



Global Changes and Purpose-driven Management

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I wonder if I am the only one who feels that the pace of global change has become faster in recent years.

The issue of global warming prompted discussions about reducing CO₂ emissions at meetings of the Conference of the Parties (COP) to the United Nations Framework on Climate Change even before the outbreak of the COVID-19 pandemic. Now all of the developed countries have independently implemented their own emissions regulations while various speculations about climate change persist. In addition, consciousness of sustainability has risen, and the world is beginning to demand corporate governance that deals with discrimination, poverty and even human rights as typified by the Sustainable Development Goals (SDGs). Amid these historic changes, infections of the novel coronavirus have spread widely. That triggered advances in the remote world, accelerating the evolution of information technologies and inviting people into a virtual world where everything in daily life can be accomplished while staying at home. As a result, there is a feeling that this has changed even the industrial structure. Semiconductor shortages occurred in the midst of this transition in the industrial structure. Moreover, Russia's startling invasion of Ukraine has become a protracted struggle contrary to initial expectations, giving rise to problems concerning resources such as energy, grains and other materials and sparking global inflation. Considerable time has passed since the present day was first referred to as the age of VUCA, an acronym standing for volatility, uncertainty, complexity and ambiguity. In recent years, various drastic changes have occurred in a short period, creating a feeling that even time has become involved, and it is becoming harder to see the future.

During the past year since becoming president, I have continued to ask myself every day how our company can survive in the future. Even though we cannot see a definite future, can't we see the direction in which to proceed? If changes occur rapidly, shouldn't we acquire the strength and organizational capabilities to keep up with them? And wouldn't it be easier if we initiated change by ourselves instead?

It was against this backdrop that we reviewed our corporate philosophy this fiscal year. As a major pillar of our corporate philosophy, we newly established “driving the possibilities of mobility with technology and passion” as our purpose. This will serve as a compass showing the direction in which to proceed in our unpredictable voyage ahead. It will also be the foundation for perceiving and creating change. This purpose was defined to enable us to move forward in the direction we should proceed without losing our way and without being tossed about by the waves of rapid change. By making clear the significance of JATCO’s presence and contributions to society, everyone within and outside the company will more easily understand JATCO’s value, and also employees will have pride in their company and their work. Above all else, it signifies that we aim to confront change and initiate change by ourselves.

This is the 22nd issue of the JATCO Technical Review. Technology is a vital source of competitiveness in which we take pride. At JATCO, we are also expanding the scope of our technology to include electrification and digital transformation (DX) capabilities, in addition to our traditional technologies for automatic transmissions and continuously variable transmissions. This issue of the JATCO Technical Review also focuses on technologies for “driving the possibilities of mobility,” so we hope that readers will also perceive the changes described here.

Large historical trends in the world are not easily changed, but one can understand their significance. By understanding change without resisting it and pursuing new technologies with passion, we intend to contribute to the formation of a new world of mobility based on those technologies.

JATCO will continue to initiate change based on our expressed purpose of “driving the possibilities of mobility with technology and passion.”