

Stakeholder Communications

Basic Policy

Our Corporate Spirit states, "The KYB Group contributes to society by providing technologies and products that make life safe and comfortable." To fulfill this we must comply with the following:

1. We shall follow all rules and face all issues with honesty.
2. We shall build a corporate culture full of vitality, and hold high goals.
3. We shall value sincerity, cherish nature, and care for the environment.
4. We shall constantly pursue creativity to contribute to the prosperity of customers, shareholders, suppliers and society.

In this spirit, we will deepen our dialogue with all stakeholders and help them gain a better understanding of our company. Through dialogue, we will clarify the issues

we should address and solve them one by one, thus earning the trust and meeting the expectations of stakeholders.

In addition, as we strive to become a better company we will contribute to the development of a sustainable society through the creation of products that are friendly to people and the Earth, based on the technological capabilities that we have enhanced through ceaseless, creative and innovative research and development.



Current Status of Stakeholder Communications

Stakeholders	Engagement Policy	Approach
Customers (Manufacturers and end users)	Provide quality products and services that satisfy customers at the right time and price to earn the trust of society.	Answer phone inquiries
		Communicate via the corporate website
		KYB Technical Review
		KYB Group Report
		KYB Museum
Shareholders	Disclose business details, management policies, business forecasts and results to shareholders in a timely and appropriate manner.	General Meeting of Shareholders
		Reports (Annual Securities Report, Flash Report, etc.)
		Plant tours for shareholders
Business Partners	Respect our suppliers as valuable business partners, and build relationships of prosperity and trust.	Procurement policy information meetings
		Regular visits
Employees	Contribute to the sustainable development of companies and the creation of a prosperous society, which are common interests for labor and management.	Labor-management meetings
		President's messages
		Employee Satisfaction Survey
		Internal newsletter
Local Communities	Contribute to the development of local communities through active engagement, and by energetically participating in volunteer activities, local events, and other activities.	Invitations to KYB events
		Participation in local community events

Relationship between the KYB Group and Stakeholders



The KYB Group's Social Responsibilities

The KYB Group always seeks to be creative in its business activities and to contribute to the progress of customers, shareholders, business partners and local communities.

Each department sets out the corporate social responsibility (CSR) activities that it will implement during the fiscal year based on the Corporate Spirit and Management Vision. The outcome of each activity is reviewed in an ongoing cycle of improvement and renewal.

Employees follow the Corporate Guiding Principles in their work and deepen their awareness of the importance of CSR.

Frequency	Details	Relationship with Business Activities
As needed	Phone call or e-mail form	Collect information on customer needs and enhance customer satisfaction
As needed	Company information and business announcements	
Twice a year	Introduction of technologies and products	
Once a year	Disclosure of financial and non-financial information	
As needed	Museum displaying KYB products and other materials	
Once a year	Business report that includes consolidated financial statements, financial statements, report on audit results, deliberation and resolution of matters to be resolved	Increase corporate value through dialogue
Once a year or more	Report to shareholders	
Once a year	Promote dialogue through plant tours	
As needed	Policy sharing	Strengthen relationships based on mutual trust
As needed	Various meetings	
Several times a year	Various meetings between labor and management	Strengthening labor-management relations Improve employee motivation
Twice a year or more	New Year convocation and speech	
Once a year	Questionnaire survey	
Once a month	Communication via internal newsletter	
As needed	Events held at each plant	Coexist with local communities
As needed	Interaction with community residents	

FY2018 Highlights

Support for the Para-Alpine National Ski Team

We have been an official sponsor of and supplier to the Para-Alpine National Ski Team of the Japan Para-Ski Federation since 2015. We develop shock absorbers for the chair-skis of the Japanese team and provide technical support at the team's training camps and for World Cup competitions in various countries. Takeshi Suzuki, a KYB employee and skier chosen by

the Japan Para-Ski Federation to compete in the Paralympics, has participated in numerous races and worked hard in practice. He also contributes by maintaining positive media relations and giving lectures. The KYB Group will continue working with para-athletes to develop better products and promote sports for people with disabilities as part of its contribution to society.



Participation in Kanagawa Science Summer

In FY2018, we once again participated in Kanagawa Science Summer, an activity that Kanagawa Prefecture promotes for children to develop an interest in science technology and to enhance motivation to study. We invited 30 fourth to sixth grade primary school students and their guardians to KYB Museum on three occasions in July and August. They learned

about Pascal's principle and the mechanism of hydraulic pressure through making a simple hydraulics-themed model and test driving a mini-excavator. It was very popular with the children, as before. In addition, we reflected suggestions from past participants by holding a seminar for families at Minamishigara City Hall.



Marché to Support Areas Afflicted by the Great East Japan Earthquake

To support areas afflicted by the Great East Japan Earthquake, KYB cooperated with the Tokyo Office of the government of Miyagi Prefecture to hold the fourth Reconstruction Support Marché (street market for local products) at its head office. By FY2018 it had become a firmly established Companywide event, with employees from KYB plants in areas other than Tokyo participating. We will continue to support reconstruction so that memories of the earthquake never fade.



Fundraising for the Children's Future Support Fund

The Children's Future Support Fund is an organization that helps children at the grassroots level. KYB received a letter of appreciation from the Cabinet Office for its ongoing support of the fund. We will continue to support the fund to realize a society in which all children can grow with dreams and hopes, and to prevent the spread of poverty to future generations.



Fundraising for the Tokyo Metropolitan Government Community Chest

We received a letter of appreciation from the Tokyo Metropolitan Government Community Chest for the donations we make every year. The donations we collect go to private-sector social welfare facilities and organizations that serve the elderly, children, and people with disabilities. We will continue to support various social welfare projects through community fundraising efforts.



The 17th KYB Corporate Sports and Cultural Exchange Event

The 17th Sports and Cultural Exchange Event was held at Sai-no-Kuni Kumagaya Dome in Kumagaya City, Saitama Prefecture. About 700 KYB Group employees from 15 locations in Japan and 18 locations overseas gathered to enjoy a day of friendly athletic competition. The event transcended age,

gender, department, company, and nationality as the participants formed eight teams in an exciting competition involving tug-of-war and relay races. The joint team comprising members from the host Kumagaya Plant and KYB-Conmat Pvt. Ltd. of India worked best together and won the championship.



Factory Tours for Elementary School Students

We invited 96 children from Minokamo Municipal Hachiya Elementary School to tour the KYB Gifu North Plant. We provided an overview of KYB and its products, showed students actual production lines and a safety awareness training facility, and presented KYB's environmental efforts. The tour was a fun opportunity for everyone to get to know one another better, and the students contributed with many questions and valuable opinions. We will continue to place importance on our relationships with local communities.

