Data

Environmental Data for Each Production Base

Social Data

Environmental Data for Each Production Base (FY2024 results)

Fuji Area

[Including the Head Office]
Site: 580,440 m²
Buildings (Total): 389,403 m²

Air pollution

NOx: Nitrogen oxide, SOx: Sulfur oxide

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Compact boiler (22 units)	Dust and soot	g/Nm³	0.05	0.001	0.00003
	NOx	ppm	100	45	29
	SOx	Nm³/h	0.002	0	0
Metal-heating furnace (16 units)	Dust and soot	g/Nm³	0.05	0.005	0.001
	NOx	ppm	150	27	16
	SOx	Nm³/h	0.018	0	0
Steel-heating furnace (4 units)	Dust and soot	g/Nm³	0.05	0.001	0.0002
	NOx	ppm	150	7	3
	SOx	Nm³/h	0.026	0	0
Aluminum-melting furnace (11 units)	Dust and soot	g/Nm³	0.06	0.0031	0.006
	NOx	ppm	150	42	10.895
	SOx	Nm³/h	0.019	0	0.000
	Dioxin	ng-TEQ/Nm³	5	1.6	0.278
Drying kiln (1 units)	Dust and soot	g/Nm³	0.05	0.002	0.002
	NOx	ppm	56	15	15.000
	SOx	Nm³/h	0.0048	0	0.000
	Dioxin	ng-TEQ/Nm³	5	0.0000011	0.0000011
Drying combustion furnace (1 unit)	Dioxin	ng-TEQ/Nm³	5	0.0000018	0.0000018

Water quality

Figures shown in brackets ( ) for the regulatory limit are daily averages

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	5.8 - 8.6	6.8	6.9
Biochemical oxygen demand (BOD)	mg/L	20 (15)	4	3
Chemical oxygen demand (COD)	mg/L	20 (15)	6	5.1
Suspended solids (SS)	mg/L	20 (10)	2	2
n-hexane extracts (mineral oils)	mg/L	4	0	0
Copper	mg/L	0.1	0	0
Zinc	mg/L	1.0	0.07	0.05
Coliform count	units/mL	3,000	4	2
Trichloroethylene	mg/L	0.3	0	0
Dichloromethane	mg/L	0.02	0	0
Boron	mg/L	10	0	0
Fluorine	mg/L	15	0	0
Ammoniacal nitrogen Nitrate-nitrogen Nitrite-nitrogen	mg/L	100	1.6 0.7 0.39	1 0.35 0.23

Fujinomiya Area

Site: 67,698 m²
Buildings (Total): 66,756 m²

Air pollution

NOx: Nitrogen oxide, SOx: Sulfur oxide

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Compact boiler (6 units)	Dust and soot	g/Nm³	0.05	0.007	0.0028333
	NOx	ppm	100	79	74
	SOx	Nm³/h	0.01	0	0
Metal-heating furnace (3 units)	Dust and soot	g/Nm³	0.05	0.037	0.00975
	NOx	ppm	150	74	35
	SOx	Nm³/h	0.01	0	0

Water quality

Figures shown in brackets ( ) for the regulatory limit are daily averages

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	5.8 - 8.6	7	6.9
Biochemical oxygen demand (BOD)	mg/L	20 (15)	1	0.5
Chemical oxygen demand (COD)	mg/L	20 (15)	1.3	1.3
Suspended solids (SS)	mg/L	20 (15)	0	0
n-hexane extracts (mineral oils)	mg/L	5	0	0
Phenols	mg/L	5	0	0
Copper	mg/L	3	0	0
Zinc	mg/L	2	0.05	0.05
Soluble iron	mg/L	10	0	0
Soluble manganese	mg/L	10	0	0
Chromium	mg/L	2	0	0
Coliform count	units/mL	3,000	1	0.5
1, 1, 1-trichloroethane	mg/L	0.001	0	0
Boron	mg/L	10	0	0
Ammoniacal nitrogen Nitrate-nitrogen Nitrite-nitrogen	mg/L	100	0.4 0 0	0.40 0 0

Yagi Area

Site: 233,323 m²
Buildings (Total): 68,277 m²

Air pollution

NOx: Nitrogen oxide, SOx: Sulfur oxide

Equipment	Item	Unit	Regulatory limit (including exceptions)	FY2024	
				Maximum	Average
Continuous carburizing furnace	Dust and soot	g/Nm³	0.1	ND	ND
	NOx	ppm	150	55	28
	SOx	Nm³/h	5.00	ND	ND

