

Creating new value for building an enriched society

JTEKT CORPORATION

President

Motohiko Yokoyama



Corporate Philosophy

The corporate philosophy is composed of the “Corporate Purpose” and “Management Stance”.

Corporate Purpose

Seek to contribute to the happiness of people and the abundance of society through manufacturing that wins the trust of society.

Management Stance

1. Create new value and provide society with joy and inspiration on a broad scale.
2. Aim for growth in harmony with society through innovative operations on a global basis.
3. Create a bright, energetic corporate atmosphere based on respect for people.
4. Strive toward the realization of safer, more abundant living circumstances.

Company History

May 2005

KOYO SEIKO CO., LTD. and
TOYODA MACHINE WORKS LTD.
concluded a merger agreement.

January 2006

JTEKT CORPORATION was established.

Making full use of synergy effect to create new value.

—First of all, please let me know the corporate profile of JTEKT.

JTEKT was established in 2006 by a merger of KOYO SEIKO CO., LTD., which started production of bearings in 1921, and TOYODA MACHINE WORKS, LTD., which was established in 1941 for the manufacture of machine tools. Mainly, we operate a steering systems business, a bearing and driveline business, and a machine tools and mechatronics business. When considering the long history of the two companies before the merger, JTEKT has a long history. But at the same time, JTEKT is a young company. It has been only two years since it was formed. All employees are now forming JTEKT from a brand new standpoint to make a new history for our company.

Electric power steering

Electric power steering system

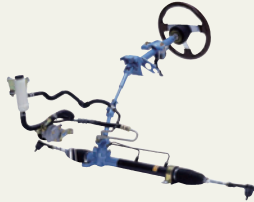


Intelligent front steering (IFS)



Hydraulic power steering

Hydraulic power steering system



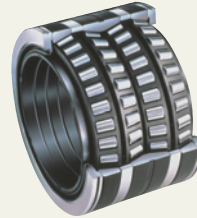
Automotive bearings



Windmill power generator bearings



Steel mill bearings



Machine tool bearings



A vehicle's turning function is performed by the steering system. As a system supplier that provides every type of steering system, JTEKT pursues further improvement of the environment, safety and comfort.

STEERING SYSTEMS

BEARINGS

JTEKT bearings support the rotation of every type of machinery in every industrial field including the automobile, semiconductor, iron-making, household appliance and space industries. We respond to sophisticated and diverse customer demands, such as long-life, light weight, and high-velocity rotation.

Driveline components perform a cruising function in vehicles by connecting the engine to the wheels. JTEKT driveline components offer comfortable driving with tranquility and low-vibration performance. We are working on further technical innovation, including low fuel consumption and light weight.

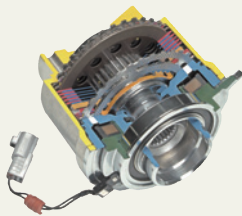
DRIVELINE

JTEKT
JTEKT's main products

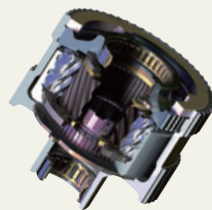
MACHINE TOOLS & MECHATRONICS

JTEKT is a unique company as a parts manufacturer because we also have machine tool technology. Created through the use of a market-in development system, JTEKT machine tools assist our customers to ensure production output and quality.

Intelligent torque controlled couplings (ITCC)



TORSSEN differential



Cylindrical grinder



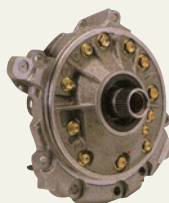
Machining center



Driveshafts



CVT Oil pump



Special-purpose machines



Programmable controller (PLC)



* IFS, ITCC and TORSSEN are trademarks of JTEKT CORPORATION.

**Creating new value
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—The big point for the future of JTEKT is how to create a synergy effect between the two companies.

I think that is exactly true. To do so, I believe the most crucial point is to hammer out a course of action and let each employee head toward the same goal. So, I decided on the “Corporate Philosophy” (Cf., P.2) and “JTEKT VISION 2015” (Cf., P.9). The corporate value, duty and basic stance of JTEKT are shown in our corporate philosophy. This is, so to speak, the fundamental value standard of JTEKT, and we will never stop striving for it. Based on our corporate philosophy, each employee plays a role, so that we can fly high in the future and create new value.

Being a “Quality First Company” is our social responsibility as a manufacturer.

—It is stated as “wins the trust of society” in the first part of the corporate philosophy. What is the thinking behind it?

This is a very basic aspect of our activities to win the trust of customers and society. I believe this is essential for sustainable growth of a company.

—So, what do you think is most important to win trust?

Quality. Appreciation of a company depends not on a company’s size but on its capability to provide a high degree of satisfaction to customers through high-quality products and services. So, we emphasized becoming a “Quality First Company” as a goal in the medium-term management plan for fiscal 2008 to 2010. Needless to say, quality means the quality of our products, but there is more. To enhance the quality of every activity at JTEKT provides the footing for our future development. I would like all employees to take the phrase “There is no development without quality improvement” into their hearts and strive to enhance the quality of their work.

