· Corporate Creed ·

· We contribute to society by meeting and exceeding the expectations of our customers, shareholders, employees, and other stakeholders and by delivering long-term growth and profitability.
· We earn the trust and respect of people in society by providing high-quality, affordable products and services in a timely manner.
· We take pioneering approaches to developing new products and services, innovating the way we do business, and taking on the challenge of achieving individual and common business goals.
· We find the right balance in everything we do, including between planning ahead and maintaining flexibility, and between acting with mind and acting with heart.
· We trust, respect, and work with each other in pursuing the success and best interest of the company.

· Group Philosophy ·

Move the Heart and Touch the Soul

Everyone desires a heart-moving experience unlike anything they have ever encountered before.
"Share our passion with as many people as possible by bringing our products and services."
The Pioneer’s philosophy, "Move the Heart and Touch the Soul," expresses this aspiration.
Hand in hand with all our stakeholders, including customers, employees, business partners, NGOs, and local communities, we aim to create a better society.
This CSR report is designed to serve as a platform for further dialogue with stakeholders.
80 Years of Pioneer History

Pioneer founder Nozumu Matsumoto was impressed by the sound of speakers manufactured overseas. His aspiration to create remarkable sound with Japanese technology was the start of Pioneer. Through a repeated trial-and-error, he perfected the first made-in-Japan dynamic speaker. Pioneer’s 80-year history, which is based on the pioneer spirit expressed by the company’s name, has been a journey of inspiring the world with unprecedented products and services.

Early Year 1937 to 1949
Years of Early Growth 1950 to 1967
Years of Global Expansion 1968 to 1979
Years of Accelerated Growth 1980 to 1989
Years of Technology Leadership 1990 to 2007
Years of Transformation 2008 to 2017

The beginning of Pioneer’s legacy
Nozumu Matsumoto uses his ingenuity to design and develop the A-8 dynamic speaker in 1937. Fukuin Shokai Denki Seisakusho (precursor of Pioneer) is established in Tokyo the following year.

Laying the foundation to become a full-line audio company
Fukuin Denki changes its trade name to Pioneer Electronic Corporation and becomes listed on the Tokyo Stock Exchange in 1961. Releasing the world’s first separate stereo system with detached speakers the following year.

Growing into a global audio brand
Pioneer expands its sales network globally. Becomes the first in the world to introduce component car stereos and establishes its name in the audio industry.

Growing into an audio/video company
Pioneer brings out LaserDisc optical video discs and players, which offer new forms of audio/video entertainment for home and for commercial applications such as LD karaoke.

Leading the way through innovation
Pioneer leads the way in the global audio/video market with the introduction of the world’s first GPS car navigation systems, DVD recorders, and high-definition plasma displays. HDD car navigation systems, DJ CD players, and 1080p plasma displays.

Evolving into a new Pioneer
Pioneer chooses to focus its resources on the car electronics business, stepping up its efforts to develop technologies to become a key provider of solutions for connected cars and autonomous driving.
As befits a global enterprise, Pioneer offers products and services attuned to regional needs by collaborating with service locations around the world.

Global Expansion of Pioneer Products and Services

Part 1: Pioneer’s Vision and Business Development

Corporate Outline

Originated

January 1, 1938 (as Fukuin Shokai Denki Seisakusho)

Capital

92.881 million yen (Fiscal 2018, Ended March 31, 2018)

Headquarters

28-8, Honkomagome 2-chome, Bunkyo-ku, Tokyo 113-0021, Japan

Consolidated Net Sales

365.4 billion yen

Number of employees

16,798 (Fiscal 2018, Ended March 31, 2018)

Business Profile (Fiscal 2018)

Consolidated Net Sales: 365.4 billion yen
Consolidated Operating Income: 1.2 billion yen

Car Electronics Business: 299.3 billion yen

Car Electronics Business
Deploying cutting-edge technologies that have brought forth world’s first and industry-leading products, Pioneer proposes new value in the consumer market and in OEM business. Pioneer is also engaged in various initiatives in anticipation of the future society of autonomous driving.

Car Electronics Business

- Development, manufacturing, and sales of in-vehicle devices
- Provision of information services

Consumer Market Business

- Development, manufacturing, and sales of in-vehicle devices for automakers
- Deployment of the map business
- Technological development in the autonomous driving field

OEM Business

- Development, manufacturing, and sales of in-vehicle devices
- Provision of information services

Map Business and Autonomous Driving Field

- Development, manufacturing, and sales of in-vehicle devices
- Provision of information services

Others

Leveraging strengths in optical, audio and imaging technologies, Pioneer’s business development ranges far and wide, from speaker devices, optical discs, medical and health care-related devices, and organic light-emitting diode (OLED) lighting to bicycle-related products, and high-end audio equipment.

Other Regions

29.6%

Composition of Net Sales by Geographic Market

Japan

41.5%

Europe

7.9%

North America

21.0%

Other Regions

23%

Composition of Sales by Geographic Market

Japan

36.4%

North America

10.4%

Europe

4.4%

Other Regions

4.4%

Composition of subsidiaries by Geographic Market

Japan

22.5%

North America

10.5%

Europe

13.5%

Other Regions

54.5%

Composition of subsidiaries by Geographic Market

Japan

22.5%

North America

10.5%

Europe

13.5%

Other Regions

54.5%

Composition of subsidiaries by Geographic Market

Japan

23%

North America

10.5%

Europe

4.4%

Other Regions

4.4%

Composition of subsidiaries by Geographic Market
Aspiring to be a globally preferred company far into the future by accomplishing business growth while contributing to realization of a sustainable society

The Pioneer’s philosophy, “Move the Heart and Touch the Soul,” expresses our aspiration to get connected and share our “passion” with as many people as possible, transcending barriers such as of gender, age, race, nationality, and disabilities by employing sound, vision, and information provided by our products and services.

Enterprises are urged to create new value with a view to attaining the Sustainable Development Goals (SDGs) for 2030 adopted by the United Nations and realizing a “human-centered society,” advocated by the Japanese government, in which the cyberspace (virtual space) and the physical space (real space) are highly integrated.

Various industries are now working to respond to such change in the social environment, with an eye to the future mobility society. Pioneer aims to provide more comfortable, safe, and secure mobility for everyone and achieve business growth and expansion. To accomplish this goal, we will strengthen our competitiveness towards the upcoming autonomous driving society by utilizing sound and optical technologies, which have been Pioneer’s strengths since its foundation, and knowhow in information services accumulated through car navigation systems.

