

Corporate Motto: "Respect the Divine and Love People"

敬天愛人

Preserve the spirit to work fairly and honorably, 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.



Founder and Chairman Emeritus
Kazuo Inamori

Management Based on a Bond of Human Minds

Kyocera started as a small, suburban factory, with no money, credentials or history. We had nothing to rely on but a little technology and 28 trusty comrades.

Consequently, Kyocera's management became based on everyone exerting their maximum efforts, and managers dedicating their lives to earning the employees' trust — all believing in each other, abandoning selfish motives, and feeling fortunate to work for the company. All employees ultimately united to make Kyocera a company they could be proud to work for.

Human minds are said to be easily changeable. Yet, there is nothing stronger than the human mind. Kyocera became what it is today because it is based on a bond of human minds.



Chairman
Makoto Kawamura



President
Tetsuo Kuba

To ensure customer satisfaction, Kyocera encourages "management by all employees," continuously enhancing our capability on the work floor and our power to achieve.

Kyocera delivers products and services that delight our customers. The "Customer-First" Principle is our top priority. Satisfying customers requires us to have strong capabilities on the work floor — a necessary starting point for any work, including manufacturing — as well as the "power to achieve," which permits us to accomplish worthy goals without fail. Our practice of the Kyocera Philosophy and the Amoeba Management System are both extremely important for this. Both originated from Kyocera's management based on a bond of human minds.

When all employees unite their efforts and participate in management, each finding joy and fulfillment in their work by realizing their maximum potential, they can elevate their minds and grow as human beings.

Companies are made up of people. The quality of a technology, product or service depends on the people behind it. We want Kyocera to continuously deliver new value to our customers, with employees who relentlessly pursue their dreams, work enthusiastically and consistently achieve self-determined goals.

The Kyocera Philosophy

The Kyocera Philosophy relates to life and management. Its central principle is to "Do what is right as a human being," a concept we include in all of our decision making. By showing the importance of fairness and diligent effort, it serves as a paradigm for our conduct.

The Amoeba Management System (Decentralized Management)

Amoeba Management involves dividing an organization into small units that operate as independent profit-and-loss centers directly linked to their respective markets. This system fosters leaders with management awareness and creates the foundation for Kyocera's "management by all employees."