

Respect for Human Rights

One of our management philosophies is to “stepping forward to realize our employees' dreams,” and we declare in the KOITO Group Corporate Behavior Charter that “we will respect the human rights of all persons.”

By respecting human rights of all stakeholders while communicating with business partners, local communities and employees, KOITO strives to be a company that is trusted by international society.

We provide employee education on respecting human rights as a part of compliance education. Training to address specific issues, such as harassment training, is offered when necessary to raise every employee's awareness on respecting human rights.

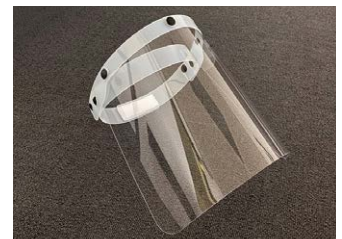
Social Contribution Activities

To materialize one of our management philosophies, “fostering mutually beneficial relationships with all stakeholders as a member of the society,” we declare in the KOITO Group Corporate Behavior Charter that “we will be conscious of our responsibility as a good corporate citizen, and actively engage in social contribution activities, and we will contribute to the realization of a prosperous society.” Based on the statement, we are promoting various activities.

● Donating Face Shields to Medical Associations and Institutions

As part of our social contribution activities in the COVID-19 pandemic, we are supporting medical professionals who are dedicating to diagnosing and treating the COVID-19 and to prevent the spread of infections. In FY 2021, KOITO has manufactured 5,000 face shields and donated them to medical associations and institutions in Shizuoka and other areas.

The face shield was developed and manufactured by KOITO to prevent airborne infection at manufacturing sites where it is difficult to secure social distance.



■ KOITO's face shield

● Participation in Regional Activities at Production Sites

KOITO's production sites periodically holds round-table sessions with residents of regional communities and open the sites to local community associations during summer festivals.

We also host site tours for the residents and accept children's visits so that they can better understand our corporate activities.



■ Summer festival (2019)



■ Children's visiting day (2019)

● Regional Environmental Beautification Activities

As a member of the local community, each factory continuously engages in clean-up activities of surrounding communities to improve and protect the nearby environment.



■ Clean-up activities at Miho coastline (2019)



■ Weeding at Miho-no-Matsubara (2019)

Stakeholder Engagement

With the recognition that our business activities are realized by the trust of various stakeholders, we declare in the KOITO Group Corporate Behavior Charter to conduct “fair information disclosure and constructive dialogue.”

In FY 2021, KOITO held the 120th Ordinary General Meeting of Shareholders and an earnings release conference for securities analysts and institutional investors. At the earnings release conference, we explained our Group's performance (results and plans), and received many questions and comments from the participants. Furthermore, we held a total of approximately 240 individual meetings with institutional investors. In principle, a Director participates in all meetings. The content of the meetings and comments or requests received from investors are reported to the top management, Directors and Corporate Officers, and reported to the Board of Directors. We are utilizing the knowledge gained from our dialogue to improve our management activities.