

The KOITO Group's Vision

The KOITO Group conducts business activities based on the three pillars of “World-leading Technologies and Ingenuity,” “Sustainable Growth” and “A Trusted Company” with the goal of becoming a “Global No.1 Supplier.”

“Global No.1 Supplier” [Three Pillars]



Specific Measures (Strategies)

TACTICS 01

Enhance a system to respond to the five major regions of the world (Japan, Americas, China, Europe and Asia), such as further enhancements to product development, manufacturing and sales functions of the Group.

TACTICS 02

Respond to future changes in mobility and develop advanced technologies anticipating customer and market needs as well as rapidly commercialize and bring attractive products to market in a timely manner.

TACTICS 03

Pursue the highest quality and safety standards, advance environmental conservation and strengthen compliance.

TACTICS 04

Further reinforce the profit structure and corporate constitution by securing and effectively allocating resources.

1 World-leading Technologies and Ingenuity

The KOITO Group will work to develop world-first technologies and products such as the new technology driving the next generation of LED, innovative designs, revolutionary new materials and work methods, which contribute to the safety and security of a transportation society.

- We will deliver attractive products to customers worldwide at an early stage and contribute to the safety and security of a transportation society by further promoting automotive lamp's transition to LED and ADBs, as well as reducing its weight. Moreover, we will cooperate and coordinate with the Group companies and external agencies, such as startup companies and universities, to develop LiDAR, all-weather cameras and other such technologies.
- We will reinforce business activities in marketing, aircraft component and other divisions to expand our sales by developing and commercializing unprecedented products which offer new value to the market.



World's first BladeScan™ ADB-equipped Toyota vehicle: Lexus RX



Concept model equipped with the next-generation headlamp

	Result (FY 2021)	Plan (FY 2022)	Forecast (FY 2026)
LED adoption ratio	64%	74%	90%
ADB adoption ratio*	5%	8%	25%

Note: ADB adoption among the KOITO Group's headlamps

2 Sustainable Growth

The KOITO Group will achieve sustainable growth by engaging in initiatives such as the creation of value that anticipates the needs of society and customers, building of a firm profit structure and the development of diverse human resources.

- We will strengthen our global business framework through the enhancement of development, production and sales systems globally and the configuration of global information infrastructure and networks revolutionizes work style and information sharing with our overseas business entities.
- We will improve our employees' work-life balance by introducing teleworking system as new normal work styles, and promote active participation of women, senior employees and other diverse human resources.
- We will also establish a systematic education and training system by expanding curriculum to include content such as logical thinking and various methods of expression while promoting the development of human resources who can experience growth and become motivated to take on new challenges.

	Target (FY 2026)
Number of women in senior management	4 times than the number of FY 2015
Monthly average overtime hours	17 hours or less

(KOITO MANUFACTURING)



3 A Trusted Company

The KOITO Group will strive to gain trust of all of our stakeholders by providing safe and eco-friendly products to the market, promoting quality-first manufacturing, improving employee motivation and ensuring thorough compliance.

- We will promote CSR from thorough compliance to the achievement of mutual prosperity with customers and business partners and contribution to shareholders and local communities. In addition, we will coexist with the Earth, reduce environmental impacts, and promote the use of renewable energy while preparing for disasters and thoroughly managing other risks to further strengthen trust from all of our stakeholders.
- As products become more advanced and complex, we will promote quality assurance initiatives through active cooperation with all departments from research and development to design, evaluation, testing, production and even our suppliers to prevent the recurrence of any quality issues in the market, delivery or processes.
- We will strengthen on-site capabilities and investigate the true cause of defects through information sharing about any problems or challenges discovered, mutual understanding of pre- and post-processes, and assurance of each piece with the goal of achieving the quality and trust of being global No. 1.

	Target (FY 2021)	Result (FY 2021)
CO ₂ emissions intensity	13% reduction from FY 2016	17% reduction from FY 2016
Waste generated per unit	18% reduction from FY 2016	31% reduction from FY 2016
Water usage per unit	9% reduction from FY 2016	27% reduction from FY 2016
VOC emissions	250 t or less	220 t

(KOITO MANUFACTURING)

