

# JVCKENWOOD

## Company Profile 2025



*Change for Growth*

JVCKENWOOD Corporation

# Creating excitement and peace of mind for the people of the world



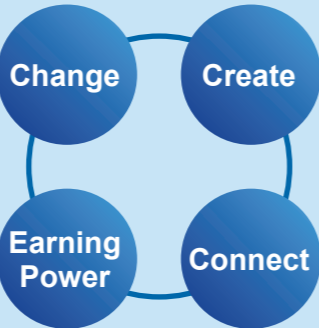
## Corporate Philosophy Symbol

JVCKENWOOD has introduced a new Corporate Philosophy Symbol that represents our philosophy. The symbol dynamically changes from thick to thin, symbolizing *excitement*, while the lower right part is solid and grounded, representing *peace of mind*. The line connecting the letters, extending powerfully towards the top right, symbolizes our connection with people around the world, transcending boundaries, while also representing growth and challenges for the future. It reflects the company's commitment to enhancing corporate value.

### Management Principles

- Creating value through Monozukuri
- Building a corporate culture that adapts and embraces change
  - Investing in people to strengthen capabilities and push boundaries

### 4 Values



## “Change for Growth” is our basic strategy— driving us to create excitement and peace of mind for the people of the world.

Based on our corporate philosophy of “Creating excitement and peace of mind for the people of the world,” the JVCKENWOOD Group works to maximize corporate value and realize a sustainable society while sharing diverse values with stakeholders. In FY2024, the second year of our medium-term management plan VISION 2025, we achieved our highest-ever profit and also increased revenues in all business sectors as a result of focusing resources on growth areas through business portfolio transformation. In particular, the Communications Systems Business in the Safety & Security Sector and the overseas OEM business in the Mobility & Telematics Services Sector drove the growth of our company, significantly contributing to strengthening the revenue base. In addition, we are focusing on

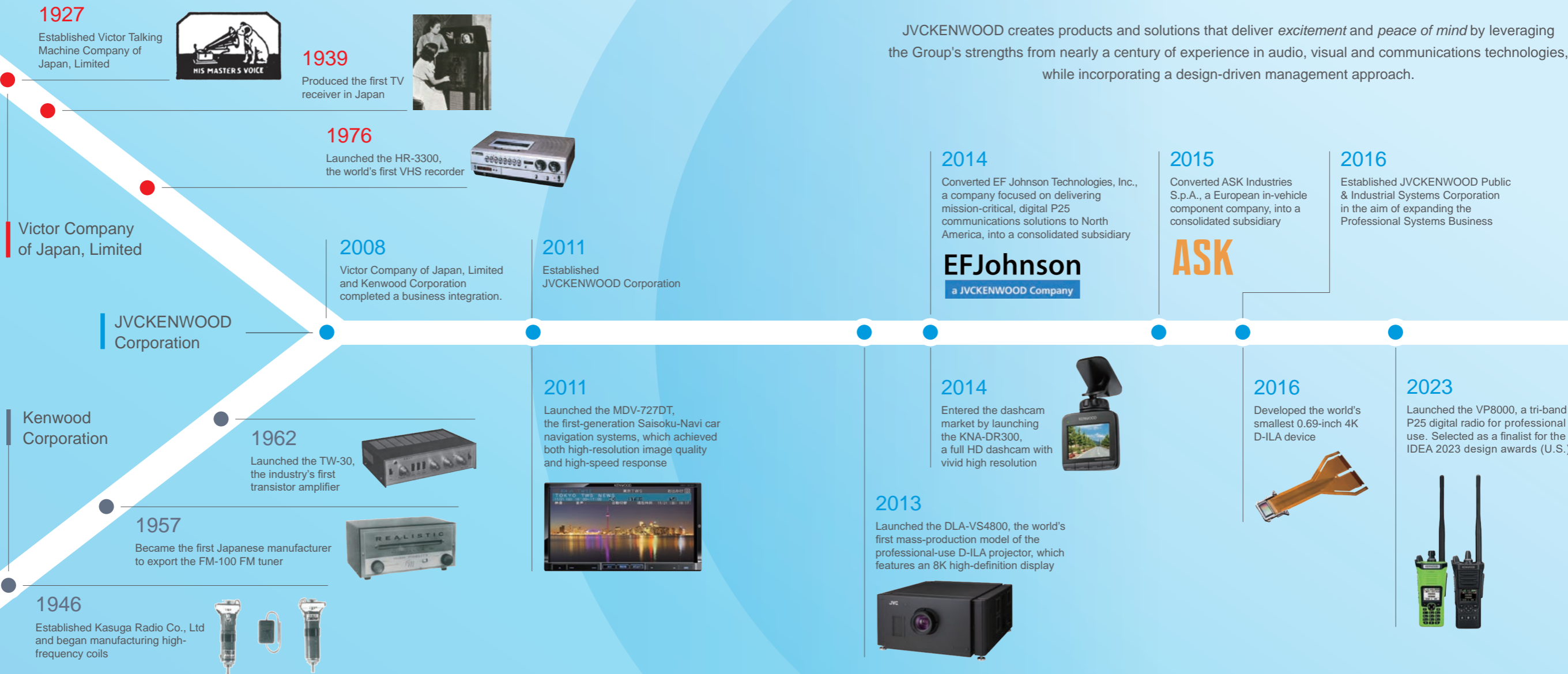
promoting ESG management and taking sustainability initiatives to build a foundation for growth with a long-term perspective.

