



President and Representative Director Shoji Kimura Date of Establishment October 1, 1973

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URL http://www.kimura-unity.co.jp/en/ Capital 3.58 billion yen Fiscal Year-End March 31 Stock Exchange Listings Tokyo Stock Exchange First Section Nagoya Stock Exchange First Section Securities Code 9368











# KIMURA UNITY CO., LTD. CORPORATE PROFILE











## **Management Philosophy**

The Company exists for the customers and prospers together alongside our employees.

## **Management Guidelines**

- **1. Create customer value**
- 2. Strengthen profitable foundations
- 3. Enhance organizational performance with motivated personnel
- 4. Maintain our actions and commitment to sustain an eco-friendly environment and fulfill our corporate social responsibility

Shoji Kimura President and **Representative Director** 

Since its founding, Kimura Unity has been dedicated to providing top-quality services to customers as an outstanding corporate citizen, and to maintaining top-of-the-line workplaces with first-rate teams of employees.

The Kimura Unity Group has engaged in business with the philosophy that our company exists for the customers and prospers together alongside our employees. Placing a high premium on "to create customer value" and "to enhance motivated personnel performance," we have developed ourselves extensively in the integrated services consisting of four areas, "Logistics Services," "Total Car Services," Information Services," and "Staffing Services" in both domestic and overseas markets.

As the world becomes increasingly globalized and borderless, the speeds of changes in the marketplace as well as competitive business environments have been accelerated. To become "a company of choice by our customer," we are maximizing our Group's competitive advantages in our daily efforts to create new value and pioneering services that exceed customer expectations.

We strive to be a company where employees are fulfilled in their work and feel fully enriched with the spirit of teamwork, making our workplace environment even more dynamic so that all team members are motivated to satisfy customers by working together to provide genuine and friendly services.

Through its business activities, Kimura Unity is committed to boosting its corporate value and strengthening relations of mutual trust with stakeholders. On this basis, we intend to continue building on these relations with a forward-looking stance so that we can contribute to the development of the world community.

We would appreciate your continued support and cooperation.

01 KIMURA

## Bringing value to customers through our four services

Offering new value created from integrated services

Logistics Services Providing services to optimize logistics with an emphasis on "Standardization" "Continuous Improvement" "IT-based Logistics"

**Logistics Services** 

Information Services

Information Services Drawing on expertise in ogistics acquired over many years to offer diverse solutions through consulting, system development, and system maintenance services





## Total Car Services

Offering comprehensive services to help customers cut costs and improve vehicle maintenance quality and safety so that they can become enriched in their car-oriented lifestyle

