



# Sustainability Management

JATCO's Sustainability



# JATCO's Sustainability

## Message from the Officer in Charge of Sustainability

JATCO's corporate purpose, "Driving the possibilities of mobility with technology and passion," embodies our belief that mobility does more than simply enable the movement of people and goods. It creates new encounters and experiences within an infinitely expanding space, opening up possibilities for each and every individual. We believe that by driving the possibilities of mobility and enabling everyone to move freely as they wish, people will be inspired, their interactions will be filled with energy and excitement, and the world will become freer and more prosperous. With a strong commitment to "Driving the possibilities of mobility with technology and passion," JATCO engages in business activities aimed at realizing such a future.

Four years ago, around the same time that we established our Corporate Purpose, we positioned sustainability at the core of our corporate activities and defined our vision for each of the 18 materialities (key issues). We have continued to deepen and explore them. Currently, we are promoting activities in line with a roadmap that we created for achieving the targets we have set. The progress of these activities is monitored by the executive committee, which is composed of the heads of each division, and the results are reflected in this Sustainability Report, forming the foundation of our information disclosure. In this way, our sustainability activities are currently gaining recognition both inside and outside the company. (The 18 materialities are shown in bold text below.)

However, the environment around us is changing rapidly, with many headwinds such as climate change and the worsening of social issues. It is precisely in such times that a shift from self-interest to altruism is required, and we strongly feel that achieving both economic value and social value is essential for companies. We will further strengthen our activities from this perspective.

For more than 10 years, JATCO has promoted **social contribution activities** and contributed to **community development** at all our global locations. Our goal is to gain the approval of our local communities and for them to think, "We're glad JATCO is here in our community." Going forward, we will further expand the scope of our activities and take on the challenge of achieving both the resolution of social issues on regional, national, and global scales and the creation of economic value.

Specifically, we will of course contribute to addressing environmental issues such as the **promotion of decarbonization, building a circular economy, the pursuit of energy efficiency, and air, water, and soil conservation**. Furthermore, besides the **contribution to vehicle electrification**, we will also seek **solutions that expand mobility**, with the aim of addressing social issues such as responding to an aging society and eliminating mobility disparities, and we will connect these efforts to new business opportunities.

At the same time, as the foundation for these initiatives, we will continue to focus on **career development and diversity & inclusion** for our human capital. In terms of manufacturing, we will thoroughly pursue **quality that brings trust, sustainable and responsible sourcing, and occupational safety and health**. Furthermore, to strengthen our corporate foundation, we will deepen **governance, regulatory compliance, and other compliance, disaster countermeasures (physical hazards)**, and information security, enhancing our fundamental ability to improve competitiveness and resolve social issues.

Regarding **human rights**, last year, we articulated our commitment to respecting the human rights of all stakeholders and established and declared our Human Rights Policy and Human Rights Guidelines.

As we advance these activities, we will actively solicit the diverse opinions of our stakeholders and reflect them in our business activities, further enhancing **stakeholder engagement**.

The business environment is changing rapidly, and we expect to face diverse and complex challenges going forward. However, we will not cease our efforts to dig deeper and explore wider. Ultimately, we will aim to create a team and corporate culture in which all employees naturally engage in activities that integrate the resolution of social issues with the creation of economic value, and proactively develop them on their own initiative, going beyond the mere concept of "sustainability" as just a label.



Head of Corporate Planning Division  
Senior Vice President  
Takashi Sakagami

# JATCO's Sustainability

## Basic Sustainability Policy

- 1



### Overcoming of social issues

Guided by our corporate purpose, "Driving the possibilities of mobility with technology and passion," JATCO **regards sustainability as fundamental to business management and strives to contribute to economic growth and help overcome societal issues through all business activities and other undertakings.**
- 2



### Provision of unique value

By providing unique value through innovative technologies, JATCO contributes to societal advancement brought about by clean, safe, comfortable, yet exciting mobility.
- 3



### Dialogue with society

In communication with all stakeholders, including customers, employees, business partners, and local communities, JATCO seeks to realize a sustainable society.
- 4

