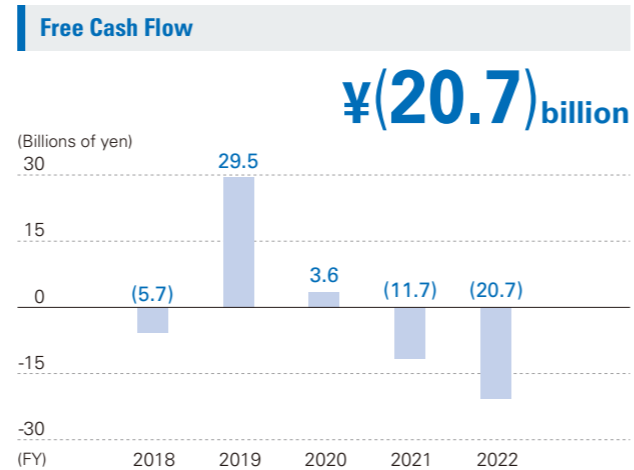
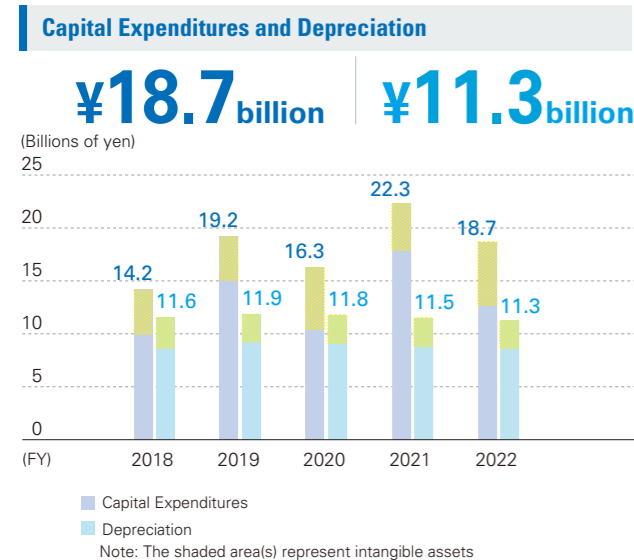
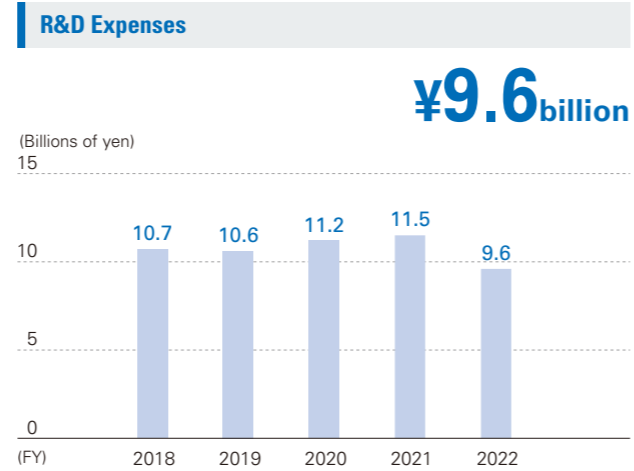
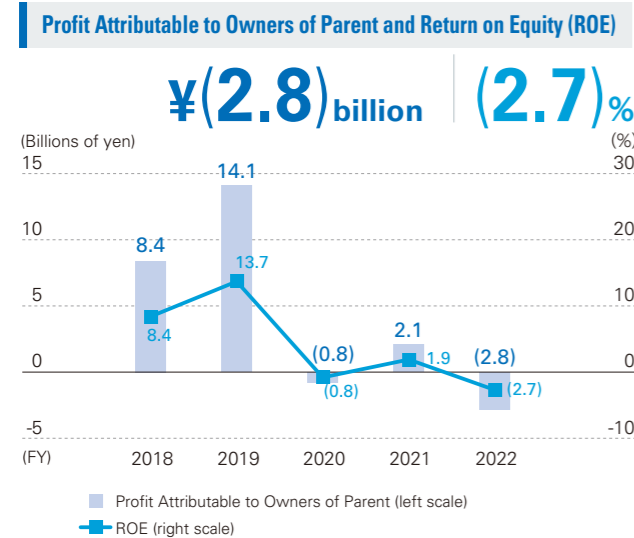