**KIMURA UNITY** 



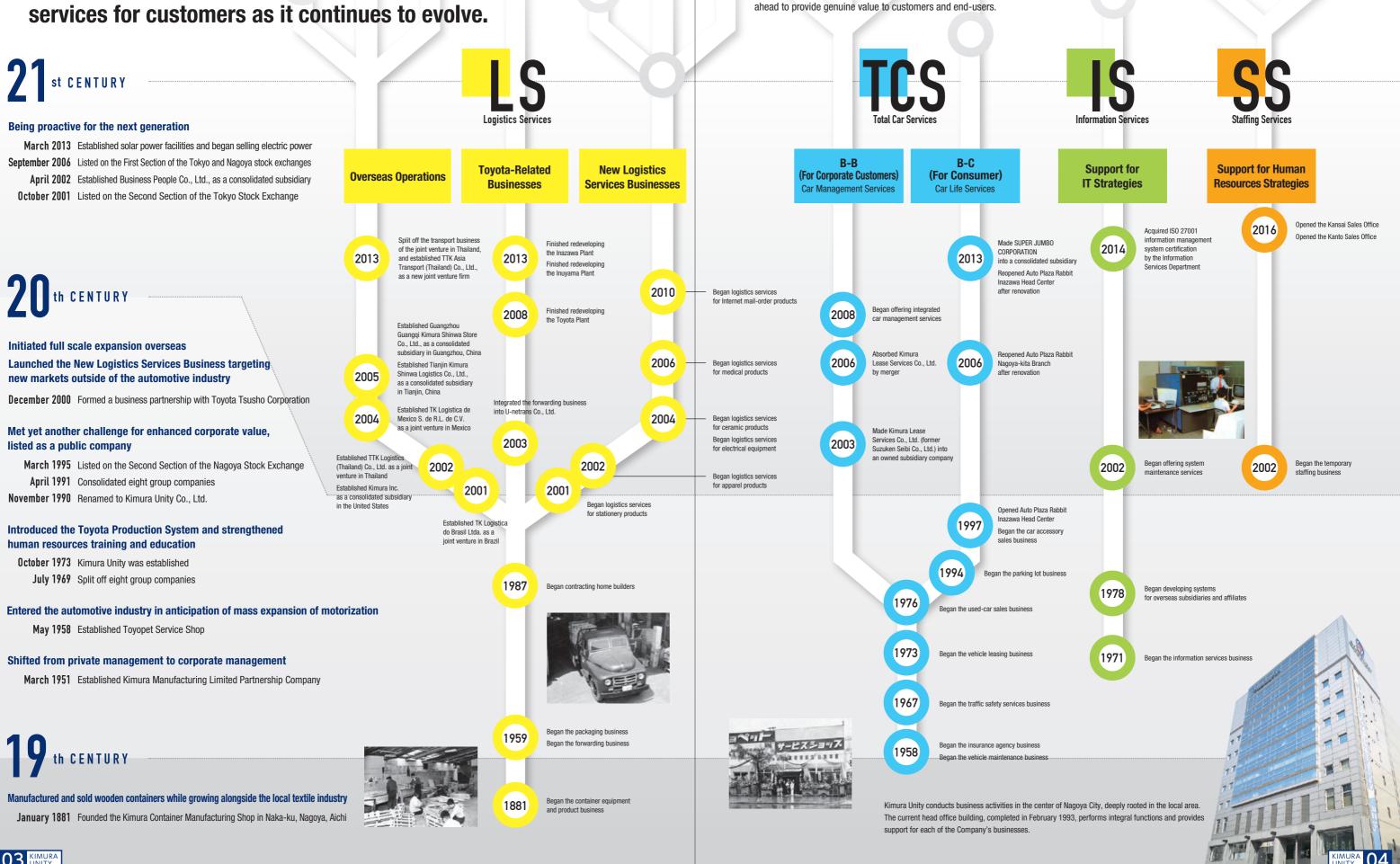
## Staffing Services

Providing tailored services for supporting corporate management with multifaceted human resources strategies for customer needs



Kimura Unity's employees have continuously taken on challenges and made improvements over the Company's history. Kimura Unity will maintain its commitment to pursuing the best

Since its founding in 1881, Kimura Unity has grown in tandem with the automotive industry while operating its Logistics Services, Total Car Services, Information Services, and Staffing Services businesses. Based on the expertise it accumulated by providing services to customers in Japan, Kimura Unity expanded to other countries and broadened the scope of its businesses, including logistics services for a wide range of industries, in accordance with the increasingly diverse and sophisticated needs of customers. The Company navigated numerous turning points in the course of its long history, but forged ahead without ever forgetting its basic founding principle of "customer focus." Kimura Unity is committed to evolving further in the years ahead to provide genuine value to customers and end-users.





## Kimura Unity optimizes all aspects of logistics through dedicated teamwork.

Kimura Unity provides professional services focused on "Standardization" based on the Toyota Production System, "Continuous Improvement," and "IT-based Logistics." When receiving an order for distribution center operations from a customer, we organize a project team comprised not only of onsite operators and staff members of the Sales Department, but also members of the Logistics Engineering Department and the Kaizen Department for systematic improvements. The team discusses how to optimize all aspects of a customer's logistics, and then jointly prepare how to put the logistics system into place, and implement production preparation that includes training and education to ensure qualified personnel, thus allowing work to begin smoothly and on time.

Kimura Unity contributes to ensuring higher quality through kaizen activities together with a customer, sharing the customer's vision.

## **Standardization**

## Human Resources Development **Ensuring Safety and Quality**

Creating "Safety is NO. 1 Priority" work environment Training and education to ensure quality

## Packaging and Packing for Export

Considering the shipping destination, component parts characteristics for container

packing form

efficiency, we optimize packaging and/or

**Key Words for** 

Optimization

**Equipment Heavy Item** Packaging

We are equipped with 20 ton forklifts, 50-ton cranes and others at the Meiko Plant



## **Shipping Delivery**

Higher loading efficiency and JIT (Just-in-Time) logistics by milk-run, mixed loading and joint delivery





## **Contract Production**

A wide range of operations are handled at a manufacturing plant from assembly and machining to inspection, shipping operation and conveyance



## Drawing on a strong track record and creative ingenuity to provide solutions for optimizing logistics

## **Distribution Center Operations**

Based on the expertise LS has gained as a logistics partner with major automobile manufacturers, Kimura Unity offers services customized for the logistics needs of Kimura's customers, including warehousing operations, packaging and packing of items for export, heavy cargo loading, shipping and delivery, and contract production.

