

Progress on Material Issues

The progress on the material issues updated in fiscal year 2023 is as follows.

Progress on Material Issues and Fiscal Year 2025 Targets

Material Issues	Our Vision	Key Areas of Value Creation	FY2025 Targets	Progress (Key Achievements in FY2024)
Providing products and services that help solve social issues	Based on the “enterprising spirit” enshrined in our corporate philosophy, we will pursue our goal of “Delivering OKI to your life.” In other words, we will solve social issues through the provision of mission-critical products and services that cannot be stopped. This vision remains unchanged for the OKI Group, and we will continue to make relentless efforts toward achieving it.	<ul style="list-style-type: none"> Contribute to safe and convenient social infrastructure Contribute to job satisfaction and productivity enhancement 	<ul style="list-style-type: none"> Develop new products that contribute to ensuring regional disaster relief and safety, and provide customers with related systems or services Strengthen the product lineup that supports automation and labor-saving measures, enabling customers to focus on their core business while improving operational efficiency and addressing labor shortages 	<ul style="list-style-type: none"> Prepared to launch products that address issues such as the increasing diversity and sophistication of emergency calls Completed the rollout of products that enable self-service and labor savings to domestic and overseas banks, municipalities, retail, and railway markets
		<ul style="list-style-type: none"> Contribute to conservation of the global environment 	<ul style="list-style-type: none"> Environmentally contributing product net sales ratio of 35%*3 	<ul style="list-style-type: none"> Environmentally contributing product net sales ratio of 45%*3
Material Issues	Our Vision	Key Initiative Themes	FY2025 Targets	Progress (Key Achievements in FY2024)
Reducing environmental impact through business activities	To pass on a better global environment to future generations, we are committed to reducing environmental impact through business activities, based on the environmental policies and vision of the entire Group.	<ul style="list-style-type: none"> Reduce environmental impact at our own sites 	<ul style="list-style-type: none"> 21.0% reduction in CO₂ emissions at business sites (compared to FY2020)*3 Reduction of waste from factories: Recycling rate of 84% or more*3 	<ul style="list-style-type: none"> 30.7% reduction in CO₂ emissions at business sites (compared to FY2020)*3 Maintained recycling rate of 86%*3
Transforming into a corporate culture that continuously creates value	The creation of new value requires flexible thinking and a willingness to take on challenges in response to changing and diversifying social demands. The foundation for this lies in enhancing human capital, promoting diversity and inclusion, and ensuring well-being. We believe that innovation activities built on this foundation lead to transformation, and we are advancing various initiatives to achieve this vision.	<ul style="list-style-type: none"> Create value by “full participation innovation” Promote initiatives that enable diverse talent to proactively thrive 	<ul style="list-style-type: none"> Over 300 applications*3 annually for the Yume Pro Challenge Female management ratio of 5% or higher*1 (by April 2026) Positive response rate regarding work engagement of 70% or higher*2 Develop innovation talent, global talent, and AI talent 	<ul style="list-style-type: none"> 260 applications*3 for the Yume Pro Challenge Female management ratio of 6.1%*1 Positive response rate regarding work engagement of 57%*2 140 high-potential innovation talent identified, a total of 185 participants in global leadership development training, and over 4,929 employees utilizing generative AI*2
Strengthening management foundation to support sustainable growth	We are committed to practicing risk management, compliance, respect for human rights, and CSR in the supply chain, not only to fulfill our responsibilities as a member of society but also to enhance corporate value and contribute to the realization of sustainable growth in society.	<ul style="list-style-type: none"> Thoroughly manage risks and ensure compliance Ensure rigorous adherence to human rights Promote responsible procurement initiatives 	<ul style="list-style-type: none"> Ensure that risk management and compliance are firmly established among employees Establish a system in line with the United Nations Guiding Principles on Business and Human Rights (UNGP), enabling continuous implementation and disclosure of human rights due diligence Expand the CSR procurement promotion program 	<ul style="list-style-type: none"> 100% participation rate in compliance manager training, among other initiatives*2 Conducted various training programs (99.9% participation rate in sustainability education)*2 The guidebook was revised as the OKI Group Sustainable Procurement Guidelines, and a pilot survey was conducted.

*1 OKI alone

*2 OKI and domestic consolidated subsidiaries

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