

# CSR Management

The JTEKT Group aims to contribute to the resolution of social issues and realize a sustainable society through business conducted in accordance with the JTEKT Basic Principle.

## About CSR (Corporate Social Responsibility)

In accordance with the JTEKT Basic Principle and our Corporate Activities Standards, JTEKT Group engages in business activities in harmony with the economy, society and the environment. As a good corporate citizen, we work to resolve social issues together with our customers and suppliers who share this mindset in order to continue contributing to the sustainable development of society and the world.

## Formulation of Corporate Activities Standards, Etc.

In February 2009 JTEKT formulated its CSR Policy. In April 2016, it rearranged these into JTEKT's Concept of Corporate Social Responsibility and the Corporate Activities Standards and is engaging in a wide range of CSR activities.

Furthermore, we have established the JTEKT Global Conduct Guideline in an effort to fulfill its social responsibility as a company conducting business activities on a global scale. This guideline is updated and revised on an ongoing basis to appropriately reflect changes in international affairs and the social environment and expectations of society.

### Corporate Activities Standards

#### Responsibility to our customers and business partners

- We follow proper business practices and engage in fair, transparent and free competition based on a respect for the law.
- We derive concepts from the market, provide the best in quality, technology and service, and obtain the satisfaction and trust of customers.

#### Responsibility to our shareholders

- We maintain close communication not only with shareholders but also with society at large and disclose corporate information properly, while at the same time working to improve our corporate value on a continuous basis.

#### Responsibility to our employees

- We respect the individuality of employees, create workplaces that are motivating to employees and enable them to fulfill their potential, and strive to provide each with abundant living circumstances.

#### Contributing to regional societies and to global society

- As a good corporate citizen, we aggressively pursue activities that contribute to society.
- We follow international rules, observe the laws, cultures and customs of countries and regions where we have operations, and seek to contribute to their growth.
- We carry out global environmental improvement activities proactively and aggressively with deep awareness of their being an important corporate mission.

### JTEKT Global Conduct Guidelines

A statement of conduct guidelines that Group employees are to follow in the following five relationships.

1. Laws and Rules
2. Customers and Business Partners
3. Company
4. Our Colleagues
5. Society at Large

## Promotion Structure

At JTEKT, we believe CSR is a core corporate activity from the belief that the company is a public institution of society, as such, each of our divisions formulates an annual CSR activity plan. A PDCA cycle\* is then applied to this plan in accordance with monthly management based on policy control. Through this type of mechanism to achieve goals, we are incorporating concrete initiatives in company policy and business/function policies to achieve the steady promotion of CSR activities.

For important themes, JTEKT has established specialized committees and functional meetings to formulate and promote activity plans.

\*A management technique involving ongoing work improvement based on repeating a PDCA cycle (Plan, Do Check, Action)

## Council for enhancement of corporate value

In February 2009, JTEKT established the CSR Promotion Committee chaired by the president, which periodically inspects the progress of CSR activities. In March 2017, this committee was renamed the "Council for Enhancement of Corporate Value." In addition to reporting on CSR activities conducted in the past, the council conducts ongoing discussions regarding dialogue with various stakeholders sharing the results of evaluations by external organizations and other information, the participation of outside directors and auditors in the pursuit of new value creation, intangible asset management, and JTEKT's contributions toward the realization of a sustainable society.

## Companywide health & safety management committee

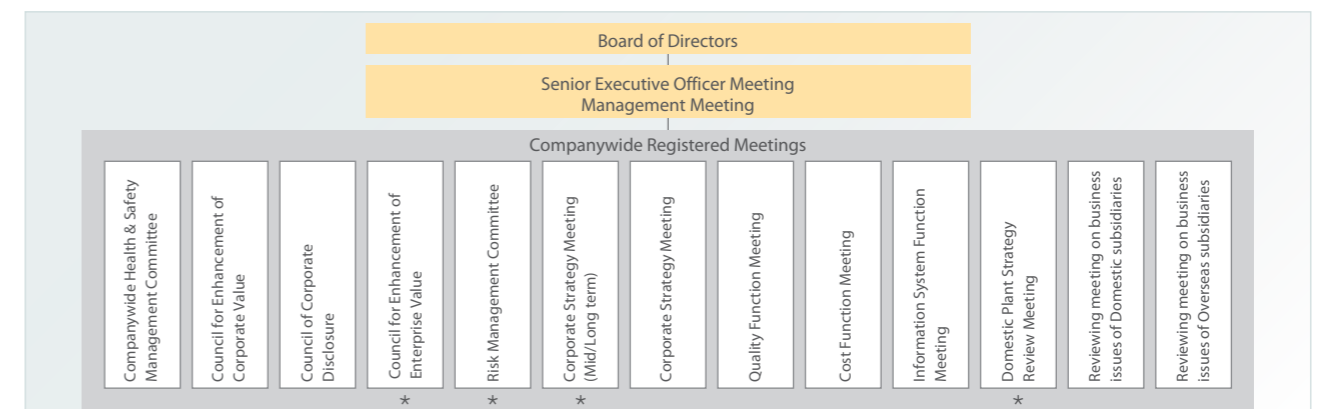
To promote better strategies and organizational structures for building safe, healthy, and comfortable work environments for all employees, in March 2006, we established a Companywide Health and Safety Management Committee with the President as its head. We conduct safety and health activities on a global scale including domestic and overseas group companies. In June 2020, in accordance with a revised Safety and Health Philosophy that "All accidents are definitely preventable," we established a Global message, "All for One in Life," expressing our safety principles. All JTEKT peruse ZERO accident through activities focusing on one's live and health.

## Council of corporate disclosure

JTEKT discloses information about JTEKT Group appropriately and fairly in order to increase management transparency and enhance corporate value. In August 2016, the Council of Corporate Disclosure was established, comprising of concerned directors and managers of JTEKT's Corporate Headquarters with the purpose of examining and confirming whether the timing, content and means of corporate disclosure are appropriate. In April 2020, Corporate Disclosure Policy was published, showing our attitude toward JTEKT corporate disclosure.

JTEKT will continue to conduct constructive dialogue and publish information actively toward establishing the relationship of trust with stakeholders, including shareholders, investors, customers, business partners, and local communities.

## Outline of the CSR promotion structure



\* Established in FY2023