## Warehousing operations

While aiming to optimize every aspect of logistics, Kimura Unity handles a wide range of warehousing operations, from receiving and shipping all kinds of items and products to packing and distribution processing. The Company also ensures low-cost operations by implementing regular improvement initiatives and making use of IT and its onsite capabilities, based on its unique logistics expertise built up over many years of dealing with customers, and on extensive experience in operating distribution centers that handle automobiles, stationery, apparel, electric appliances, ceramics, medical goods, and Internet mail-order products.







## **Continuous Improvement**

### Efforts to reduce costs

Identifying customer's problems and make them visible. Seek high-value-added services

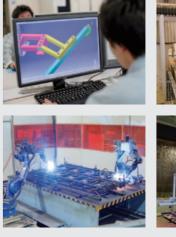
## **IT-based Logistics**

## System Linked with Worksite Operations

Controlling the flow of products and information within the logistics process with advanced information technology

## **Container Equipment Production**

We plan design and manufacture high-quality and low cost containers customized for products and component parts. We also provide follow-up services.

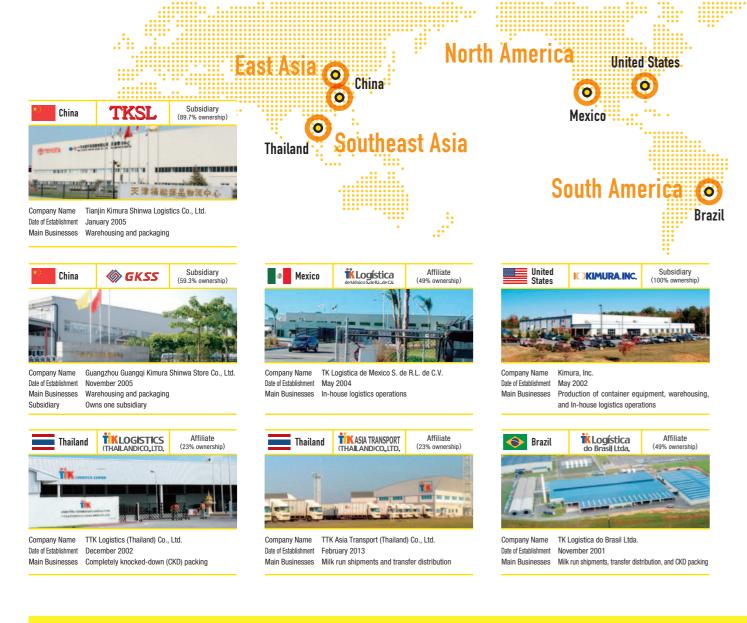








# Expanding globally to meet diverse needs with services attuned to the international strategies of customers



# Kimura Unity offers the world its logistics expertise accumulated in Japan.

As a strategic partner in logistics, Kimura Unity provides safe, high quality, efficient and low-cost services to customers around the world.

To lay the stable logistics foundation required by customers, we make use of the most of knowledge and past experiences gained in Japan to vigorously engage in kaizen of worksites in international group companies. We also provide education to instill Kimura's philosophy so that local members will be aware of safety, quality and productivity without fail.

Due to the differences in culture and environment, there would be some difficulties from time to time to conduct operations in the same way as in Japan. We strive to overcome hardship by improving our communication skills and developing a mindset of respect for other cultures, allowing for flexible response.



As logistics professionals, the Kimura Unity Group implements initiatives to enhance services platforms that support customers' logistics both domestically and abroad. Consolidating the strong foundation and a thorough implementation of our expertise are the key to success.

## Bringing genuine value to customers by drawing on expertise in optimal logistics services



## Hands-on Safety Training Facilities

The Group has established training facilities that allow trainees to directly experience potential dangers in operations. Through the training, employees develop individual awareness of safety and the ability to make proper judgments.