FY2025 marks the final year of our VISION 2025, a pivotal period to firmly entrench the achievements to date and move forward to the next stage of growth. At JVCKENWOOD, we will continue to respond swiftly to the changing times and create new value as part of our ongoing efforts to maximize corporate value.

Shoichiro Eguchi  
Representative Director of the Board,  
President and Chief Executive Officer (CEO)

# JVCKENWOOD

JVCKENWOOD creates products and solutions that deliver *excitement* and *peace of mind* by leveraging the Group's strengths from nearly a century of experience in audio, visual and communications technologies, while incorporating a design-driven management approach.



Brands

**KENWOOD**

The red triangle brand logo represents its desire for high quality, advanced, and sharpness, and the products are focused on audio and communication technology, expanding the development of professional radio systems and in-vehicle products and services.

**JVC**

The brand offers audio/visuals products and in-vehicle products mainly in overseas, always proposing solutions that are close to people's lives.

**Victor**

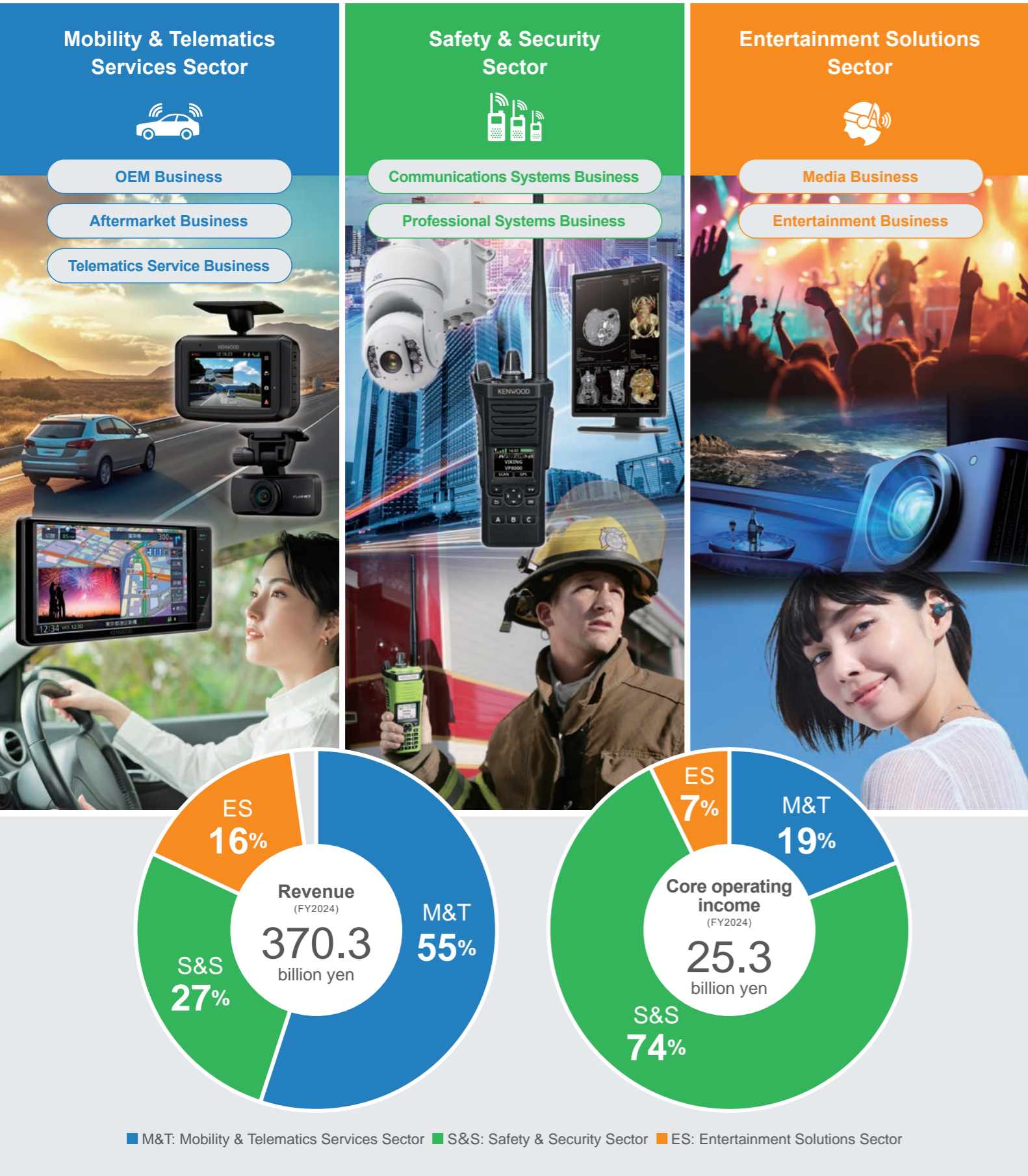
The brand is known for its "His Master's Voice" and its dog, Nipper, pursuing technologies and products that are appropriate for the times, without being bound by preconceived ideas. (Used only in Japan)