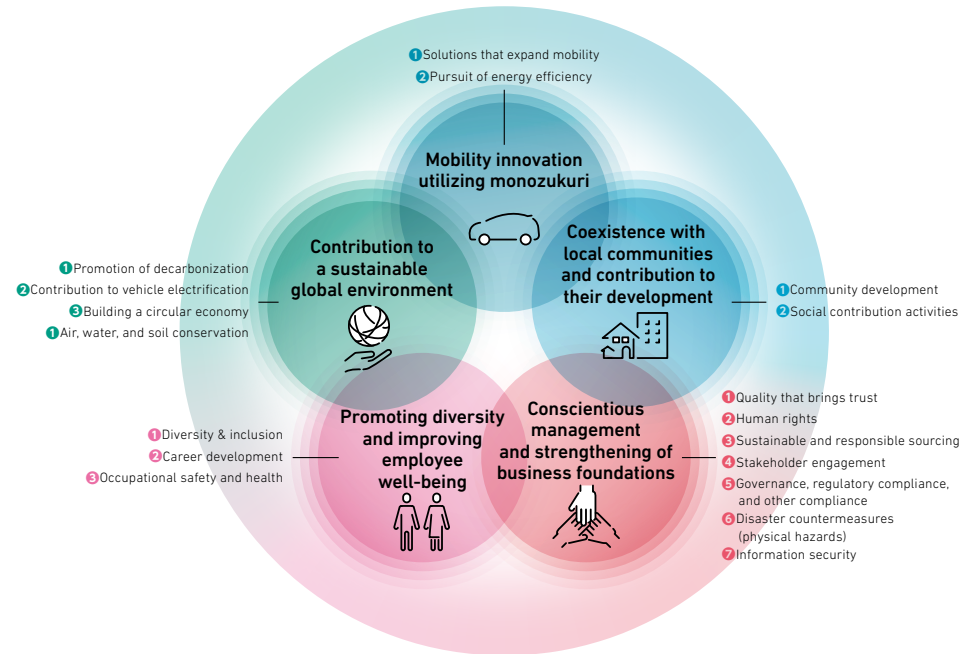


### Voluntary initiatives by employees

JATCO advances and raises the level of corporate sustainability activities by ensuring every employee is aware of and voluntarily engages in sustainability.

## Materialities (key issues)

To align stakeholder concerns with the direction of our growth, JATCO has identified 18 key sustainability issues (materialities) in five categories that we should prioritize. These key issues are discussed in the executive committee and incorporated into business activities, ensuring progress on initiatives, leading to the creation of corporate value.



## Materiality Identification Process

JATCO identified its materialities through the following process:



# JATCO's Sustainability

## Materialities (key issues) and our vision

We have established a vision for each materiality aimed at the creation of medium to long-term corporate value.

Materialities (key issues)	Our vision	SDGs
Contribution to a sustainable global environment	<b>Promotion of decarbonization</b> JATCO aims to reduce CO <sub>2</sub> by 46% by 2030 (compared to 2013) and to achieve carbon neutrality across its entire value chain by 2050 through its initiatives in the four areas of entire life cycle, production, development, and environmental activities.	
	<b>Contribution to vehicle electrification</b> Aiming to contribute to global environmental protection and a sustainable society, JATCO will continue to provide its stakeholders with new added value in its products and services by building effective resource recycling mechanisms in a variety of processes in its business activities, such as repairing, reusing, rebuilding and recycling.	
	<b>Building a circular economy</b> JATCO will contribute to the widespread adoption of electric vehicles for the achievement of a decarbonized society by utilizing the technology it has cultivated in transmissions to provide competitive electric powertrains that help improve the product appeal of electric vehicles.	
	<b>Air, water and Soil conservation</b> JATCO aims for zero impact on the environment by thoroughly managing the resources input into its production activities and the substances released externally, and by working to conserve resources and reduce its environmental impact.	
Mobility innovation utilizing Monozukuri	<b>Solutions that expand mobility</b> With its innovative and unique technologies, JATCO pursues the possibilities of achieving clean, safe, comfortable, yet exciting products and services, and provides new value to mobility.	
	<b>Pursuit of energy efficiency</b> JATCO contributes to reducing CO <sub>2</sub> emissions and environmental impacts throughout society by developing technologies that contribute to enhancing the energy efficiency of our products and improving the energy efficiency of vehicles overall.	
Coexistence with local communities and contribution to their development	<b>Community development</b> JATCO utilizes its technologies and assets to aim for a society in which communities and companies can develop together, by being actively involved in revitalizing local communities and resolving their issues.	
	<b>Social contribution activities</b> As a good corporate citizen, JATCO contributes to the resolution of social issues and a better society by having its employees actively participate in activities with the environment, society, and welfare as priority areas.	

