fair employment and ban discrimination of any kind.



OSTJ's office (Jiangsu, China)

Efforts to Ensure Equal Employment Opportunities

Career Design Support Initiatives

OKI's career design program focuses on the establishment of partnerships between management and employees as well as the development of strong, autonomous human resources. More specifically, the program includes an annual interview session in which employees discuss their career vision and plan with their superiors as well as a career design training session for employees who have reached important milestones in which they deepen their understanding of themselves through self-analysis. The career counseling system established in 2006 also helps employees develop their careers through counseling on career building in general.

Enhancing training focusing on business globalization

The OKI Group has developed different training curriculums for different job functions through which employees can learn basic knowledge about their jobs, latest methods and theories. More than 70 compulsory or designated courses as well as more than 550 elective courses are offered every year.



English proficiency development course

We have also offered a designated training program for employees likely to be directly involved in global operations in the future since fiscal 2006. The curriculum of the program includes not only language lessons but also courses on foreign cultures, diversity and business communication skills. In fiscal 2008, two new courses of English, the Advanced Course and the Beginner Course, were opened in addition to the existing Intermediate Course. Employees can now choose the most appropriate course for them from among these three options according to their English proficiency and objectives.

The OKI Group also offers courses of Chinese. The OKI Group's employees have been able to take the Chinese Language Proficiency Test (organized by the Society for Testing Chinese Proficiency) at OKI since fiscal 2008. From among 38 employees who took the first Chinese Language Proficiency Test at OKI in July 2008, 30 passed the grades they had applied for: 19 people for Grade Pre-4, 5 for Grade 4, and 6 for Grade 3. We plans to give the test again at OKI in fiscal 2009.

Efforts for the Development of the Next Generation

Aiming to be a company where people can work free from anxiety, the OKI Group has been actively involved in the development of the next generation.

Creating an Environment That Helps Develop the Next Generation



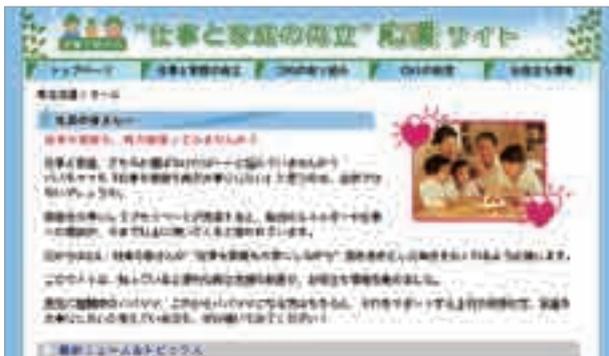
e-learning on Work-Life balance

In compliance with the Law for Measures to Support the Development of the Next Generation, OKI has formulated the (1st and 2nd) Action Plans. In order to encourage its employees to deepen their understanding of these action plans, OKI has distributed a booklet on the plans among them. In fiscal 2008, we gave an e-learning

program subject to all employees on work-life balance. In conjunction with the e-learning program, we also conducted a questionnaire survey to investigate the needs and awareness of employees. The results of the survey have been used to extract challenges and make plans for the future. In September 2008, the "Support Work-Life Balance" site accessible to all employees whenever necessary was opened on the intranet. The site features various pieces of information related to work-life balance including the result of the above questionnaire survey.

In February 2009, we launched the Work-Life Balance community, an online community to support work-life balance, using in-house SNS. The community allows employees expecting babies to consult with those with children on what they are concerned about. Furthermore, we have also produced a booklet about child rearing to help managers appropriately support their staff members expecting babies.

We have been involved in the development of the 3rd Action Plan in order to further promote work-life balance since April 2009.



The "Support Work-Life Balance" site on the intranet

Encouraging Male Employees to Participate in Child Rearing

In order to encourage male employees to participate in child rearing, OKI applied for the Program to Promote the Involvement of Male Workers in Child Rearing organized by the Japan Institute of Workers' Evolution in fiscal 2007 and 2008. As a result, OKI was certified as a firm that promotes the participation of male employees in child rearing by the Tokyo Office of the Institution each year. In fiscal 2008, a male employee took a child-care leave for the first time at OKI.

OKI Data Systems in Fukushima Prefecture was designated a model firm for the prefecture's "Support Dad's Child Rearing" program. Since then, it has been active in building an environment that



Training program for managers on child-care support for fathers (October 2008)

encourages male employees to participate in child rearing. The company's training programs on child rearing and support for male employees to take child-care leaves have been highly acclaimed. As a result, it was certified as a firm very active in the development of the next generation (in compliance with the Law for Measures to Support the Development of the Next Generation) by Director of the prefecture's Bureau of Labor Affairs in March 2009. OKI Data Systems was the second company with this certification in the prefecture.

Introducing Programs for Promoting Work-Life Balance

In order to help its employees balance work and family life, OKI has offered various supporting programs and systems about childbirth, child rearing and nursing care, including a flextime system and a HPO system (discretionary labor system) that allow flexible work styles. In case of "Special Leave for a Particular Purpose," employees are allowed to take a leave for medical care for themselves, nursing care for their families (including protective vaccination and medical checkups of small children), and other purposes including participation in social action programs, education and school events. Such special leaves are longer than those stipulated by law.

In April 2009, OKI revised part of the system to support employees with small children, and expanded the applicable period, from "the period until the child in question finishes his or her third grade year of school" to "the period until the child in question finishes his or her sixth grade year of school."

 Descriptions of programs and systems to promote work-life balance
<http://www.oki.com/en/csr/csraact/employ/nextgnrt.html>

Promotion of Diverse Work Styles

Adoption of Telework on a Trial Basis

OKI has promoted various systems to allow diverse work styles and worked to create an environment in which individual employees can choose the most appropriate work style according to their family needs such as child rearing and nursing.

As part of such efforts, the company launched a project to adopt telework on a trial basis at OKI System Center in Warabi, Saitama in December 2007. As of April 2009, seventeen employees, who are deemed suitable for telework due to their need for child rearing or nursing care, work at home once or twice a week.

The company is planning to expand the range of application for telework to include employees other than those involved in child rearing and nursing.

Initiatives for Occupational Health and Safety

Initiatives by Safety and Health Committees

OKI has set up a "Safety and Health Committee" in each district. Comprised of representatives from the company and

the union, the committee establishes and enhances systems for occupational health and safety in accordance with the working conditions in the district, formulates plans to prevent industrial accidents, patrols workplaces, offers educational programs on occupational health and safety. In order to raise awareness of safety and health across the company, representatives of local Safety and Health Committees meet at the "Central Safety and Health Committee," and share the results of their activities and efforts.

OKI's industrial accident frequency rate*¹ and severity rate*² in fiscal 2008 were both 0.00.

*¹ Industrial accident frequency rate: Fatalities and injuries caused by industrial accidents / Total hours worked x 1,000,000

*² Industrial accident severity rate: Working days lost / Total hours worked x 1,000

Promotion of Safety Management at Manufacturing Sites

In order to improve safety management at its manufacturing sites, the OKI Group conducts a safety inspection every year in which a team of inspectors from the headquarters check the safety management of each manufacturing site in terms of "occupational health and safety," "disaster prevention" and "environmental protection" based on a set of standards shared across the group. Inspectors not only point out things to be improved but also offer information on outstanding efforts made by other manufacturing sites. In this sense, the inspection has been used as an opportunity of safety education as well. The problems discovered by such inspections and the measures implemented to solve them are reported to the "OKI Group Safety Management Liaison Committee," a committee comprised of representatives from the production divisions of group companies, and shared across the group.

In fiscal 2008, the OKI Group conducted safety inspections at 16 sites in Japan and 2 sites in overseas. There were no serious problems at these sites.

Promoting Mental and Physical Health of Employees

The OKI Group has promoted "Health OKI 21", a campaign to facilitate voluntary health management of employees. The campaign has been supported by all group companies, labor unions and corporate health insurance societies. The campaign focuses on the primary prevention of diseases by encouraging employees to change their life style habits. While useful healthcare information is provided through the "Health OKI 21" site on the intranet, each business unit or group company has a committee for the campaign under which various programs, such as a consciousness survey and a walking rally in which employees' families can participate as well, are planned and carried out.

Furthermore, the group has the "Mental Health Working Group" as an ad hoc committee of the Central Safety and Health Committee, which has been involved in the development of systems to promote self-care and the organization of training programs about mental health.

Topics

OKI and OKI WorkWel Won the 9th Telework Promotion Award



In September 2008, OKI and OKI WorkWel (OWW) received the 9th Telework Promotion Award sponsored by the Japan Telework Association. OKI won the "encouragement prize" for its contribution to diverse work style by building a telework environment using security wireless LAN. OWW won the "outstanding prize" for its contribution to the employment of challenged people through the development of an original system to support telework as well as its accumulated know-how and constant achievements as a pioneer of telework.

In order to realize and pass on a better environment, the OKI Group promotes environmental management and makes efforts to conserve the environment through its products and business activities.

