

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 mission, OKI actively conducts a variety of activities to fulfill its corporate social responsibilities, which include not only complying with laws and regulations but also developing sound corporate activities based on a social conscience.

CSR Promotion Division and CSR Committee

The OKI Group established the CSR Promotion Division in October 2004 to serve as a dedicated CSR organization. At the same time, we defined six priority themes, listed in the table below, around which related divisions coordinate their efforts.

In October 2005 we created the OKI Group Charter of Corporate Conduct on the basis of these priorities. The charter lays out the social responsibilities of the OKI Group on the basis of our corporate philosophy. In order to raise employee awareness of the charter, we have conducted training on an ongoing basis, using group classes and e-learning software. From March to June 2006, group companies, both in Japan and overseas, conducted reviews of their CSR initiatives in light of the content of the charter. This was done in order to ascertain any gaps between the ideals embodied by the charter and onsite realities and to share observations.

With a view to further deepening our CSR initiatives, in April 2007 we consolidated the Compliance and Business Ethics Division and the former CSR Promotion Division to create a new CSR Promotion Division. And, in June we established the CSR Committee, which is chaired by an executive vice-president. While reaffirming the fact that full compliance constitutes the basis of CSR, the entire OKI Group will continue to carry out business

activities in good faith and promote CSR initiatives that deepen trust and raise corporate value.

OKI Group Code of Conduct

In August 30, 2007, OKI’s Board of Directors decided on establishing the OKI Group Code of Conduct; a code of conduct with which all executives and employees of each OKI Group company must comply to achieve the Group’s corporate social responsibilities (CSR), based on the OKI Group Charter of Corporate Conduct.

In 2002, OKI established the OKI Code of Conduct, a standard that other group companies also adopted. The OKI Group Code of Conduct was based off of this, but it also includes elements that pertain to the social responsibilities required in global corporate activities, and it was compiled using universal expressions applicable to the entire OKI Group, including overseas affiliates. We intend to ensure full implementation of the code throughout the OKI Group, an effort that will also strengthen group-level internal controls.

* The full text of the OKI Group Code of Conduct can be found at <http://www.oki.com/en/csr/code.html>.

Foundation of CSR at the OKI Group



CSR Priorities and Focal Points for the Fiscal Year Ended March 2007

CSR Priorities	Focal Points for the Year Ended March 2007	Page	Relevant Item in Charter of Corporate Conduct
• Promotion of Compliance with Laws and Regulations	<ul style="list-style-type: none"> • Continued advancement of risk management • Reinforcement of information security • Enhancement of compliance education 	14-17	<ul style="list-style-type: none"> • Fair corporate activities • Intellectual property and information management
• Improvement of Customer Satisfaction	<ul style="list-style-type: none"> • Enhancement of support activities to ensure that customers can use OKI products with confidence • Reinforcement of group-level collaboration in relation to product safety risks • Increased application of universal design concepts to products 	18-21	<ul style="list-style-type: none"> • Customer satisfaction
• Good Communication with Shareholders and Investors	<ul style="list-style-type: none"> • Reinforcement of communication with individual investors and foreign investors 	22-23	<ul style="list-style-type: none"> • Good communication
• Respect for Employees	<ul style="list-style-type: none"> • Recruitment and training of diverse human resources • Next-generation development support initiatives • Reinforcement of mental health initiatives 	24-27	<ul style="list-style-type: none"> • Respect for human rights • A better working environment • Respect for employees
• Consideration for the Environment	<ul style="list-style-type: none"> • Improvement and effective utilization of environmental technologies • Enhancement of environmental compliance • Facilitation of sharing of environmental information 	28-31	<ul style="list-style-type: none"> • Environmental conservation
• Social Contribution	<ul style="list-style-type: none"> • Reinforcement of community contribution activities in Japan and overseas • Expansion of participation in OKI 100 Yen Fund of Love and voluntary activities 	32-34	<ul style="list-style-type: none"> • Social contribution • Regional awareness