

Human Capital Strategy

Optimizing Human Capital



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At OKI, as we strive to address emerging social challenges and create new value for society, it is crucial to transform both our organization and talent so that they can proactively identify fundamental issues together with customers and partners, and independently envision and propose solutions for the future.

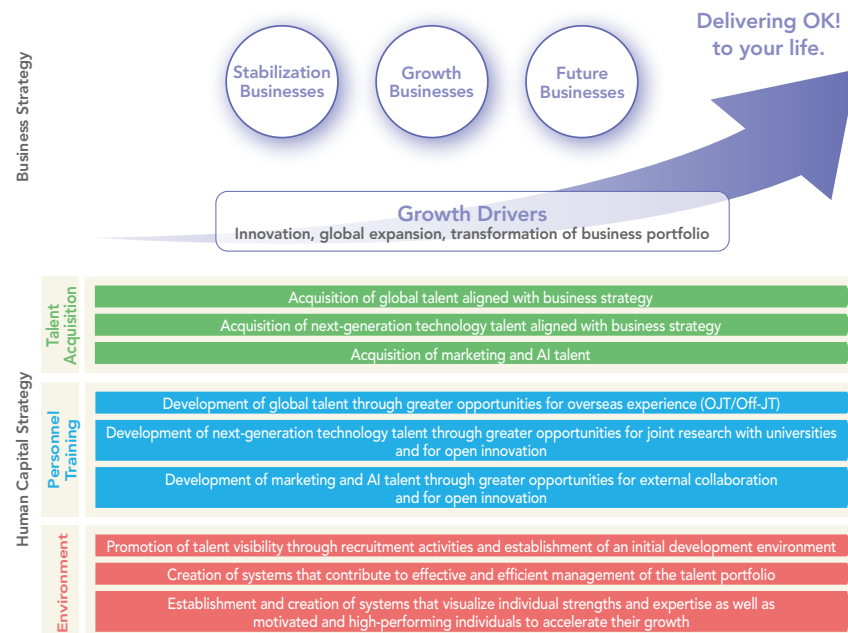
To this end, through personnel training we will help employees acquire the necessary experiences and skills on their own, while cultivating both the will to take on challenges proactively and the wisdom to create value. In addition, we will further enhance the visualization of talent by clarifying each individual's strengths and career aspirations, as well as their stage of growth.

Through personnel training and optimal allocation of talent across the organization, we will optimize our human capital that drives the execution of business strategy.

Alignment with Business Strategy: Striving for the Ideal State

With the policy of further strengthening the alignment between our human capital strategy and key business strategies, we are enhancing all frameworks that support human capital management.

As in the previous year, we continue to focus on acquiring, developing, and promoting the talent necessary to realize our business strategies. In addition, we have also begun to reinforce various initiatives to foster the organizational climate and culture that will shape the future of OKI. By establishing systems that support employees' autonomous career development and enabling diverse talent to play active roles, we are working to maximize organizational performance.



Challenge of Acquiring Necessary Experience and Skills

1. Global Challenge: Stepping Out of the Comfort Zone and Fostering Self-Efficacy

The Global Challenge program is designed to provide broad opportunities for young employees who wish to work overseas and grow. Young employees who aspire to work abroad can apply for open positions at OKI's overseas sites, and those who pass the selection process are assigned concrete missions and gain hands-on experience at the local site. In fiscal year 2024, the program's first year, seven highly motivated employees participated.

Case 1: Germany – “Seizing Opportunities on My Own Initiative”

— Miki Nishihata

In a culture where people exchange opinions openly regardless of background or position, I am learning every day the importance of creativity in communication and taking initiative. If you have the courage to take the first step, you will find opportunities greater than you ever imagined!

First presentation in London



Case 2: Thailand – “Personal Growth Gained from Firsthand On-Site Experience”

— Yuki Murakami

In Thailand, I make daily visits to industrial parks. Although I struggle at times with language differences and local business practices in this first overseas assignment, I am pushing forward while working closely with the local staff.

Preparing a demonstration of OKI color label printers for customers



2. MiraIntern: Gaining New Perspectives and Reframing How We See the World

To support the growth of OKI employees and foster the talent who will shape OKI's future, we launched the MiraIntern program in fiscal year 2024, providing new opportunities of learning and experience. The program gives employees opportunities to look outside the Company and experience real-world situations of problem-solving. In fiscal year 2024, the program's first year, 16 highly motivated employees participated.

Case 1: JICA – “From Morocco, Accelerating OKI's Global Business”

— Momo Horie

I was drawn to the program's flexibility, which allowed me to plan and execute my activities independently. While experiencing Morocco's national growth firsthand, I also became aware of issues in the education environment, and I felt that building trust with local people could become a springboard for future business. Personally, I hope to contribute to OKI's global expansion, and the relationships I built there are invaluable for my career.

Teaching classes at a local elementary school with limited resources



Case 2: JICA – “From Paraguay, Driving Things Forward Dynamically through My Own Decisions” — Akihiro Sawada

I participated in a development aid project for emerging countries and found it very rewarding to push initiatives forward strongly by making my own decisions. I empathized with the way local peers of my generation acted with strong determination in their respective roles, taking on challenges without fear of failure. It also made me realize how cautious and defensive I had become in my day-to-day work.

Using satellite data at the Paraguayan Space Agency