Improvements to society and the environment are linked together.

—Please let me know the focus and target of JTEKT.

In “JTEKT VISION 2015”, we set the following corporate objectives:

1. Be a manufacturing company friendly to the global environment.
2. Be a company that promotes living and work environment improvements by providing safe, reliable and pleasurable products.
3. Be a company that sees market changes as business chances and continues to grow throughout the world.
4. Be a truly global company that is a good corporate citizen with an excellent social and cultural understanding in each world region.

■ Corporate Profile

Company name	JTEKT CORPORATION
Headquarters	No. 5-8, Minamisemba 3-chome, Chuo-ku, Osaka 542-8502 Japan
Head Offices	Nagoya Head Office No. 7-1, Meieki 4-chome, Nakamura-ku, Nagoya, Aichi Pref. 450-8515 Japan Osaka Head Office No. 5-8, Minamisemba 3-chome, Chuo-ku, Osaka 542-8502 Japan
President	Motohiko Yokoyama
Capital	36,800 million yen (as of March 31, 2008)
Number of employees	32,542 (consolidated) 10,023 (nonconsolidated) (as of March 31, 2008)
Sales	Year ending March 2008, 1,157.5 billion yen (consolidated) 683.1 billion yen (nonconsolidated)
Ordinary income	Year ending March 2008, 72.8 billion yen (consolidated) 37.1 billion yen (nonconsolidated)
Consolidated subsidiaries	93 (31 in Japan, 62 overseas)

DOMESTIC NETWORK



JAPAN

Head Offices

- 1 Nagoya Head Office
- 2 Osaka Head Office

Research & Development Centers

- 3 Nara Pref.
- 4 Osaka
- 5 Aichi Pref.

Technical Centers

- 6 Chubu Technical Center
- 7 Toubu Technical Center

Domestic Plants

- 8 Kokubu Plant
- 9 Kariya Plant
- 10 Tokushima Plant
- 11 Okazaki Plant
- 12 Tokyo Plant
- 13 Kagawa Plant
- 14 Nara Plant
- 15 Higashikariya Plant
- 16 Toyohashi Plant
- 17 Tadamisaki Plant
- 18 Hanazono Plant
- 19 Kameyama Plant

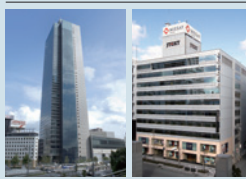
Sales Offices

- 20 Tokyo Branch Office
- 21 Higashinohon Branch Office
- 22 Kitakanto Branch Office
- 23 Hamamatsu Branch Office
- 24 Toyota Branch Office I
- 25 Toyota Branch Office II
- 26 Nagoya Branch Office
- 27 Kansai Branch Office
- 28 Nishinohon Branch Office
- 29 Utsunomiya Business Office
- 30 Mito Business Office
- 31 Chiba Business Office
- 32 Hokuriku Business Office
- 33 Kobe Business Office
- 34 Okayama Business Office
- 35 Kyushu Business Office
- 36 Fukuoka Business Office

Distribution Centers

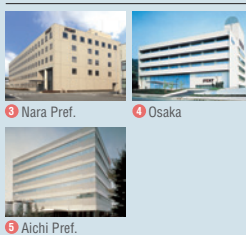
- 37 Kansai Distribution Center
- 38 Kawai Distribution Center
- 39 Chubu Distribution Center
- 40 Kanto Distribution Center

Head Offices



1 Nagoya Head Office 2 Osaka Head Office

Research & Development Centers



3 Nara Pref. 4 Osaka 5 Aichi Pref.

Technical Centers



6 Chubu Technical Center 7 Toubu Technical Center

Domestic Plants



8 Kokubu Plant 9 Kariya Plant 10 Tokushima Plant
11 Okazaki Plant 12 Tokyo Plant 13 Kagawa Plant
14 Nara Plant 15 Higashikariya Plant 16 Toyohashi Plant
17 Tadamisaki Plant 18 Hanazono Plant 19 Kameyama Plant

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— **“Environment” is stressed at the top of the corporate objectives.**

As people all over the world become more conscious of the environment, I recognize that response to environmental issues is the top priority.

— **What do you think is necessary to achieve such goals?**

I believe that the driving force to open up our future is technological capabilities. To devote our energy to quickly providing our advanced technology and products is crucially important, and I hope to increase the instances in which we can do so. When we realize this, we can contribute to the sustainable development of society, and as a result, we will win the trust and appreciation of society.

Promote a working environment in which all employees are proud of their work.

— **Development of human resources is necessary to realize such targets, isn't it?**

I firmly believe that the very base of such efforts is human resources and a company's heritage is its human resources.