Company Profile  
as of March 31, 2025

<b>Company Name:</b> JVCKENWOOD Corporation	<b>Capital:</b> 13.645 billion yen
<b>Business Sectors:</b> Mobility & Telematics Services Sector Safety & Security Sector Entertainment Solutions Sector	<b>Number of Employees:</b> 15,151 (consolidated)
<b>Representative:</b> Shoichiro Eguchi Representative Director of the Board, President and Chief Executive Officer (CEO)	<b>Fiscal Year-End:</b> March 31
<b>Date of Incorporation:</b> October 1, 2008	<b>Head Office:</b> 3-12, Moriyacho, Kanagawa-ku, Yokohama-shi, Kanagawa, 221-0022, Japan

Business Overview and Products

We provide products, services and solutions for three business sectors that embody our corporate philosophy “Creating excitement and peace of mind for the people of the world.”





## Safety & Security Sector

We develop products and solutions to protect people's lives and livelihoods and contribute to the creation of safe and secure communities.

### Communications Systems Business

We provide professional radio systems to the public safety market—including police, fire departments and emergency medical services—as well as to the enterprise market, including railways, airports, and educational institutions. We also offer license-free, low-power transceivers for use in restaurants, retail stores, and construction sites, as well as amateur radios—originating from our founding business—and forestry solutions.



The Viking series of professional digital radio systems (Center: Portable models, Ends: In-vehicle models)

The DEMITOSS series of license-free, low-power transceivers

Digital convenience radio repeater systems

Amateur radios

### Professional Systems Business

We provide security camera systems, including surveillance cameras, and professional broadcasting systems for the domestic market. We also provide medical image display monitors to hospitals both in Japan and overseas.



Security camera systems

Medical image display monitors

### Trusted by police, fire, and EMS in life-saving missions across North America

Our professional radio systems are trusted by police officers, firefighters, and emergency medical service (EMS) personnel across North America, serving as essential partners in the field. Designed for mission-critical situations, these radios enable instant one-to-many communication and are built to deliver high quality, durability, and reliability during emergencies and disasters.

The VP8000 professional digital radio incorporates user-centered design elements, including its fluorescent green color, which makes it easy to spot in smoky or dark conditions, as well as a wide-top form that makes it less prone to dropping, and an emergency button placed just below the antenna for intuitive access.

By providing radio systems that ensure reliable communication even in critical situations, we contribute to the creation of safer and more secure communities.

(▶ See also p.10: Products designed to withstand harsh environments)



Design that supports professional operations

Used by police and fire departments across North America



## Entertainment Solutions Sector

We develop products, solutions, and content that use music and visuals to make people's minds and lives richer.

### Media Business

We provide audio and visual equipment including headphones, earphones, audio systems, and home theater projectors, along with a solutions business that includes professional projectors for flight simulators.



Audio systems

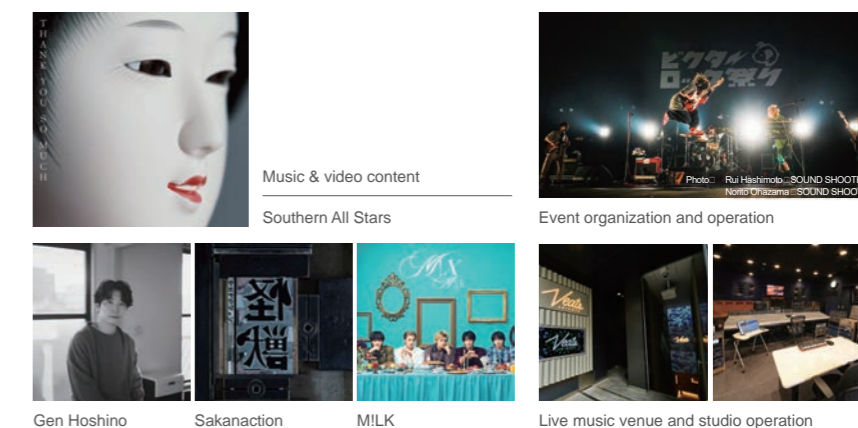
Headphones/earphones

Home theater projectors

Flight simulators

### Entertainment Business

We distribute music and video content from many popular artists and also sell CD, DVD, and Blu-ray packages and engage in a wide range of related businesses, including organizing events, running the live music venue Veats Shibuya and Victor Studio, as well as selling merchandise.