Fiscal 2008	Fiscal 2009
<p>Focal Points</p> <ul style="list-style-type: none"> Promotion of the prevention of global warming Making our products more environmentally-friendly Promotion of environmental management contributing to business Improvement and streamlining of environmental management Improvement and enhancement of internal environmental audits 	<p>Focal Points</p> <ul style="list-style-type: none"> Enhancement of measures for preventing global warming Creation of energy-saving products Promotion and improvement of the system to control chemical substances in products Improvement of environmental management Enhancement of environmental compliance
<p>Achievements in Fiscal 2008</p> <ul style="list-style-type: none"> Achieved the energy saving target of the OKI Group Established a system to facilitate conformity with the REACH regulation as well as guidelines for the operation thereof Expanded sale of environmental products and utilized wide-area designation systems Expanded the scope of ISO14001 Consolidated Certification 	

The OKI Group's Environmental Management

The OKI Group, under the OKI Group Environmental Policy, has promoted "company-wide network-type environmental management" focusing on efficiency and flexibility in order to achieve a better global environment. The main focuses of our environmental management are: 1) contribution to the environment through products; 2) contribution to environmental conservation in business activities and 3) contribution to environmental activities of society. We have also formulated the OKI Eco Plan 21, and set medium-term goals and yearly goals.

Company-wide Network-type Environmental Management

The OKI Group's "company-wide network-type environmental management" is designed to efficiently manage all environmental aspects of the business activities of the entire group. By combining the activities of production sites and the managerial agendas of the corporate group in a quite flexible way, this managerial style allows the appropriate selection and concentration of resources for each environmental activity, helps share technologies and information, promotes the creation of environmentally-friendly products, and thus facilitates the optimization of environmental management.

Environmental Management Through Sites and Corporate Group



OKI Group Environmental Policy

The OKI group achieves a better global environment by providing products that contribute to the realization of the "e-Society" for the next generation, and inherits this within the group.

- 1** Aim to maximize activity effects by executing company wide network-type environmental management.
 - Take actions to provide environment-friendly products and services in all business processes through product planning, manufacturing and maintenance operation.
 - In the business activities, strive to save energy / resources and take actions to reduce wastes.
- 2** Comply with applicable legal requirements / regulations / customer requirements / other requirements and prevent pollution.
- 3** Adequately implement PDMCA (Plan-Do-multiple Check-Act) in the environmental management system, and take actions to progress environmental performances and to continue improvements of operation system.
- 4** Disclose environmental information, and make wide contribution to the society by supporting environmental activities.

Outline of Company-wide Network-type Environmental Management

Theme / Level / Division	Activities to reduce environmental impact of products			Activities to reduce environmental impact from sites		
	Reduction of power consumption	Management of chemical substances	Green procurement	Prevention of global warming	Waste reduction	Environmental communication
Top executives in charge of environmental management	↓	↓	↓	↓	↓	↓
Information processing equipment	↑	↑	↑	↑	↑	↑
Telecommunications equipment	↑	↑	↑	↑	↑	↑
Printers	↑	↑	↑	↑	↑	↑
Production	↑	↑	↑	↑	↑	↑
Services and distribution	↑	↑	↑	↑	↑	↑
Sites and branches	↑	↑	↑	↑	↑	↑

↓ Managerial agenda ↑ Individual theme ↑ Theme across different divisions or sites

Expanding the Scope of Company-wide Integrated Environmental Management System

The OKI Group, as an effort to promote its company-wide network-type environmental management, has continued to expand the scope of its company-wide integrated environmental management system by expanding the scope of ISO14001 Consolidated Certification. In fiscal 2008, we completed the integration of the environmental management systems of major production sites in China by further expanding the scope of ISO14001 Consolidated Certification to include two group companies in China. As a result, we can now manage important environmental issues, such as the collection of information on chemical substances and conformity with local laws and regulations, across all business processes (including design, development, purchase, product and shipment) in a more integrated way.



Two companies newly included in the scope of ISO 14001 Consolidated Certification, OKI Electric Industry (Shenzhen) (left) and OKI Telecommunications Technology (Changzhou) (right)

Topics Award Won for 11-year Commitment to Environmental Management System

In March 2009, the OKI Group received an award and a commemorative gift from Japan Audit and Certification Organization for Environment and Quality (JACO) for its 11-year continuing commitment to expanding the scope of ISO14001 Environmental Management Certification.



OKI Eco Plan

The following table shows the major activities and achievements of the environmental activity plan, "OKI Eco Plan 21", in fiscal 2008.

OKI Eco Plan 21 (Fiscal 2008 version): Targets and Achievements

	Category	Activities	Targets for Fiscal 2011	Targets for Fiscal 2008	Achievements in Fiscal 2008		
					Results	Evaluation	See Page
Products	Control of chemical substances contained in products	Enhancing chemical substance management (response to RoHS directive and REACH regulation) (response to other regulations for controlling chemical substances)	Establish and improve the new CMS* in conformity with REACH and other regulations	Establish and enhance CMS	Improved the operational systems to secure conformity with RoHS directive / started to establish a system to comply with REACH	○	16 17
					Started to test-operate the system	○	
Business Activities	Prevention of global warming	Reducing CO2 emitted from business activities (introducing highly-efficient equipment and improving operational systems) (applying other measures)	Office Total volume to be reduced by 1% or more (compared to the average of the past five years)	Total volume to be reduced by 1% or more (compared to the average of the past five years)	Achieved a 8.6% reduction of total volume	○	10 11 35
					Production site Basic unit to be reduced by 2% or more (compared to the average of the past five years)	Basic unit to be reduced by 2% or more (compared to the average of the past five years)	
	Recycling of used resources	Reducing waste at production sites (maintaining "zero-emission")	Continue on-going efforts	Continue on-going efforts	Maintained "zero-emission"	○	35 39 43
	Control of chemical substances of environmental concern	Restraining the use and emission of chemical substances of environmental concern (a 30% or more reduction compared to 2000 has to be achieved by 2010.)	Move to the operation / management phase	Examine possible measures and make a plan	Examined possible measures	△	43
Environmental Management	Enhancement of environmental management system	Promoting company-wide network-type environmental management (examining and implementing the expansion of the scope of the system in Japan and abroad)	Expand the scope of the system in Japan and abroad / make a plan for the next fiscal year	Expand the scope of the system in Japan and abroad / make a plan for the next fiscal year	Expanded to include 2 more sites in abroad (no new sites included in Japan)	△	32 33 42
					Enhancement of environmental compliance	Winning further understanding of outsiders about OKI's environmental compliance	

* CMS: Chemical Management System

Environmental Activities Related to Products

The OKI Group has addressed three important environmental issues – "the reduction of power consumption," "the elimination of hazardous chemical substances" and "resource conservation" – through its environmental activities related products, and contributed to the reduction of environmental impact by offering environmentally conscious products.

"SUKIT," a Lightweight Kiosk Terminal Allowing the Reduction of Power Consumption

"SUKIT" is a user-friendly, high-performance kiosk terminal* for a wide range of applications to meet customer needs, such as automatic check-in at airports, information search, booking, reception, and the management of loyalty points. While a variety of optional units make the terminal considerably scalable, it achieved the reduction of power consumption by 30% and weight by 38% compared to existing check-in terminals. It is an environmentally-friendly product that meets the requirements of RoHS directive.

* A kiosk terminal is a self-service information terminal that allows users to search information and services whenever and wherever necessary.

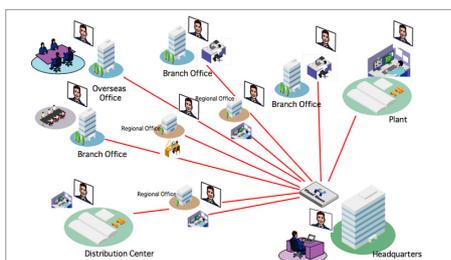


"SUKIT" kiosk terminal

"Visual Nexus," a Video Conferencing System Focusing on Restraining CO2 Emissions From the Use of Transportation

Utilizing high-quality HD imaging *, "Visual Nexus" video conferencing system connects people in different places, and enables them to share the same images, sounds and data simultaneously. By using this system, we can hold video conferences, meetings or seminars without using transportation to move between different places. Thus, the introduction of this system helps reduce CO2 emissions from the use of transportation, save traveling time and expense, facilitate the streamlining of business processes, and promote the reduction of costs. It is also notable that the system can help save installation costs and power consumed because PCs at users' desks are used as terminals.

* HD imaging: An imaging format that can offer high-resolution images that are twice as clear as those offered by analog imaging. Visual Nexus supports 1080P with 1980 x 1080 pixels at a maximum.



Video conference using Visual Nexus

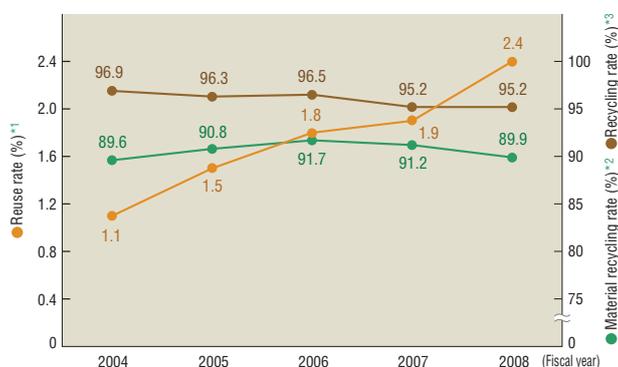
For further information on other environmentally conscious products, please refer to Page 44 and Page 45 hereof.

Recycling of Used Products

OKI was approved by the Minister of Environment as a manufacturer qualified to utilize the "Cross-jurisdictional Waste Treatment Manufacturer Scheme"* in July 2006. Since then, we have been very active in improving the recycling of used products by effectively utilizing the scheme. The industrial wastes subject to the scheme are used info-telecommunications equipment and printers. They were collected from throughout Japan, sent to the waste treatment site authorized by OKI, and properly recycled. It is also notable that OKI, placing a great importance on security, has built an original procedure to ensure security during the recycling process. The volume of used products collected in fiscal 2008 was 2,556 tons (with a 70% increase compared to fiscal 2007), with info-telecommunications equipment such as ATMs comprising a large part of them. The material recycling rate in Kanto district, where the number of products collected is larger than any other district, was 89.9% and remained at the almost same level as the previous fiscal year.