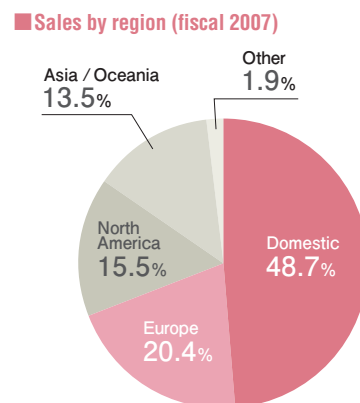
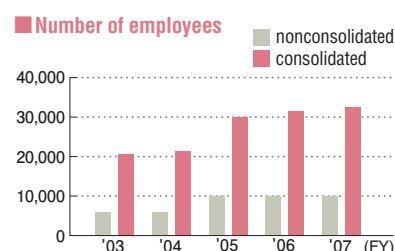
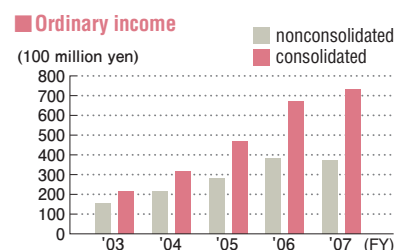
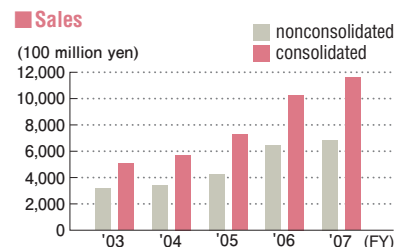
— **What kind of human resources do you want to develop?**

I think that working means obtaining places and opportunities to develop as a person. We receive a great deal of joy from working and we can share the joy with co-workers. To gain joy and to develop, it is necessary to positively challenge new things with high aspirations. When challenging new things, sometimes we succeed, but sometimes we fail. The point is, what we learn from failure. To experience failure will be a great wealth, not only for that unsuccessful person, but for the workplace and company. This is why I have a strong hope to develop employees who positively take up a challenge and stick with it to the end. To do so, the very important thing is that the workplace atmosphere welcomes challenges.

To be a truly global company that wins the trust of international community.

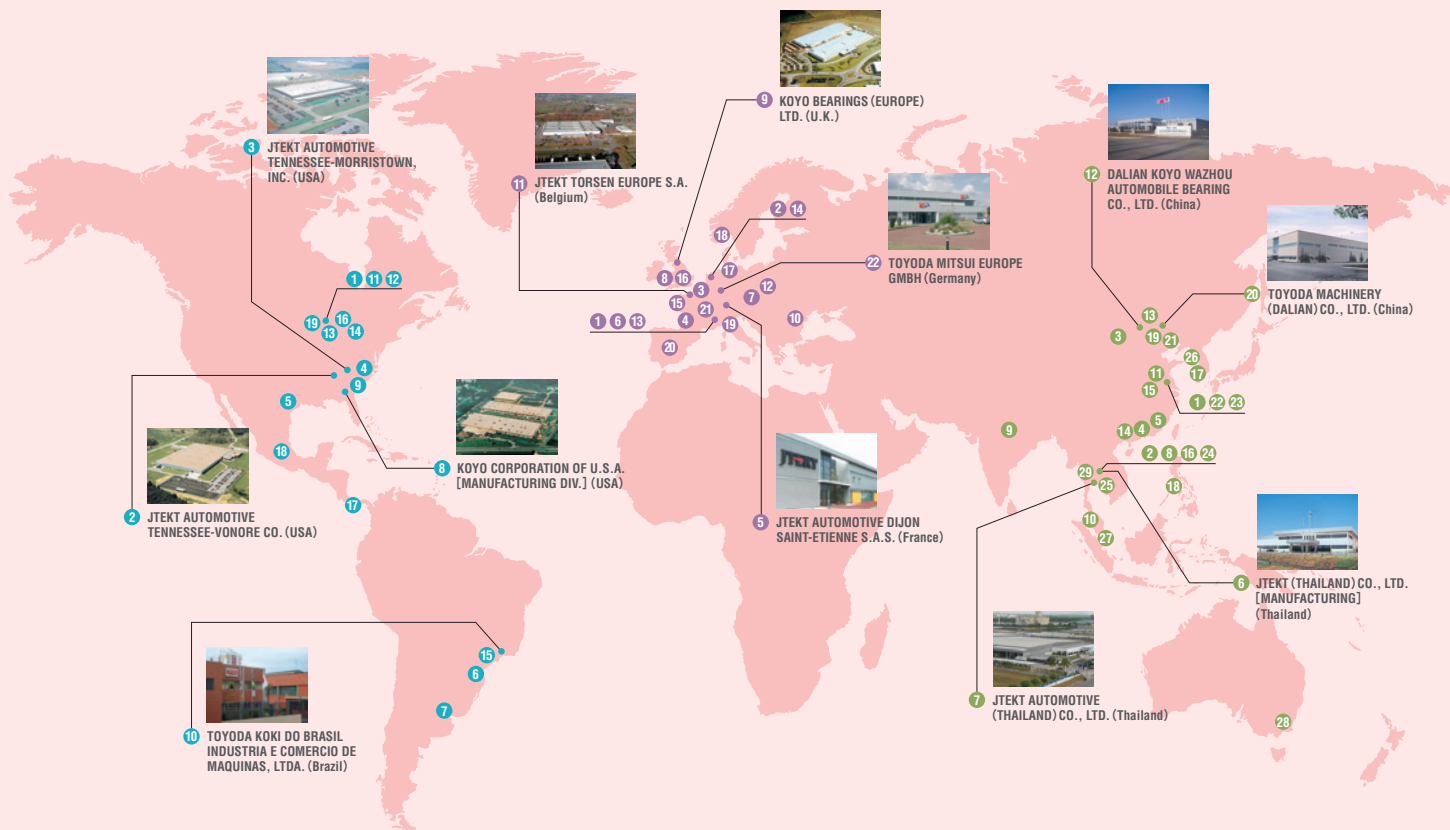
— **Please let me know about the overseas operations of JTEKT.**