I look forward to your continued understanding and strong support in the months and years to come.

December 2018

Koichi Moriya
President and CEO

Putting the Corporate Creed into Practice

It is the Pioneer Group’s corporate social responsibility (CSR) to contribute to the sustainable development of society by putting the Corporate Creed into practice throughout its corporate activities.

In our corporate activities, we are committed to fulfilling our social responsibilities in terms of seven themes: Group-wide organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement and development.

In our business activities, we aim to accomplish our goal of creating shared value (CSV) through the provision of products and services by contributing to achievement of the 17 Sustainable Development Goals (SDGs) defined by the United Nations with a view to resolving social issues.

1. Pioneer Group Charter for Corporate Operations
The Pioneer Group’s structure ensures integrity in business execution through the systematization of rules, with its “Pioneer Group Charter for Corporate Operations” as the foremost component, in order to realize the Group Philosophy.

Pioneer Group Charter for Corporate Operations

Pioneer Group Code of Conduct
Decision criteria ensuring awareness of our social responsibilities and of our obligation to act in good faith in performing our duties

Pioneer Group Charter for Corporate Operations
A common rulebook applicable throughout the Group

2. Utilization of ISO26000
Utilizing the international standard ISO26000, we systematically promote CSR activities.

3. Contribution to achieving the SDGs
The 17 Sustainable Development Goals (SDGs) and 169 associated targets to be achieved by 2030 were adopted by the United Nations in September 2015.

Goal 1: End poverty
Goal 2: End hunger
Goal 3: Ensure healthy lives and promote well-being
Goal 4: Ensure inclusive and equitable quality education
Goal 5: Achieve gender equality
Goal 6: Ensure availability and sustainable management of water and sanitation
Goal 7: Ensure access to sustainable energy
Goal 8: Promote inclusive and sustainable economic growth and employment
Goal 9: Build resilient infrastructure and promote industrialization and innovation
Goal 10: Reduce inequality within and among countries
Goal 11: Make cities and communities sustainable
Goal 12: Ensure sustainable consumption and production patterns
Goal 13: Take action to combat climate change
Goal 14: Conserve and sustainably use the oceans, seas and marine resources
Goal 15: Protect terrestrial ecosystems, sustainably manage forests, and halt biodiversity loss
Goal 16: Promote peaceful and inclusive societies
Goal 17: Strengthen the means of implementation and revitalize the global partnership

*For the 17 goals, we referred to the United Nations Sustainable Development Goals website and simplified the wording.

December 2018
Koichi Moriya
President and CEO

Part 1 Pioneer’s Vision and Business Development

Message from the President

Basic Approach to CSR

Part 1 Pioneer’s Vision and Business Development
Part 1 Pioneer’s Vision and Business Development

Offering New Value through Business

**Present** Contributing to Safety, Reliability, and Comfort in the Automotive Society

At Pioneer, we will provide telematics service business, in both hardware and software, as well as solution business including operation service for fleet vehicles, by leveraging the probe data*1 accumulated in the course of many years as a leader in car navigation systems, leading-edge cloud technologies, development technologies for in-vehicle communication devices, and our strengths in map data.

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**Vehicle Assist**

Cloud-based operation management service for fleet vehicles

A number of risks exist when vehicles are used in business operations, such as the problem of long working hours resulting from labor shortages, driver training issues, and traffic accidents.

With various functions contributing to “reducing accidents,” “streamlining driving routes,” and “facilitating task management,” the Vehicle Assist/cloud-based operation management service supports the resolution of various issues related to fleet business operations.

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**Intelligent Pilot**

advanced driving assist system

To protect drivers and other people from the risk of accidents

Since types and risks of accidents vary depending on the weather, time, location, and individuals’ driving tendencies, events that require attention differ according to the situation.

The Intelligent Pilot advanced driving assist system predicts accident risks of each driver based on Pioneer’s unique “accident risk prediction platform” using digital map data and issues head-ups and warnings to drivers via communication devices, such as an event data recorder.

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**Present** Contributing to Realization of an Autonomous Driving Society

Pioneer will advance development of “3D-LiDAR sensors,” “maps for autonomous driving,” and their combinations, “data ecosystem” that is an efficient map updating system, by integrating optical technologies and car navigation technologies. Pioneer has cultivated to date and mapping technologies of its map creation subsidiary, Increment P Corporation (IPC), thereby contributing to the realization of an autonomous driving society.
Part 1 Pioneer’s Vision and Business Development
Offering New Value through Business

Future
Contributing to Realization of an Autonomous Driving Society

Pioneer is developing key technologies that will enable everyone to drive into the future of autonomous driving and experience vehicle-based mobility with enhanced comfort, excitement, reliability, and safety.

Pioneer’s Key Technologies for Autonomous Driving

- 3D-LiDAR sensors
- Optical tech
- MEMS*1 scanner tech
- OEIC tech
- Navigation tech
- Location tech
- Route search tech
- Probe information
- Mapping / format/
- Location tech
- Feature point scanning for high-precision self-localization
- Short-range/wide-view LiDAR
- Medium-range LiDAR
- Telescopic LiDAR
- Short-range LiDAR
- Far-field LiDAR
- Real-time information from vehicles
- Information on tourist spots, etc.

Development of 3D-LiDAR sensors that act as “eyes” in autonomous driving

3D-LiDAR sensors use laser beams to measure precise distances to target objects and capture distant or surrounding conditions in real time and in three dimensions. We have facilitated the development of four types of 3D-LiDAR sensors, namely the “telescopic LiDAR,” “medium-range LiDAR,” “short-range LiDAR,” and “wide-view LiDAR,” based on two scanning methods ( raster scan and helical scan). With an enhanced line-up, we will propose optimal combinations meeting various customer needs.

Raster scan method
- A single housing unit can be used for different scan ranges simply by changing the lens for telescopic, medium-range, and short-range types.

Helical scan method
- Incorporates MEMS mirror which can scan short distances and a wide field of view. This enables a wide range of detection, which is difficult for telescopic, medium-range, and short-range types.

Provision of maps for autonomous driving & “data ecosystem”

In recent years, information services utilizing communication have become familiar in line with the evolution of vehicles.

In an era of autonomous driving, a far greater volume of fresher information will be necessary for vehicles to make judgments on their own and travel.

