

CSR Report 2015 Company Performance

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

- *1 Calculated using the volume of products designed by JTEKT. Includes approximately half of all products manufactured overseas.
- *2 Due to the discovery of calculation errors, the number has been revised.
- *3 In the number of environmental near-miss incidents up until last year, continuity has been lost within the data due to companywide strengthening and enforcement of the report since FY 2014. The data has therefore been erased, and only the number of environmental regulation violations is reported.
- *4 Research and development expenses including general managing expenses and manufacturing cost for the term.
- *5 FY 2012 and FY 2013 show the number of female employees. FY 2014 shows the total number of both female and male employees.
- *6 Due to the discovery of calculation errors, the number has been revised.
- *7 Number differs from that of previous reports due to a revision of calculation range.
- *8 From the workplace management questionnaire (6 options).

Section	Item		Unit	FY 2012	FY 2013	FY 2014	
Contributing through monozukuri	Products [Independent]	Reduction of CO ₂ as a result of building eco-friendliness into the design of each product	Total		415.5	457.1	466.0
		Example product groups	Steering(*1) Column type electric power steering system	10,000 tons	176.0	184.0	296.0
			Bearings Taper roller bearings for automobiles		79.9	87.0(*2)	89.5
	Environment [Independent]	Prevention of global warming	Amount of CO ₂ emissions in production	tons	230,896	240,024	237,147
			Basic unit	t/hundred million yen	147.7	148.1	147.7
			CO ₂ emissions in logistics	tons	13,994	14,330	14,301
			Basic unit	t/hundred million yen	2.25	2.24	2.20
		Effective use of resources	Basic unit of waste	t/hundred million yen	6.92	6.71	6.86
		Reduction and management of environmentally burdensome materials	Release/transfer of substances subject to PRTR	tons	42.1	39.9	40.4
		Number of environmental regulation violations(*3)	Incidents	0	2	2	
Research [Consolidated]	Total expense of research and development(*4)		Hundred million yen	363	401	413	
Regional contributions [Independent]	Number of plant festival goers		People	7,045	8,475	8,514	
	Number of regional conferences		Place	12	13	13	
	Number of participants in region cleanup activities		People	3,676	4,879	4,927	
	Number of people attending plant tours		People	1,189	1,051	1,344	
Establishment of a firm management foundation	Employees [Independent]	Percentage of women in administrative positions	Managerial positions	%	0.80	0.82	0.97
			Assistant managers	%	1.78	2.36	2.60
		Percentage of employees with disabilities	%	1.94	2.11	2.17	
		Number of employees with disabilities	People	247	278	292	
		Employees who took childcare leave(*5)	People	25	24	38	
		Employees who took family care leave	People	4	3	5	
		Percentage of lost-day accidents	%	0.14	0.27(*6)	0.34	
		Lost worktime due to a new category for mental illness	Days	Day	4,398	4,022	5,061
	Number		People	65	50	59	
		Percentage of employees with a BMI above normal	%	24.9	25.0	25.5	
		Percentage of smokers(*7)	%	36.9	37.4	36.9	
		Number of employees (Total permanent, fixed-term, part-time, reemployed, and temporary employees)	Total		14,232 (3,688)	14,696 (3,803)	14,842 (3,724)
	Men		People	12,952 (3,148)	13,322 (3,203)	13,442 (3,157)	
	Women			1,280 (540)	1,374 (600)	1,400 (567)	
		Average age			38.9	38.9	38.9
	Men		Age	39.0	38.9	39.0	
Women			38.1	37.9	37.8		
	Years of employment			15.5	15.3	15.3	
Men		Years	15.8	15.6	15.6		
Women			12.2	11.7	11.2		
	Number of employees who quit within 3 years of entering the company [permanent employees, seasonal recruits, quitting due to personal reasons]		%	2.03	3.01	3.68	

Section	Item		Unit	FY 2012	FY 2013	FY 2014	
Establishment of a firm management foundation	Employees [Independent]	Persons hired [Seasonal recruitment]	Total	People	326	316	309
			Men	People	306	289	283
			Women		20	27	26
		Administrative	Total	People	38	44	47
			Men		26	27	26
			Women		12	17	21
		Engineering	Total	People	85	94	89
			Men		81	90	89
			Women		4	4	0
		Technical	Total	People	203	178	173
	Men		199		172	168	
	Women		4		6	5	
		Percentage of post-retirement reemployment		%	100	100	100
		Percentage of employees who say they feel fairly or completely satisfied with their personal growth (*8)		%	29	32	32
		Percentage of employees who say they feel their work is worthwhile or mostly worthwhile (*8)		%	32	34	36
		Percentage of employees who say they feel fairly satisfied or completely satisfied with the company (*8)		%	21	24	27
Financial	Sales	Total	Hundred million yen	10,675	12,601	13,559	
		Japan		5,419	5,560	5,590	
		Europe		1,393	1,983	2,114	
		North America		1,836	2,475	3,031	
		Asia/Oceania/Other		2,025	2,581	2,823	
	Operating profit/loss (% of increase or decrease in sales profits)	Total	Hundred million yen	291 (△18.2)	582 (99.6)	741 (27.4)	
		Japan		179	333	328	
		Europe		△53	△20	48	
		North America		17	68	113	
		Asia/Oceania/Other		177	229	260	
		Current term net income		Hundred million yen	138	233	425
		Common equity		Hundred million yen	3,626	3,807	4,111
		Total assets		Hundred million yen	10,269	10,664	11,262
		Net assets		Hundred million yen	3,842	4,188	4,997
	Self-owned current term net margin [ROE]		%	4.0	6.2	9.8	
	Dividend per share		yen	16	18	34	
	Equipment investment		Hundred million yen	1,096	764	684	
Global development	Number of companies (including JTEKT)	Total	People	139	140	136	
		Japan		41	40	39	
		Europe		26	26	24	
		North America		17	17	16	
		Asia/Oceania/Other		55	57	57	
	Number of employees (external, average temporary employed personnel)	Total	People	41,714 (4,971)	43,456 (5,412)	43,912 (5,432)	
		Japan		17,215	17,651	17,791	
		Europe		7,150	7,262	7,135	
		North America		5,503	5,881	6,300	
		Asia/Oceania/Other		11,846	12,662	12,686	
Governance	Number of incidents reported within the company [Independent]		Incidents	28	33	39	