We have been aggressively advancing into overseas operations since 1958. Now, we work on research and development, manufacturing and sales in Japan, North America, Europe and Asia and operate more than 70 companies.



Note: JTEKT CORPORATION was inaugurated on January 1, 2006 by merger of KOYO SEIKO CO., LTD. and TOYODA MACHINE WORKS, LTD. So, results of fiscal 2005 are the compilation of the results of KOYO SEIKO CO., LTD. from April to December 2005 and those of JTEKT CORPORATION from January to March 2006. Results of KOYO SEIKO CO., LTD. are listed as the results before fiscal 2004.

GLOBAL NETWORK



NORTH AMERICA & SOUTH AMERICA

Regional Headquarters

- 1 JTEKT NORTH AMERICA, INC. (USA)

Steering Manufacturing

- 2 JTEKT AUTOMOTIVE TENNESSEE-VONORE CO. (USA)
- 3 JTEKT AUTOMOTIVE TENNESSEE-MORRISTOWN, INC. (USA)
- 4 JTEKT AUTOMOTIVE VIRGINIA, INC. (USA)
- 5 JTEKT AUTOMOTIVE TEXAS, L.P. (USA)
- 6 JTEKT AUTOMOTIVA BRASIL LTDA. (Brazil)
- 7 JTEKT AUTOMOTIVE ARGENTINA S.A. (Argentina)

Bearing Manufacturing

- 8 KOYO CORPORATION OF U.S.A. [MANUFACTURING DIV.] (USA)

Driveline Components Manufacturing

- 9 JTEKT AUTOMOTIVE SOUTH CAROLINA, INC. (USA)

Machine Tool Manufacturing

- 10 TOYODA KOKI DO BRASIL INDUSTRIA E COMERCIO DE MAQUINAS, LTDA. (Brazil)

Technical Centers

- 11 JTEKT NORTH AMERICA, INC. TECHNICAL CENTER (USA)
- 12 JTEKT CORPORATION NORTH AMERICAN TECHNICAL CENTER (USA)

Sales

- 13 KOYO CORPORATION OF U.S.A. [SALES DIV.] (USA)
- 14 JTEKT TORSSEN NORTH AMERICA, INC. (USA)
- 15 KOYO ROLAMENTOS DO BRASIL LTDA. (Brazil)
- 16 KOYO CANADA INC. (Canada)
- 17 KOYO LATIN AMERICA, S.A. (Panama)
- 18 KOYO MEXICANA, S.A. DE C.V. (Mexico)

Sales & Service

- 19 TOYODA MACHINERY USA CORPORATION (USA)

EUROPE

Regional Headquarters

- 1 JTEKT EUROPE S.A.S. (France)
- 2 JTEKT EUROPE BEARINGS B.V. (Netherlands)
- 3 JTEKT TORSSEN HOLDING S.A. (Belgium)

Steering Manufacturing

- 4 JTEKT HPI S.A.S. (France)
- 5 JTEKT AUTOMOTIVE DIJON SAINT-ETIENNE S.A.S. (France)
- 6 JTEKT AUTOMOTIVE LYON S.A.S. (France)
- 7 JTEKT AUTOMOTIVE CZECH PLZEN, S.R.O. (Czech Republic)
- 8 JTEKT AUTOMOTIVE UK, LTD. (U.K.)

Bearing Manufacturing

- 9 KOYO BEARINGS (EUROPE) LTD. (U.K.)
- 10 KOYO ROMANIA S.A. (Romania)

Driveline Components Manufacturing

- 11 JTEKT TORSSEN EUROPE S.A. (Belgium)
- 12 JTEKT AUTOMOTIVE CZECH PARDUBICE, S.R.O. (Czech Republic)

Technical Centers

- 13 JTEKT EUROPE S.A.S. TECHNICAL CENTER (France)
- 14 JTEKT CORPORATION EUROPEAN BEARING TECHNICAL CENTRE (Netherlands)

Sales

- 15 KOYO FRANCE S.A. (France)
- 16 KOYO (U.K.) LIMITED. (U.K.)
- 17 KOYO DEUTSCHLAND GMBH (Germany)
- 18 KOYO KULLAGER SCANDINAVIA A.B. (Sweden)
- 19 KOYO ITALIA S.R.L. (Italy)
- 20 KOYO IBERICA, S.L. (Spain)