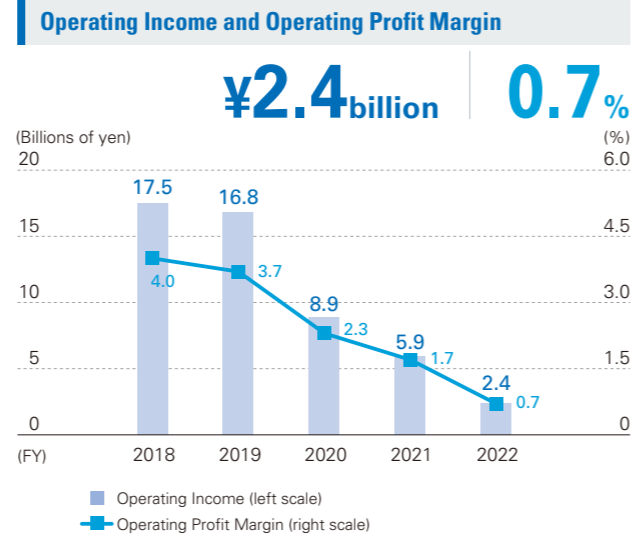
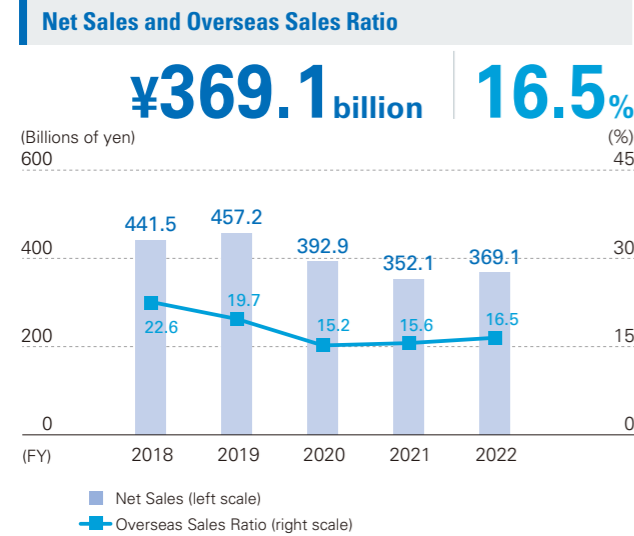
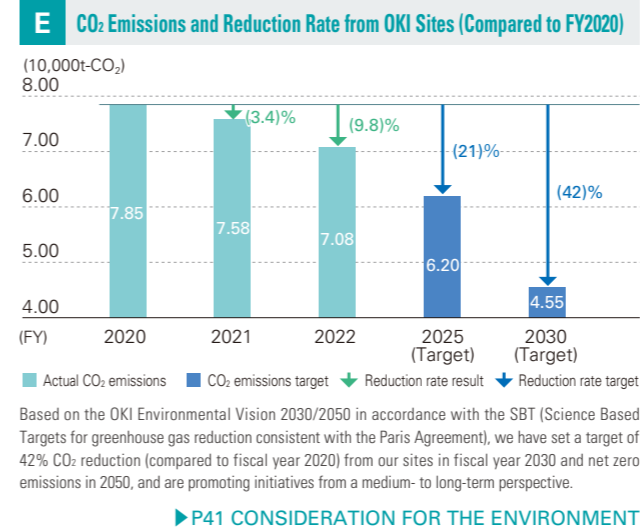


