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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.

Okamura's Purpose

Realizing a society where people can thrive

OKAMURA WAY

Okamura's Mission

Contribute to society by creating environments where people can thrive with rich ideas and reliable quality.

Okamura Declaration

Loving people, creating places

To increase the number of people who can live their lives in their own way, and to build a society full of smiles, Okamura will continue loving people and creating places where they can thrive.

Okamura Basics

To make all the people involved with us smile. – SMILE –

Five approaches that each employee can use as a basis for their daily actions to realize Okamura's Mission.



Shine
Improve your sensibility, and you will come alive.



More
Challenge boldly, and the work will come alive.



Imagine
Be compassionate and creative, and others will come alive.



Link
Love diversity and collaboration, and the team will come alive.



Expert
Pursue excellence continuously, and society will come alive.

Okamura's DNA

Founding Spirit
Cooperative Industry

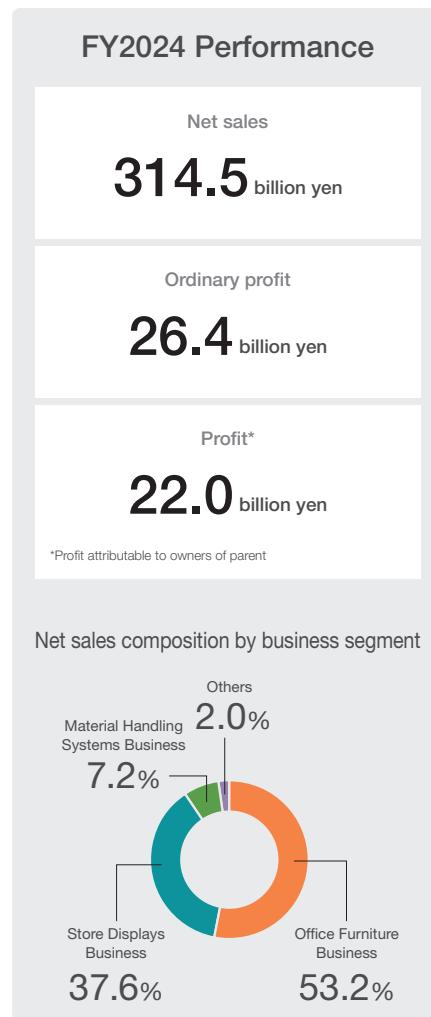
Corporate Philosophy
Innovative Creation, Cooperation, Being Cost Conscious, Saving for Future, Social Responsibility

Motto
Quality pays for itself.

The Okamura Group's Businesses

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.

Strategies for Each Business
P.30-40



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

Average

69.2 % **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 CO₂ Emissions

Reduced **30.8**%

from FY2020 (FY2024)

 Personnel and Human Resource Development ▶ P.44-46

 Global Environmental Initiatives ▶ P.49-51