Pioneer is working to provide maps for autonomous driving that can be efficiently utilized by autonomous driving vehicles and to build a “data ecosystem” that, linked with 3D-LiDAR sensors, identifies differences between maps and updates and distributes maps.

Realization of this system will enable low-cost maintenance of up-to-date maps for autonomous driving by utilizing information from vehicles.

The role of 3D-LiDAR in autonomous driving

- For traffic congestion by using real-time information, etc.
- Support mobility of vulnerable road users (the elderly, etc.)
- Mitigation of climate change, adaptation, alleviation of impact

Pioneer will contribute to resolution of social issues related to mobility, such as traffic accidents, congestion, and the inconvenience of mobility experienced by vulnerable road users (the elderly, etc.).

*1 MEMS : Micro Electro Mechanical Systems
*2 IPC : Increment P Corporation

http://autonomousdriving.pioneer/en/
To become an enterprise that fulfills the trust and satisfaction of all stakeholders

Adhering to the ISO 26000 international standard, we endeavor to contribute to a better society through cooperation with all our stakeholders, including customers, employees, business partners, NGOs, and local communities, and are committed to fulfilling our social responsibility for the seven core subjects of ISO 26000.

Related SDGs

10 12 13

10 Human-centered design from users’ perspectives
12 Resource saving and resource recycling, management of chemical substances
13 Prevention of global warming

15 16

15 Protection of cultural assets by using terahertz imaging scanners
16 Collaboration with various stakeholders (national government, universities, communities, etc.)

To Win Customers’ Satisfaction and Trust
ISO26000: Consumer issues

We are promoting quality improvement and manufacturing from users’ perspectives to win customers’ satisfaction and trust.

To Realize an Affluent and Safe Global Environment
ISO26000: The environment

We are making efforts to always contribute to maintaining and realizing the rich and safe global environment through our corporate activities, based on the general understanding that it is one of our corporate missions to maintain, improve, and hand over the global environment to the next generation.

Engaging in the Development of Communities

Actively Contributing to Society with Focus on Audio & Video, Environmental Protection, and Educational Support Activities.

We are also working to prevent or mitigate disasters in the medical and health care field and to protect cultural assets by deploying our technologies.

To Work Energetically with Mutual Respect for Each Other
ISO26000: Labor practices / human rights

We are cultivating an environment that enables creation of new value such as by encouraging all our employees to achieve greater job satisfaction and bring their capabilities into full play, so that we can transform their dynamism into the Group’s competitiveness.

Corporate Governance and Fair Business Practices

Emphasizing a sincere relationship with its stakeholders in realizing sustainable corporate development, the Pioneer Group is striving to enhance corporate governance and promoting fair business practices.

Communication with Society

We are communicating with various stakeholders.

Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

Promoting CSR Management
Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

To Win Customers’ Satisfaction and Trust

Offering Products and Services that Generate Satisfaction and Confidence

The Pioneer Group’s Quality Assurance Philosophy is “Offering customers products and services that generate satisfaction and confidence.”

Listening to the voice of the customer to deliver satisfaction and confidence to even more customers, the Quality Assurance Division and customer support & service divisions collaborate to achieve improvements.

Meeting expectations of customers worldwide

Improvement Driven by the Voice of the Customer

Quality Assurance Division

- Quality improvement
  - Actively gather and analyze information on product quality and safety from customers and dealers/distributors to achieve continuous quality improvement.
  - Execute integrated management of information related to safety and swiftly report such information to management as well as provide appropriate information to customers and dealers/distributors.
  - Collect information on laws and regulations, international/industrial standards from countries and regions where products are to be sold. Such information is deployed and reflected in product development.

Customer Support & After-Sales Service Division

- Daily activities
  - Collect and analyze daily inquiries from end users/dealers/distributors, in order to feed back market issues to Quality Assurance Division and Product Planning Division. Such information is used for product improvement.
- Periodic information exchange
  - Distribute a monthly report, “The Voice of Customers” to board members, heads of related divisions and all staff involved, to share actual inquiries and complaints received from customers.
  - Information is shared in periodical meetings with Product Planning Division.

Wholehearted Support & Service

- Receiving Calls from the Customers’ Viewpoint
  
  At the Customer Support Center in Japan, actual products are placed beside call center staff so they can understand customers’ questions first hand by operating the products in question. The Customer Support Center also offers product information and value-added proposals to enhance customer satisfaction.

  - Initiatives for Faster Repairs
    
    Pioneer handles approximately 116,000 repairs annually in Japan. Customers highly regard our initiatives for faster repairs. The Pioneer Group is strengthening and expanding its car OEM product service network and systems worldwide and the service network and systems that target emerging markets.

  
  "Customer satisfaction with the Customer Support Center" and "Satisfaction with the Repair Desk" are the percentages of respondents who selected “Very satisfied” or “Fairly satisfied” from four options in the survey by automated voice response after completion of response by call center staff.

    
    | Item                                                                 | Result         |
    |----------------------------------------------------------------------|----------------|
    | Overall satisfaction following repairs as reported by the survey    | 90.0%          |
    | Customer satisfaction with the Customer Support Center              | 98.6%          |
    | Customer satisfaction with the Parts Ordering Center                | 92.5%          |

  - Response rate: 92.7% (2018)

  [Customer Support webpage](https://global.pioneer/en/product_support/support/)
Further Enhancing Quality and Promoting Product Development from the User’s Perspective to Achieve Customer Satisfaction and Confidence

From the initial (upstream) stage of product development, the Pioneer Group is engaged in Advanced Product Quality Planning (APQP), a cross-organizational approach to find and resolve issues quickly, in order to achieve quality targets. The Pioneer Group is engaged in Advanced Product Quality Planning (APQP), a cross-organizational approach to find and resolve issues quickly, from the initial (upstream) stage of product development, in order to achieve quality targets.

We have also obtained ISO13485 certification in view of our entry into the medical and health care-related business. Having established quality management systems based on the ISO9001 and IATF16949 international standards on quality management, we are working to achieve continuous improvement using the Plan Do Check Action (PDCA) closed loop. We have also obtained ISO13485 certification in view of our entry to the medical and health care-related business.

Excellent User Experience through Promotion of Human-Centered Design

Three key initiatives that enable customers to enjoy and be pleased to use our products

■ Initiative to heighten perceived quality

We define perceived quality as product quality perceptible by the senses of vision, touch, and hearing. Our aim is to enhance quality in terms of texture and precision (vision), hand feeling and operability (touch), and operating noise, etc. (hearing).

