

Society

Aisin's initiatives to strengthen its human capital

Inspiring "Movement," Creating Tomorrow

Improvement of job satisfaction, more fulfilling life

A company where employees find growth opportunities, job satisfaction and happy lives



Individuals

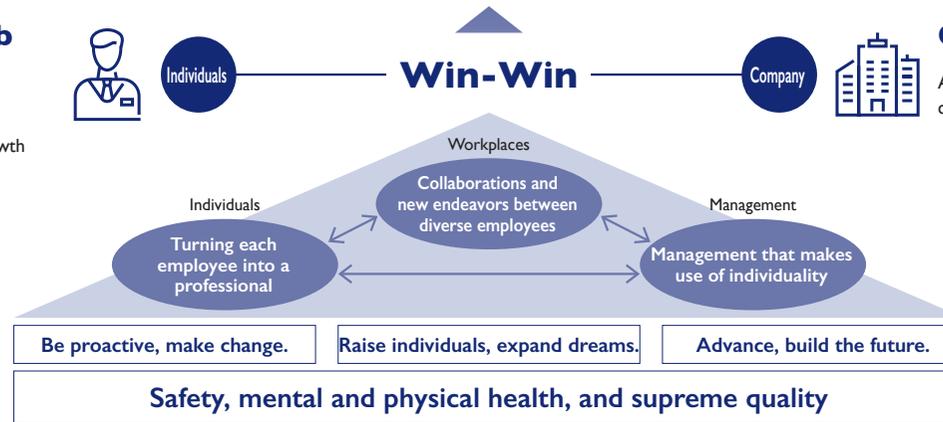
Win-Win

Company



Creation of new value

A company that creates new value that exceeds customer expectations



Ensuring that all employees regard themselves as key players and pursue new endeavors (Be proactive, make change.)

GRI 404-2

I Development of human resources and workplaces that can take a step forward by pursuing new endeavors

Under the slogan "Development of human resources and workplaces that can take a step forward by pursuing new endeavors," we are transforming our corporate culture itself so that all our colleagues, from executives and department heads to each department staff member, will regard themselves as key players and pursue new endeavors. By taking advantage of various opportunities, including meetings between employees and management, we have set ideal visions of human resources and workplaces, before clarifying each workplace's obstacles to the visions and taking the necessary action.

To encourage our colleagues to pursue new endeavors, we are revising our HR framework by introducing an evaluation

and promotion system where human resources pursuing new endeavors are evaluated properly and a pay raise and bonus system that focuses on new endeavors in terms of treatment. In addition, to enable each member to create new value autonomously, we align the directions of individuals' dreams and aspirations and organizations' problems and endeavors while making sure to assign operation themes that will help all individuals realize growth by taking advantage of their strong points and overcoming their weak points.

Moreover, to help individuals create new value from flexible perspectives, we have introduced a flex time system with no core time and a teleworking system since fiscal year 2020 so that they can work from anywhere at any time. We

have also set up satellite offices and allowed casual attire to encourage new ideas that are not bound by culture or customs. Since fiscal year 2022, we have also launched an outside employment system, a three-month flex time system, a discretionary work system and other working practices for realizing flexible working styles. At the same time, to ensure many more opportunities for individuals to learn outside the company toward expanding their horizons, we provide an allowance as a subsidy for self-development and offer a cross-border experience program where participants can work together with those from different industries to solve social problems.