* Cross-jurisdictional Waste Treatment Manufacturer Scheme: An exemption scheme of the Waste Disposal and Public Cleaning Law that allows manufacturers to treat waste across different prefectures. The purpose of the scheme is to reduce waste, and promote the appropriate treatment and recycling thereof.

Recycling of Used Products



*1 Reuse rate: the ratio of reused parts and materials to collected used products (in mass).

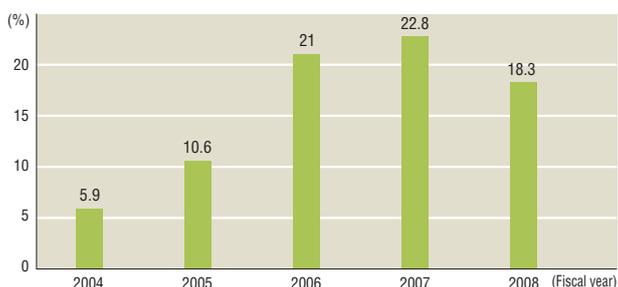
*2 Material recycling rate: the ratio of material recycling and reuse to collected used products (in mass)

*3 Recycling rate: the ratio of material recycling, thermal recycling and reuse to collected used products (in mass)

Recycling of Printer Supplies

OKI Customer Adtech has been active in reusing and recycling printer supplies such as toners and drum cartridges. Although the recycled product rate to sales volume decreased by 18.3% in fiscal 2008, we will continue to make efforts to reuse and sell recycled products.

Recycled Product Rates



Environment Conservation Efforts in Business Activities

The OKI Group has addressed three important environmental issues – "the reduction of greenhouse gas emissions," "the saving and recycling of resources" and "the reduction of environmental risks" – through its environment conservation efforts in business activities.

Complete Shift to Green Electricity at OKI (UK)

OKI (UK), the OKI Group's production site in Great Britain, achieved a complete shift to green electricity in October 2008. Green electricity is electricity generated from renewable sources. It decreases CO₂ emissions by 85%, 1,930 tons a year. OKI (UK) plans to shift to green electricity at its 22 sales sites in Europe as well and reduce CO₂ emissions of 2,120 tons a year.

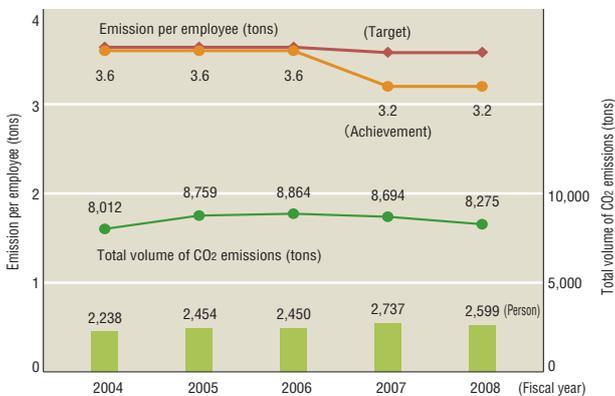


OUK, a production site in Great Britain

Continuing Involvement in "SAINOKUNI Eco-Up Declaration"

OKI System Center in Warabi, Saitama, has been involved in "SAINOKUNI Eco-Up Declaration," an environmental initiative launched in 2002 under a prefectural ordinance, and has worked to reduce CO₂ emissions and waste. The target for the initiative set in the center's action plan is to achieve a 1% reduction per employee every year compared to the 2005 level. As a result of continuing efforts, such as restraining the use of air-conditioning systems and halving the number of fluorescent lights lit for aisles, the center was able to exceed the target for two consecutive years in fiscal 2007 and 2008. The center will make further efforts to reduce CO₂ emissions and waste by raising its target.

Reduction of CO₂ Emissions Through "SAINOKUNI Eco-Up Declaration" Initiative



Improvement of Material Recycling Rate (Zero Emission)

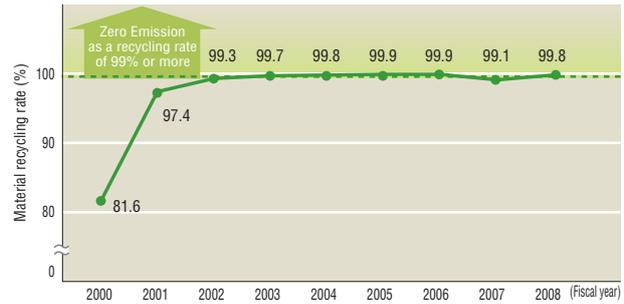
The OKI Group has been active in improving its material recycling rate *1 since 1996. In fiscal 2002, we achieved "zero emission" *2 at main production sites. In fiscal 2008, the material

recycling rate was 99.8%. We will continue to make efforts to reduce waste and maintain "zero emission."

*1 Material recycling rate: quantity of material-recycled resources / (quantity of material-recycled resources + quantity of wastes subject to final disposal) x 100

*2 Zero emission: defined by the OKI Group as a material recycling rate of 99% or more

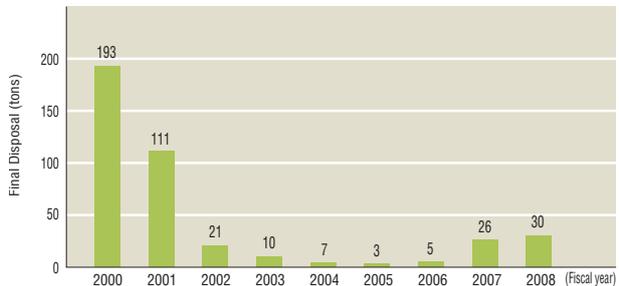
Material Recycling Rates of Main Production Sites



Amount of Wastes Subject to Final Disposal

The amount of the general and industrial wastes emitted from the OKI Group's main production sites and subject to final disposal was 30 tons in fiscal 2008.

Amount of Wastes Subject to Final Disposal Emitted from Main Production Sites



Pollution of Underground Water and Soil

The OKI Group has specified a group of observation points at every production site and monitored the quality of underground water there on a regular basis. During such a regular examination at Honjo site, the groundwater sampled from some observation points was measured to be a bit above the normal level. In response to this, the OKI Group has implemented appropriate recovery measures under the guidance of the relevant local authorities. In 2008, no underground water or soil pollution was observed.

Penalties / Claims

There were no environment-related penalties imposed on or claims made against the OKI Group in fiscal 2008. Whenever such an event occurs, we locate the cause thereof, take appropriate preventive steps, and deal with the problem properly.

OKI, as a good corporate citizen, implements social contribution activities and builds positive relationships with local communities.

Fiscal 2008	Achievements in Fiscal 2008	Fiscal 2009
Focal Points <ul style="list-style-type: none"> Resumption of financial assistance to the NPO that sends used clothes to refugee camps Enhancement of activities to contribute to local communities Promotion of collaboration with local municipal governments and NPOs 	<ul style="list-style-type: none"> Resumed financial assistance to the NPO that sends used clothes to refugees Enhanced activities to contribute to local communities in foreign countries such as reforestation projects in Asia and human resource development projects in Middle East Launched a new social action program focusing on the maintenance of forests 	Focal Points <ul style="list-style-type: none"> Examination of possibilities for more stable operation of the OKI 100 Yen Fund of Love Enhancement of activities contributing to local communities in Japan and overseas

Basic Philosophy and Systems for Social Contribution Activities

OKI established the "Corporate Philanthropy Office" (reorganized later as "Corporate Philanthropy Unit of CSR Division" in November 2008) and formulated the Basic Philosophy and Basic Policy for Social Contribution Activities in 1996. The OKI Group, based on the same philosophy and policy, has promoted various social contribution activities. More specifically, the group has made donations, opened its facilities for community use, and supported social action programs by employees. There are two types of social action programs the OKI Group has supported: donation-based programs that collect contributions from employees every month, and participatory programs related to social welfare or environmental protection activities. In order to be involved in a wide range of social contribution activities, we have interacted and collaborated with various nonprofit organizations.

Social Contribution Activities: Basic Philosophy and Basic Policy

Basic Philosophy

As a good corporate citizen, OKI will consider and take actions in order to realize the genuine enrichment of society, and will implement social contribution activities that earn the support of the public.

Basic Policy

- Corporate Activities**
OKI will continue to implement social contribution activities that reflect local and national needs, using its corporate resources, including its human resources and assets. OKI will focus on social contribution activities that reflect its corporate characteristics and will enhance its image while inspiring pride and energy in its employees.
- Activities by Individuals**
OKI will encourage and support voluntary activities that allow individual employees to express their humanity.
- Slogan**
Let's begin with what is achievable now!

Donation-based Program The OKI 100 Yen Fund of Love

The OKI 100 Yen Fund of Love is a donation-based social action program that asks each participant to donate 100 yen a month. The participants in the program include executives and employees of 31 companies of the OKI Group as of March 31, 2009. In fiscal 2006, the system of the program was altered to secure stable funding and attract as many participants as possible. Under the new system, each participant can choose the amount to be donated from three options — 100 yen, 200 yen and 300 yen — every time. In fiscal 2008, the program was able to resume the financial assistance to an NGO that had sent used clothes to refugee camps, part of its activities that had been suspended for a year due to a revenue shortfall.