■ Approach to Universal Design

The Pioneer Group understands the requirements of each customer, and we are aiming to make a product in which the feelings of our customers are “fun”, “pleasing” and receive a “good impression”. To share this emotion with even more customers, we are also striving to look beyond factors such as age, sex, nationality, and the physically challenged. Thus, we strive to make products which can be used comfortably by various kinds of customers.

■ Approach to Usability

The Pioneer Group regularly examines user tests of various elements displayed on a map. Implementation tests in Japan and overseas.

APQP Activities at Pioneer

Approach to Quality Assurance Activities

1. Approach to Quality Assurance Activities
   - Increase the soundness of internal processes
   - Human-centered design
     - Meet customer expectations
   - Environmentally friendly products
   - Technological innovation
   - Quality Enhancement
     - Reduction of quality improvement cost
     - Compliance
     - Public laws and regulations
     - Environmental laws and regulations
     - Zero Critical FS Incidents

Establishment of Quality Management System

- Quality management system for automotive
- Quality management system for medical devices

Continuous Improvement Activities Based on Quality Management Systems

Having established quality management systems based on the ISO9001 and IATF16949 international standards on quality management, we are working to achieve continuous improvement using the Plan Do Check Action (PDCA) closed loop. We have also obtained ISO13485 certification in view of our entry to the medical and health care-related business.

Major quality-assurance international accreditations held:

- ISO9001: Quality management system
- IATF16949: Quality management system for automotive
- ISO13485: Quality management system for medical devices
The Pioneer Group will make efforts to always contribute to maintaining and realizing the rich and safe global environment through our corporate activities, based on the general understanding that it is one of our corporate missions to maintain, improve, and hand over the global environment to the next generation.

The Pioneer Group is committed to pressing forward with preventing environmental pollution, conserving resources and saving energy and believes it is Pioneer’s mission to provide a high standard of living and deliver inspiration based on a new sense of ecology.

In addition, Pioneer is actively supporting and cooperating with efforts to protect the natural environment, maintain the earth’s environment, and pass it on to the next generation.

Having established common voluntary targets in accordance with the Commitment to a Low Carbon Society advocated by the Keidanren based on the Paris Agreement, the electric and electronics industry in Japan is implementing global warming countermeasures throughout the industry.

To Realize an Affluent and Safe Global Environment

The Pioneer Group established an internal target for greenhouse gas emissions from its business sites. The target is a 10% reduction in the basic unit per sales by fiscal 2020 (the fiscal year ending March 31, 2020), with fiscal 2010 as the base year.

Trend of reduction in greenhouse gas emissions (worldwide)

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Base year</td>
</tr>
<tr>
<td>2011-2013</td>
<td>5.7%</td>
</tr>
<tr>
<td>2013</td>
<td>15.5%</td>
</tr>
<tr>
<td>2013-2015</td>
<td>22.3%</td>
</tr>
<tr>
<td>2015</td>
<td>22.2%</td>
</tr>
<tr>
<td>2014-2016</td>
<td>27.6%</td>
</tr>
<tr>
<td>2016</td>
<td>19.8%</td>
</tr>
<tr>
<td>2017-2019</td>
<td>16.4%</td>
</tr>
</tbody>
</table>

*For unit values: Values obtained by dividing energy required for production and greenhouse gas emissions by the sales amount or other indicators.

**Pioneer Group Environmental Data** (on Environmental Activities) webpage
https://global.pioneer/en/society/environment/data/

Environmental Education

Disclosure of Information and Communication

Policies

- Prevention of Global Warming
- Conservation of Resources and Recycling
- Management of Chemical Substances
- Preservation of Biodiversity
- Compliance with Laws and Regulations

3R Promotion Council Chairman’s Award

Towada Pioneer Corporation won the Fiscal 2017 3R Promotion Council Chairman’s Award from the 3R Promotion Council for its contribution in promoting 3R (reduce, reuse, recycle). This is the second occasion on which Towada Pioneer has been honored with this award.

Japan Association for Safety of Hazardous Materials President’s Award

Tohoku Pioneer Corporation won the President’s Award from the Japan Association for Safety of Hazardous Materials for its safety management of hazardous materials and disaster prevention activities.

Sainokuni Saitama Environmental Awards Encouragement Award

Kawagoe Plant of Pioneer Corporation received the Encouragement Award of Fiscal 2017 Sainokuni Saitama Environmental Awards from Saitama Prefecture for its environmental protection activities.

Tohoku Pioneer Corporation

Kanto Area Electricity Use Rationalization Committee Grand Prix

Pioneer Micro Technology Corporation won the Grand Prix from the Kanto Area Electricity Use Rationalization Committee for its efforts to rationalize electricity use.

Changes that have come into view through environmental activities

I have been involved in environmental operations for about 10 years. At first, we were wondering how best to communicate the importance of environmental protection activities and raise awareness.

At Towada Pioneer, 5S** and VM* have long been entrenched and a diligent approach to work is part of our DNA. So, we came up with the concept of promoting environmental activities by utilizing 5S and VM tools under our “Be cheerful and achieve results” slogan. As a result, we saw a significant change in environmental awareness and our environmental activities have met with positive responses far and wide.

We are now in an era in which a company’s posture with respect to environmental protection has an impact on its evaluation. Motivated by our vision, “Inspire others nationwide with our activities,” we will endeavor to continue excelling on the environmental front.

Kenji Hatayama
Business Planning Section, Business Development Department, Towada Pioneer Corporation

*5S: 5S (Sort, Straighten, Sustain, Standardize, and Shine) and VM: Visual Management (VM) Creating a mechanism for visual management at manufacturing workplaces and offices

**3R: Reduce, Reuse, Recycle
Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

Engaging in the Development of Communities

Actively Contributing to Society with Focus on Audio & Video, Environmental Protection, and Educational Support Activities

The Pioneer Group makes use of our technologies, experiences and knowhow to contribute to society with a particular focus on audio & video, environmental protection and educational support activities. We are also actively supporting welfare activities, disaster relief (in the form of matching gifts) and many other enterprises that take into account the support requested by communities. The Pioneer Group will continue to engage in corporate citizenship activities, in which each and every employee enthusiastically participates, so that we may continue to have a prosperous society based on our Group Philosophy of “Move the Heart and Touch the Soul.”

Audio & Video

"Listen through the Body" Concerts

The concerts, which have been held regularly since 1992, are one example of Pioneer’s societal contribution and volunteer activities.

