



OMRON



# OMRON's ESG commitments and achievements

Visualizing Shaping the Future 2030 1<sup>st</sup> Stage  
Sustainability Initiatives

#esgjourneyOMRON



# Innovating for a sustainable future

We put people and the planet at the center of our decisions and actions so we can innovate for a sustainable future. Since OMRON's founding more than 90 years ago, we have committed ourselves to our **vision** of creating social value through our business regardless of changes in society.

Now, we demonstrate our ESG commitment through our long-term vision **Shaping the Future 2030** (SF 2030). During a nine-year period, which is divided into various stages, global financial and non-financial targets are addressed. We are currently in the 1st stage, which started in fiscal year 2022.

To strengthen our sustainability initiatives, we will:

- Minimize our impact on climate change
- Ensure thorough respect for human rights throughout the OMRON Group value chain
- Pursue a carbon neutral and inclusive society

We are proud to share our current progress towards our global non-financial targets and commitments.

**Anna Stammers, Head of Sustainability OMRON Management Center Europe**



# Long-term ESG commitments at a glance

Our ESG commitments span across the environmental, social and governance domains

## ENVIRONMENT

We mitigate our impact on climate change by striving for carbon neutral manufacturing and sustainable product design.

### Greenhouse gases

A commitment to bring about a decarbonized society by reducing greenhouse gas emissions.



### Chemicals

Reducing the negative impacts of chemical substances on people, organisms, and the environment.



### Circularity

Reducing waste through efficient use of resources, reusing/recycling, and sustainable product design.



### Supply chain: environment

Sustainable procurement practices throughout the OMRON Group supply chain.



## SOCIAL

We practice respect for all by conducting ethical business in the OMRON Group value chain.

### Diversity & inclusion

We solve social issues through our business by allowing diverse people to come together and innovate with a shared vision and goal.



### Human rights

We respect human rights and ensure high standards throughout the OMRON Group value chain.



### Supply chain: labor practices

We continue our efforts to ensure fair labor practices in the OMRON Group value chain, in cooperation with suppliers.



## GOVERNANCE

We are fair and transparent about our business and apply rigorous governance standards in line with the vision of our founder.

### Corporate governance system

Our system of corporate governance ensures transparency and fairness while speeding up management decisions.





# Environment





# Environment

We mitigate our impact on climate change by striving for carbon neutral manufacturing and sustainable product design.

## Global non-financial targets 1<sup>st</sup> stage

- **ZERO** carbon emissions at all **76** Japanese sites
- **Paper consumption reduction** through using digital tools
- **53%** reduction of Scope 1 and 2 greenhouse gas (GHG) emissions (vs. FY16)
- **45%** increase in sustainability related sales (vs. FY21)<sup>1</sup>

We ensure our efforts and goals are validated externally:



<sup>1</sup> Net sales of focus domains that lead to 'achievement of carbon neutrality, realization of a digital society, and extension of a healthy life expectancy'.

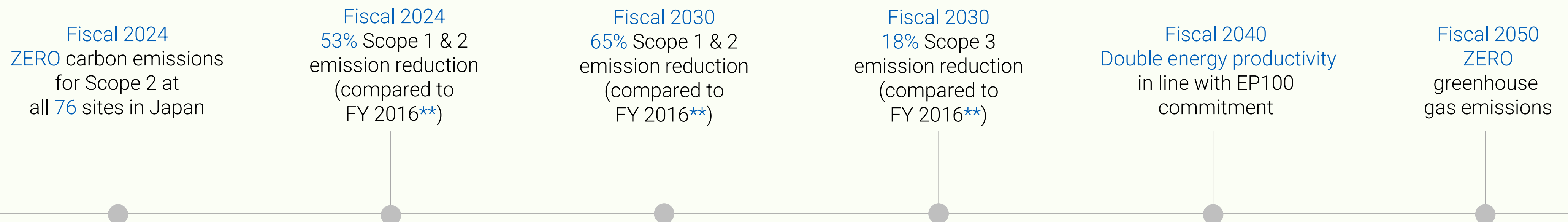


# OMRON zero emissions roadmap\*

targets & timeline  
scope 1, 2, and 3

Building on our ESG commitments, we are transforming our organization to be an even more positive contributor to the three social needs where we can have the most impact; including achieving carbon neutrality. We are committed to reducing greenhouse gas emissions and bringing about a decarbonized society through energy conservation and cleaner power consumption.

We are putting our intentions into actions. Our zero emissions commitment across our end-to-end value chain is visualized by the following roadmap:



\* All targets are validated by the Science Based Targets initiative.

\*\* Fiscal year (FY) 2016 is used as the reference year. The reductions mentioned are relative to the level of emissions in fiscal year 2016.



# Environment – Global achievements SF2030 1<sup>st</sup> stage

3,188  
certified  
green suppliers

FY 2022

+28%  
sustainability  
sales (vs. FY21)

FY 2022

62%  
reduction GHG  
scope 1 & 2 (vs. FY16)  
(+12% vs. FY21)

FY 2022

10 Japanese  
Carbon Zero  
Sites  
(+5 vs. FY21)

FY 2022

44% reduction  
of paper  
consumption  
(+8% vs. FY21)

FY 2022



# Social





# Social

We practice respect for all by conducting ethical business in the OMRON Group value chain.