Sales & Service

- 21 TOYODA MACHINERY AND ENGINEERING EUROPE SAS (France)
- 22 TOYODA MITSUI EUROPE GMBH (Germany)

ASIA / OCEANIA

Regional Headquarters

- 1 JTEKT (CHINA) CO., LTD. (China)
- 2 JTEKT (THAILAND) CO., LTD. (Thailand)

Steering Manufacturing

- 3 JTEKT AUTOMOTIVE (TIANJIN) CO., LTD. (China)
- 4 JTEKT AUTOMOTIVE (FOSHAN) CO., LTD. (China)
- 5 JTEKT STEERING SYSTEMS (XIAMEN) CO., LTD. (China)
- 6 JTEKT (THAILAND) CO., LTD. [MANUFACTURING] (Thailand)
- 7 JTEKT AUTOMOTIVE (THAILAND) CO., LTD. (Thailand)
- 8 KOYO JOINT (THAILAND) CO., LTD. (Thailand)
- 9 JTEKT SONA AUTOMOTIVE INDIA LTD. (India)
- 10 JTEKT AUTOMOTIVE (MALAYSIA) SDN. BHD. (Malaysia)

Bearing Manufacturing

- 11 WUXI KOYO BEARING CO., LTD. (China)
- 12 DALIAN KOYO WAZHOU AUTOMOBILE BEARING CO., LTD. (China)
- 13 KOYO BEARING DALIAN CO., LTD. (China)
- 14 KOYO LIHO (FOSHAN) AUTOMOTIVE PARTS CO., LTD. (China)
- 15 KOYO AUTOMOTIVE PARTS (WUXI) CO., LTD. (China)
- 16 JTEKT (THAILAND) CO., LTD. [MANUFACTURING] (Thailand)
- 17 KOYO JICO KOREA CO., LTD. (Korea)
- 18 KOYO MANUFACTURING (PHILIPPINES) CORPORATION (Philippines)

Driveline Components Manufacturing

- 19 JTEKT DALIAN INNOVATION AUTOMOTIVE CO., LTD. (China)

Machine Tool Manufacturing

- 20 TOYODA MACHINERY (DALIAN) CO., LTD. (China)

Technical Centers

- 23 JTEKT AUTOMOTIVE SCIENCE AND TECHNOLOGY CENTER (DALIAN) CO., LTD. (China)
- 24 JTEKT (CHINA) CO., LTD. TECHNICAL CENTER (China)

Sales

- 25 KOYO (SHANGHAI) CO., LTD. (China)
- 26 JTEKT (THAILAND) CO., LTD. [SALES] (Thailand)
- 27 GKN TOYODA (THAILAND) LTD. (Thailand)
- 28 JTEKT KOREA CO., LTD. (Korea)
- 29 KOYO SINGAPORE BEARING (PTE.) LTD. (Singapore)
- 30 KOYO AUSTRALIA PTY. LTD. (Australia)

Sales & Service

- 31 TOYODA MACHINERY S.E. ASIA CO., LTD. (Thailand)

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—What is important when advancing overseas?

As I mentioned, we placed as one of our corporate objectives, “Be a truly global company that is a good corporate citizen with an excellent social and cultural understanding in each world region.” In addition, we have in our corporate activities standard, “Follow international rules, observe the laws, cultures and customs of countries and regions where we have operations, and seek to contribute to their growth.”

A company accepted in the world builds a relationship of trust with the local residents through service-minded social action programs and blends into local communities overseas. We will promote localization of management as a partner that grows together with the local community.

**To communicate continuously
with society leads to a better future.**

— Please let me know the vision of JTEKT again.

“JTEKT VISION 2015” has two purposes. One is to realize the company’s dream “to contribute to the happiness of people and the abundance of society”. The other is to realize each employee’s potential. –“Enable each employee to obtain the joy, satisfaction and recognition that result from contributing to society through corporate activities and to achieve continual personal growth.”—I hope to build such a working culture.

The watchwords for realizing our vision are “Creation & Innovation”. All of us are willing to serve customers through creating new value, willing to share the joy with customers and to achieve corporate objectives and employees’ self-actualization.

— Please give a final word to the stakeholders.

We continue our steady effort to be a trusted company through valuing communication with stakeholders. I would very much like all stakeholders to become more familiar with the activities of JTEKT through this CSR Report. We welcome your candid opinions and impressions. I want to make full use of such opinions for continuous improvement of our activities.