Using Bodysonic, a system invented by Pioneer founder Nozomu Matumoto to transmit sound as vibrations to the body, people with hearing difficulties can also enjoy the pleasures of music.

Environmental Protection

Forest Protection Activity

In 2005, Pioneer concluded an agreement with the Saitama Prefectural Forestry Public Corporation to take over regular management of 2.4 hectares of cypress forest near Kamakita Lake in Japan, which we have named the “Pioneer Forest.” The “Pioneer Forest” has grown bright and leafy thanks to the work of Pioneer employees and their families volunteering regularly to prune and thin trees. Going forward, we will enhance activities utilizing the forest including workshops for children to experience nature.

Educational Support

Hands-on Craft Workshop

Pioneer is active in providing activities for children and others to experience the fun of making things. Seven workshops were held in FY2017, which were attended by 117 people. At the Papercraft Speaker Workshop, children learned about the principles of sound and the structure of speakers, after which they attempted to make an actual speaker using paper. We at Pioneer would like to convey the excitement felt when a child hears sound come out of a speaker that he/she made himself/herself.

Bodysonic Installed for All Concerts during Paul McCartney’s Japan Tour

Pioneer provided Bodysonic equipment for Paul McCartney’s ONE ON ONE JAPAN TOUR 2017 held from April 25, 2017 at the Nippon Budokan and the Tokyo Dome. This was realized in response to a request from an organization for the hearing impaired, which was reflecting Paul McCartney’s intention to also invite people with hearing difficulties to his concerts. The people invited to his concerts gave us very positive feedback. One of the participants said: “Thanks to Bodysonic, I was able to enjoy Paul’s excellent performance to the full. His guitar performance was superbly communicated. My first experience of a live concert was amazing.”

Community Contributions Involving Use of Bodysonic Together with Other Companies

Toyota Motor Corporation

Toyota Motor Corporation whose Tokyo headquarters, like the Pioneer headquarters, is in Sunagaya-ku, held the 44th Toyota Lobby Concert in the lobby on the first floor of its Tokyo Head Office. Five units of Bodysonic were installed for the concert. An audience of some 400 music lovers, including users of a nearby facility for people with disabilities, enjoyed the performance.

Environmental Protection Activities at Overseas Service Locations

Cleanup activities in Hong Kong

In October 2017, 23 employees of Pioneer (HK) Ltd., a subsidiary in Hong Kong, together with underprivileged children supported by charitable organization Tung Wah Group of Hospitals, conducted a cleanup of an area where pink dolphins, a rare species, live, under the guidance of Eco Association Limited, which is a Hong Kong-based organization dedicated to habitat conservation. They also learned about the steps taken to protect these dolphins. In addition, the company made a donation to Tung Wah Group of Hospitals.

Putting a smile on faces in Hong Kong and Shenzhen

Through my involvement, I know in my heart that Pioneer is a company rooted in the community. Encouraging as many people as possible to get involved, PHK will continue to engage in corporate citizenship activities that will be enjoyable and fulfilling for everyone who participates.

I joined Pioneer (HK) Ltd. (PHK) 14 years ago just as it was launching its first corporate citizenship activities, and I have been involved in the planning and operation of PHK’s corporate citizenship activities ever since.

I think PHK’s involvement in these activities every year offers a valuable opportunity to encourage people in Hong Kong and Shenzhen to think about the social contributions they can make and to deepen their understanding of Pioneer.

William Wong Kei

Process Management Section, Pioneer (HK) Ltd.
Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

Engaging in the Development of Communities

Contributing to Creation of a Better Society in Cooperation with the National Government, Regional Communities, Universities, and Various Other Stakeholders

The Pioneer Group is utilizing its technologies in diverse fields, such as disaster prevention and mitigation, medicine and health care, and protection of cultural assets, in cooperation with various stakeholders. Going forward, we will continue to contribute to creation of a better society.

Provision of Data on Actual Vehicle Traffic that is Useful for Disaster Prevention and Mitigation

Sharing big data on passable routes for use in recovery and reconstruction

Securing a way to move around by a vehicle is crucially important for expediting disaster recovery and reconstruction, beginning with evaluating the extent of the damage. Vehicles may become unable to run due to minor ground level difference, sediment, snow banks, or flooding, and be forced to turn back or detour. Also, storing the vehicle’s ability to gain headway could make it immobile and cause additional problems. We share data on passable routes collected from vehicles travelling in disaster-affected areas, so that goods and personnel are transported to the destination safely and swiftly as much as possible even in the event of a disaster.

Support for Disaster-Affected Areas and People

Pioneer provided probe data*1 collected by Pioneer to “Car and Truck Travel Records,” which is an online service offered by NPO ITS Japan*2, that shows on a map routes that were actually passable in the event of large-scale disasters*3.*

Disasters for which Pioneer provided probe data

- March 2011- Great East Japan Earthquake
- April 14, 2016- Kumamoto Earthquake
- June 16, 2016- Hokkaido Uchura Bay Earthquake
- October 21, 2016- Central Tottori Earthquake
- December 28, 2016- Northern Ibaraki Earthquake
- June 18, 2018- Northern Osaka Earthquake
- July 8, 2018- Torrential rains in western Japan
- September 6 2018- Hokkaido Eastern Ibari Earthquake

*1 Probe data: Also referred to as probe traffic data, probe data are traffic information generated by using drive information such as locations and speed. A large amount of high-precision data can be collected in real time by using each vehicle as a sensor.
*2 NPO ITS Japan: A nonprofit organization promoting transport systems (ITS), which have the potential to create new industries and markets.
*3 Companies that provided probe data to ITS Japan:

Development of Stethoscopes for Medical Use with High-Quality Sound, Designed to Enhance Usability for Medical Doctors and Other Medical Professionals

Pioneer is promoting joint research with the Emergency and Critical Care Medicine Department of Hiroshima University Graduate School of Biomedical & Health Sciences on collection, analysis, and visualization of respiratory sound. Development of the U10 series of electronic stethoscopes is a part of the result of this joint research project. These stethoscopes were certified as controlled medical devices*4 by a third-party certification body in October 2016. Utilizing our sound technology and sensor technology, we will continue R&D to meet various needs in the medical field, including for practical application of technology to assist auscultation.

- Designed to Enhance Usability for Medical Doctors and Other Medical Professionals
  Under the supervision of medical doctors, a form designed for usability, including the ease of gripping, operability, fitting of earphones, and robustness, and a white-based design suitable for medical devices, were adapted.

