

CSR Report 2014

Company Performance

We have listed the performance data from the CSR activities of the past three years.

Section	Item		Unit	FY2011	FY2012	FY2013		
Contributing through <i>monozukuri</i>	Products [Independent]	Reduction of CO ₂ as a result of building eco-friendliness into the design of each product	Total		330.9	415.5	457.1	
		Example product groups	Steering	C-EPS Electrically Assisted Power Steering System	10,000 tons	115.9	176.0	184.0
			Bearings	Taper roller bearings for automobiles		72.3	79.9	92.2
	Environment [Independent]	Prevention of global warming	Amount of CO ₂ emissions in production	Basic unit	tons	234,173	230,896	240,024
					t/100,000,000 yen	156.3	147.7	148.1
			CO ₂ emissions in logistics	Basic unit	tons	13,396	13,994	14,330
					t/100,000,000 yen	2.28	2.25	2.24
		Effective use of resources	Basic unit of waste		t/100,000,000 yen	6.8	6.9	6.7
		Reduction and management of environmental burdensome materials	Release/transfer of substances subject to PRTR		tons	34.9	42.1	37.3
			Number of environmental regulation violations		Incidents	0	0	2
		Number of environmental near-incidents*		Incidents	3	5	2	
	Regional contributions [Independent]	Number of plant festival goers			People	7,267	7,045	8,475
		Number of regional conferences			Place	12	12	13
Number of participants in region cleanup activities			People	3,030 (*1)	3,676 (*1)	4,879		
Number of people attending plant tours			People	1,088	1,189	1,051		
Employees [Independent]	Percentage of women in administrative positions	Managerial positions		%	0.76	0.80	0.82	
		Assistant managers		%	1.61	1.78	2.36	
	Percentage of employees with disabilities			%	1.86	1.94	2.11	
	Number of employees with disabilities			People	220	247	278	
	Female employees who took childcare leave	Number		People	19	25	24	
		Percentage**		%	89	100	100	
	Percentage of lost-day accidents			%	0.26	0.14	0.24	
	Lost worktime due to a new category for mental illness	Days		Day	3,683	4,398	4,022	
		Number		People	61	65	50	
	Percentage of employees with a BMI above normal			%	25.1	24.9	25.0	
	Percentage of smokers			%	39.2	36.2	39.3	
	Number of employees (Total permanent, fixed-term, part-time, reemployed, and temporary employees)	Total			13,526 (3,272)	14,232 (3,688)	14,696 (3,803)	
		Men		People	12,393 (2,867)	12,952 (3,148)	13,322 (3,203)	
		Women			1,133 (405)	1,280 (540)	1,374 (600)	
	Average age				39.4	38.9	38.9	
		Men		Age	39.5	39.0	38.9	
Women				38.2	38.1	37.9		
Years of employment				16.5	15.5	15.3		
	Men		Years	16.8	15.8	15.6		
	Women			12.6	12.2	11.7		
Number of employees who quit within 3 years of entering the company [permanent employees, seasonal recruits, quitting due to personal reasons]			%	3.93	2.03	3.01		

* Incidents that had only a slight impact on the environment and were handled within the area they occurred in

** Percentage of female employees who gave birth and also took childcare leave

Section	Item		Unit	FY2011	FY2012	FY2013	
Employees [Independent]	Persons hired [Seasonal recruitment]	Total	People	289	326	316	
		Men	People	269	306	289	
		Women		20	20	27	
		Administrative	People	43	38	44	
		Men		29	26	27	
		Women		14	12	17	
		Engineering	People	95	85	94	
		Men		94	81	90	
		Women		1	4	4	
		Technical	People	151	203	178	
		Men		146	199	172	
		Women		5	4	6	
			Percentage of post-retirement reemployment	%	Approximately 99	100	100
			Percentage of employees who say they feel fairly or completely satisfied with their personal growth (*2)	%	25	29	32
	Percentage of employees who say they feel their work is worthwhile or mostly worthwhile (*2)	%	27	32	34		
	Percentage of employees who say they feel fairly satisfied or completely satisfied with the company (*2)	%	18	21	24		
Financial	Sales	Total		10,526	10,675	12,601	
		Japan		5,220	5,419	5,560	
		Europe	Hundred million yen	1,698	1,393	1,983	
		North America		1,820	1,836	2,475	
		Asia/Oceania/Other		1,786	2,025	2,581	
	Operating profit/loss (% of increase or decrease in sales profits)	Total		356 (△10.7)	291 (△18.2)	582 (99.6)	
		Japan		169	179	333	
		Europe	Hundred million yen	△32	△53	△20	
		North America		18	17	68	
		Asia/Oceania/Other		187	177	229	
		Current term net income	Hundred million yen	133	138	233	
		Common equity	Hundred million yen	3,542	3,626	3,807	
		Total assets	Hundred million yen	9,596	10,269	10,664	
		Net assets	Hundred million yen	3,423	3,842	4,188	
	Self-owned current term net margin [ROE]	%	4.1	4.0	6.2		
	Dividend per share	yen	16	16	18		
	Equipment investment	Hundred million yen	658	1,096	764		
Global development	Number of companies (including JTEKT)	Total		141	139	140	
		Japan		43	41	40	
		Europe		26	26	26	
		North America		17	17	17	
		Asia/Oceania/Other		55	55	57	
	Number of employees (external, average temporary employed personnel)	Total		39,834 (4,677)	41,714 (4,971)	43,456 (5,412)	
		Japan		16,771	17,215	17,651	
		Europe	People	7,515	7,150	7,262	
		North America		4,935	5,503	5,881	
		Asia/Oceania/Other		10,613	11,846	12,662	
Governance	Number of incidents reported within the company [Independent]	Incidents	21	28	33		

*1 Due to the discovery of calculation errors, the numbers for FY2011 and FY2012 have been revised. *2 From the workplace management questionnaire (6 options)