

ESG Data

Environmental

	FY2020	FY2021	FY2022	FY2023	FY2024
Greenhouse gas (GHG) emissions*1 *2					
Scope 1*3 (t-CO ₂)	9,750	9,730	8,490	8,280	7,940
Scope 2 (t-CO ₂)	68,700	65,900	62,400	51,800	46,400
Scope 1+2*3 (t-CO ₂)	78,500	75,600	70,900	60,100	54,400
GHG emission basic unit (Scope 1+2) (t-CO ₂ /million yen)	0.200	0.214	0.195	0.163	0.144
Scope 3*3 (t-CO ₂)	1,580,000	1,470,000	1,450,000	1,580,000	1,780,000
Energy consumption*2					
Total (MWh)	444,000	440,000	414,000	354,000	346,000
Amount of introduced renewable energy*4 (MWh)	65	86	6,650	36,700	54,900
Waste					
Total amount of waste*5 (t)	12,800	16,400	13,700	12,400	11,800
Recycling rate*6 (%)	81	86	85	86	86
Water used					
Total amount used*3 (m ³)	1,729,000	1,789,000	1,761,000	1,660,000	1,625,000
Total amount of wastewater (m ³)	1,571,000	1,547,000	1,516,000	1,492,000	1,446,000
Amount of chemical substances used*7					
Amount used (t)	552	517	477	359	316
Quantity of emissions (atmosphere/water system) (t)	9	9	6	9	8
Amount transferred (waste/product/sewage) (t)	42	46	36	28	36

*1 Calculated according to the Greenhouse Gas Protocol Initiative classifications.

*2 We undergo third-party verification annually, and the data may be subject to revision based on this process. Please check the website below for the most up-to-date data reflecting the third-party verification conducted for fiscal year 2025. (The above data has been revised, including past figures, based on the findings from the third-party verification conducted in fiscal year 2024.)
<https://www.oki.com/global/sustainability/eco/data/index.html>

*3 Some past data have been revised to reflect corrections resulting from a review of aggregation and calculation methods.

*4 The total amount of electricity generated by equipment of OKI's facilities plus the total amount of renewable energy certificates purchased, such as Non-Fossil Certificates and J-Credits.

*5 Only routine waste from sites included; excludes waste resulting from large-scale construction, relocation, etc.

*6 Recycling rate = Recycling amount / Total amount of waste (including the valuable sale amount)
(To properly evaluate Company initiatives as indicated by target values, waste resulting from construction and relocation are excluded regardless of size.)

*7 Handling volume of major chemical substances related to the PRTR Law (Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof).

Social

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees (numbers in parentheses are for OKI alone)					
Male	12,054 (3,819)	11,400 (4,117)	11,123 (4,077)	10,860 (3,959)	10,554 (3,901)
Female	3,585 (576)	3,450 (643)	3,329 (663)	3,579 (689)	3,352 (711)
Number of temporary workers					
Male	2,444 (461)	2,598 (416)	2,740 (563)	3,016 (708)	3,072 (838)
Female	1,456 (284)	1,604 (289)	1,711 (411)	1,900 (542)	2,010 (645)
Number of employees by region					
Japan	15,639	14,850	14,452	14,439	13,906
Asia and others	12,271	11,992	12,086	11,568	11,369
Americas	2,926	2,600	2,150	2,671	2,400
Europe	120	46	40	36	5
Management gender ratio (numbers in parentheses are for OKI alone)*5 ** (%)					
Male	94.7 (96.7)	94.9 (96.4)	94.3 (96.1)	93.6 (94.9)	93.3 (93.9)
Female	5.3 (3.3)	5.1 (3.6)	5.7 (3.9)	6.4 (5.1)	6.7 (6.1)
Average length of service*1 (years)					
Male	19.5	19.9	19.9	19.6	19.1
Female	19.9	20.6	20.7	20.4	20.0
Average monthly hours of overtime*1 (hours/month)					
Male	16.2	15.4	15.1	15.0	14.2
Gender pay gap*1 ** (%)					
All workers	24.93	27.40	26.15	27.56	26.90
Of which, regular employees	–	–	70.0	71.0	72.4
Of which, non-regular employees	–	–	73.2	73.3	73.7
Paid leave usage rate*1 (%)					
Male	54.1	59.8	62.2	67.6	62.2
Percentage of workers taking childcare leave*1 ** (%)					
Male	56.7	63.8	82.9	79.3	102.2
Female	50.6	52.9	81.7	78.6	103.0
Employment rate of persons with disabilities*2 (%)					
Male	2.45	2.44	2.60	2.72	2.73
Number of hires (new graduates)*3					
Male	266	259	240	287	321
Female	206	196	175	217	238
Number of hires (mid-career)*3					
Male	60	63	65	70	83
Female	36	46	66	114	145
Rate of employee turnover*3 (%) (numbers in parentheses are for OKI alone)					
Male	29	41	50	88	113
Female	7	5	16	26	32
Rate of voluntary employee turnover*3 (%) (numbers in parentheses are for OKI alone)					
Male	1.4 (1.3)	1.8 (1.6)	2.4 (2.3)	2.5 (2.6)	2.4 (2.7)
Female	1.2 (1.1)	1.6 (1.5)	2.2 (2.2)	2.3 (2.2)	2.1 (2.6)
Average annual hours of education and training per employee*1 (hours)					
Male	15.6	17.0	23.2	20.3	22.8
Average annual education and training expenses per employee*1 (yen)					
Male	64,314	60,644	68,551	76,660	102,942
Health checkup participation rate*1 (%)					
Male	100.0	100.0	100.0	100.0	100.0
Incidence rate of occupational accidents*1 *7					
Male	0.00	0.09	0.00	0.00	0.09
Severity rate of occupational accidents*1 *8					
Male	0.00	0.00	0.00	0.00	0.00

*1 OKI alone

*2 Aggregate figure for seven special subsidiary companies in Japan including OKI

*3 OKI and domestic consolidated subsidiaries

*4 This figure is calculated based on the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991), in accordance with Article 71-4, Item 2 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labour No. 25 of 1991), covering the percentage of workers taking childcare leave and leave for childcare purposes.