- Dedicated application for display, recording and playback of biometric sound data
  Wireless transmission of captured biometric sound data to a terminal and use of a dedicated application enables display, recording and playback of data, meeting diverse needs in the medical field.

- Characteristics of terahertz waves
  Terahertz waves are electromagnetic waves with frequency in the proximity of 100 GHz to 10 THz that have the characteristics of both light and electronic waves. While terahertz waves can pass through cloth, paper, wood, and plastic, they cannot pass through metal or water. It is expected to be applied to fields such as nondestructive inspection and security.

- Compact and lightweight terahertz imaging scanner system
  Pioneer’s system, which consists of a compact lightweight main unit, a head, and a high-precision scanning mechanism, can measure artworks of various sizes and shapes. The use of this system enables non-destructive and non-contact image capturing of the cross-sectional structure of an artwork, which conventionally could only be obtained by taking a miniscule sample of an artwork and observing it with a microscope.

- Example of utilization of a terahertz imaging scanner system
  Pioneer’s system was provided for scientific investigation of the Niguliste Museum’s collection, including the Dance Macabre (Dance of Death) painted by Berni Notke. The Niguliste Museum is in the Old Town of Tallinn, the capital of Estonia, which was registered as a UNESCO world heritage (cultural property) in 1997. This investigation was conducted as an international collaborative project of the National Institute of Information and Communications Technology (NICT) of Japan. As a result of this investigation, it became clear that the Dance Macabre consists of several layers of paint and the findings will be used to clarify the restoration methods applied in the 1960s and the restoration effect.
  Pioneer will contribute to the protection of cultural properties by continuing to participate in the measurement and investigation of precious cultural properties around the world.

- Utilizing a Terahertz Imaging Scanner System for Measurement and Investigation of Cultural Assets for Their Conservation

- Relevant SDGs

R&D webpage
https://global.pioneer/en/crdl_design/crdl/
Enabling Every Employee to Achieve Greater Job Satisfaction while Bringing Their Capabilities into Full Play for the Group’s Superior Competitiveness

We are working to create an environment where a diverse group of employees, who maintain their professionalism, are able to work to their fullest and create new value, irrespective of their age, gender or nationality. In addition to systems and measures that offer employees greater flexibility in working styles and personnel development programs including career development support, we support our employees in various other ways, including through support for employees’ mental and physical health, so that all our employees with their diverse backgrounds can achieve greater job satisfaction and bring their capabilities into full play. Through these initiatives, we will transform their dynamism into the Pioneer Group’s competitiveness.

Helping Employees Balance Work and Child/Nursing Care

Pioneer actively promotes initiatives to help employees balance work and child/nursing care. Regarding balance with childcare, since 2007, the Company has been continuously certified with the Next Generation Certification “Kurumin” mark issued by Japan’s Ministry of Health, Labour and Welfare. As for balance with nursing care, we hold nursing care seminars to prevent employees continuously certified with the Next Generation Certification “Kurumin” mark. With regard to balance with childcare, since April 2018, the Company has been continuously certified with the Next Generation Certification “Kurumin” mark.

Examples of support for balance between work and child/nursing care

Promotion of Women’s Participation and Advancement

Female staff in management positions accounted for 3.2% of all managers as of the end of April 2018. To achieve our target of 3.8% by the end of March 2021, we are implementing the following measures:
1) Raising awareness of managerial staff concerning career development with nursing care, we hold nursing care seminars to prevent employees continuously certified with the Next Generation Certification “Kurumin” mark.

Promoting the Employment of People with Disabilities

In order to fulfill its corporate social responsibility and to employ a diverse workforce, Pioneer is undertaking initiatives to employ people with disabilities. Going forward, Pioneer will not only take active steps in this direction but also work to expand the range of occupations available to them throughout the Group.

Supporting Employees’ Mental and Physical Health

Health management of employees is more than just a matter of health and safety. Pioneer regards the development of both the Company and its people as an important management issue and is implementing various measures with that in mind. Pioneer takes a preventive approach to mental health care, holding seminars for employees, distributing promotional materials to raise awareness of the issue, improving its Health Care Section, and building a counseling service system. In addition, the Company has developed a program for helping employees who have experienced mental health issues to return to the workplace.

Linking Diversity to Pioneer’s Growth

The promotion of diversity will have a crucially important bearing on Pioneer’s further growth. We are putting in place systems and career development programs to cultivate an environment where highly professional employees mutually take advantage of their individuality and values to create new value, regardless of age, gender, or nationality. As we enter the era of extreme longevity in which a 100-year life is no longer exceptional, it is becoming ever more important to design one’s life. Such a life will involve taking the initiative to work, take breaks, and learn, the accumulation of which will lead to better results. With an eye to the future, we will continue looking for ways of offering our employees effective support so they can fulfill their great potential. We aim to make Pioneer a vibrant enterprise where everyone can experience job satisfaction.

Yukiko Sudo 
General Manager, CSR & Diversity Development
President Office
Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

To Work Energetically with Mutual Respect for Each Other

Initiatives for Productivity Improvement and Work-life Balance

By offering a choice of flexible working styles, we help employees with various lifestyles enhance their motivation to work and improve work-life balance, and ultimately link such betterment to the enhancement of corporate productivity.

Cultivating Workplaces Where People Help One Another: Childcare Leave

We cultivate workplaces where people willingly help one another when they need support with respect to child/nursing care and other circumstances.

Gratitude to my colleagues and family

Having heard that the more time one spends with one’s children, the greater the positive impact will be on the subsequent parent-child relationship, I decided to take childcare leave*. In order to do so, I delegated part of my work to a junior colleague. The work proceeded smoothly in my absence and by the time I returned to work after the leave, the junior colleague was performing work independently without any problem. I think it was a valuable experience for both of us.

During childcare leave I came to realize that taking good care of a child is no easy task. I will remember the experience and continue to be thankful to my wife who is taking care of our child every day as well as to my colleagues whose support made it possible for me to have this experience.

Cultivating Workplaces Where People Help One Another: Telecommuting

The telecommuting system introduced in June 2017 is one of the effective means for balancing child/nursing care with work. It is a new workplace that can enable diverse employees to display their capabilities.

Time management resolves the competing claims of work and childcare

As a mother of four children, I make use of the telecommuting system when I have errands during daytime. I feel more at ease with respect to my career plan while raising children. Striking a balance between childcare and work has enabled me to have much more leisurely in my life and given me a sense of fulfillment. In my work, I feel more motivated than ever.