CSR of JTEKT

The mission for a sustainable future

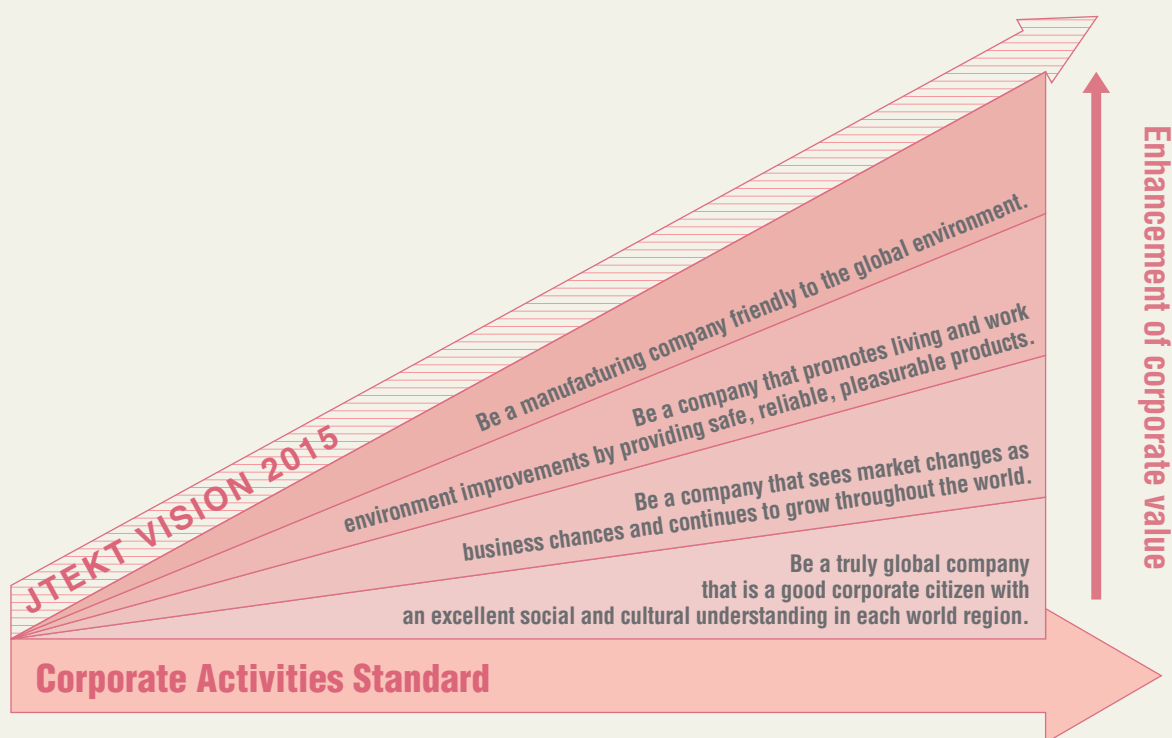
Winning and enhancing the trust of society
— this is the very base of JTEKT's corporate activities.

JTEKT set a new corporate philosophy as the base of our values at the merger in 2006. The new corporate philosophy sticks to our ideas about corporate social responsibility of winning the trust of society by providing value.

In addition, we emphasize carrying out ideas about corporate social responsibility both in our corporate activities and in each employee's everyday situation.

So, we established "JTEKT VISION 2015", "Corporate Activities Standard", and "JTEKT Employee Conduct Guidelines" to pervade such ideas throughout the company.

To heighten the corporate values and contribute to the sustainability of human life, society and the global environment, we always try to share such ideas across the whole company.



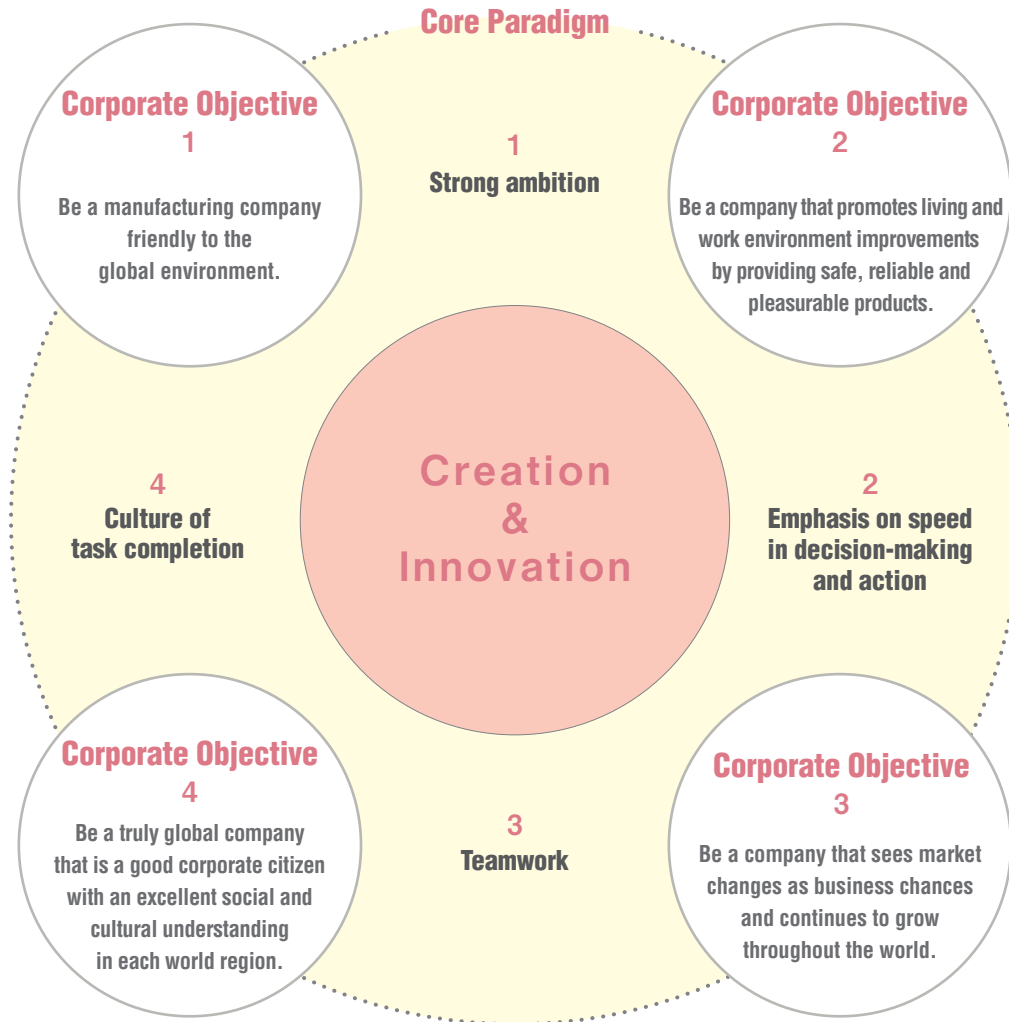
Making strides toward realization of "JTEKT VISION 2015"
with the Corporate Activities Standard at the core.