The OKI 100 Yen Fund of Love Achievements in fiscal 2008

Donation of a blood transport vehicle to the Japan Red Cross Society	3,000,000 yen (including matching donation)
Financial assistance to an NGO that sends used clothes to refugees	1,440,000 yen
Financial assistance to a project to promote the employment of challenged people as teleworkers	1,000,000 yen
Financial assistance to social action groups in which OKI's employees are involved	2,970,000 yen (to support 24 organizations)



A car donated to the Japan Red Cross Nagano Blood Center (February 2009)

Supporting a "Send-Used-Clothes-to-Refugees" Project

The OKI Group has participated in a project to send used clothes to refugee camps conducted by Wakachiai Project, a nongovernmental organization involved in the promotion of fair trade and refugee relief activities since fiscal 2001. Used clothes collected at the group's sites throughout Japan are to be sent to refugee camps in overseas.



Sending collected used clothes (Okayama branch, OKI Software)

In fiscal 2008, 544 boxes of used clothes were sent to camps in Thailand for refugees from Myanmar. Costs for inland and overseas transportation was contributed from the OKI 100 Yen Fund of Love.

Supporting Social Action Organizations in Which OKI's Employees are Involved

The OKI Group has provided financial assistance to organizations in which its employees are involved, based on the request of such employees or Corporate Philanthropy Department. The source of such financial assistance is the "OKI 100 Yen Fund of Love." In fiscal 2008, we funded 24 organizations. Among them were We Can Setagaya, a nonprofit-making organization that supports the independence and employment of challenged people by holding training courses to learn practical IT skills, and the Support Dog Association, a social welfare juridical person involved in the training of guide dogs and guide dog trainers as well as related research and education.

Participatory Social Action Programs

OKI Mountain and Forest Brigade

The OKI Group has organized the OKI Mountain and Forest Brigade, a program for employees and their families focusing on the maintenance of forests and interactions with local people.

In fiscal 2008, the brigade cut and thinned two forests associated with the OKI Group, one in Komoro (Nagano Prefecture) and the other in Kannonyama (Gunma) twice respectively. The brigade also launched a new project for an OKI-sponsored forest in Izu (Shizuoka). Based on the "Agreement on the Maintenance of the OKI Group's Forest in Izu and Interactions with Local Communities" that was concluded between Izu City, the NPO Green Earth Center and OKI, this project is intended to maintain a 2-hectare forest offered by the city for a period of five years. During the first session of the project, the brigade planted seedlings of beech and other trees in the forest damaged by a typhoon in 2007.



In the OKI Group's Forest in Izu

Social Action Program Featuring a Taketombo Workshop

The OKI Group, in collaboration with the International Taketombo Association, has held an event featuring a taketombo (a traditional flying toy) workshop almost every year since fiscal 1999 for children in foster homes. During the event held in fiscal 2008, 16 children were invited to the Kyodo-no-Mori Museum in Fuchu (Tokyo), made taketombo and puppets, and enjoyed a traditional Japanese puppet show.



Children flying taketombo made by themselves



Traditional Japanese puppet show

Making and Donating Lao Picture Books

The OKI Group, in cooperation with the NPO Action with Lao Children, sponsors an event to create and donate picture books in the Lao language every year. During the event, participants add Lao translations to Japanese picture books. The event also features a quiz show through which the participants can deepen their knowledge of Lao culture. The participants in the 2008 event included not only employees of the OKI Group and their families but also a group of students from Gakushuin Women's College who were going to visit Laos with Action with Lao Children. The 38 participants made 70 picture books. The participants also made karuta (traditional Japanese playing cards) using Lao characters for the first time in the history of the event.

Action with Lao Children has been internationally acclaimed for its activities to promote reading. In September 2008, the NPO received the IBBY-Asahi Reading Promotion Award from the International Board on Books for Young People (IBBY, with its headquarters in Basel, Switzerland).



Karuta with Lao characters



Participants in the event with picture books

Enhancement of Activities Contributing to Local Communities in Japan and Overseas

Partnerships with Universities in Lebanon and Turkey for Human Resource Development

In 2008, OKI Data Corporation formed partnerships with Norte Dame University in Lebanon and Sisli Industrial Technology University in Turkey about joint research and human resource development projects.

The "OKI Advanced



Signing ceremony at Norte Dame University

Printing Center," a joint lab established at Norte Dame University, will carry out joint research projects, give a specialized course to train designers, draw up an educational curriculum, send instructors, and offer LED printers for students.

The "Office Equipment Research Center," a joint lab established at Sisli Industrial Technology University, will participate in the planning of educational programs, and offer internship programs as part of its curriculum. OKI Data Corporation aims at contributing to local communities by being involved in human resource development in this way as a manufacturer with in-depth knowledge of office equipment.



Office Equipment Research Center

Disaster Relief Funds for Victims of The Sichuan Earthquake in China

The Sinchuan Earthquake in China occurred on May 12, 2008. The OKI Group carried out a fund raising campaign, as a labor-management joint initiative, soon after the earthquake. The amount of money collected from executives and employees of the group amounted to 4,345,358 yen that was then sent to the Japan Red Cross Society for victims of the earthquake. Ten Chinese subsidiaries of the group also raised a fund in local currency (equivalent to 12,520,000 yen) and sent it to the Red Cross Society of China.

Opening Facilities for Community Use

The OKI System Center (Warabi, Saitama) holds the OKI Warabi Culture Festival in November every year. During the festival, the facilities of the center are opened to local citizens and families of employees. The 10th OKI Warabi Culture Festival held in fiscal



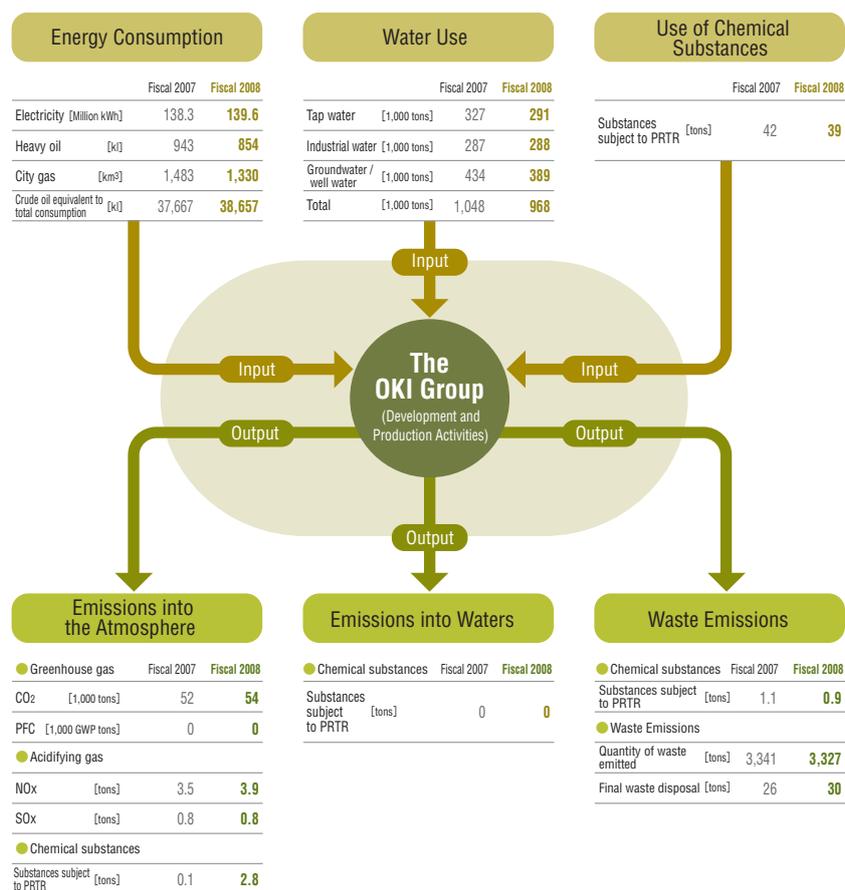
Presentation on disaster prevention

2008 featured a workplace tour for employees' families, a concert of a jazz band whose members were employees of the OKI Group, a free market, and presentations focusing on the prevention of crimes and disasters (given in cooperation with the local police and fire department). More than 2,500 people participated in the festival.

Environmental Impact of Business Activities (Material Balance)

The OKI Group uses energy, water and chemical substances as "input" to conduct business activities focusing on development and production while discharging substances with environmental impact into the atmosphere and waters, and emitting wastes as "output." (The data of the group's semiconductor business are not included here since it was transferred to another company.)