Creating Workplaces Where People Help One Another: Helping Employees Balance Work and Medical Treatment

At Pioneer, we consider helping employees balance work and medical treatment to be an important aspect of our efforts to achieve diversity. Pioneer already has various systems in place to support employees who wish to continue working while receiving medical treatment, but we think it is crucially important to cultivate a workplace culture where employees can utilize the systems available without concerns.

Health and Safety Initiatives

Pioneer is working to ensure safe, hygienic workplaces where employees can work with peace of mind.

Basic Policy on Health and Safety

At Pioneer, we accord the highest priority to protecting health and safety. In accordance with this basic policy, the Global Health and Safety Committee, which manages and administers the Pioneer Group’s health and safety, is spearheading related activities covering not only employees but also all other stakeholders.

Global Health and Safety Committee

While health and safety had previously been addressed by each Group company and each business site, in June 2018 Pioneer established the Global Health and Safety Committee, which is under the direct supervision of the President, in order to implement further advanced activities throughout the Group. The Global Health and Safety Committee aims to realize a comfortable and safe workplace as well as present hazards and ill health, and its activities include establishing rules for the Pioneer Group, monitoring progress of the health and safety initiatives at Group companies and service locations, and providing support through educational content.

The committee meets twice a year (spring and fall) to exchange and share awareness about the importance of health and safety while improving the level of initiatives through exchange of information.

Kawagoe Plant

With functions ranging from R&D and planning to design, manufacturing, and quality assurance centering on car electronics, Pioneer’s mainstay business, the Kawagoe Plant of Pioneer Corporation is positioned as the Pioneer Group’s global manufacturing center. Particular care is given to ensure health and safety for the large workforce of the plant. As management involvement is indispensable for reinforcing health and safety, executives visit workplaces to check safety.

At manufacturing lines, “voice of operators” activities are conducted involving everyone working on the line. Through these activities, operators’ opinions on workplace risks are gathered and management implements countermeasures. Moreover, 5S* inspection by SS members is carried out monthly under the “Safety starts with 5S” motto.
Emphasizing a sincere relationship with its stakeholders in realizing sustainable corporate development, the Pioneer Group is making the following efforts.

### Corporate Governance

Pioneer has adopted an Audit & Supervisory Board system for its corporate governance. The Board of Directors has elected executive officers which comprise the Group Executive Committee. The Committee swiftly makes decisions regarding important issues that arise in the course of business promotion under the supervision of the Board of Directors. Through these initiatives, Pioneer’s corporate governance is further strengthened by the fact that directors focus on their decision-making and supervisory functions from a Group-wide perspective, while executive officers enhance their business execution functions.

Pioneer has elected several highly independent outside directors to strengthen the supervisory function of the Board of Directors. The Audit & Supervisory Board, the majority of which consists of highly independent outside audit & supervisory board members, audits the directors’ performance of their duties.

#### Corporate Governance Structure (As of October 28, 2016)

- **Main Meetings**
  - Board of Directors: Decide basic policies on the Company’s business management and supervisory execution
  - Audit & Supervisory Board: Discuss or determine important matters concerning audit
  - Group Executive Committee: Decide corporate strategies and management plans and oversee their implementation

- **Voluntary Advisory Committees**
  - Nominating Committee: Discusses matters concerning the election and dismissal of directors and executive officers, and the election of audit & supervisory board members.
  - Compensation Committee: Discusses issues related to remuneration and other benefits for directors and executive officers.
  - Special Committee: Discusses matters that have a significant impact on corporate value, including mergers and acquisitions.

- **Main Internal Committees**
  - Internal Control Committee: Identify risks associated with business activities and formulate preventive measures.
  - Business Ethics Committee: Monitor whether the Group’s executives and employees are compliant with laws and regulations and ensure strict adherence to the Group’s Charter for Corporate Operations and Code of Conduct.

#### Numbers of main meetings held were as follows.

- **Board of Directors**: 19 meetings
- **Audit & Supervisory Board**: 15 meetings
- **Group Executive Committee**: 19 meetings
- **Nominating Committee**: 2 meetings
- **Compensation Committee**: 2 meetings
- **Special Committee**: 2 meetings
- **Internal Control Committee**: 2 meetings
- **Business Ethics Committee**: 2 meetings

#### Review of Fiscal 2017

- **Number of main meetings held**
  - Board of Directors: 11 meetings
  - Audit & Supervisory Board: 15 meetings
  - Group Executive Committee: 19 meetings
  - Nominating Committee: 2 meetings
  - Compensation Committee: 2 meetings
  - Special Committee: 2 meetings
  - Internal Control Committee: 2 meetings
  - Business Ethics Committee: 2 meetings

#### Compliance and Internal Reporting

The Pioneer Group considers ensuring compliance with laws and regulations, norms, and social requirements as the foundation for earning trust and respect from society and as the basis for creating a workplace environment in which employees can carry out their duties with security and complete peace of mind.

The Business Ethics Committee, chaired by an outside director, was established in accordance with the “Basic Rules for Business Ethics,” which form a part of the Rules of the Pioneer Group, to ensure strict adherence to the “Pioneer Group’s Charter for Corporate Operations” and the “Pioneer Group’s Code of Conduct.”

The Business Ethics Hotline has been established as an internal reporting system for the entire Group to early detect and appropriately address behavior that is in violation of the “Pioneer Group Code of Conduct.” The Hotline, operated by an external agency, is administered to enable appropriate action while ensuring anonymity of informants.

#### Internal Control System and Risk Management

The Internal Control Committee, chaired by the representative director of Pioneer Corporation, has been established in accordance with the “Basic Rules for Internal Control Systems” under the Rules of the Pioneer Group, to consolidate and reinforce its management systems aimed at addressing risks inherent in the Group’s business activities.

The Internal Control Committee conducts risk assessments to acquire a better understanding of risks, and works to address risks by formulating preventive measures and taking other proactive steps.

The Audit Division audits the business operations of the entire Group, and collaborates closely with internal audit managers from each Group company, the Audit & Supervisory Board and other related parties when auditing internal control systems and risk management as it endeavors to enhance the efficacy of internal audits related to quality control, environmental protection, and other matters.

Moreover, corporate auditors ensure the effectiveness of their audits by meeting regularly with the representative director and expanding opportunities for periodic explanations and reports from the Audit Division and the independent auditor.

