

A shiny, metallic, stylized letter 'J' is centered within a white circle. The letter has a reflective surface with highlights and shadows, giving it a three-dimensional appearance. The background of the slide is yellow with black outlines of letters and shapes.

We need some new feature to this product...

I still
doubt this...

Later on.

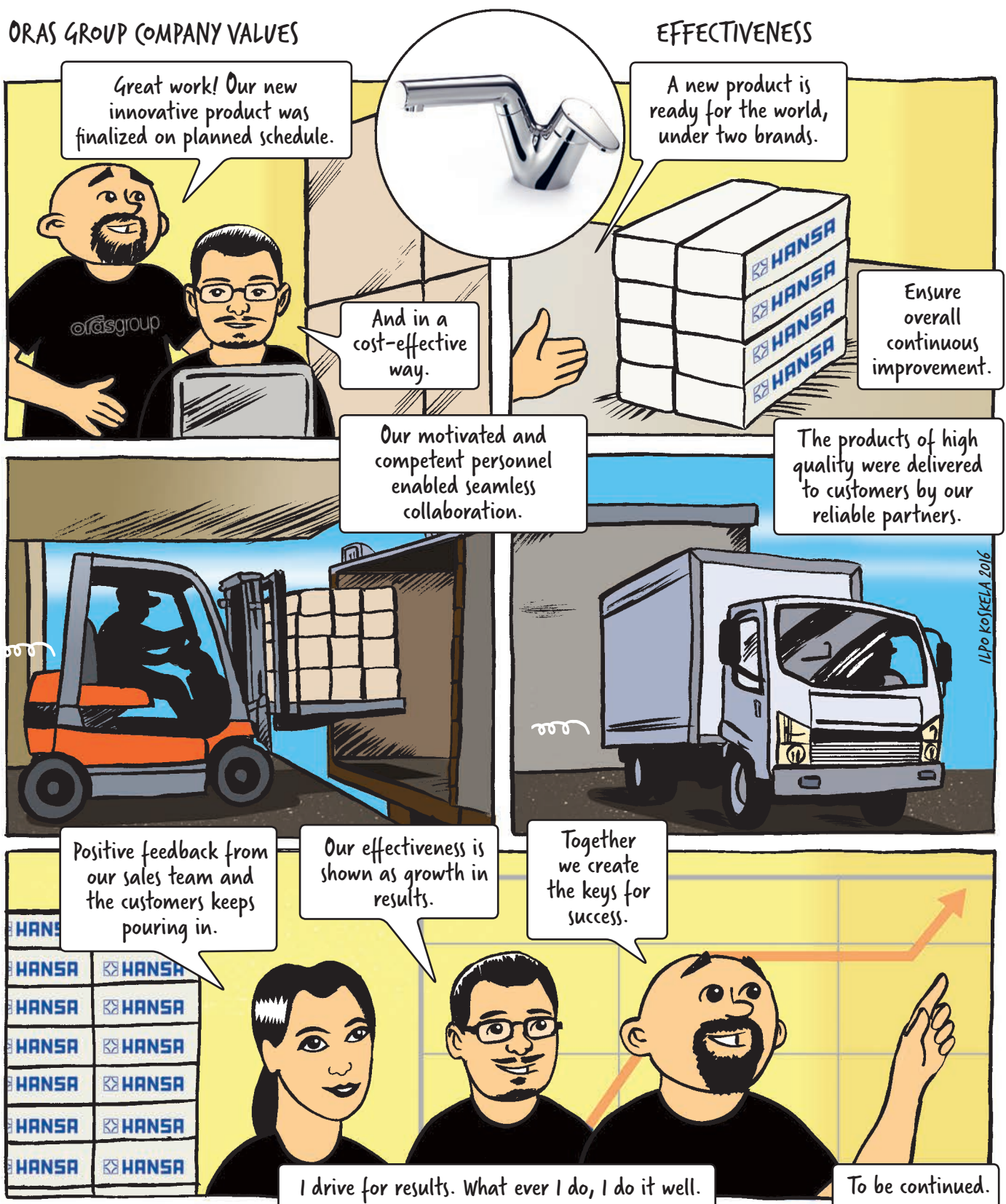
Here's mine.

Yes. Being honest, giving and receiving feedback, and learning from feedback and mistakes makes success.

To be continued.