Overall Picture of Environmental Impact



Scope of Environmental Data

	Site
OKI (Japan)	Atago district
	Shibaura district
	Honjo district
	Takasaki district
	Tomioka district
	Numazu district
	Warabi district
	Kansai Laboratory
	Hokkaido Regional Office
	Tohoku Regional Office
Group companies (Japan)	Chubu Regional Office
	Kansai Regional Office
	Chugoku Regional Office
	Shikoku Regional Office
	Kyushu Regional Office
	OKI Data (Fukushima district)
	OKI Printed Circuit
	Nagano OKI
	Shizuoka OKI
	OKI Sensor Device
	OKI Micro Engineering
	OKI Digital Imaging
	OKI Power Tech
	Shinsei Denki Co., Ltd.
	OKI Erfolg
	OKI Engineering
	OKI Logistics
OKI Customer Adtech	
OKI Communication Systems	
OKI Supply Center	
OKI Network Integration	
OKI Development	
OF Networks Co., Ltd.	
Group companies (overseas)	OKI (UK)
	OKI Data Manufacturing (Thailand)
	OKI Telecommunications Technology (Changzhou)
	OKI Electric Industry (Shenzhen)
	OKI Precision (Thailand)
	OKI Electric Technology (Kunshan)
	DongGuan TandXia OKI Micro Engineering Factory

Energy Consumption by Type

Type of energy	Quantity consumed		
	2007	2008	
Electricity	138,302,225	139,569,749	
Petroleum	Benzine (kl)	1,616	
	Kerosene (kl)	51	
	Light gas oil (kl)	333	
	Heavy oil (kl)	943	
Total	2,943	2,896	
Gas	LPG, Liquefied petroleum gas (tons)	93	
	LNG, Liquefied natural gas (tons)	0	
	Total	93	110
	City gas (km ³)	1,483	
Water	Tap water (tons)	327,013	
	Industrial water (tons)	286,694	
	Groundwater / well water (tons)	433,969	
	Total	1,047,676	968,273

Breakdown of CO₂ Emissions

Category	Emission (1,000 tons)	Sites
Major sites of the OKI Group	44	Warabi district, Shibaura district, Honjo district, Tomioka district, Numazu district, Takasaki district, OKI Data, Nagano OKI, OKI Printed Circuit, OKI Erfolg
Other sites	10	Other sites
Total	54	All sites in the scope

Environmental Accounting

The OKI Group introduced environmental accounting in fiscal 1999 to evaluate its efforts for environmental conservation in terms of costs and effects. Since then, we have conducted environmental activities in a highly efficient way to optimize investment effects.

■ Environmental Conservation Costs

The OKI Group has adopted a specific procedure for selecting equipment and devices with low environmental impact and has used it when renewing or introducing any production equipment. Our overseas group companies have also adopted this environmentally conscious capital investment. For example they always select products with low environmental impact when selecting new equipment, such as air-conditioning controlling equipment, for their sites. Capital investment in fiscal 2008 amounted to 270 million yen (compared to 400 million yen in the previous fiscal year) while the amount of costs was 1.31 billion yen (broadly flat compared to the previous year).

Investment / Costs

(Unit: million yen)

Category	Main Efforts	Investment		Costs		
		2007	2008	2007	2008	
Cost in business areas	Pollution prevention cost	Investment in pollution control facilities, and maintenance and operation costs	27	5	61	57
	Global environment conservation cost	Investment in energy-saving facilities, and maintenance and operation costs	148	116	85	112
	Resource recycling cost	Investment in facilities for internal treatment of organic waste liquid, waste recycling costs	101	104	404	318
	Total		276	225	550	487
Upstream / downstream cost	Green procurement (chemical substances survey) costs, costs for remodeling systems to collect data on chemical substances contained in products	98	19	408	330	
Administration cost	Costs for obtaining environment management certifications, and maintenance and operation costs	19	20	281	284	
R&D cost	Investment in facilities for lead-free soldering, R&D costs for lead-free soldering	0	1	62	205	
Social activity cost	Costs for planting trees in production sites, costs for activities contributing to local communities	0	1	2	3	
Other cost	Cost for reserves to respond to environmental damages	1	1	9	1	
Total			395	267	1,312	1,310

■ Benefits Related to Environmental Conservation Costs

As the real income effect decreased compared to the previous year, the economic effects amounted to 370 million yen (compared to 480 million yen in the previous fiscal year).

The main reason for the increase in CO₂ emission with respect to the environmental conservation effects was due to the fact that power companies changed their CO₂ emission factors (electric power factors). The volume of energy consumed stayed at the same level as in the previous fiscal year.

Economic Effects

(Unit: million yen)

Category	Main Efforts	Amount of Effects		
		2007	2008	
Cost reduction effect	Effect of saving energy and resources	Reduction of electricity, petroleum, gas, packaging materials, etc. used in business activities	-5	-9
	Effect of reducing treatment cost	Reduction of waste generated from business activities through recycling	-10	10
Real income effect	Sale of valuable waste generated from business activities		155	159
	Sale of used valuable products		342	209
Total			482	369

Environmental Conservation Effects

Environmental impact indicator	Impact		Difference compared to previous fiscal year
	2007	2008	
CO ₂ emissions (ton-CO ₂)	51,972	54,029	2,057
Waste emissions Final waste disposal	26	30	4

< Accounting Period >

Period from April 1, 2008 to March 31, 2009

< Accounting Conditions >

- The calculations standards are based on the "Environmental Accounting Guidelines 2005" published by the Ministry of Environment.
- The above accounting data include those of some affiliated companies that operate in the same locations of the group companies or sites subject to environmental accounting.
- When environmental conservation costs and other costs are consumed for a single activity, only the environment costs are calculated for environmental accounting.
- The depreciation cost of investment is calculated using the fixed installment method for a period of three years. The economic benefits achieved due to these investments is calculated for three years, in line with the depreciation period.
- Personnel costs are calculated by prorating the personnel costs for the total time spent on environmental conservation activities.
- The cost reduction effects and the environmental conservation effect are the values of the current fiscal year reduced by the values of the previous year.
- The real income effect represents the value for the current fiscal year.

Detailed Data of Environmental Accounting by Type of Company

The companies of the OKI Group have actively invested in environmental conservation costs and resource recycling costs. They have also addressed the expansion of real income effects by appropriately collecting, separating, disposing and selling waste and used products.

Environmental Conservation Costs (Detailed Data)

(Unit:1,000 yen)

Category	Investment					Costs				
	OKI	Group companies		Total (consolidated)	OKI	Group companies		Total (consolidated)		
		Japan	Overseas			Japan	Overseas			
Cost in business areas	Pollution prevention cost	0	3,316	1,312	4,628	26,756	23,038	7,556	57,350	
	Global environment conservation cost	102,015	6,674	8,309	116,998	93,689	15,389	2,840	111,918	
	Resource recycling cost	0	103,068	752	103,820	115,338	181,208	21,572	318,118	
	Total	102,015	113,058	10,373	225,446	235,783	219,635	31,968	487,386	
Upstream / downstream cost	6,000	11,990	1,114	19,104	73,037	247,035	10,162	330,234		
Administration cost	0	16,644	3,083	19,727	207,315	64,407	12,170	283,892		
R&D cost	0	0	931	931	0	205,203	0	205,203		
Social activity cost	0	773	509	1,282	686	1,759	741	3,186		
Environmental damage cost	0	0	0	0	880	0	0	880		
Other costs	0	0	131	131	0	0	0	0		
Total	108,015	142,465	16,141	266,621	517,701	738,039	55,041	1,310,781		

Economic Effects (Detailed Data)

(Unit:1,000 yen)

Category	Economic Effects				Total (consolidated)
	OKI	Group companies		Total (consolidated)	
		Japan	Overseas		
Cost reduction effect	Effect of saving energy and resources	-28,892	-12,002	31,638	-9,256
	Effect of reducing treatment cost	-470	9,917	461	9,908
	Total	-29,362	-2,085	32,099	652
Real income effect	Income from selling valuable waste	48,747	315,247	4,461	368,455
Total	19,385	313,162	36,560	369,107	

Major Environmental Conservation Efforts

The OKI Group has been active in improving lighting efficiency, remodeling production lines, and developing energy-saving products and products in conformity with RoHS directive.

Main 5 Efforts in Each Category in Japan

(Unit:1,000 yen)

Category	Main Efforts	Amount	Site / Company
Investment	Shift to built-in energy-saving facilities	25,130	Honjo district
	Improvement of lighting efficiency	23,460	Takasaki district
	Shift to inverter lighting fixtures	17,439	Honjo district
	Additional introduction of X-ray analyzers	9,956	OKI Power Tech
	Renewal of lighting fixtures	9,179	Tomioka district
Costs	Development of low-power-consumption control units	198,000	OKI Data
	Cost for hiring waste disposers	72,251	OKI Printed Circuits
	Maintenance and operation cost for waste water treatment facilities	63,977	OKI Data
	R&D costs for lead-free soldering	25,000	Honjo district
	Prototyping and evaluation cost for 16 energy-saving power supply units that meet RoHS requirements	6,880	OKI Power Tech
Economic Effects	Collection and recycling of precious metal	137,244	OKI Sensor Device
	Income from selling valuable waste	43,428	OKI Supply Center
	Reduction of electricity expense through shifting to inverter lighting fixtures	22,700	Honjo district
	Effects of recycling pallets	13,715	OKI Data
	Income from selling scrap iron	8,490	Honjo district

Main 3 Efforts in Each Category in Overseas

(Unit:1,000 yen)

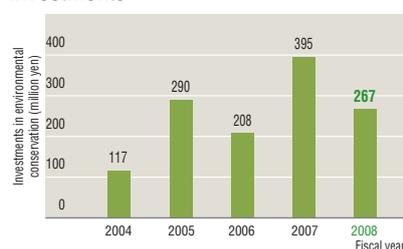
Category	Main Efforts	Amount	Site / Company
Investment	Introduction of highly-efficient freezing machines	2,842	OKI Data Manufacturing (Thailand)
	Remodeling of production lines (for improving efficiency)	1,817	OKI Micro Engineering (DongGuan)
	Control of power supply units with Scada Program	1,561	OKI Data Manufacturing (Thailand)
Costs	Waste disposal cost	2,895	OKI (UK)
	Air-conditioner maintenance cost	2,792	OKI (UK)
	Cost for planting trees at production site	1,760	OKI Electric Industry (Shenzhen)

* Exchange rates: 174 yen/E, 2.96 yen/Baht

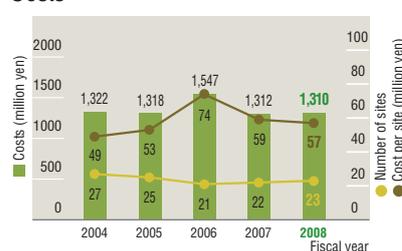
Changes in Environmental Accounting

The following graphs show how the OKI Group's environmental accounting has changed for the past five years in terms of investments, costs and economic effects.