## Top Management Inspection

Safety

Top management conducts inspection of the actual products and services at the actual worksite in Japan and abroad. That is to raise the worksite capabilities and prevent any disaster from occurring.

# NING COPE

Quality

## Training Core

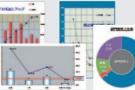
Utilizing reproduced training facilities and environment, i.e. the same as the worksite, new members training is implemented to facilitate smoother and efficient training for new hirees.



## Work Instruction Manual

Standardized work (work method, working conditions and points, etc.) is to be established so as to transfer techniques and knowhow, and to maintain and even improve quality and productivity.

## **Continuous Improvement**



Key Performance Indicators (KPI) Management

KPI indicates the degree of achievement against target. By making KPI visible, all members of the staff can share the goal, while producing a cycle of kaizen.



## Joint Kaizen Project Activity

Beyond the boundary between companies, we carry our kaizen activities so as to ensure high quality logistics services, creating a win-win relationship all parties involved. | | | |





## **IT-based Logistics**



Picking Cart and Picking System

Logistics device combining a computer tablet and a picking cart contribute to superior quality and higher productivity.



## Video Inspection System

Identifying defective parts and abnormalities on screen instantaneously, we prevent rejects from outflowing onto the next process without fail.





# **Offering a new vison for "People and Vehicles"** by comprehensive car management services

## **B-B** (For Corporate Customers) Car Management Services

## **Integrated CMS (Car Management Service**)

Kimura Unity handles all vehicle management procedures on behalf of its customers, and designs optimal vehicle management systems that integrate information collection, business planning, information management and analyses and improvements.

## **Vehicle Leasing**

This service combines maintenance of leased vehicles with insurance and support systems





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## **Car Maintenance**

Maintenance-related data is managed so that drivers can use their vehicles with peace of mind.





**Car Rental Service** 

Based on its unique management process, which includes system design, implementation, verification and

continuous improvements, Kimura Unity's vehicle management services offer a menu of optimized solutions,

ness Consi

nformation Mana

handling all of their vehicle-related needs, from vehicle procurement to management and operations.

Information Analysis

Managem

Business Planni

## **Insurance Agency**

lerificatio

**Support Systems** 

Services are designed for creating optimal vehicle

management systems for

customers.

As a general agency for major insurance companies, Kimura Unity helps



## Kimura Unity provides consulting services with a customer's view.

We offer consulting services from an extensive menu to provide solutions to individual customers and to corporate customers.

Making full use of our strength acquired from a merchandise sales, service provision and agency business, we provide the most appropriate consulting services called CMS (Car Management Service) designed for corporate customers.

We form a team made up of specialists from not only the Sales Department, but also other departments such as insurance and maintenance. Services are provided in addition to the call center functions that support the customer in an emergency, with experts who help learn safe driving.

We would like to create a good car-oriented lifestyle.





Every day, dedicated personnel record and manage a vast amount of vehicle-related data collected through the Company's integrated car management service to facilitate efficient operations.

> **B-C** (For Consumer) Car Life Services

Open 24 hours every day of the year, the Company's call centers promptly help customers smoothly resolve problems in times of emergency, such as sudden accidents or unexpected vehicle breakdowns.

**Car Sales** 

Specializing in light compact cars, the Group's Super

Jumbo dealers showcase about 400 new and used

vehicles on their lots, and deal in all kinds of models

軽自動車買うなら

ユーパー=ノヤ・ノホ

Insurance

made by practically every automaker in Japan.

## **Car Supplies and Care**

Auto Plaza Rabbit Inazawa Head Center is the Company's flagship Rabbit Auto Plaza in the city of Inazawa, Aichi Prefecture. Dealing in over 10,000 auto parts and supplies, and offers a broad range of vehicle care services.



## Vehicle Inspections and Maintenance

With a track record of more than 50 years, the Company's Kimura Unity offers convenient and highly satisfying insurance business offers customers the most suitable vehicle inspections and maintenance services, including insurance policy from the wide range of policies it handles, online inspection reservations and a service at its Rabbit including auto insurance, fire insurance, and life insurance. 45 outlets that completes an inspection in 45 minutes.









## **Emergency Call** Centers

**Driver Safety Service** 

Aiming to help eliminate accidents involving company vehicles, Kimura Unity provides training for driving supervisors and safe driving courses incorporating analyses of driving data and aptitude tests.

Kimura Unity offers an extensive service menu that helps customers with all aspects of vehicle ownership, from vehicle purchasing to insurance, maintenance, resale, and trades.