Water quality

Figures shown in brackets ( ) for the regulatory limit are daily averages

Item	Unit	Regulatory limit (including exceptions)	FY2024	
			Maximum	Average
Hydrogen ion concentration (pH)	—	5.8 to 8.6	7.4	7.1
Biochemical oxygen demand (BOD)	mg/L	20 (10)	1	1
Chemical oxygen demand (COD)	mg/L	30 (20)	1.4	0.6
Suspended solids (SS)	mg/L	30 (20)	0.8	0.5
n-hexane extracts (mineral oils)	mg/L	2.5	Undetected	Undetected
Phenols	mg/L	0.3	Undetected	Undetected
Copper	mg/L	1	Undetected	Undetected
Zinc	mg/L	1	Undetected	Undetected
Soluble iron	mg/L	2.5	Undetected	Undetected
Soluble manganese	mg/L	2.5	Undetected	Undetected
Chromium	mg/L	0.5	Undetected	Undetected
Coliform count	units/mL	1500	Undetected	Undetected
Ammoniacal nitrogen	mg/L	16 (12)	8.6	4.7
Nickel	mg/L	0.5	Undetected	Undetected
Phosphorus	mg/L	1 (0.5)	Undetected	Undetected
Boron	mg/L	10	Undetected	Undetected
Fluorine	mg/L	8	Undetected	Undetected

Environmental Data for Each Production Base (FY2024 results)

JATCO MEXICO S.A. DE C.V.

Air pollution

NOx: Nitrogen oxide

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Metal-heating furnace	Dust and soot	g/Nm³	1,022.5	0.054	0.0049
	NOx	ppm	375.0	–	–
Aluminum-melting furnace	Dust and soot	g/Nm³	-	0.146	0.013
	NOx	ppm	375.0	53.71	9
Metal-heating furnace	Dust and soot	g/Nm³	1113.8	11.38	10.6
	NOx	ppm	-	-	-

Water quality

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	5-10	7.9	7.7
Biochemical oxygen demand (BOD)	mg/L	150	33.6	28
Chemical oxygen demand (COD)	mg/L	320	59.2	51
Suspended solids (SS)	mg/L	150	10	10
n-hexane extracts (mineral oils)	mg/L	5	5	5
Phenols	mg/L	n/a		
Copper	mg/L	4	2.2	2.2
Zinc	mg/L	10	5.5	5.5

JATCO (Guangzhou) Automatic Transmission Ltd.

Air pollution

TSP: Total suspended particulates

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Heat treatment line	TSP	mg/m³	120	2.6	1.55
	Nonmethane hydrocarbons	mg/m³	120	23	5.45

Water quality

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	6.0-9.0	7.2	7.1
Biochemical oxygen demand (BOD)	mg/L	300	18.8	3
Chemical oxygen demand (COD)	mg/L	500	193	78.5
Suspended solids (SS)	mg/L	400	72	46
n-hexane extracts (mineral oils)	mg/L	20	0.4	0.2

JATCO (Suzhou) Automatic Transmission Ltd.

JATCO (Thailand) Co., Ltd.

Air pollution

TSP: Total suspended particulates

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Vacuum carburizing furnace VF No. 1	TSP	mg/m³	400	20.26	-
Vacuum carburizing furnace VF No. 2	TSP	mg/m³	320	24.48	-

Water quality

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	5.5-9.0	7.90	7.66
Biochemical oxygen demand (BOD)	mg/L	500	54.0	26.80
Chemical oxygen demand (COD)	mg/L	750	162	110.5
Suspended solids (SS)	mg/L	200	39	16.3
n-hexane extracts (mineral oils)	mg/L	10	4.00	3.08

Air pollution

TSP: Total suspended particulates

Equipment	Item	Unit	Regulatory limit (including exceptions)	Measured values	
				Maximum	Average
Heat treatment line	TSP	mg/m³	120	2.1	1.9
	Nonmethane hydrocarbons	mg/m³	60	51.0	22.7
Machining line	TSP	mg/m³	120	2.0	1.8

Water quality

Item	Unit	Regulatory limit (including exceptions)	Measured values	
			Maximum	Average
Hydrogen ion concentration (pH)	—	6.0-9.0	7.4	7.1
Biochemical oxygen demand (BOD)	mg/L	300	92.4	86.6
Chemical oxygen demand (COD)	mg/L	500	230	157.0
Suspended solids (SS)	mg/L	400	15	15
n-hexane extracts (mineral oils)	mg/L	100	5	4.52

Social Data

Social data

(FY)

JATCO Ltd		Unit	2022	2023	2024
Number of employees		People	5,000	4,909	4,695
	Men	People	4,570	4,478	4,266
	Women		430	431	429
Average age		Years old	44	43	44
	Men	Years old	44	44	44
	Women		39	39	39
Years of service		Years	21.0	18.8	21.8
	Men	Years	21.8	19.2	22.3
	Women		15.9	15.6	17.5
Employment rate for individuals with disabilities		%	2.47	2.57	2.58
Percentage of men taking childcare leave		%	16.5	30.2	38.6
Percentage of employees returning to work after taking childcare leave		%	100	100	100
	Men	%	100	100	100
	Women		100	100	100
Number of days of annual leave taken		Days	16.8	15.8	18.5
Average overtime hours		Hours/month	17.9	22.8	21.9
Female managers		People	13	14	16
	Ratio	%	4.8	5.2	5.3
Number of new hires		People	50	42	65
	Men	People	42	36	56
	Women		8	6	9

Scope: JATCO Ltd.

* Percentage of men taking childcare leave = male employees who took one day or more of childcare leave in the applicable fiscal year ÷ the number of male employees whose spouse gave birth in the applicable fiscal year
* The FY2024 figures for the number of new hires are the figures as of April 2025