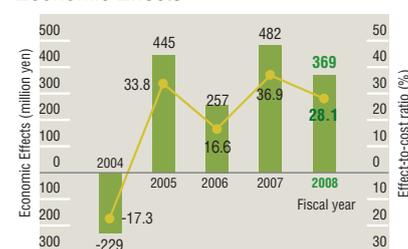
Investments



Costs



Economic Effects



Environmental Management

In order to facilitate information sharing and improve the efficiency of business processes, the environmental activities of all group companies inside and outside Japan have been managed in an integrated way under the same environmental management system at the OKI Group. We also provide general environmental education for all employees of the group as well as specialized environmental education targeted at departments such as Sales and Design by use of e-learning every year. In addition, educational programs on and audits of environmental issues related to products, such as chemical substance control and green procurement, are carried out on a regular basis at each group company or production site in order to promote our conformity with the relevant regulations.

The Scope of ISO14001 Consolidated Certification

Atago Site
Shibaura Site
Warabi Site
Takasaki Site
Honjo/Tomioka Site
Numazu Site
OKINET Ecchujima Site
ODC Fukushima Site
OEF Fukushima Site
OPT Fukushima Site
OPT Omiya Site

OME Fukushima Site
OPC Niigata Site
ODK Gotanda Site
NOK Nagano Site
OLC Eitai/Iseaki Site
OLC Hokkaido Branch Office Site
OLC Tohoku Branch Office Site
OLC Chubu Branch Office Site
OLC Kansai Branch Office Site
OLC Chugoku Branch Office Site
OLC Shikoku Branch Office Site

OLC Kyushu Branch Office Site
OEG Hikawadai Branch Office Site
OFN Makuhari Site
OCM Tokorozawa/Hidaka Site
OKI Kansai Techno Research Center Site
Hachioji R&D Center Site
ODI Hachioji Site
Hokkaido Regional Office Site
Tohoku Regional Office Site
Chubu Regional Office Site
Kansai Regional Office Site

Chugoku Regional Office Site
Shikoku Regional Office Site
Kyushu Regional Office Site
ODMT Ayutthaya Site (Thailand)
OPMT Chiang Mai Site (Thailand)
OME Dong Guan Site (China)
OKN Kunshan Site (China)
OTTC Changzhou Site (China)
OSZ Shenzhen Site (China)

■ Environmental Education

The OKI Group's general environmental education in fiscal 2008 covered the environmental policy and the environmental activity plan of the group as well as the results of our energy-saving activities while the specialized environmental education probed into the control of chemical substances in products focusing on REACH regulation.



Lecture on the management of chemical substances in products at an overseas production site

■ Environmental Communication

The OKI Group has published "Environmental Report" featuring the environmental activities of the group every year since fiscal 1999. In addition, we have also been active in building positive relationships with local communities by participating in cleaning activities. In fiscal 2008, we participated in such cleaning activities in the Shibaura district and the OKI Kansai Regional Office district.



Regular cleaning of a street in Shibaura district



OKI Kansai Regional Office participated in the Clean Osaka 2008 campaign

■ Environmental Social Contribution

OKI has supported various environmental NPOs and NGOs. In fiscal 2008, we supported "Morino Chonai-Kai (Forest Neighborhood Association)" a joint environmental program by Office Chonai-kai, an environmental NPO, and Iwaizumi Town in Iwate, by using "the paper contributing to tree thinning" for its environmental and CSR reports. OKI's purchase of the paper enabled the NPO and the town to thin trees in a forest area of 0.2 hectares.

Environmental NPOs and NGOs supported by OKI

- NPO Green Earth Center
- NPO Nippon Environment Club
- Ecosystem Conservation Society
- NPO Moridukuri Forum

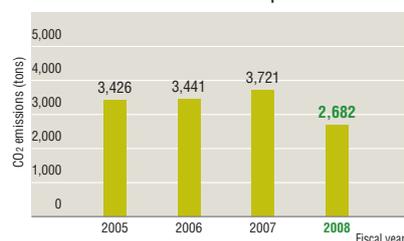
Reducing Environmental Impact of Business Activities

The OKI Group has been active in reducing environmental impact of its business activities in order to contribute to environmental conservation.

■ Reducing Environmental Impact of Physical Distribution

OKI, as a shipper, has enhanced its efforts to reduce environmental impact of physical distribution in partnership with OKI Logistics (hereinafter called OLC). As a pioneer in reducing CO₂ emissions by adopting modal shift, OLC has accumulated a wide spectrum of transit information and organized it into a database to fully meet the requirements of the revised Act on the Rational Use of Energy. OLC has also carried out training programs on "eco-driving" for its employees as part of its commitment to reducing CO₂ emissions. The volume of CO₂ emitted from OLC's transport activities in fiscal 2008 decreased 28% to 2,682 tons compared to the previous fiscal year. The CO₂ emissions reduced by modal shift amounted to 373 tons.

CO₂ Emissions from Transport Activities



Modal Shift Efforts

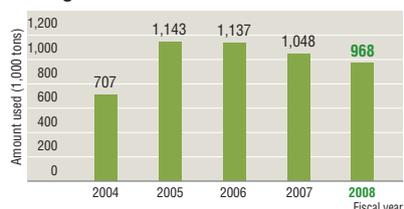
Site	Transportation by truck			Transportation Using JR Containers		
	Departure point	Destination	Distance(km)	Departure point	Destination	Distance(km)
Hokkaido (Sapporo)	Isesaki	Sapporo	1,081	Kuragano	Sapporo	1,175
Tohoku (Sendai)	Isesaki	Sendai	378	Kuragaya	Sendai	404
Chubu (Nagoya)	Isesaki	Nagoya	500	Kuragano	Nagoya	549
Kansai (Osaka)	Isesaki	Osaka	520	Kuragano	Osaka	549
Chugoku (Hiroshima)	Isesaki	Hiroshima	915	Kuragano	Hiroshima	887
Shikoku (Takamatsu)	Isesaki	Takamatsu	719	Kuragano	Takamatsu	745
Kyushu (Fukuoka)	Isesaki	Fukuoka	1,199	Kuragano	Fukuoka	1,225

Energy used for trucking can be reduced to one-third through modal shift to rail transport.

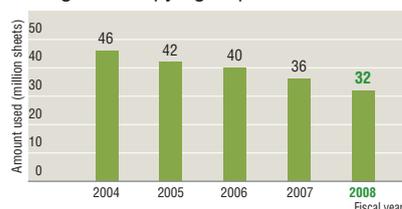
■ Resources Used in Business Activities

The amount of water used was reduced by 7.6% compared to the previous fiscal year to 968,000 tons as a result of water recycling activities at production sites. The amount of paper used was also decreased mainly by shifting to digital documents. The amount of packaging materials was reduced by 22.2% to 2,100 tons in fiscal 2008 by promoting recycling and simpler packaging.

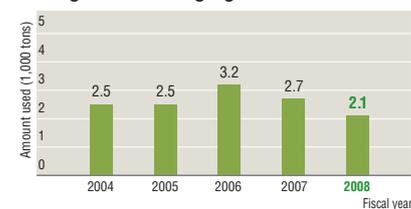
Changes in Water Used



Changes in Copying Paper Used



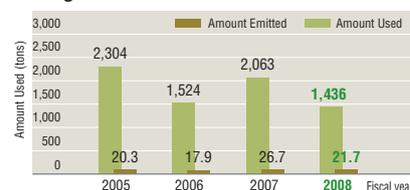
Changes in Packaging Materials Used



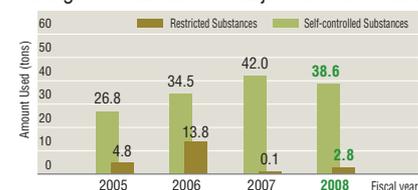
■ Controlling and Reducing Chemical Substances Used at Production Sites

We have specified a set of chemical substances with serious environmental impact and classified them into three groups: "Prohibited," "Restricted" and "Self-controlled." The amount of chemical substances used in the fiscal 2008 was 1,436 tons (30.4% decrease compared to the previous fiscal year). The amount of substances subject to the PRTR system that were used at our production sites was 38.6 tons (8.1% decrease compared to the previous fiscal year). The amount of those emitted from our production activities was 2.8 tons. We will continue to reduce chemical substances with environmental risks by restraining the usage thereof and shifting to other safer substances.