## **Used-car Sale Service**

The Company helps customers sell their vehicles at relatively high prices by reducing middlemen margins and enabling direct sales through its partnership with Car Seven, a nationwide buy-and-sell chain.



## **Car Bodywork and Painting**

The Company's own bodywork and painting workshops are certified by major insurance firms, and provide numerous services ranging from quick repairs to full paint jobs and accident repair work.



# **Information Services**

## Kimura Unity leverages its logistics expertise and cutting-edge technologies to support customers.

Kimura Unity offers information system designs and development as well as the operations, to major automobile manufacturers group companies. The total support comes with maintenance services. Drawing from our logistics expertise and industry-leading information technology, Kimura Unity builds systems that are optimized for either specific tasks or overall operations. We also develop IT devices for such things as Picking Cart and Picking System, Video Inspection System and Progress Management System so as to materialize "Smart Operation."

Furthermore, we focus on understanding customers' needs onsite. This is not confined to the domestic area, as we assist our customers' global strategies from a global perspective.



each of their workplaces.



# Utilizing IT and solid operational expertise to supply reliable systems for a wide range of industries



## **Consulting and System** Development

By applying its expertise in two industrieslogistics and automotive-the Company develops integrated systems that help customers increase the efficiency of their operations and improve quality

## and abroad, Kimura Unity consults with customers and develops and maintains systems optimized for their needs.

Based on its extensive experience in developing logistics systems in Japan

# **System Maintenance**

Kimura Unity offers maintenance services optimally tailored to customers' operating environments to ensure that their systems operate stably.

**Services** 

## **Temporary Staffing of** System Experts

Kimura Unity dispatches human resources with specialized skills in logistics and IT to provide customers with the system development expertise they need to resolve a range of issues.



# **Connecting people and companies to support** customers' human resources strategies



## **Temporary Staff Placement**

Kimura Unity selects staff after screening them to ensure they have suitable skills, and follows up on their performance after they are placed.

## The Company's dedicated consultants determine the needs of customers and then recommend highly matching jobseekers using an effective referral system.



Kimura Unity provides staffing services that are optimally tailored to customers' needs and business strategies at

Kimura Unity offers a wide range of services for helping customers deal with a variety of human resources issues, including temporary staff placement, jobseeker referral, and corporate hiring support services. Applying its expertise and experience in supporting human resources strategies, the Kimura Unity Group can quickly secure personnel for its customers in the logistics industry, which often requires unexpected job vacancies to be filled promptly. After consulting with customers about the skills and talent they need, the Group utilizes its own staffing network to match the right people for the right jobs.

