

## Organizational Changes in FY2026

JATCO will implement an organizational restructuring effective April 1, 2026, in order to respond swiftly and appropriately to changes in the business environment and to achieve sustainable growth.

In this organizational restructuring, JATCO will consolidate the current nine divisions into five divisions and establish six functions, with the aim of enhancing the speed of management decision-making and clarifying organizational functions.

The main changes under this organizational restructuring are as follows:

### **<Establishment of the Monozukuri Division>**

- To improve performance from development through production preparation, JATCO will establish a new “Monozukuri Division” by integrating R&D, Production Engineering, and Purchasing. This will enhance responsiveness to the rapidly changing e-Powertrain market and establish a structure that enables seamless process reform from development through production preparation to mass production.
- Through the integration of Development, Production Engineering, and Purchasing under the Monozukuri Division and the adoption of an integrated operating model, decision-making will be accelerated, communication will be improved, and human resource allocation will be optimized, thereby shortening lead times from development through mass production.

### **<Reorganization of Business Development Division / ePowertrain Business Promotion Division>**

- The AT/CVT business will be separated from the “Business Development Division” and integrated with the “ePowertrain Business Promotion Division” to form the “Powertrain Business Division.” Through the integration of automotive-related businesses, JATCO aims to increase customer touchpoints and expand the business.
- To promote business expansion by operating new businesses independently, the new business segment within the “Business Development Division” will be organized as the “Business Development Function,” reporting directly to the President.



### <Other Organizational Changes>

- Corporate Planning Division and the Human Resources Division will be integrated to form Corporate Planning and Human Resources Division.
- Corporate Quality Assurance Division will be reorganized as the Corporate Quality Assurance Function, reporting directly to the President.
- Manufacturing Division will be separated from production engineering and reorganized into an organization focused on factories and the functions that support factory operations.