ILPO KOSKELA 2016

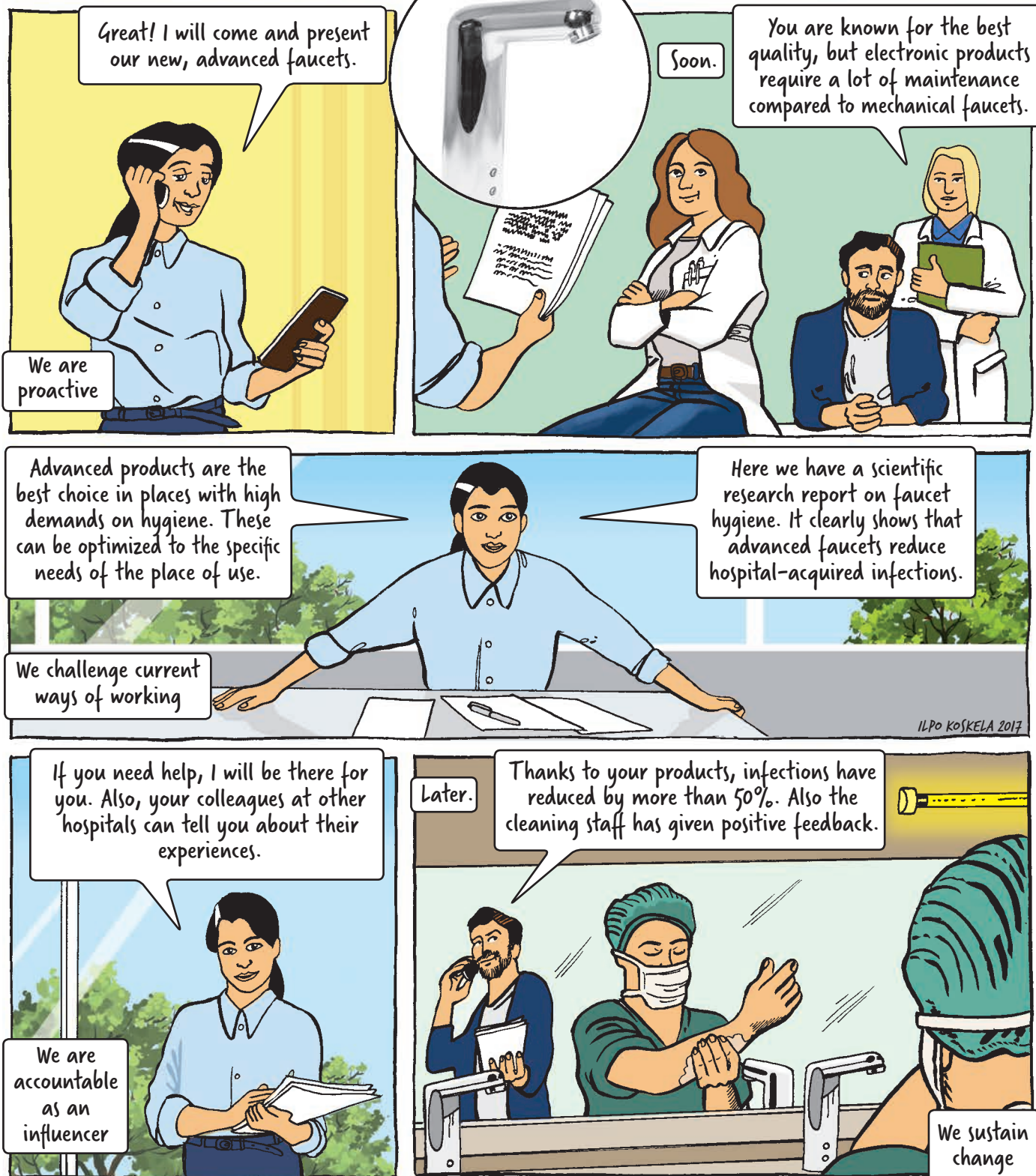
ORAS GROUP COMPANY VALUES



The values of Oras Group are Openness, Fairness, Courage and Effectiveness. Trust and openness create constructive interaction between people within Oras Group. Only this kind of communication supports courage to challenge oneself in order to develop the operations of Oras Group. Readiness to challenge oneself, combined with fairness, creates the conditions for true collaboration – both within Oras Group and with its external partners. Only collaboration like this promotes such effectiveness that creates success for us all.

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COURAGE



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FAIRNESS

Employees discuss how to develop the yield in manufacturing.

What if we change this part of the process like this...?

A good idea! I think there will be less waste, too.

I take responsibility.

KOSKELA 2017

Excellent! Let's start immediately and see after a month how the yield has improved. The target is to improve it by 5%.

As this idea is outside the scope of your normal area of responsibility, you could make this a formal initiative within our new Idea Management programme.

This is a good plan by the team. Do you agree with our view that this change helps to develop our yield?

Yes, and waste reduction is another benefit.

I have double-checked the calculation.

I actively offer help.

Later on.

Thanks to your initiative, we have achieved our target for yield development. Good job and thank you for going the extra mile!

I really contribute.

As this initiative brings a clear financial benefit to the company, you have earned your share of it.

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