Music & video content

Southern All Stars

Event organization and operation

Gen Hoshino

Sakanaction

MILK

Live music venue and studio operation

### Pursuit of original image excellence — Breathtaking images that elevate the home theater experience

Our home theater projectors deliver immersive, large-screen visuals with stunning realism. At the heart of this breathtaking image quality—marked by high resolution, high contrast, and high brightness—is our proprietary D-ILA device. The technology that controls approximately 8.8 million liquid crystal pixels within the 0.69-inch device is as precise and meticulous as placing individual grains of rice across a soccer field. For over a quarter of a century, our skilled projector developers have upheld the core philosophy of "Pursuit of original image excellence." This approach allows us to reproduce the creators' vision faithfully capturing every nuance and emotion of the original content.

Driven by this philosophy, we continue to evolve through a fusion of creativity and advanced technology, delivering ever-new emotional experiences to home viewers.

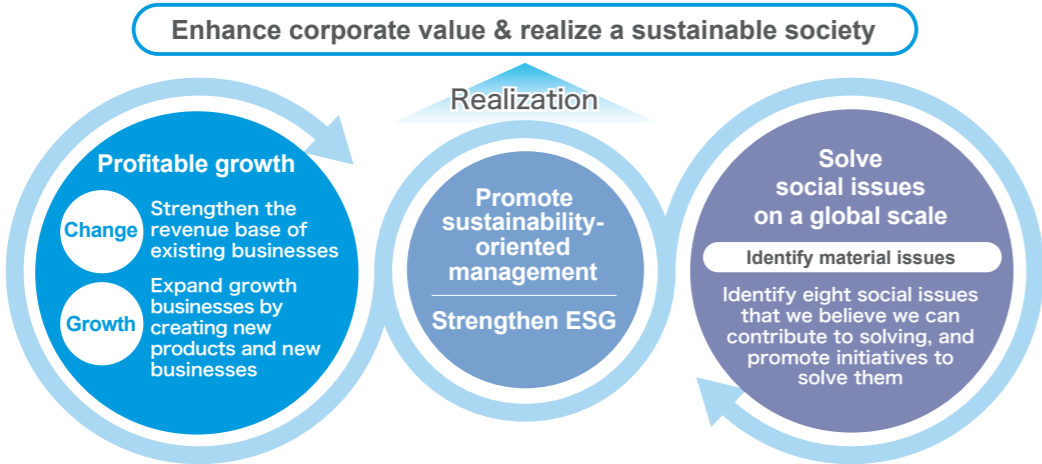


D-ILA devices

Sustainability-oriented management based on both profitable growth and solving social issues on a global scale

The JVCKENWOOD Group believes that in order to respond to evolving social conditions, we must strive to accurately understand information and strengthen engagement with stakeholders. By both pursuing profitable growth and solving social issues on a global scale, we aim to enhance corporate value and contribute to the realization of a sustainable society. Guided by our corporate

philosophy of “Creating excitement and peace of mind for the people of the world,” we leverage the group’s strengths in audio, visual and communications technologies while incorporating a design-driven management approach to deliver products and services that help ensure that each and every person can live a safe and secure life.



JVCKENWOOD Group's three material issues

The JVCKENWOOD Group has identified material issues and developed initiatives to strengthen its corporate foundation, with the aim of contributing to a sustainable society through its business

activities. In addition, we have established KPIs aligned with these material issues and are working to build globally managed framework.



1 Safety & Security Initiatives

**Creating safe and secure communities**  
**Products designed to withstand harsh environments**

In the Safety & Security Sector, we developed the professional digital radio VP8000 with a focus on achieving a high degree of dust-proofing and water-proofing, using materials with excellent strength and durability. It offers a level of performance that enables it to function even under harsh conditions such as during disasters. Also the waterproof packaging is molded and integrated with the holder, achieving higher sealing performance than previous models while simplifying assembly. This also helps reduce the burden on production staff and improves manufacturing yield.



As engineers, visiting the field and experiencing firsthand the harsh conditions faced by police and fire departments as users provided us with the insight to set design goals closely aligned with actual operational needs.



2 Addressing Environmental Challenges

**Addressing climate change**  
**Reducing plastic use and improving packaging efficiency with an eco-friendly cushioning material**

In the Mobility & Telematics Services Sector, we introduced V-shaped, pulp-molded cushioning in the 2024 model of our Saisoku-Navi car navigation systems for the Japanese aftermarket. Designed to close naturally when the unit is placed inside, this structure reduces plastic use and improves packaging efficiency.



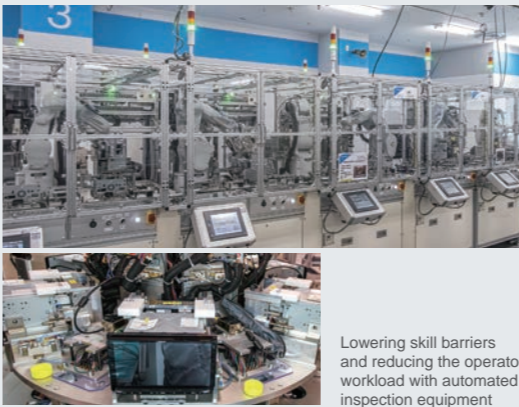
While there were some technical and cost-related challenges, we were able to add value through thoughtful design refinements. We are now exploring ways to apply this concept to other models.



