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## Company Overview

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The Okamura Group's Purpose

# Realizing a society where people can thrive

The vitality of every individual will lead to a sustainable society.  
With this belief and a sense of purpose,  
Okamura will realize a society in which all people can work and  
live with vitality and smiles.

## The value of “where people can thrive”

The phrase “where people can thrive” expresses the idea that each person works at their best when they demonstrate their individuality. The phrase also represents a state of co-creation of new value through good relationships with all the people and organizations around them. In other words, if each of us can make the most of ourselves and make the most of each other, then our work, our company, and society as a whole will come alive. Based on this idea of “where people can thrive,” we at Okamura are committed to contributing to society through the realization of a sustainable society.



# Management Philosophy: Okamura Way

The Okamura Way is the philosophy that we cherish and share as we strive to achieve our Purpose of realizing a society in which people can thrive. The Okamura Way comprises Okamura’s Mission, the Okamura Declaration, and Okamura Basics. Okamura’s DNA including our Founding Spirit, Corporate Philosophy, and Motto, lies at the root of our culture.



# The Okamura Group's Businesses

Strategies for Each Business  
P.30-40

The Okamura Group strives to provide high-quality products and services in a range of settings, including offices, and educational, healthcare, R&D, and commercial facilities as well as logistics centers.

## FY2024 Performance

Net sales

**314.5** billion yen

Ordinary profit

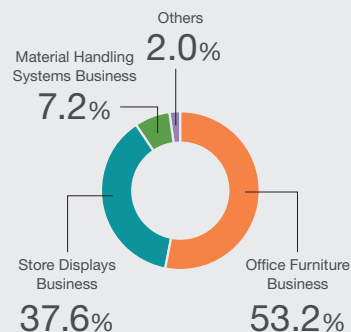
**26.4** billion yen

Profit\*

**22.0** billion yen

\*Profit attributable to owners of parent

## Net sales composition by business segment



Note: Figures are rounded down to the nearest 0.1 billion yen.

## Office Furniture Business



We create optimal spaces by proposing diverse work styles and providing products and services designed for functionality and comfort in offices, educational facilities such as schools, cultural facilities such as theaters and museums, highly specialized research and medical facilities, municipal government buildings, and a wide variety of other areas.

Net sales **167.3** billion yen

Operating profit **17.3** billion yen

## Store Displays Business



By quickly identifying changes in the retail industry brought about by changes in the social environment or market, we offer total support for store creation from layout and interior planning by designers, to the manufacture, installation, and maintenance of fittings.

Net sales **118.3** billion yen

Operating profit **4.7** billion yen

## Material Handling Systems Business

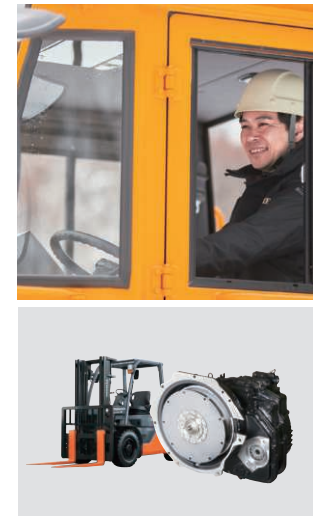


We seek to streamline logistics, constantly developing and providing new distribution systems through real-life experimentation. We offer support, from material handling system proposals resulting in financial benefits through increased speed, accuracy and safety of logistics, to software development, equipment installation, operational support and after-sales service.

Net sales **22.5** billion yen

Operating profit **1.6** billion yen

## Powertrain Business



We develop and manufacture torque converters and transmissions, which are the heart of industrial and construction vehicles. We efficiently produce high-quality products customized to customer specifications, and provide products that have undergone thorough quality control.



# Okamura in Numbers

Year of Foundation

1945

Number of employees  
(consolidated)

5,687 employees

(as of March 31, 2025)

Maintaining Steady Growth and Stable Dividends

(FY2024)

Net sales [ 314.5 billion yen ]

5-year growth rate (CAGR)

6.5%

Operating profit [ 23.9 billion yen ]

5-year growth rate (CAGR)

14.0%

ROE [ 12.3% ]


Four consecutive years

over 10%

Payout ratio [ 40.4% ]

Four consecutive years of dividend increases

15 consecutive years without dividend reductions

 Message from the Chief Financial Officer ▶ P.27-29

Human Resource Development and Employee Engagement Improvement

Wages Raised for Two Consecutive Years

Starting salary for university graduates

300,000 yen

(FY2024)

Ratio of Childcare Leave Used and Average Number of Days Used by Male Employees

Usage ratio

69.2%

Average

92.0 days

(From March 21, 2024 to March 20, 2025)

Average Education and Training Cost per Employee

[ 63,899 yen ]

2 times over FY2021

(FY2024)

Contributing to the Creation of a Sustainable Society

Initiatives Relating to the Global Environment

Began in

1966

Initiatives for Carbon Neutrality / Amount of CO<sub>2</sub> Emissions

Reduced 30.8%

from FY2020 (FY2024)

 Personnel and Human Resource Development ▶ P.44-46

 Global Environmental Initiatives ▶ P.49-51