

As a Company “Delivering OK! to your life.”

Sustainability Initiatives of the OKI Group

Based on its corporate philosophy, the OKI Group is working to advance sustainability initiatives as a company “Delivering OK! to your life.” Through the key Japanese concepts of Mono-zukuri and Koto-zukuri, we will contribute to resolving social issues and help create a safe and convenient infrastructure for customers and society as a whole, and we will also practice corporate activities that encourage customers to feel secure in entrusting us with their projects.

●Promoting Initiatives Based on Materiality

The OKI Group, as described in its corporate philosophy, underpinned by “enterprising spirit,” has long aimed to contribute to people around the world through its core business, namely the provision of products and services that can serve the development of the information age. What underlies the Group’s CSR initiatives is our commitment to the pursuit and fulfillment of this idea.

Based on this recognition, we enacted the “OKI Group Charter of Corporate Conduct” to ensure the Group as a whole fulfills its social responsibilities precisely in ways that comport with the Group’s corporate philosophy. In addition, in accordance with the Charter, OKI set up the “OKI Group Code of Conduct,” to be followed by all OKI executives and employees. This Code of Conduct has been adopted across all Group

companies and incorporated into OKI’s educational programs in order to be made well known and compulsory. The Charter and the Code are regarded as the basis for OKI Group Values that all Group executives and employees hold in esteem in their pursuit of increasing corporate value (see page 1).

In order to maintain this stance over the long term and “Delivering OK! to your life.” as “a corporate group that helps create a safe and convenient infrastructure for customers and society as a whole through the key Japanese concepts of Mono-zukuri and Koto-zukuri,” which is our vision, we specified the materiality in our Medium-Term Business Plan 2022 from the twin perspectives of creating social value and strengthening management infrastructure. Our environmental, social, and governance (ESG) initiatives embody this materiality, and an overview of our initiatives for fiscal year 2020 can be seen in the table.

●To Strengthen Sustainability Initiatives

In fiscal year 2020, OKI established the “Sustainability Promotion Working Group (WG)” as a promotional structure in order to strengthen sustainability initiatives based on materiality. The WG is chaired by the President, and comprises the heads of related corporate sections, the Business Group, and the Marketing & Sales Group. In order to encourage all Group employees to take personal responsibility for sustainability, in fiscal year 2020 the WG hosted a variety of events, including seminars given by outside lecturers, and dialogues on the theme of ESG led by the President and the heads of all of OKI’s divisions. OKI will continue to accurately disclose the progress of initiatives, and, based on this, to advance dialogue with stakeholders, provide feedback for activities, and so forth.

OKI Group’s Materiality & ESG Initiatives

Materiality	ESG Themes	Initiatives for FY2020 to FY2022	FY2020 Results	Related Pages
Creating Social Value Social issues: aging infrastructure, natural disasters, transportation issues, environmental issues, labor shortages, labor productivity, infectious diseases	E <ul style="list-style-type: none"> Creating products that contribute to solving environmental issues Supporting a circular economy 	<ul style="list-style-type: none"> Expansion of environmental contribution products Reduction of life cycle CO₂ Creation of circular economy projects 	<ul style="list-style-type: none"> Achieved net sales of environmental contribution products of ¥127.3 billion, accounting for 32% of the net sales of the entire Group Reduced life cycle CO₂ by 54% compared to FY2013 levels Established new definitions and categories for environmental contribution products, including circular economy projects 	P37-40 P53-54
	S <ul style="list-style-type: none"> Creating products that contribute to resolving social issues Promoting value creation in corporate activities 	<ul style="list-style-type: none"> Efforts toward social issues indicated in growth strategy Internal cultural reforms aimed at innovation Development and securement of human resources who will support Mono-zukuri and growth area businesses 	<ul style="list-style-type: none"> Promoted product creation aimed at resolving the seven social issues; carried out demonstration tests with co-creation partners in the field of advanced remote operation, as part of measures to combat labor shortages Basic training attended by a total of 3,124 Group employees, with the aim of realizing Group-wide participatory innovation Number of Yume Pro Challenge applications increased to 147 Trained 273 AI engineers with practical skills, against a target of 300 engineers by the end of FY2022 Promoted standardization of skills assessments for designers 	P20-22 P19 P23-24 P41
	G <ul style="list-style-type: none"> Positioning ESG at the core of management 	<ul style="list-style-type: none"> Promotion and evaluation of initiatives based on materiality 	<ul style="list-style-type: none"> Established the “Sustainability Promotion Working Group” to promote Group-wide materiality initiatives Strengthened internal training activities, such as hosting dialogues on the theme of sustainability led by the President and the heads of all of OKI’s divisions 	P31-32
Strengthening Management Infrastructure Business Activities that Meet Stakeholder Expectations Business activities built on integrity (governance, internal controls, disclosure), response to climate change, HR management Strengthen the Infrastructure that Support Mono-zukuri	E <ul style="list-style-type: none"> Mitigation of and adaptation to climate change, pollution prevention, and resource recycling 	<ul style="list-style-type: none"> CO₂ reduction at business sites, strengthening of introduction of renewable energy Strengthening of chemical substance management through standardization of operations Improvement of recycling rate 	<ul style="list-style-type: none"> Reduced CO₂ emissions from business sites by 34%, against a target of 31% Purchased 400t-CO₂ of renewable energy J-Credits, against a target of 400t-CO₂ Strengthened chemical substance management through working group activities Achieved a recycling rate of 79%, against a target of 83% 	P37-40 P53-54
	S <ul style="list-style-type: none"> Strengthening of Mono-zukuri infrastructure Strengthening of human rights and labor initiatives 	<ul style="list-style-type: none"> Promotion of Virtual One Factory Strengthening of quality initiatives Realization of smart work-life Promotion of diversity and inclusion Strengthening of occupational health and safety, health management initiatives 	<ul style="list-style-type: none"> Promoted Mono-zukuri Infrastructure Reinforcement Project activities Continued quality initiatives in line with the OKI Group Quality Policies; continued to carry out surveys for employees at OKI Group design and production sites on the theme of quality control fraud prevention Expanded telework initiatives; paid telework allowances to approximately 3,000 employees designated as “teleworkers” Carried out training programs to support management in telework environments Realized a female management ratio of 3.3% at OKI, and 5.3% across the OKI Group as a whole Continued to implement the selective Female Leader Development Program Promoted various health management initiatives through collaborative health systems; 92.8% of employees received stress checks Revised our Supply Chain CSR Deployment Guidebook, in accordance with JEITA’s “Guidance for Responsible Business Conduct” 	P41 P33-36 P53-54 P42
	G <ul style="list-style-type: none"> Strengthening of corporate governance Internal controls/Risk management Accurate information disclosure and strengthening of engagement (dialogue) 	<ul style="list-style-type: none"> Steady improvements based on board effectiveness evaluations Accuracy improvement and entrenchment of risk management Disclosures based on TCFD framework Reliable disclosures regarding materiality initiatives Strengthening of dialogue in IR/SR, etc. 	<ul style="list-style-type: none"> Carried out board effectiveness evaluations for FY2020 Identified business risks at all OKI business groups; established management cycles and systems Provided disclosures through CDP and the TCFD framework Issued the OKI Report, and improved our sustainability website The “Investor Relations” section of our website received high ratings from three leading IR website evaluation organizations 	P43-48 P49-50 P37-40 P53-54