## Global non-financial targets 1<sup>st</sup> stage

- **100%** participation by global managers in diversity management training
- **100%** of suppliers assessed for human rights due diligence<sup>1</sup>
- **18%** ratio of women in managerial roles or higher globally
- **28** overseas sites employing people with disabilities
- **3%** ratio of employees with disabilities in Japan
- **Top management** of each region commits to their host communities

<sup>1</sup> Human rights due diligence in line with the UNGP.



# Community Engagement

We promote community involvement and social contribution activities that are tailored to local needs.

## Social Contribution Activities in EMEA

To localize the global targets, the top management of the EMEA region commits to increasing the employability of people from disadvantaged or vulnerable groups<sup>1</sup>.

We have been able to provide a very diverse group of people with internships, training, education, and job opportunities, which helped them enhance their skills, knowledge, and employability.

## Social Contribution Activities Globally

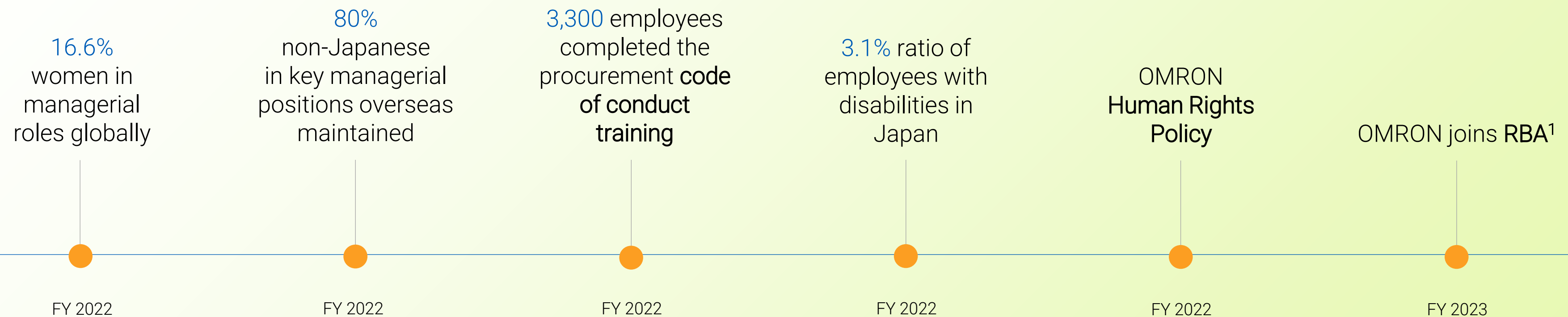
To shape a sustainable and fair future for all, we offer our communities ways to be part of this journey. [Read more about our achievements per region on the OMRON website.](#)

<sup>1</sup> Definition of 'vulnerable groups': Working age population with a distance to the labor market due to gender, age, ethnic background, health status, education level, sexual orientation, migration status and/or similar reasons that might be applicable at local level, resulting in a greater risk of long-term unemployment and/or insufficient financial gain. Some examples are young people in areas with high youth unemployment and senior citizens,.





# Social - Global achievements SF 2030 1<sup>st</sup> stage



<sup>1</sup>Responsible Business Alliance



# Governance





# Governance

We are fair and transparent about our business and apply rigorous governance standards in line with the vision of our founder while speeding up management decisions.

## Global non-financial target 1<sup>st</sup> stage

- **Maintain listing** in the Dow Jones Sustainability World Index (DJSI World)

## Ultimate objective

Our ultimate objective is to sustainably increase our corporate value by earning the support of all stakeholders. We ensure proper oversight of our Executive Organization by the shareholders and Board of Directors through our:

- [Organizational structure and governance framework](#)
- [Compliance and risk management policy](#)
- [Stakeholder engagement practices](#)



# Global non-financial targets SF 1<sup>st</sup> stage



# Current progress

As of FY2022

	Focus area	Goal	Progress	
	Environment	Zero carbon emissions at all 76 Japanese sites	<div><div></div></div>	10/76
		Paper consumption reduction through using digital tools	<div><div></div></div>	44% /100%
		53% reduction of Scope 1 and 2 greenhouse gas emissions (vs. FY16)	<div><div></div></div>	62% /53%
		45% increase in sustainability related sales (vs. FY21) <sup>1</sup>	<div><div></div></div>	28% /45%
	Social	100% participation by global managers in diversity management training to effectively capitalize on the capabilities of diverse human resources	<div>Underway</div>	
		100% of suppliers assessed for human rights due diligence <sup>2</sup>	<div>Underway</div>	
		18% ratio of women in managerial roles or higher	<div><div></div></div>	16.6% /18%
		28 overseas sites employing people with disabilities	<div><div></div></div>	27/28 sites
		3% ratio of employees with disabilities in Japan	<div><div></div></div>	3.1% /3%
		Top management of each region commits to their host communities <sup>3</sup>	<div>Underway</div>	
	ESG-wide	Introduction of a training program covering the basic knowledge required for DX <sup>4</sup>	<div>Underway</div>	
		Maintain listing in the Dow Jones Sustainability World Index (DJSI World)	<div>Maintained</div>	

<sup>1</sup> Net sales of focus domains leading to 'achievement of carbon neutrality, realization of a digital society, and extension of health life expectancy'. <sup>2</sup> Human rights due diligence in line with the UNGP

<sup>3</sup> See page 10 for EMEA commitment. <sup>4</sup> Statistics, data analytics, AI and others.



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All initiatives towards our global financial and non-financial targets are tracked and their performance is published in our annual Integrated Report.



Stay updated on our progress:

- **Sustainability Initiatives**
- **OMRON Long-Term Vision**
- **Integrated Report**

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