Materialities (key issues)	Our vision	SDGs
Promoting diversity and improving employee well-being	<b>Diversity &amp; inclusion</b> JATCO respects the diverse values and individuality of our employees, achieves an organization in which each and every employee can thrive, and uses the new ideas that are born from this to provide new value to our customers and society. For that reason, we promote the participation of women and people with disabilities.	
	<b>Career development</b> Based on the idea that its employees are the assets of the company, JATCO will achieve a motivated workplace where each and every employee can experience growth. It will continually provide employees with all growth opportunities so that the employees and the company can grow together.	
	<b>Occupational safety and health</b> JATCO will achieve a workplace environment where employees can work safely, healthily, and energetically. Through "Absolute Safety" it will build a workplace free of disasters and fires, develop people who are strong in safety, and through "health management" work to continuously improve the physical and mental health of its employees.	
Conscientious management and strengthening of business foundations	<b>Quality that brings trust</b> JATCO will achieve product quality and quality management that meet customer expectations and gain the trust of our customers. Each and every employee will have a high level of quality awareness and will tackle quality as a company-wide issue.	
	<b>Human rights</b> JATCO recognizes that respect for human rights is the foundation of its business activities and, as a corporation trusted by society, it respects the human rights of all of our stakeholders and complies with the applicable laws and regulations and standards. All employees share this recognition and act based on the highest ethical standards.	
	<b>Sustainable and responsible sourcing</b> JATCO aims to build mutual trust with its business partners to achieve sustainable growth for both parties. It will implement initiatives aimed at a business which takes into consideration the environment and society in the supply chain and the stable supply of parts and materials.	
	<b>Stakeholder engagement</b> JATCO will actively engage in dialogue with major stakeholders regarding their concerns to build relationships of trust. By reflecting stakeholder feedback into its corporate activities, JATCO will achieve sustainable corporate growth and societal development.	
	<b>Governance, regulatory compliance, and other compliance</b> JATCO will conduct a disciplined and highly transparent business operation by ensuring that employees have a good grasp of our Corporate Philosophy and Code of Conduct and by maintaining and strengthening internal control based on the Basic Policy on Internal Control System. It will constantly monitor the situation in order to respond to issues and it will regularly implement education for employees.	
	<b>Disaster countermeasures (physical hazards)</b> JATCO will construct a system for business continuity by anticipating a variety of risks that could shake the foundations of its corporate activities. It will implement regular training and implement continual issue resolution.	
	<b>Information security</b> JATCO will ensure that security policies are thoroughly communicated to everyone, from management to the work sites. It will identify information assets, assess risks, and implement the latest preventative security measures, so that all employees respond with a sense of responsibility to risks such as information asset leaks, etc.	

# JATCO's Sustainability

## External recognition and third-party certification

### External recognition



#### Platinum Kurumin Certification

Continuously certified since 2015



健康経営優良法人  
KENKO Investment for Health  
大規模法人部門  
ホワイト500

#### Certified Health & Productivity Management Organization

Continuously certified among the top 500 companies since 2019  
\* Ranked in the top tier group (1st-50th places) for two consecutive years



#### Sports Yell Company

Certified for the fourth time since 2021



#### Bicycle Commuting Promotion Project

Certified in 2025

### Third-party certification for management systems

#### Environmental management system

JATCO has earned ISO 14001:2015, the latest standard for environmental management systems, at all our production bases in Japan and overseas.

#### Quality management system

JATCO has earned IATF 16949 certification, the quality management system for the automotive industry, at all our production bases in Japan and overseas.

### Contributing to the Achievement of the SDGs

The 2030 Agenda for Sustainable Development was adopted at the United Nations Sustainable Development Summit in September 2015. JATCO endorses the globally shared Sustainable Development Goals (SDGs) and will contribute to their achievement. In April 2022, for instance, we signed on to the SDGs Future City Initiative declaration of Fuji City, Shizuoka Prefecture, home to our head office, and are doing our part to realize the vision of Fuji as an SDGs Future City.

Pages in this report describing related initiatives display the respective goal icons to indicate connections with the SDGs.



富士山とともに 輝く未来を拓くまち  
SDGs 未来都市 富士市