FINANCIAL AND NON-FINANCIAL HIGHLIGHTS

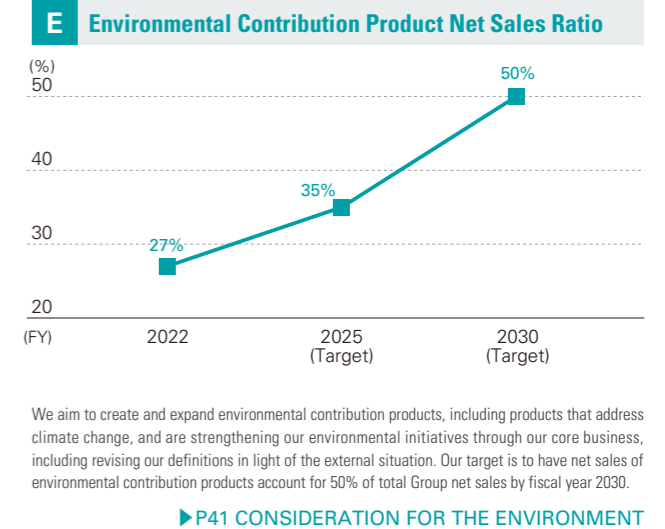
Financial Highlights



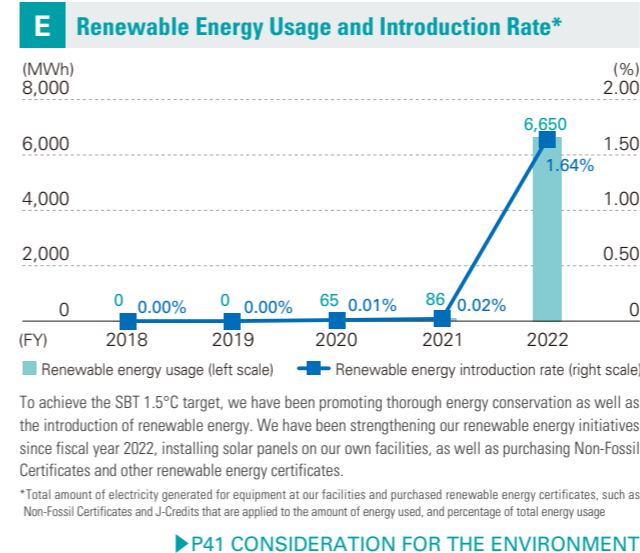
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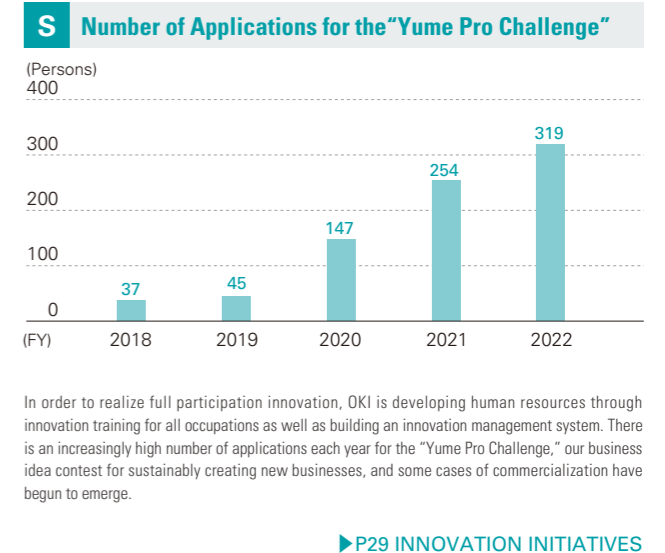
▶P41 CONSIDERATION FOR THE ENVIRONMENT



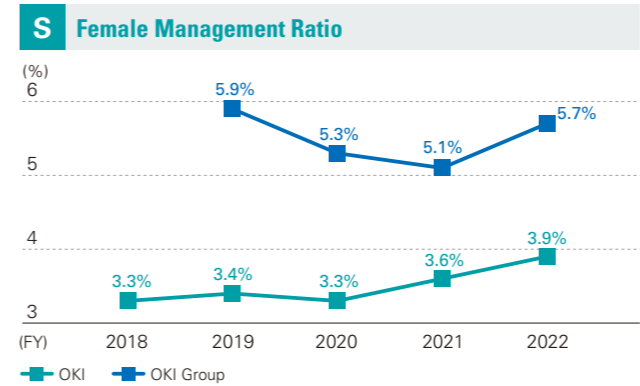
▶P41 CONSIDERATION FOR THE ENVIRONMENT



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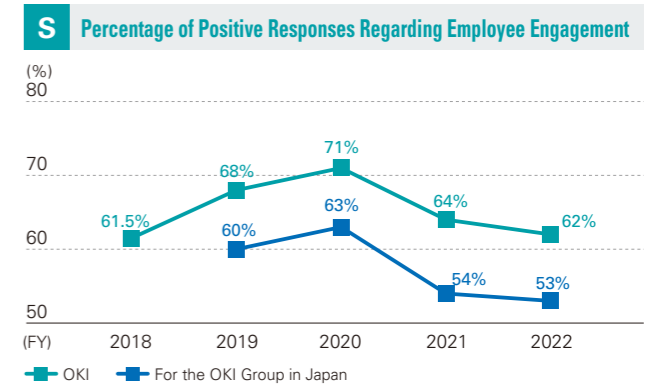


▶P29 INNOVATION INITIATIVES



OKI's target is to increase the female management ratio to at least 5% (OKI) by April 2026. In the future, we aim to achieve an equal ratio of female managers proportional to female employees, and will strengthen our initiatives to encourage female employees to play an active role.

▶P37 HUMAN RESOURCE MANAGEMENT



Our target is to increase the percentage of positive responses for items related to job satisfaction (OKI work engagement) in the employee awareness survey to 70% (Domestic OKI Group) by fiscal year 2025. We aim to achieve this target through initiatives centered on the Organizational Culture Reform Department that was newly established in fiscal year 2023.

▶P37 HUMAN RESOURCE MANAGEMENT