



## Message from Management

### Striving to be with society as we respond to stakeholder requests and expectations even in this difficult period



AISIN has codified its focus values in the AISIN Charter of Corporate Behavior to further advance CSR, based on a fundamental commitment to actively fulfill its social responsibilities. We also work to disseminate and realize these values as common values of all employees in the Group.

AISIN strives to create workplace environments that enable all employees to work with peace of mind. In addition to steps toward preserving employees' physical and mental health, such as by working to prevent occupational accidents based on an occupational safety and health management system, we are augmenting facilities and systems to respond to diversifying lifestyles, such as operating an in-house nursery to enable employees to select how they wish to work from a wide variety of options. We also support employee career development by administering a broad range of training programs. Furthermore, with the advance of globalization we are incorporating human rights education into the training curriculum for each management level of the organization to deepen each employee's recognition and understanding of human rights. In fiscal 2009, AISIN was forced to substantially curtail production due to the sudden drop in demand for automobiles. In such adverse circumstances, the Company is taking a variety of steps to ensure that employment can be secured. For instance, in the four-month period from January through April 2009, Aisin Seiki suspended plant operations for a total of 17 days, reallocated work, reassigned personnel and had plants share their workloads with each other.

We strive to ensure quality and safety for our customers by implementing all types of evaluation and inspection of products and services, while always maintaining our basic stance of putting the customer first. To verify quality in automotive parts, for example, we carry out tests on individual parts and perform assessment tests on whole vehicles in which the parts are assembled as part of our efforts to create highly reliable products.

To support CSR activities at our suppliers, we hold workshops themed around topics such as occupational health and safety, manufacturing, compliance and risk management.

For members of the local community, we implement a wide array of corporate citizenship activities in the areas of Protection of Nature and the Environment, Fostering Youth and Community Building and Development. We are expanding the scope of these activities to all parts of the globe.

Moreover, as the veritable foundations of fulfilling our social responsibilities, we are actively working to thoroughly implement compliance, strengthen the corporate governance framework and enhance crisis management systems. In May 2006, AISIN formulated the Basic Policy Concerning the Establishment of Internal Control, which aims to improve work effectiveness and efficiency, and ensure more complete compliance with laws and regulations. Since creating this policy, we have striven to upgrade internal controls, and we report on the status of such activities to the Board of Directors every March. In 2009, in response to the global outbreak of new strains of influenza, we have swiftly shored up the Group's risk management system, and are advancing measures that take account of coordination with governments and the impact on local communities, placing top priority on respect for human life.

AISIN remains committed to listening sincerely to stakeholders' comments, expanding the dialog and striving to be with society as we respond to its requests and expectations even in this challenging period.

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of Business Administration