Changes in Chemical Substances Used



Changes in Substances Subject to PRTR Used



PRTR Results of Fiscal 2008

(Unit: tons)

Chemical substance	Amount used	Emission into				Amount transferred to	
		Atmosphere	Public waters	Soil at production site	Total	Sewage system	Outside production site
Formaldehyde	10.55	<0.01	<0.01	<0.01	<0.01	<0.01	<0.01
Xylene	9.28	<0.01	1.0	<0.01	1.0	<0.01	<0.01
Toluene	7.22	1.76	<0.01	<0.01	1.76	<0.01	<0.01
Hydrogen fluoride	5.90	<0.01	<0.01	<0.01	<0.01	<0.01	<0.01
Nickel and its compounds	5.69	<0.01	<0.01	<0.01	<0.01	<0.01	0.92
Total	38.64	2.76	<0.01	<0.01	2.76	<0.01	0.92

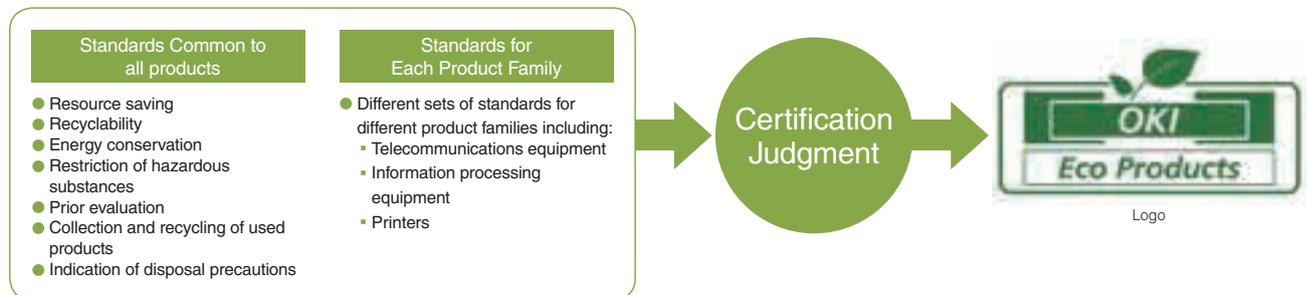
Environmentally Conscious Products

With our commitment to providing environment-friendly products clearly expressed in the OKI Group Environmental Policy, we have been actively involved in the reduction of power consumption, the elimination of hazardous substances and the conservation of resources.

■ OKI Eco Products

In order to provide customers with environmentally conscious products, the OKI Group has operated the "OKI Eco Product Certification Program." The program is intended to internally certify products that meet the OKI's original environmental standards and offer customers product information related to environmental conservation. Every product needs to meet two sets of standards, the standards common to all products and those set for each product family, to be certified as an OKI Eco Product bearing the OKI Eco Product logo. The catalog and user's manual for the product also come with the same logo. Certified OKI Eco Products and their specifications in terms of environmental conservation are disclosed on the Internet. Approximately 50 products – including telecommunications equipment, information processing equipment and printers – were certified as OKI Eco Products by the end of fiscal 2008.

Steps to registration as OKI Eco Product



Major OKI Eco Products

Wireless IP Multifunctional Phone "MKT/IP-30DK WHFWL"
 〈 Environmental Performance 〉
 44% reduction in power consumption compared to the conventional model
 8% reduction in weight compared to the conventional model

IP and Mobile Business Phone "IP Stage SX"
 〈 Environmental Performance 〉
 54% reduction in power consumption compared to the conventional model
 52% reduction in weight compared to the conventional model

Staff-Operated Cybernetic Ticket Issuing Machine
 〈 Environmental Performance 〉
 25% reduction in operating power consumption compared to the conventional model
 20% reduction in standby power consumption compared to the conventional model

■ New Products in Fiscal 2008

Environmentally-Conscious "COREFIDO" Printer Series

"COREFIDO" is a new printer series for office use with a five-year, free-of-charge warranty. All printers of the series meet the requirement of the International Energy Star Program (see Page 11), RoHS directive and the Act on Promoting Green Purchasing. Among them, the A3 color printer with a user-friendly LCD control panel, allows 30-pages-per-minute high-speed printing and features a 1,460-sheet high capacity feeder. The printer supplies compatible with the A3 printer and the multifunctional model of the series help save cost. The A4 black and white model of the series also helps save paper with its duplex printing function.

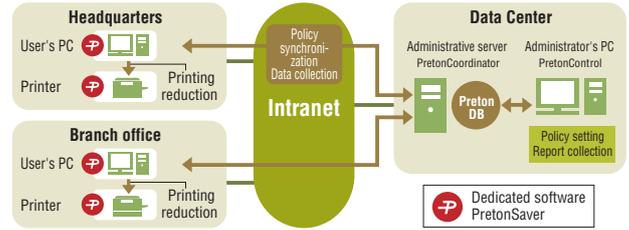
COREFIDO is a product for the Japanese office market.



C830dn A3 color printer of the "COREFIDO" Series

“PretonSaver”, a Printing Cost Reduction System

“PretonSaver”, developed by OKI Network Integration, is a green IT system to reduce printing costs at offices. As the system allows the consolidated management of all networked printers at an office, the administrator is able to set all printing conditions for them (such as choices over print qualities, one side or double face printing, color or black and white, etc.) in advance. In this way, users are able to save toner and paper without thinking about complex settings. Under this system, the operational status of each printer is recorded. Such data is very useful when planning cost saving for the office.



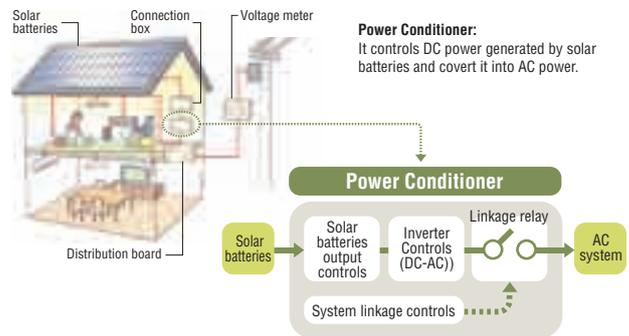
Configuration of PretonSaver

■ New Products Developed in Fiscal 2008

DSP-Controlled Power Conditioner for Solar Photovoltaic Source

OKI Power Tech, in partnership with JFE Electrical & Control Systems, developed a highly-efficient photovoltaic power conditioner in February 2009. It is industry's first power conditioner applying a DSP (Digital Signal Processing) controller to an insulated DCDC converter*, and allows flexible control of currents and voltages. Compared to the conventional DCDC converter control, it can maintain high power conversion efficiency even when electricity production from solar batteries is low, and can maintain a conversion efficiency of over 90% at 50% output.

* DCDC converter: an equipment to convert a DC voltage into a different DC voltage.

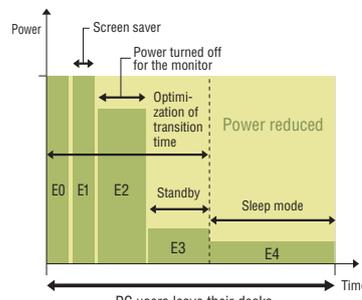


Example of a system using the Power Conditioner for Solar Photovoltaic Source

“Cool Clover”, an Energy Management System for IT Equipment

With a server dedicated to reducing power consumption, “Cool Clover” is a system to centrally control networked IT equipment such as PCs and printers. Utilizing a “convenience index”, “Cool Clover” learns the sleep mode settings of IT equipment and the behavioral patterns of users, particularly when and how long they leave their desks, and controls power consumption by predicting their absence in advance. It also visualizes the power consumed by users on the screens of their PCs to encourage them to save energy. The system reduces 18% power consumption at the testing stage.

* Convenience index: an index to show a correlation between the sleep mode settings of users' PCs and the time they spend away from their desks.



Example of how power consumption is controlled by using sleep mode settings

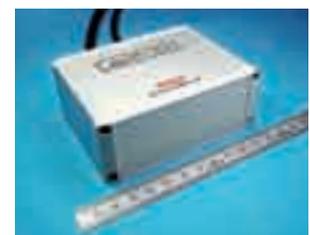


Example of "visualization"

“ecoSurge μ”, an Environment Conscious Surge Suppressor

OKI Electric Cable developed “ecoSurge μ”, the world's first surge suppressor by combining a surge (instantaneous excessive voltage noise) suppressing cable and an energy regeneration module (to convert heat into power).

This innovative combination can reduce power used for suppressing surge to 1/30 compared to the conventional systems, and volume to 1/80. It also meets the requirements of RoHS directive. Although the product is intended to be used mainly for suppressing excessive voltage happening on motors and inverters used for elevators and air conditioners for industrial use, its size and power saving capability allow a wide variety of applications, such as one for suppressing surge on an existing distribution board at a production site.



ecoSurge μ

Progress of the OKI Group's Environmental Activities

The OKI Group's environmental activities were officially launched in the 1970's. After being involved in various environmental conservation activities for quite a long time, we started making our main production sites acquire ISO14001 Certification in 1997. In 2004, we completed the "company-wide network-type environmental management system" under which the environment-related activities of all group companies are managed in an integrated way. Since then, we have continued to expand the Scope of ISO14001 Consolidated Certification to many sites inside and outside Japan.