3 Sustainable Monozukuri

**Manufacturing reform**  
**Labor savings through production automation**

JVCKENWOOD Nagano has achieved labor saving and process stabilization by automating the assembly and inspection of car navigation systems using robotic arms. While overseas factories required 32 workers for the process, Nagano now operates with only 9. We have also been able to ensure quality, with a line first-pass yield exceeding 99.7% (FY2023 results).



I designed automated equipment as a generalist with a solid understanding of not only mechanical structures but also software, circuits, and other technical areas.



Strengthening the Corporate Base

**Promoting active roles for employees**  
**Design-driven management training**

As part of our human capital strategy under the medium-term management plan VISION 2025, JVCKENWOOD is promoting customer-centric design-driven management. Since FY2023, we have been conducting design-driven management training, offering workshops that provide hands-on experience with design thinking to help our workers gain a deeper understanding.

Through this training, we aim to cultivate a customer-centric mindset, which in turn strengthens employees' ability to create value and communicate effectively, ultimately contributing to the success and growth of each individual.



**New Artist Discovery Audition**  
**One! Chance!! Audition**

About 10 years ago, Victor Entertainment launched "One! Chance!!" audition program about 10 years ago to find new and emerging artists. Leveraging the expertise we have cultivated over the years, we continue to bring fresh new music to the world.

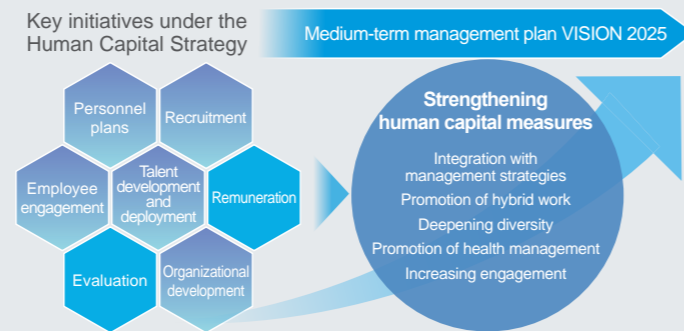
A stage performance by Maverick Mom, the grand-prize winning band at the 2023 "One! Chance!!" — Road to Makuhari Messe" held at Makuhari Messe.

We always have our eyes out for new talent and new opportunities. It is truly rewarding to witness previously unknown artists building a fanbase and developing into widely beloved performers.



## Investing in People to Strengthen Capabilities and Push Boundaries

We are reinforcing our human capital strategy to enhance each employee's ability to create value and to maximize corporate value. Under the management principles of "Investing in people to strengthen capabilities and push boundaries," we are committed to creating a rewarding and flexible work environment through initiatives such as skill and career development support, the promotion of diverse work styles, and health and well-being programs.



### JVCKENWOOD Career Design: Supporting skill and career development

We are committed to creating an environment where employees can actively engage in learning, while drawing on their own experiences to realize their personal visions for the future career vision. Through four key initiatives—setting competency levels and executing development plans based on defined human resources requirements, conducting career interviews, supporting participation in individual career development programs, and offering career design training—we support each employee in enhancing their skills and realizing their personal goals.



### Fostering diversity and workstyle innovation

#### 1 Diversity & Inclusion (D&I)

We continuously foster a culture that values diversity, aiming to drive innovation and contribute sustainably to society through our business.

##### ▶ HR policy including same-sex partners as spouses

We have implemented human resources policy that recognizes common-law partners and same-sex partners as spouses within our internal systems.

##### ▶ Promotion of women's advancement (as of March 31, 2025)

- We offer training programs and have established leave policies for childcare and caregiving.
- Female managers rate: 8.1%
- Female recruitment rate: 34% for new graduates, 25% for mid-career hires
- Childcare leave rate: 100%



##### ▶ Promotion of paternity leave

- We are actively promoting initiatives aimed at achieving a 100% paternity leave uptake rate.
- Conducted training for all managers to encourage paternity leave
- Confirmation of paternity leave intentions with male employees who report their spouse's pregnancy or expected childbirth
- Established childcare support leave programs

#### 2 Flexible workstyles without boundaries of time and place

We have established systems and an environment that enable employees to work efficiently while maintaining a healthy work-life balance. Through these initiatives, we support flexible workstyles tailored to individual needs.

##### ▶ Super flex-time system

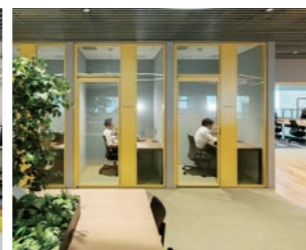
Our super flex-time system eliminates core working hours and expands flexible time slots. It also includes measures such as a three-day weekend option via designated non-working days and policies that allow midday breaks to help employees balance their work and personal lives.

##### ▶ Hybrid work

To promote open communication, we have developed an office environment centered around our "Value Creation Square," a hub for value creation. We have also established flexible personnel policies that support various workstyles, including telecommuting and the use of satellite offices.