*5 The figures presented reflect the results as of the end of each fiscal year. However, for OKI's single-year results in fiscal year 2024, the figures for the female management ratio are based on the target set at the start of the fiscal year under the General Employer Action Plan in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life. Therefore, the figures as of the beginning of fiscal year 2025 are shown.

*6 Calculated in accordance with the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (Act No. 64 of 2015).

*7 Number of casualties due to occupational accidents per million man-hours worked, representing the frequency of occupational accidents.

*8 Total number of lost workdays per thousand man-hours worked, representing the severity of occupational accidents.

ESG Data

Governance

Number of Directors and Audit & Supervisory Board Members	June 2021	June 2022	June 2023	June 2024	June 2025
Number of directors	9	9	8	8	8
Number of outside directors	4	4	4	4	4
(Number of outside directors designated as independent officers)	4	4	4	4	4
Number of female directors	1	1	1	1	2
Number of outside directors with business management experience	2	2	2	2	2
Number of Audit & Supervisory Board members	5	5	5	5	5
Number of outside Audit & Supervisory Board members	3	3	3	3	3
(Number of outside Audit & Supervisory Board members designated as independent officers)	3	3	3	2	2
Number of female Audit & Supervisory Board members	0	0	0	0	0

Board of Directors' Attendance Rate (%)	FY2020	FY2021	FY2022	FY2023	FY2024
Overall attendance rate by directors	100	100	98.2	100	100
Overall attendance rate by Audit & Supervisory Board members	97.5	100	100	100	100

Total Compensation, etc., of Directors and Audit & Supervisory Board Members	FY2020 (no. of applicable executives)	FY2021 (no. of applicable executives)	FY2022 (no. of applicable executives)	FY2023 (no. of applicable executives)	FY2024 (no. of applicable executives)
Directors excluding outside directors (millions of yen)	265 (5)	234 (6)	238 (6)	254 (5)	265 (5)
Audit & Supervisory Board members excluding outside Audit & Supervisory Board members (millions of yen)	46 (2)	46 (3)	46 (2)	46 (3)	46 (2)
Outside directors (millions of yen)	46 (4)	53 (4)	55 (4)	55 (4)	55 (4)
Outside Audit & Supervisory Board members (millions of yen)	17 (4)	24 (3)	27 (3)	27 (3)	27 (5)

* Total compensation, etc., includes compensation, etc., of directors and Audit & Supervisory Board members who retired at the close of each fiscal year's Ordinary General Meeting of Shareholders.

Cross Shareholdings	FY2020	FY2021	FY2022	FY2023	FY2024
Number of stock brands	84	78	74	65	57
Total value recorded on balance sheet (billions of yen)	355	315	312	410	356

Compliance and Fair Corporate Activities	FY2020	FY2021	FY2022	FY2023	FY2024
Number of incidents related to bribery and corruption	0	0	0	0	0
Number of cases consulted to consultation and reporting contacts*1	41	23	42	25	33
Participation rate of compliance manager training*2 (%)	100	100	100	100	100
Participation rate of workplace compliance training*3 (%)	100	99.9	99.9	99.8	99.9
Corporate donations, lobbying activities, etc., expenditures*4 (millions of yen)	0	0	0	0	0

*1 OKI and domestic consolidated subsidiaries

*2 Managers and promoters of OKI and domestic consolidated subsidiaries

*3 All employees of OKI and domestic consolidated subsidiaries

*4 OKI alone

External Evaluations

ESG Indexes in Which OKI Is Included



**FTSE Blossom
Japan Index**



**FTSE Blossom
Japan Sector
Relative Index**



**2025 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX**

**Morningstar Japan
ex-REIT Gender
Diversity Tilt Index**

Notes: 1. FTSE Russell confirms that OKI has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE Blossom Japan Index and the FTSE Blossom Japan Sector Relative Index. Created by the global index and data provider FTSE Russell, the FTSE Blossom Japan Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE Blossom Japan Index and the FTSE Blossom Japan Sector Relative Index are used by a wide variety of market participants to create and assess responsible investment funds and other products.
<https://www.lseg.com/en/ftse-russell/indices/blossom-japan>

2. The inclusion of OKI in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of OKI by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

Evaluations by External Organizations



**CDP Climate
Change A-
(OKI)**



**Eruboshi Certification
(OKI, OKI Crosstech)**



**2025 Certified
KENKO Investment for
Health Outstanding
Organizations
(OKI, OKI Crosstech)**



**Platinum Kurumin Certification
(OKI, OKI Circuit Technology)
Kurumin Certification
(OKI Software, OKI Crosstech)**



**Sports Yell
Company
(OKI)**



**Resilience
Certification for
Contribution to
National Resilience
(OKI)**