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Relevant SDGs:

- **1**
- **3**
- **9**
- **10**
- **12**
- **13**
- **16**
- **17**
Part 2 Systems and Initiatives Underpinning Pioneer’s CSR

Corporate Governance and Fair Business Practices

### Fair Business Practices

The Pioneer Group respects social norms and the moral code in promoting fair business activities with the aim of protecting peace and public order as a good corporate citizen and promoting the development of an affluent society, as well as ensuring compliance with internal rules, laws and regulations.

- **Appropriate Disclosure of Corporate Information**
  - By ensuring appropriate disclosure of corporate information, Pioneer will increase the transparency of the corporate activities with the aim of deepening the understanding and trust of shareholders, investors and society at large.

- **Ensuring Fair Trade**
  - Promoting fair and free business practices

Under the Rules of the Pioneer Group, the Group formulates manuals to prevent acts that violate laws and regulations pertaining to competition laws and offers thorough compliance training.

- **Protection of Intellectual Property**
  - The Group is appropriately maintaining and managing intellectual property as well as respecting intellectual property held by others.

- **Crisis Control Measures**
  - Under the Rules of the Pioneer Group, in order to optimize the Group’s response in the event of a crisis that has the potential to seriously impact its business and operations, the Emergency Management Committee has been established as a permanent organization to address and resolve crisis events and issues while overseeing the education, training and notification processes relating to crisis management.

### Promotion of Social Responsibility in the supply chain

The “Pioneer Group Code of Conduct” requires the Group to deal fairly with its suppliers on an equal footing, in accordance with relevant laws, regulations, and agreements. In addition, it requires its suppliers to act with awareness of their social responsibility, including observing laws and regulations of the countries and regions where they do business and respecting international agreements of the United Nations, the International Labour Organization, the Organization for Economic Cooperation and Development, and so on.

- **CSR procurement policy**
  - In 2017, the Pioneer Group revised the Pioneer CSR Procurement Guidelines in response to the current global trends of CSR. We also conducted questionnaires and interviews with material suppliers on human rights and labor practices in the previous fiscal year. In order to promote CSR, we recognize the importance of raising the volume of CSR procurement in the course of business activities and request our material suppliers to make vigorous efforts.

- **Excluding anti-social elements**
  - The Pioneer Group requires that its suppliers not associate with, utilize, or provide funds to anti-social elements.

- **Prohibition on bribery**
  - We request all our employees to comply with regulations against bribery applicable in the countries where the Pioneer Group conducts business.

- **BCP promotion in the supply chain**
  - As a manufacturer, the Group has a responsibility to recover quickly in the event of a disaster or unforeseen circumstances to ensure business continuity and continuation of supply. Therefore, we require each supplier to clarify its supply chain, while establishing and continually improving its BCP to enable swift response in any accidents.

- **Addressing environmental laws and regulations**
  - The Pioneer Group requests that our business partners make the following efforts and enhancements based on our Philosophy of Environmental Protection whereby we hold that “maintaining, improving, and handing over the global environment to the next generation is our corporate mission.”
    1. Construct an environment management system
    2. Reduce greenhouse gases
    3. Promote resource recycling
    4. Manage chemical substances

- **Response to conflict minerals**
  - It is the Pioneer Group’s policy not to procure any materials, parts or products that use mineral resources involving human rights violations, environmental destruction, child labor or other problems.

  We also request our material suppliers to adopt this policy. If it is found that mineral resources involving such problems are used, we will take action to resolve the situation in cooperation with the suppliers.

### INTERVIEW

To be a responsible corporate citizen of integrity

Overall, our division is tasked with identifying, managing and reducing legal risk to Pioneer. Tactically, this means everything from giving legal advice on matters involving the company, to reviewing and negotiating contracts, to managing litigation when the company is involved. More strategically, however, it means promoting a culture of compliance at Pioneer – where our employees have a belief in and respect for doing business ethically, honestly and transparently.

We emphasize corporate compliance through regular communications from top management, presentations at all employee meetings and specific training on topics affecting our various businesses. Our training efforts try to emphasize not only the benefits of being a good corporate citizen, but also on the very real and heavy financial and social costs of non-compliance. Maintaining and promoting this culture at Pioneer is one of our legal division’s most challenging tasks. But through these efforts, our reputation can be maintained as a company of good character and responsible citizenship, that is ethical and transparent with its employees, its shareholders and its business partners.

Gregory R. Pierson
Executive Officer,
Chair Legal Officer,
Pioneer Americas Group, Executive Vice President, Pioneer Electronics (USA) Inc.

Integrity in Business Activities webpage

Corporate Governance webpage
https://global.pioneer/en/info/governance/
Pioneer’s sales subsidiaries regularly hold product seminars for car electronics dealers and major mass merchandisers. Product planning representatives explain and demonstrate functions of new products, and also compare them with competitors’ products in the seminars. Participants can freely discuss products as well. We will continue regularly holding this type of seminars to strengthen partnerships with dealers.

Pioneer holds Carrozzeria LIVE, an event where people can experience the latest car electronics products. The event is aimed to help consumers unfamiliar with Carrozzeria and other car electronics products experience the pleasure and convenience they offer through hands-on experience. A range of entertainment content is available to suit the diverse preferences of men and women of all ages. Pioneer attaches great importance to direct communication with customers.

Pioneer’s materials procurement division regularly holds business policy meetings for the benefit of suppliers. In addition to explaining the Company’s business plans and fostering deeper understanding, the Company works diligently to gain the cooperation of suppliers in fulfilling a broad spectrum of corporate social responsibilities across the entire supply chain.

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The Pioneer Group seeks to engage with local communities as a responsible corporate citizen. Group companies and business sites hold briefing sessions on the environment with local residents and events for students of local schools to learn outside of the classroom. We also extend cooperation to community events.

Pioneer works to maintain good relationships with labor unions*, which form the Federation of Pioneer Group Workers Unions, representing Pioneer Group employees, with an emphasis on dialog based on mutual trust. Among them, with the Pioneer Labor Union, Pioneer holds central labor-management conferences every six months. In addition to discussion on personnel systems, Pioneer and the union cooperate on the Return to Work Program as a part of support for balancing work with child/nursing care.

* The labor unions are active at Pioneer and seven affiliated companies. These unions combine to form the Federation of Pioneer Group Workers Unions, which is associated with the Japanese Electrical, Electronic & Information Union.