We promote the "JTEKT VISION 2015", which we plan to achieve in 2015, based on the "Corporate Activities Standard".

We believe that we will win more respect from our stakeholders by clearly specifying the ideal situation of JTEKT from the four standpoints and forcefully promoting its realization.

JTEKT VISION 2015

With “Creation & Innovation” as watchwords, we established “JTEKT VISION 2015” and are working to achieve it.



For sharing the ideal future with all employees

JTEKT established “JTEKT VISION 2015” in 2007 to share the goal of our activities with employees and for all employees to play a role. The specific aims of JTEKT VISION 2015 are “achievement of the company’s dream” and “realization of each employee’s potential”. JTEKT VISION 2015 consists of four “corporate objectives” and a “core paradigm” which is the basis of all employees’ way of thinking and activities. With the watchwords, “Creation & Innovation”, we work on corporate activities to win the trust of all stakeholders.

Specific aims of JTEKT VISION 2015

Achievement of the company’s dream

Enable JTEKT as a manufacturing company to contribute to the betterment of society by providing products and services truly desired by customers.

Realization of each employee’s potential

Enable each employee to obtain the joy, satisfaction and recognition that result from contributing to society through corporate activities and to achieve continual personal growth.



A pocket version was distributed to all employees to share the JTEKT VISION 2015.

Corporate Activities Standard

The “Corporate Activities Standard” consists of the seven items that JTEKT should do in practicing corporate activities.

To become a necessary company for society, we reflect each standard in our management and daily work.

1	Compliance Follow proper business practices and engage in fair, transparent and free competition based on a respect for the law.
2	Customer Satisfaction Derive concepts from the market, provide the best quality, technology and service, and obtain the satisfaction and trust of customers.
3	Environmental Preservation Carry out global environmental improvement activities proactively and aggressively, profoundly recognizing it as one of our important missions.
4	Respect for the Individuality of Employees Respect the individuality of employees, create workplaces that motivate employees, enable them to fulfill their potential, and strive to provide each with abundant living circumstances.
5	Information Disclosure Maintain close communication not only with shareholders but also with society at large and disclose corporate information properly.
6	Social Contribution As a good corporate citizen, aggressively pursue activities that contribute to society.
7	A Global Corporation Follow international rules, observe the laws, cultures and customs of countries and regions where we have operations, and seek to contribute to their growth.

	Action Items of Fiscal 2007	Page
1 Compliance <hr/> Fulfill the duties of the whole group and conduct fair, transparent and free competition. <hr/> <p>JTEKT believes that a law-abiding spirit is the first responsibility in conducting business. It is when we meet such responsibilities that we conduct business transaction fairly and transparently. In addition, we understand that not only JTEKT Corporation but the whole JTEKT group should encourage compliance. So, we decided to establish compliance program for the whole JTEKT group at the “Corporate Actions and Risk Management Committee”. As one of the compliance policies, we promote the “JTEKT Employee Conduct Guidelines” to all employees.</p>	◎ Revise “JTEKT Employee Conduct Guidelines”	14
	◎ Revise “JTEKT Employee Conduct Guidelines” Distribute a pocket version to all employees	14
	◎ Release revised “JTEKT Employee Conduct Guidelines” on the company’s intranet	14

2

Customer Satisfaction

Always consider customers' views and opinions when manufacturing products.

To provide customer satisfaction, we regard “manufacturing from the customers’ standpoint” as the very base of our every decision and action. Specifically, we feed back to each department the customers’ opinions and demands learned from ordinary communication with them and information gained from customer satisfaction surveys, so that we can fully use this information for proposal sales, product development and design, and processing and assembling. Continuously providing the best products, technologies and services that meet customers’ requirements is the mission of JTEKT, and that leads to executing our social responsibilities.