Work areas



Private booths

### Health management

We recognize the health of each individual employee as a critical management priority. Under the JVCKENWOOD Health Declaration, we strive to create a workplace where all employees can work with vitality and maintain good health. JVCKENWOOD has been certified as one of the 2025 Certified Health & Productivity Management Outstanding Organizations (Large Enterprise Category) (White 500), a program jointly operated by the Ministry of Economy, Trade and Industry and the Japan Health Council. We have also been recognized as a Sports Yell Company by the Japan Sports Agency.



Visit our website for more information.  
<https://www.jvckenwood.com/en/sustainability/social/>



## Future-Focused R&D and New Business Creation

Building on our strengths in audio, visual and communications technologies, and incorporating the Design-Driven Management approach, we aim to provide sustainable value through future-oriented research and technology development conducted by our two R&D divisions: the Future Creation Research Laboratory and

the Innovation Design Center. These efforts focus on developing technology that responds to human instincts and desires, thereby striving to realize our fundamental technology development strategy: "Connecting people across space and time to create the future."

Basic strategy: **Connecting people across space and time to create the future**

Interfaces as the starting point of our challenge for the future

#### Network/Optical communications

Provision of high-speed, high-capacity, low-latency communications and high-definition environment through the cloud services

#### Computing/AI

Value creation for a data analysis society through next-generation computing and quantum technologies

#### Simulation/Digital twin

Foster new business models in a world without boundaries between virtual and real space

Audio, Visual, Communications, UX/UI

Security

### Future Creation Research Laboratory

— Creating New Value with a 10-Year Perspective

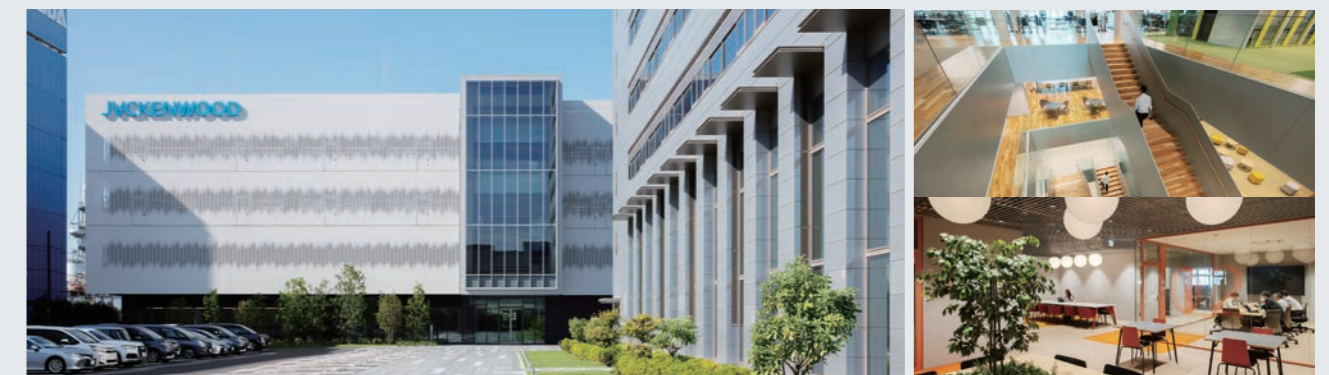
In addition to our long-standing strengths in audio, visual and communications technologies, the laboratory promotes research and development focused on new interfaces that connect everything. The main themes include networks and optical communications, computing and AI, and simulation and digital twin.

### Innovation Design Center

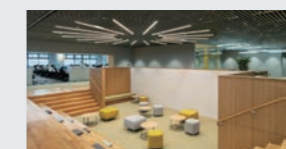
— Accelerating Open Innovation

As a driving force for Design-Driven Management, the Innovation Design Center develops interfaces and service platforms aimed at identifying and creating new business opportunities. Bringing together diverse talent, the organization formulates and tests business hypotheses grounded in our technologies and customer-centric marketing, working to generate innovation that leads to new value.

### Value Creation Square Where forward-looking ideas drive sustainable innovation



In December 2024, we consolidated our domestic business centers at the Head Office & Yokohama Business Center. The new building, named the Hybrid Center, features spaces designed to foster creativity, along with facilities for testing and evaluation. By enabling staff and teams to deepen mutual understanding and share accumulated knowledge—including expertise and experience—we aim to create an environment where creative tension gives rise to new ideas.



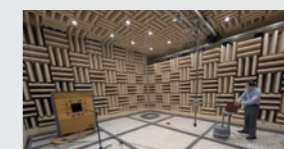
#### JKC PLAZA

Designed with a sunken floor layout, JKC PLAZA is an open and inviting space where people can casually stop to engage in idea discussions, pitch sessions, or just conversation.



#### Electromagnetic shielded room

We have three electromagnetic shielded rooms in operation, including a large-scale facility capable of accommodating vehicles. These rooms are used for testing and measuring in-vehicle equipment, communications products, and for conducting various noise and electromagnetic interference (EMI) evaluations.



