

KYOCERA Automotive and Industrial Solutions GmbH

Basic Policy

We are aware that the integration of quality, environmental and social aspects is the key to our continuous success. In order to achieve sustainable and stable profitability our company is managed responsibly and with prudence in reference to our customers, employees, suppliers, shareholders, the public and the environment. Customer satisfaction is our prime objective throughout.
We commit to the global Kyocera Philosophy in all aspects.

Quality Policy

Environmental Policy

Social Policy

Information Security

Our Slogans

We only sell products that meet the strong quality requirements of our customers

We take responsibility for maintaining a safe environment in our facilities and products

We respect individuals independent of nationality, gender or background

We take responsibility for maintaining our infrastructure and think security first

Our guiding Principles

- ❖ We aim to zero defect.
- ❖ We feel confident that our success depends on the success of our customers.
- ❖ We provide our customers with our comprehensive experience and solutions, to support them in achieving their objectives fast and effectively.
- ❖ We understand our business processes as an internal customer-supplier chain.
- ❖ We incorporate the concept of customer satisfaction into every working day (personal processes).
- ❖ We assure continuous improvements through involvement of all business processes.

- ❖ We prevent avoidable dissipation to reduce waste.
- ❖ We protect the environment through optimal use of resources.
- ❖ We understand that health and safety of our employees are of utmost importance to us.
- ❖ We engage in a range of initiatives and programs to offer them appropriate protection in their workplace. Company safety experts, medical officers, and hired specialists work to protect the health and safety of our employees.
- ❖ We are actively engaged in the development of environmentally friendly products and continually strive to reduce the use of environmentally degrading materials and processes in its manufacturing.

- ❖ We ensure the compliance with all legal regulations.
- ❖ We maintain and improve skills and qualification by training and continuing education. This applies to employees of all levels and areas.
- ❖ We feel confident that the cultural differences, capabilities and personalities of employees with diverse backgrounds and nationalities will enrich our organization. Positive attitude, qualification and performance for the respective tasks are the only prerequisites for successful employment.
- ❖ We motivate our employees to perform to their fullest potential by ensuring equal opportunities for personal and professional development.

- ❖ We ensure to have been set processes that maintain the confidentiality, integrity and availability of business data in its various forms. Exemplary business data, development results and customer specific requirements.
- ❖ We comply with General Data Protection Regulation and are confident to secure all personnel related data.
- ❖ We consider the influence of physical, technical and human factors on information security.
- ❖ We ensure to protect our data against unauthorized access and modification by appropriate organizational and technical measures and to ensure their availability.
- ❖ We strive to reach that everyone's commitment keeps security at the top.

Corporate Motto: "Respect the Divine and love People"

敬天愛人

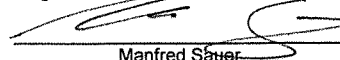
Preserve the spirit to work fairly and honourably, respecting people, our work, our company and our global community.

Management Rationale:

To provide opportunities for the material and intellectual growth of all our employees, and through our joint efforts, contribute to the advancement of society and humankind.

Dietzenbach, 01. April 2019

On behalf of the General Management of KYOCERA Automotive and Industrial Solutions GmbH



Manfred Sauer

President of KYOCERA Automotive and Industrial Solutions GmbH