

Management Principles



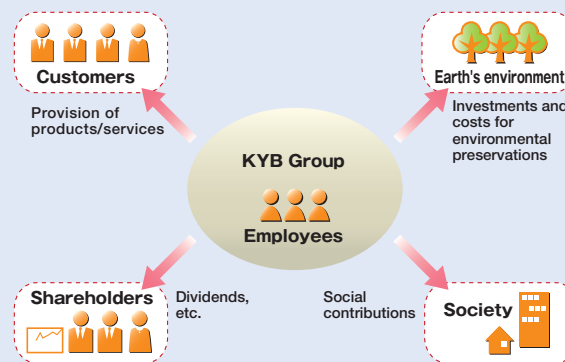
Management Principles/Management Vision

Taking occasion to the 70th anniversary of foundation in 2005, we have reviewed our management principles and management vision. The new management principles clearly addresses what the KYB Group will aim in the future, how it will advance management and how it will contribute to the society. The new management vision indicates in detail the image the KYB Group aims to become. Under this new management principles, we hope to become a company group that can sufficiently respond to the needs of our stakeholders.

Management Principles

"KYB Group contributes to society providing technologies and products that make life safe and comfortable."

1. Challenge higher objectives and construct livelier corporate cultural climate.
2. Maintain grace and good faith, and pay attention to nature and the environment.
3. Always seek creative ideas and contribute to the progress of customers, shareholders, suppliers and society.



Relationship between KYB Group and stakeholders

Management Vision

1. Foster talent: To foster the talent to achieve the objectives with a thorough understanding of the policies and the strategy.
2. Technology and product development: To provide products that are impressive, comfortable and reliable to customers throughout the world.
3. Industrial crafting: To make our plants enjoyable, dynamic places to work, and at the same time full of discipline based on the field priority doctrine, in order to produce products satisfactory to the customer.
4. Management: Always keep social responsibilities of the corporation in mind and provide efficient group management.

Compliance

At KYB, we believe that "compliance" is not merely the "observation of laws, orders and regulations within the scope of society," but as the "observation of articles of incorporation, inhouse regulations and contracts" as well as the "observation of corporate ethics" in order to promote healthier corporate activities.

1. We are making efforts to establish corporate ethics and to abide by laws/regulation through "Corporate Guideline" that must be observed when executives and employees pursue corporate activities.
2. We are providing compliance training through training by level and training by field.
3. We have established an inhouse reporting system (immediate reporting system) targeting the entire Group. We have also established special windows for reports and consultations with the enforcement of the Whistleblower Protection Act.
4. We have defined a policy concerning the protection of personal information, created inhouse regulations and established an inhouse committee. We have also established a contact window for inquiries concerning personal information from outside the company.