



# Society

## Coexisting with Local Communities and Contributing to their Development

Community Development

Social Contribution Activities



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# Community Development



## With local communities

The JATCO Group's aim is to become a "good corporate citizen" that is loved by local communities. Corporate activities are conducted through our involvement with local communities. JATCO considers it an important responsibility to be proactively involved with society as a community member and contribute to the local community in a variety of ways.

Participating actively in resolving local issues leveraging the JATCO Group's technologies and assets creates a situation where our presence is appreciated by the community, which is beneficial to the company. This leads to mutual growth and development of the community and company. For instance, by using our automotive unit technologies to develop a drive unit for e-bikes, we can help address community challenges, such as promoting local tourism and health enhancement.

We are maintaining the flower beds at the Gakunan Electric Train's JATCO MAE Station to enrich the lives of everyone in the region. While responding to increasingly complex societal issues, the JATCO Group continually contributes to regional revitalization and the resolution of societal and environmental issues through dialogue with local communities.



Hana-saku JATCO MAE Station Project

## Yagi Area: Yoshitomi Station "makeover" by the employees

Yoshitomi Station in Yagicho, Nantan City, Kyoto is used by most of the employees of the Yagi Plant, so we continually clean it to be of as much help as we can. In November 2023, a total of 90 people including our employees and Nantan City officials cooperated on a "makeover" of Yoshitomi Station, improving it so much that it was nearly unrecognizable.

We will continue to take part in various activities to ensure that we take good care of the station that always serves us.



## China: Hands-on manufacturing experience for children

JATCO (Guangzhou) Automatic Transmission Ltd. is conducting a program for local children to learn about how cars work. This is an experience-based program that allows children to learn about the CVT mechanism in a fun way through experiences such as seeing, hearing, touching, etc. Moreover, currently this program is expanding beyond Guangzhou City to cover the children in all of Guangdong Province.



## Fuji Area: Participation in community development utilizing bicycles

JATCO is developing drive units for e-bikes based on the technology it has cultivated with cars. Meanwhile, in March 2022, the company signed an agreement with Fuji City, where its head office is located, regarding community development that utilizes bicycles, and it is advancing challenges to address regional issues. In 2023, the company will participate in local community development activities,

such as conducting pilot studies with local companies and organizations, etc.



## Mexico: High school equivalency certification course offered

JATCO MEXICO has been offering a course since 2021 for employees who were unable to attend or graduate from high school due to family circumstances, etc., enabling them to obtain high school equivalency certification while working at the company. A total of four sessions of this course were held by 2023, and it produced a total of over 100 graduates. JATCO MEXICO will continue to support its employees so that they can achieve their goal of graduating from high school.





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# Social Contribution Activities



## Our three key categories: environment, education, and welfare

The social contribution activities of the JATCO Group have the characteristic that they are mostly in the employee-participation style.

The JATCO Group has established the environment, education, and welfare as the three key categories for our community contribution initiatives and most of these initiatives take a form in which the employees actually move their bodies. Moreover, another major advantage for the employees is that through the activities we carry out in each region and site they can receive direct feedback from the people included in the activities.



### Contribution activities for the environment (one example)

Together with Fuji City Hall, we organize volunteers to pick up trash along a climbing route running from the coast to the summit of Mt. Fuji. This not only protects the environment of Mt. Fuji, a World Heritage Site, but also helps preserve the mountain's ecosystem.



Trash collecting activities on the summit of Mt. Fuji

### Contribution activities for education (one example)

In cooperation with local schools, JATCO Group companies assist in youth career formation. Employees visit nearby elementary, junior high and high schools as lecturers, helping create opportunities for the students to think about their own futures through conversations about the fun of monozukuri and the motivation of work, stories of challenges, choosing a career, etc.



Mirai Lecture at Shizuoka Prefectural Fuji High School

### Contribution activities for welfare (one example)

Soccer players with intellectual disabilities have only limited opportunities to demonstrate the results of their training. Therefore, JATCO has been organizing the JATCO × Yokohama F. Marinos Futuro Cup (now the JATCO Cup) together with the Yokohama F. Marinos soccer club since FY2015. We continue to support many athletes with intellectual disabilities, along with their teams, with the goal of them participating in this tournament and having an opportunity to know the joy of soccer once again.



Volunteer workers who supported the soccer tournament for players with intellectual disabilities

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### Foster biodiversity

At JATCO, we are actively working on biodiversity as part of our contribution activities for the environment, one of our key categories.

The future of the Earth is woven together with a rich ecosystem. JATCO is deeply aware that the conservation of biodiversity is the foundation of a sustainable society, so we are cultivating a world where we can coexist with a diverse range of living creatures through environmental conservation activities rooted in local communities.