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**Staffing Services** 

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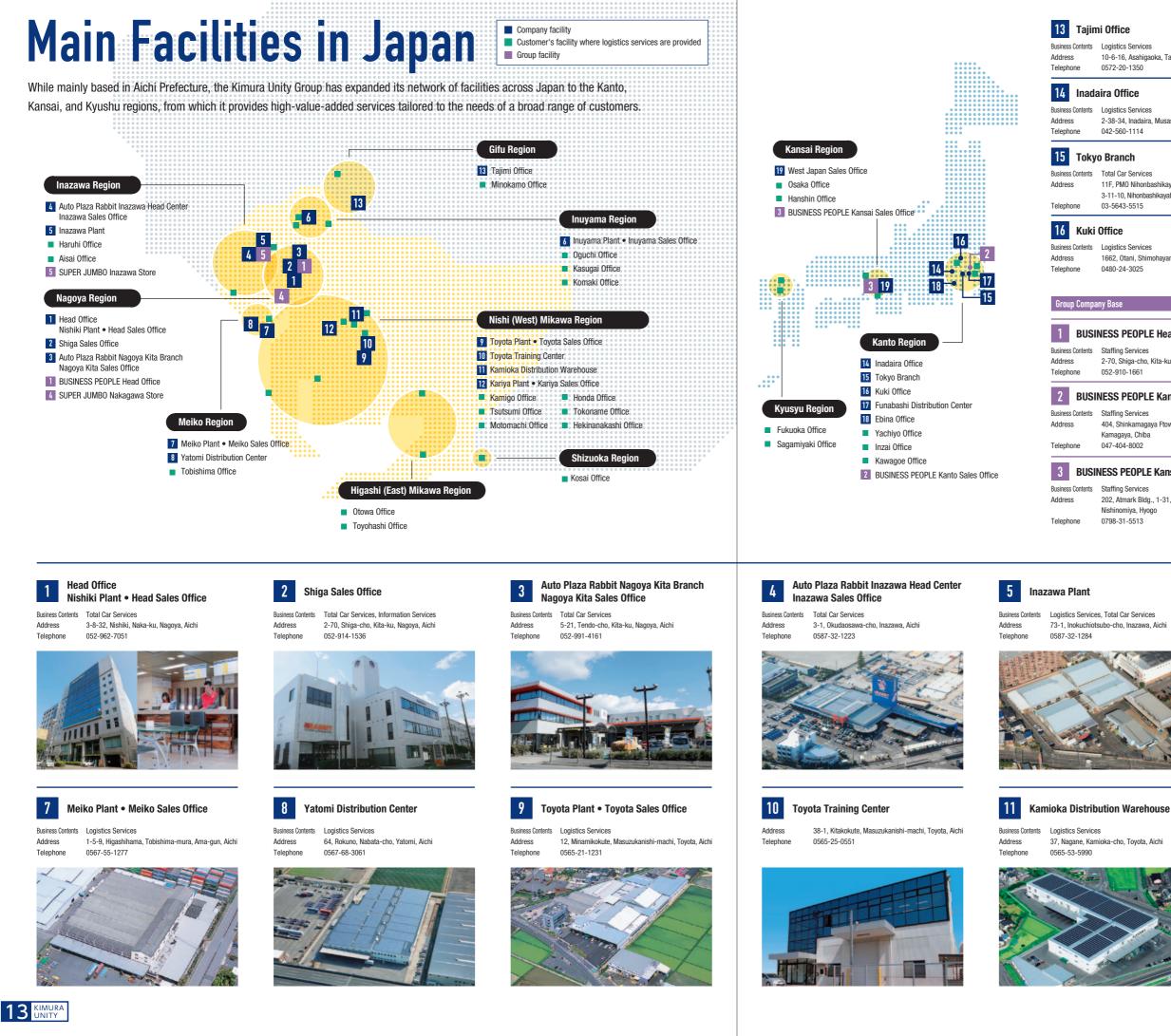
As a staffing consultant that connects people and jobs in specialized fields, Kimura Unity proposes solutions for securing, utilizing, and training human resources while helping forward-looking companies become more competitive.

## **Jobseeker Referral Service**

## **Hiring Support**

Kimura Unity helps its corporate clients boost their performance by handling all aspects of their human resources hiring, such as producing job ads and conducting interviews of iob candidates





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11F, PMO Nihonbashikayaba-cho, 3-11-10, Nihonbashikayaba-cho, Chuo-ku, Tokyo

1662, Otani, Shimohayami, Kuki, Saitama



## 17 Funabashi Distribution Center

Business Contents Logistics Services Address Telephone

3-2-2 Nishiura Eunabashi Chiba 047-420-0912

## 18 Ebina Office

Address Telephone

Business Contents Logistics Services 2-11-20. Kamiimaizumi. Ebina. Kanagawa 046-259-9074



## 19 West Japan Sales Office

Address Telephone

Business Contents Logistics Services, Total Car Services 7F-E, Shinosakayachiyo Bldg., 4-1-45, Miyahara, Yodogawa-ku, Osaka, Osaka 06-4807-7833

## **BUSINESS PEOPLE Head Office**

Staffing Services 2-70, Shiga-cho, Kita-ku, Nagoya, Aichi

## **BUSINESS PEOPLE Kanto Sales Office**

404, Shinkamagaya Ftower, Shinkamagaya, Kamagaya, Chiba

## **BUSINESS PEOPLE Kansai Sales Office**

202, Atmark Bldg., 1-31, Tokiwa-cho, Nishinomiya, Hyogo

## 4 SUPER JUMBO Nakagawa Store

Address Telephone

Business Contents Total Car Services 5-50, Showabashitori, Nakagawa-ku, Nagoya, Aichi 052-351-8000

Address Telephone

## 5 SUPER JUMBO Inazawa Store

Business Contents Total Car Services 3-1, Okudaosawa-cho, Inazawa, Aichi 0587-32-1266





6

Address Telephone

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Inuyama Plant • Inuyama Sales Office





## Kariya Plant • Kariya Sales Office

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