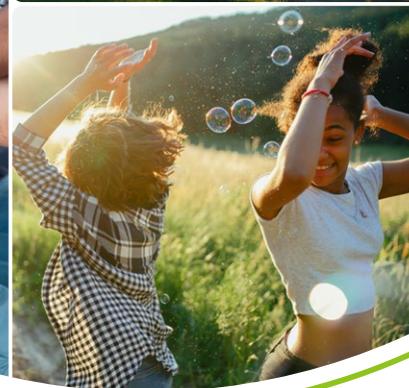


JATCO Sustainability Report 2025



Jatco

**JATCO Sustainability Report
2025**

Editorial Policy

This Sustainability Report is intended for all JATCO's stakeholders, including customers, employees, business partners, and local communities. We hope to facilitate your understanding of JATCO's ongoing sustainability efforts and utilize your valuable feedback to uncover new challenges and inform future initiatives. We sincerely welcome any candid opinions or impressions you may have after reading this report.

<Survey>

<https://forms.office.com/r/LmREvAifA6>

**Reference Guidelines**

GRI Standards

Reporting Period

April 2024 – March 2025

Scope

JATCO Ltd and consolidated subsidiaries in Japan and overseas

Reporting Cycle

Annually (previous report issued in December 2024)

Date of Issue

December 2025

Departments Responsible for Publication and Inquiries

Corporate Planning Department, Global Communications Department

https://www.jatco.co.jp/english/inquiry/agreement_other.html

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CEO Message

Strengthening sustainability management to contribute to the future of people, society, and the planet



JATCO Ltd
President and CEO
Tomoyoshi Sato

At JATCO, we position sustainability at the core of our corporate activities, centered on our corporate purpose: "Driving the possibilities of mobility with technology and passion." We recognize that facing complex social issues such as climate change, resource dependency, and human rights challenges is our mission as a company developing its business globally, and we will create a sustainable future together with all our stakeholders.

We have stipulated 18 materialities as priority issues that JATCO should address to promote sustainability. A key pillar is our contribution to vehicle electrification, and our strategy for the electric age is progressing steadily. We have commenced full-scale mass production of the X-in-1 electric powertrain for Nissan Motor Co., Ltd. at our Fuji plant, and we have also established a new production company in Europe, JATCO UK Ltd, to begin production preparations. Furthermore, with innovative electric powertrain technologies including our ultra-compact e-Axle, which is currently under independent development, we are moving forward toward achieving our goal of producing 5 million units annually for electric vehicles by 2030. We will widely provide the market with competitive electric powertrains that leverage the transmission efficiency, quietness, and energy management technologies we have cultivated through our conventional CVT technology in the electrification domain, thereby raising the value proposition of electric vehicles, promoting their adoption, and contributing to realizing a decarbonized society.

CEO Message

In terms of achieving carbon neutrality, we aim to make our entire value chain carbon neutral by 2050, covering not only products but also development, production processes, and logistics. In our production processes, we are achieving significant reductions in environmental impact through smart factory initiatives driven by DX advancement and the development of innovative production technologies. To promote a circular economy, we are building effective resource circulation mechanisms in a variety of areas, including materials procurement, product planning and design, and after-sales service.

At JATCO, we have added entrepreneurship to the T-E*-A-M* values of our corporate philosophy, and each and every employee is working on creating new value through taking on challenges toward innovation. We are expanding the technologies and expertise cultivated as an automotive transmission manufacturer to mobility beyond automobiles and continuing to take on challenges in new business areas. We are promoting initiatives toward commercialization, including a 2-in-1 drive unit for electric-assist bicycles, an automatic 2-speed in-wheel drive unit for electric motorcycles in China, and even low-voltage wind turbines utilizing reused parts from electric vehicles. These new business developments embody the spirit of entrepreneurship, and we will continue to actively promote them as concrete examples of applying our technologies to solving social issues.

The foundation of all our activities is our people. We continue to build an organization where each and every employee can leverage their diverse values and individuality and thrive, and we are realizing new ideas and value creation. We also practice health management aimed at employee well-being and sustainable company growth. In Japan, we have earned designation as one of Japan's "White 500" corporations for outstanding health and productivity management by the Ministry of Economy, Trade and

Industry for seven consecutive years, and we have ranked in the top 50 overall for two consecutive years since 2024.

While today's environment of drastic change brings difficulties, it also presents opportunities to create new businesses. At JATCO, we will continue to engage sincerely with all our stakeholders and work with full commitment to solving social issues through our business activities.

While driving the possibilities of mobility with technology and passion, we will deepen our sustainability management further and continue moving forward toward realizing a sustainable society in order to contribute to the future of people, society, and the planet.

Values T-E-A-M: (T) Team leadership by everybody, (E) Entrepreneurship, (E) External mindset, (A) Aspiration to win, (M) Monozukuri excellence