#### Acoustic anechoic chamber

The walls, ceiling, and floors of this facility are fully lined with sound-absorbing material to minimize sound reflections. It is used for the measurement and evaluation of audio equipment.



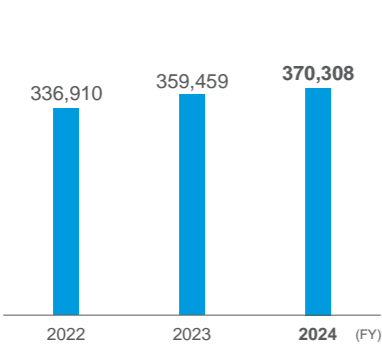
#### Constant temperature chamber & thermal shock testing room

We operate a constant temperature chamber that maintains stable high and low temperatures to evaluate product temperature resistance, as well as a thermal shock chamber for rapid temperature change testing.

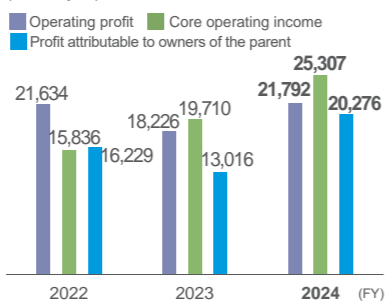
The JVCKENWOOD Group in Figures

\*Graphs based on the International Financial Reporting Standards (IFRS)

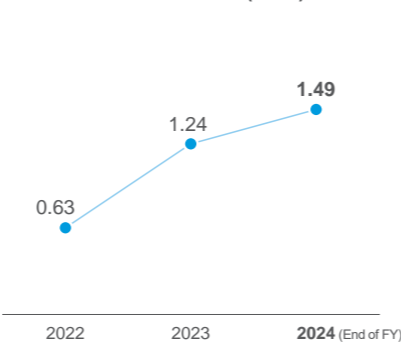
Revenue (million yen)



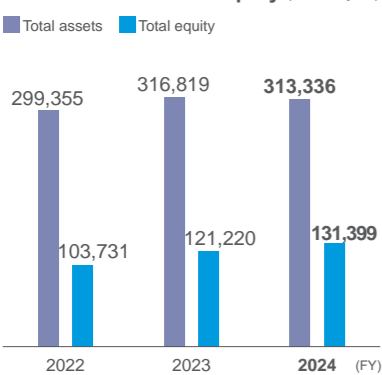
Operating profit & Core operating income & Profit attributable to owners of the parent (million yen)



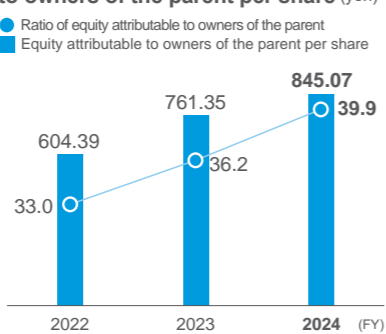
Price Book-value Ratio (PBR) (times)



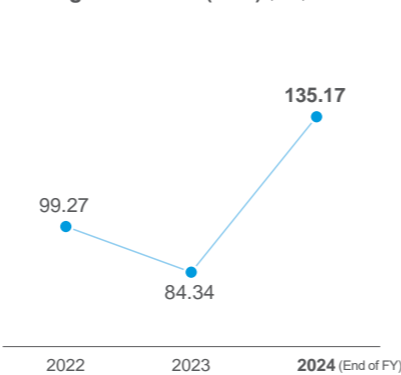
Total assets & Total equity (million yen)



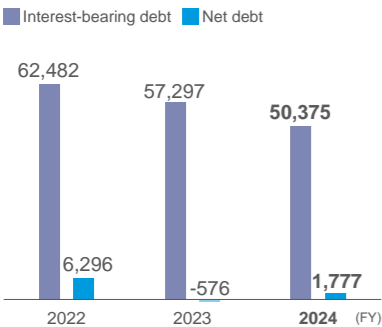
Ratio of equity attributable to owners of the parent (%) & Equity attributable to owners of the parent per share (yen)



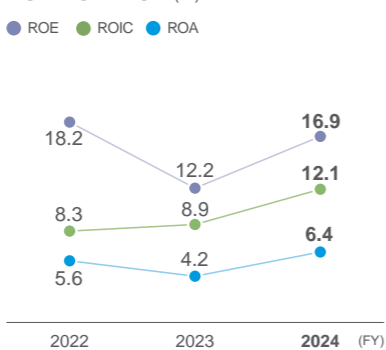
Earnings Per Share (EPS) (Yen)



Interest-bearing debt & Net debt (million yen)



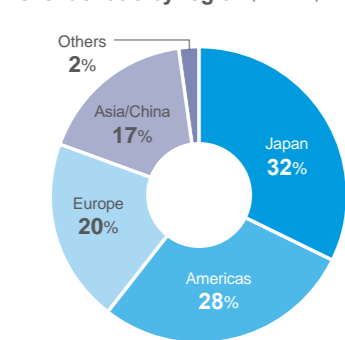
ROE/ROIC/ROA (%)