3

Environmental Preservation

Leave the precious Earth to our children by voluntary action.

Working on environmental issues is a core corporate social responsibility. To leave the precious Earth to our children, every employee’s environmental consciousness is indispensable. So, we put in the words, “proactively and aggressively” to encourage employees to move, and to promote environmental preservation activities. In addition, we regard responses to environmental issues as a high-priority managerial issue, and we established an “Global Environment Conservation Committees”. We continue to enhance awareness of environmental preservation, including efforts toward global warming and environmental risk control.

4

Respect for the individuality of employees

Realize ideal working conditions and allow the culture of respecting employees to take root.

Human resources are an asset to the company. To achieve corporate objectives and maintain the management stance, it is necessary to “respect human rights and establish nondiscriminatory working environment” and “establish a culture of challenging and achieving higher goals”. To realize these goals, we introduced such systems as self-certification, a personal evaluation system, shift rotation, flexible working hours, a child-care leave system and a reemployment system, and we try to create ideal working conditions for each employee. We continue to promote communication with employees and strengthen “the culture of respect for employees” by strengthening collaboration with them.

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5 Information Disclosure

Disclose fair and proper corporate information to win the trust of society.

We disclose fair and proper corporate information continuously and promptly to build a trusting relationship with society and enhance the transparency of management. In addition to putting various kinds of information on our website promptly, we release our CSR Report. We also value direct communication with stakeholders at presentation meetings or trade fairs. We think that winning stakeholders' sympathy for every activity of JTEKT is important to win the trust of society. We continue to provide opportunities to communicate with all stakeholders.

6 Social Contribution

Support regional activities and participate in social activities

To become a company that wins the trust of international society, it is important to promote social harmony and build mutual trust with local communities through service-minded social contribution. JTEKT acts as a member of society, for example through aggressively donations and cooperation in local activities. Employees of JTEKT participate in voluntary activities. We would like to contribute to building a wealthy community by promoting social contribution activities and enhancing each employee's awareness of such activities.

7 A Global Corporation

Coexist within other societies overseas to be a company that wins the trust of the people of the world.

As a company that strives to become a truly global company, JTEKT has set a goal to establish and promote JTEKT brand that wins the trust of the people of the world. To realize it, knowing and respecting the culture and laws of the regions of the world is necessary. In addition, we think it is important to promote business activity that coexists with local communities overseas and contributes to development of the region. Under the principle of coexistence with global society, we will share our corporate culture with local communities and promote localization of management, as partners who influence each other.

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◎ Follow international rules, observe the laws, cultures and customs of countries and regions where we have operations	
◎ Localization of management	

Employee Conduct Guidelines

Revised according to a change of law

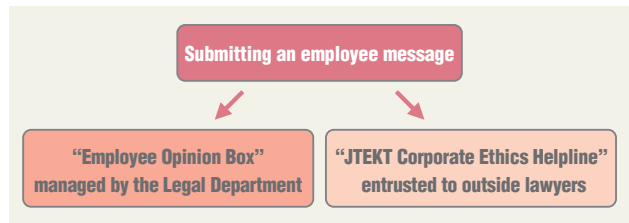
In June 2008, we revised “Employee Conduct Guidelines”, which was established in April 2006, according to a change in the law. To carry out our corporate philosophy and achieve the ideal situation, we established “Employee Conduct Guidelines” as a compilation of our basic attitudes in an understandable way. With the revision of these guidelines, we regard them as part of our compliance policies. The contents of these guidelines are released on the intranet and at the same time, a pocket version is distributed to all employees to allow the guidelines take root in employees.

Employee Conduct Guidelines

- Chap. 1 Employee’s relationship with the company
- Chap. 2 Employee’s work in the company
- Chap. 3 Employee’s relationship with society
- Chap. 4 Employee’s personal activities

Consultation services for corporate ethics in and out of the company

We have set up an “Employee Opinion Box” in the Legal Department and “JTEKT Corporate Ethics Helpline” (outside lawyers) as assistance where employees can consult or report when they have a problem or question regarding compliance. We made two consultation services in and outside the company and we arrange the working environment so that the employees can consult more easily. This is for us to grasp important information on compliance quickly. In addition, to let employees know about services for corporate ethics, we introduced assistance regarding compliance ethics on the intranet and write an article about it in the company magazine bimonthly.



Corporate Governance

For fulfilling social responsibility

JTEKT makes every effort to maintain transparency of management, not only to shareholders, but to all stakeholders to sustainably improve our corporate value and to carry out our social responsibility as a globally trusted corporate citizen. We adopt an auditing system. Five auditors including three outside auditors conduct an audit on the performance of executives’ duties. As an internal audit section, the Global

Internal Audit Dept., which is independent of other corporate activities, audits all aspects of corporate activities including accuracy and legality of administrative management. In addition, with the implementation of the Internal Control Report System (J-SOX), we are revising our internal control system, covering internal control all over of the JTEKT group, business process control and IT control.