Trends in environmental issues	Month/Year	Efforts (Topics)	Trends in environmental issues	Month/Year	Efforts (Topics)
1970's Pollution Prevention	Nov 1970	Organized a project team at the headquarters to address pollution problems	2000's Creation of Recycling-based Society Global Environmental Issues	Apr 2000	Established Global Environment Division at the headquarters
	Jan 1971	Established rules for countermeasures against pollution		Aug 2000	Disclosed environmental accounting in the "Environmental Activity Report 2000"
	Sep 1973	Established a special WG for environmental conservation in the OES (OKI Engineering Standard) Committee		Nov 2000	Established a company to recycle used products
	Jun 1979	Started environmental audits by the headquarters		Dec 2000	Established the "OKI Eco Product Registration Standards"
1980's	May 1981	Started environmental audits at group companies		Feb 2001	Started safety audits by the headquarters
	Apr 1983	Established rules for environmental management		May 2001	Formulated the "OKI Eco Plan 21" (2001 version)
	Apr 1984	Established environmental management standards (OEPS)		Aug 2001	Published "Site Environment Reports" on six sites of OKI
	Aug 1988	Started to reduce the use of designated chlorofluorocarbons		Aug 2001	Miyazaki OKI achieved "zero emission" of industrial wastes.
1990's Global Environmental Issues	Sep 1990	Started to reduce the use of 1, 1, 1-trichloroethane, trichloroethylene and dichloromethane		Dec 2001	Built a mass production line for lead-free soldering at Nagano OKI
	Mar 1993	Formulated the OkI Environmental Protection Activity Plan		Jan 2002	Miyazaki OKI won the Minister's Award as a superior energy control plant from the Ministry of Economy, Trade and Industry.
	Mar 1993	Abolished totally the use of designated chlorofluorocarbons		Mar 2002	All production sites of the OKI Group in Japan acquired ISO14001 Certification.
	Sep 1993	Abolished totally the use of 1, 1, 1-trichloroethane		May 2002	Formulated the "OKI Eco Plan 21" (2002 version)
	May 1995	Established an advanced evaluation system to assess the environmental impact of product designs and packagings	Mar 2003	All major production sites of the OKI Group in Japan achieved "zero emission" of industrial wastes.	
	Dec 1995	Announced at a press conference of a plan to acquire ISO14001 Certification	May 2003	Formulated the "OKI Eco Plan 21" (2003 version)	
	Aug 1996	Formulated the "Basic Environmental Policy" and the "Environmental Protection Activity Plan"	Nov 2003	Acquired designation as a "Cross-jurisdictional Waste Treatment Manufacturer" from the Ministry of Environment	
	Feb 1997	Miyazaki OKI acquired ISO14001 Certification.	Mar 2004	Integrated various systems for collecting information on chemical substance in products into a company-wide system	
	Mar 1997	Abolished totally the use of trichloroethylene and dichloromethane	Mar 2004	Achieved lead-free soldering in substrates newly designed in Japan for information equipment	
	Jul 1997	Hachioji district acquired ISO14001 Certification.	Apr 2004	Established Environment Business Team	
	Mar 1998	The goal of the OKI's all major production sites of acquiring ISO14001 was achieved.	May 2004	Formulated a new "Environmental Policy"	
	Dec 1998	The goal of OKI Group's all major production sites of acquiring ISO14001 was achieved.	Mar 2005	Acquired ISO14001 Consolidated Certification	
	Feb 1999	Miyagi OKI won the Director General Award of the Agency of Natural Resources and Energy as a Superior Resources and Energy Control Plant.	Dec 2005	Completed transition to ISO14001:2004	
	Mar 1999	Formulated the "Green Procurement Guidelines" as a corporate standard	Jun 2006	Obtain the Ministry of Environment's approval as a "Cross-jurisdictional Waste Treatment Manufacturer"	
	July 1999	Established a used product recycling center in Honjo district	Dec 2006	The OKI Group in Thailand obtained ISO14001 Consolidated Certification.	
	Aug 1999	Formulated the "OKI Eco Plan 21"	Nov 2007	Established the OKI Group standards for controlling chemical substances in products	
	Sep 1999	Published the first edition of "Environmental Report 1999"	Mar 2008	Major production sites in China area started to obtain ISO14001 Consolidated Certification.	
				Mar 2009	Developed an information system in compliance with REACH regulation
				Mar 2009	Major production sites in China area obtained ISO14001 Consolidated Certification.

External Awards

The OKI Group's environmental activities have been highly acclaimed even outside the group.

Awards Given by Outside Organizations in Fiscal 2008

Month/Year	Award Winner	Name of Award	Reason to be Awarded
August 2008	OKI Data	Chinese Green Technology Award	"LED Printer Technology" that helps realize green offices
September 2008	OKI	Judging Committee Special Award of Green IT Award 2008	"Energy Conservation System for Distribution Outlets" developed using wireless network technology
September 2008	OKI Data Manufacturing (Thailand)	Environmental Activity Award (from the Thai Ministry of Industry)	Environmental activities in local communities (as the only Japanese winner in Ayutthaya district)
October 2008	OKI Power Tech	The 5th "Cho (Super)" Monodzukuri Component Award (Encouragement Award)	"Powdered Amorphous Core Transformer" that helps save power consumption and downsize power supply units
March 2009	OKI	"11-year Continuing Commitment to ISO14001" Award	11-year commitment to obtaining and utilizing ISO Environmental Management Certifications

Building Trust

In fiscal 2008, the OKI Group established “CSR Division” and “Global Environment Office of CSR Division” by consolidating part of its CSR-related divisions and departments in order to facilitate information sharing and improve the efficiency of CSR activities. Since the “OKI Group Charter of Corporate Conduct” and the “OKI Group Code of Conduct” underlie our CSR initiatives, we continued to make efforts to further disseminate them across the group through educational programs, self-checks and other opportunities. In fiscal 2009, we will further enhance and improve our global framework for the promotion of our CSR initiatives while pursuing the seven priority themes focusing on the points listed in the following table.

As for environmental activities, we have achieved some

positive results not only in the prevention of global warming and the management of chemical substance in products but also in the pursuit of green IT in context of product development. Our efforts in the latter have won acclaim outside the group as well. We will also focus on the enhancement of compliance with environmental laws and regulations as well as contribution to the realization of a low-carbon society through the development of energy-saving products.

The OKI Group will reflect on the fulfillment of our corporate social responsibilities in terms of the expectations of our stakeholders toward us and the roles we should play, and will further contribute to people and society through our core business.

▶ Focal Points in CSR Priority Themes for Fiscal 2009

CSR Priority Themes	Main Achievements in Fiscal 2008	Focal Points for fiscal 2009
Full Compliance with Laws and Regulations	<ul style="list-style-type: none"> Entrenched risk management focusing on risk evaluation and monitoring in the group Increased and improved tools for compliance education by utilizing e-learning and the intranet 	<ul style="list-style-type: none"> Steady promotion and improvement of the risk management system Enhancement of measures against each registered risk as well as monitoring
Information Security	<ul style="list-style-type: none"> Had suppliers conduct information security self-checks Monitored how the information security measures have been implemented at remote or small-scale sites Improved the level and quality of information security education for mobile PC users 	<ul style="list-style-type: none"> “Visualization” of how the information security measures have been entrenched in suppliers Continuation of the monitoring of how the information security measures have been implemented and established
Improvement of Customer Satisfaction	<ul style="list-style-type: none"> Shared information on minor product accidents and precautions about the use of particular materials/components throughout the group Enhanced education on product safety, safety-related laws and regulations, statistics and reliability Developed systems to support challenged teleworkers 	<ul style="list-style-type: none"> Continuation of the improvement of education on quality (focusing on educational programs for mid-level engineers) Expansion of the application range of universal design technique
Good Communication with Shareholders and Investors	<ul style="list-style-type: none"> Provided information to institutional investors by conveniently holding investor briefings 	<ul style="list-style-type: none"> Promotion of information provision to institutional investors through investor briefings and other opportunities
Respect for Employees	<ul style="list-style-type: none"> Improved the level and quality of global education Built an environment for the development of the next generation by utilizing e-learning and SNS Revised the systems to support employees with young children Held events and training programs to help employees promote their mental and physical health 	<ul style="list-style-type: none"> Recruitment and training of diverse human resources Entrenchment of the supports for the development of the next generation Promotion of work-life balance Promotion of the mental and physical health of employees
Consideration for the Environment	<ul style="list-style-type: none"> Achieved the energy saving target of the OKI Group Established a system to facilitate conformity with the REACH regulation as well as guidelines for the operation thereof Expanded sale of environmental products and utilized wide-area designation systems Expanded the scope of ISO14001 Consolidated Certification 	<ul style="list-style-type: none"> Enhancement of measures for preventing global warming Creation of energy-saving products Promotion and improvement of the system to control chemical substances in products Improvement of environmental management Enhancement of environmental compliance
Social Contribution	<ul style="list-style-type: none"> Resumed financial assistance to the NPO that sends used clothes to refugees Enhanced activities to contribute to local communities in foreign countries such as reforestation projects in Asia and human resource development projects in Middle East Launched a new social action program focusing on the maintenance of forests 	<ul style="list-style-type: none"> Examination of possibilities for more stable operation of the OKI 100 Yen Fund of Love Enhancement of activities contributing to local communities in Japan and overseas

Editorial Postscript

It is our great pleasure to publish the first Social and Environmental Report of the OKI Group. We have published two different reports on our social and environmental activities thus far. In order to inform our stakeholders of our CSR-related visions and efforts more efficiently, we have decided to integrate these two reports into one as the OKI Group Social and Environmental Report. We believe the integrated report with the “Data and Information” section at the end covers the contents of the two reports in a more compact way without any quality degradation.

This report features five articles under the title “Meeting Our CSR Commitments” that cover five key challenges for the OKI Group in which our stakeholders as well as the public show an intense interest, in the same manner as in the Social Responsibility Report 2008. Since this editorial style is very useful for insiders to

review how the OKI Group has pursued its social responsibilities in the course of doing our core business, we will probably continue to use it. Regarding the seven priority themes, we again put the focal points for and the achievements in the fiscal year in question side by side with the focal points for the next fiscal year. The establishment of this report format has allowed people working at OKI to share the same results and challenges with relevant business units within the group.

We will continue to listen to our stakeholders, disclose the information desired by our stakeholders in a more easy-to-understand way. Your candid opinion about the report would be greatly appreciated.

June, 2009

CSR Division, Oki Electric Industry Co., Ltd.

OKI

Oki Electric Industry Co., Ltd.

CSR Division
3-16-11 Nishi-shinbashi, Minato-ku, Tokyo 105-8460 Japan
oki-csr@oki.com

This report can be seen online at:
<http://www.oki.com/>