### Global biodiversity initiatives

JATCO is actively engaged in tree-planting globally. In Japan, we participated in the Mt. Fuji Foothills Beech Forest Creation Project sponsored by Fuji City and in Mexico, we planted trees in a park in Aguascalientes State to mark World Environment Day. In Guangzhou City in China, we planted trees near our plant, which also led to the encouragement of communication among our employees.

Furthermore, in Japan, together with children from Fuji City Imaizumi Kindergarten, every year in June, JATCO releases sweetfish fry into the nearby Tajuku River to coincide with Environment Month. This activity, which we began in 1999, is aimed at protecting the ecosystem of the Tajuku River that runs through Fuji City where our head office is located and is undertaken in the hope that it will foster environmental awareness among the kindergarteners. We are actively tackling biodiversity conservation as a member of society.



Japan  
Mt. Fuji Foothills Beech Forest Creation Project



Mexico  
Tree-planting in Aguascalientes State



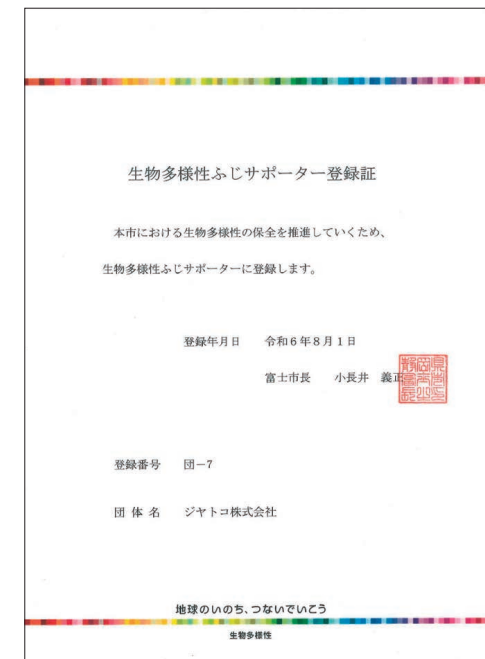
China  
Tree-planting in the Guangzhou Development Zone



Japan  
Releasing sweetfish fry

### Registration in Fuji City's Fuji Biodiversity Supporter Registration System

As an initiative to maintain abundant biodiversity into the future, Fuji City has established the Fuji Biodiversity Supporter Registration System. By registering as a corporate supporter and participating in and cooperating with the initiatives concerning biodiversity conservation implemented by the city, JATCO is encouraging better understanding of biodiversity among its employees, leading to their active participation in the conservation of biodiversity by Fuji City.





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## Social Contribution Activities

### 12,297 participants globally

The JATCO Group conducts social contribution activities globally, tailoring efforts to the needs of local communities around the world. In FY2023, 12,297 employees worldwide participated in these activities. They carried out a variety of activities in the areas of the environment, education, and welfare.

#### A selection of activity examples

Area	Number of participants	Main activity examples
Japan	5459	Gifting picture books (to kindergartens) Kids Engineer (elementary school students) Educational lectures: school & company visits (elementary, junior high and high school students) Mt. Fuji Clean Route 3776 cleaning Supporting powerchair soccer
Mexico	3789	Gifting recycled materials Cleaning of community areas in the city Support for medical treatment for children with cancer Distributing items to the needy
China	472	Career planning seminar Subway station environmental protection Tree-planting activities Zoo volunteering
France	16	Donating used tires Donating used PCs Donating a part of the running participation fee to charity organizations
U.S.A.	69	Food distribution volunteering Distributing toys to children
Thailand	1831	Blood donation Donating used lottery tickets Recycling of beverage containers
South Korea	661	Recycling of plastic caps Distributing free food to the needy Donating towels to support animals



Gifting recycled goods (JATCO MEXICO)



Subway station environmental protection (JATCO (Guangzhou) Automatic Transmission Ltd.)



Free food distribution (JATCO Korea Engineering / JATCO Korea Service)



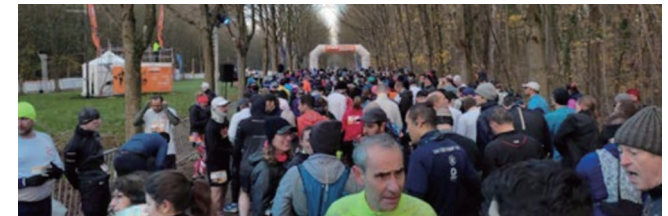
Donating recycled goods (JATCO (Suzhou) Automatic Transmission Ltd.)



Beverage container recycling activities (JATCO (Thailand))



Food donations (JATCO USA)



Donating a part of the running participation fee (JATCO France SAS)