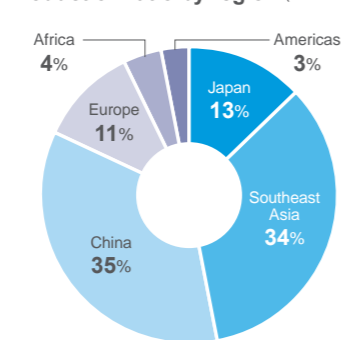
Capital Investment & Depreciation expenses & R&D expenses (million yen)

	2022	2023	2024
Capital investment	11,426	17,040	18,147
Depreciation expenses	17,615	18,182	17,292
R&D expenses	17,379	19,429	19,072

Revenue ratio by region (FY2024)



Production ratio by region (FY2024)



Cash flow (million yen)

	2022	2023	2024
Cash flow from operating activities	26,607	33,172	31,452
Cash flow from investing activities	△7,329	△16,062	△21,545
Cash flow from financing activities	△14,032	△19,353	△18,793
Free cash flow	19,278	17,110	9,906

Domestic and International Network

(As of June 25, 2025)



Our Management Team

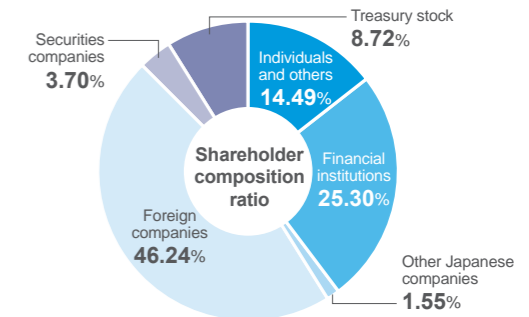
(As of June 25, 2025)

Yuji Hamasaki	External Director of the Board*, Chairman of the Board
Shoichiro Eguchi	Representative Director of the Board, President and CEO
Akira Suzuki	Representative Director of the Board, Senior Managing Executive Officer, COO Safety & Security Sector, In charge of Supply Chain Management Reform
Masatoshi Miyamoto	Representative Director of the Board, Senior Managing Executive Officer, CFO
Masao Nomura	Director of the Board, Senior Managing Executive Officer, COO Mobility & Telematics Services Sector
Kazuyoshi Hayashi	Director of the Board, Managing Executive Officer, Head of Administrative Division
Yoshio Sonoda	Director of the Board, Managing Executive Officer, CTO, Chief Information Security Officer (CISO)
Hiromi Onitsuka	External Director of the Board*
Yuji Hirako	External Director of the Board*
Satoshi Hirano	External Director of the Board*
Naokazu Kurihara	Director of the Board, Full-Time Audit & Supervisory Committee Member
Tetsuya Fujioka	External Director of the Board*, Audit & Supervisory Committee Member
Ryuichi Ebinuma	External Director of the Board*, Audit & Supervisory Committee Member
Yasuko Kobashikawa	External Director of the Board*, Audit & Supervisory Committee Member
Akihiko Terada	Managing Executive Officer, COO China
Katsuya Sato	Executive Officer, General Executive of Communications Systems Division, Safety & Security Sector, Assistant to COO Safety & Security Sector
Osamu Muraoka	Executive Officer, In Charge of Overseas Areas, General Executive of Overseas Business Marketing Division
Naoki Sekiya	Executive Officer, General Executive of Domestic Business Marketing Division
Hiroaki Kamata	Executive Officer, General Executive of Emerging Markets (Indonesia-based)
Hisakazu Harada	Executive Officer, Seconded to EF Johnson Technologies, Inc., Assistant to COO Safety & Security Sector
Sumiko Nakai	Executive Officer, Assistant to Head of Administrative Division, General Manager of Sustainability Management Office
Hiroyuki Sato	Executive Officer, General Executive of Aftermarket Business Division, Mobility & Telematics Services Sector
Tetsuya Oura	Executive Officer, COO Entertainment Solutions Sector, General Executive of Media Business Division, Entertainment Solutions Sector

\* As of June 25, 2025, JVCKENWOOD has transitioned from a Company with an Audit and Supervisory Board to a Company with an Audit and Supervisory Committee.

Stock Information

(As of March 31, 2025)



Awards & Recognitions

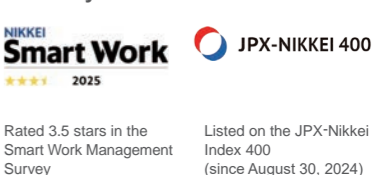
Evaluations from ESG rating agencies



Nikkei Sustainability Comprehensive Survey



Selected for the investment index





## JVCKENWOOD Corporation

3-12, Moriyacho, Kanagawa-ku,  
Yokohama-shi, Kanagawa, 221-0022, Japan  
<https://www.jvckenwood.com/en/>



### ● Contact

Public Relations Group  
Corporate Communication Department  
E-mail : [pr\\_info@jvckenwood.com](mailto:pr_info@jvckenwood.com)

©2025 JVCKENWOOD Corporation  
JK0058