

Health initiatives

AISIN Group Health Declaration

To realize the AISIN Group's Corporate Principles, we place our first priority on the safety and health of our colleagues.

We consider the improvement of employees' health to be a crucial element of management. For this reason, we established the AISIN Group Health Declaration in April 2021 and are working on initiatives for health management.

Framework for the promotion of health management

We have set up organizations for health management, which include experts such as industrial physicians and public health nurses, and are discussing and executing measures to improve health. To put measures in place more effectively, our Health Management Promotion Council meets four times a year to set medium- to long-term goals, establish measures to accomplish them, and ascertain and evaluate the progress of activities.

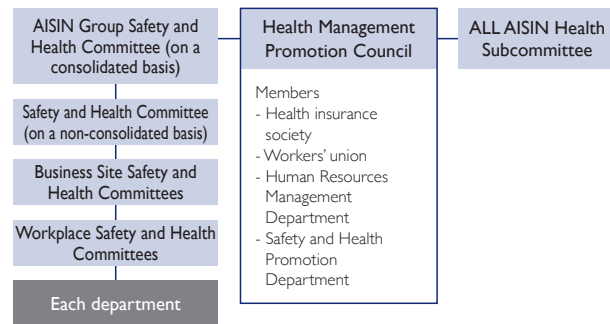
The ALL AISIN Health Subcommittee also facilitates the sharing of activities and work between our domestic and overseas group companies to establish group-wide measures.

Our health issues and targets

In fiscal year 2022, we newly clarified our ideal vision through the health declaration and the 2030 vision.

By integrating our previous health improvement efforts, we are striving to establish a new corporate culture in which employees will make autonomous efforts toward improving their health. Aisin has identified four key health issues to address - ratio of employees with a BMI below 25, ratio of smoking employees, ratio of employees taking leave for poor mental health for the first time and ratio of employees who have attended mental health training. Based on these ratios, together with other indexes that we have set, we strategically proceed with health management.

Establishment of Council for the Promotion of Healthy Business Practices



Health management strategy map

Health investment	Health investment effect			Management issues to be resolved through health management																																						
	Indicators regarding health investment measures	Indicators regarding changes in awareness and behavior of employees, etc.	Indicators regarding health-related end goals																																							
<table border="1"> <thead> <tr> <th>Item</th> <th>Activity</th> </tr> </thead> <tbody> <tr> <td>Raising awareness level of health policy</td> <td>Literacy measurement</td> </tr> <tr> <td rowspan="3">Literacy improvement</td> <td>Setting of awareness-raising months</td> </tr> <tr> <td>Development of work-from-home guidelines</td> </tr> <tr> <td>Promotion of ICT-based health app</td> </tr> <tr> <td rowspan="4">Lifestyle measures</td> <td>Recommendation of general checkup</td> </tr> <tr> <td>Introduction of healthy menus at cafeteria</td> </tr> <tr> <td>Events to establish exercise habits</td> </tr> <tr> <td>Training on sleep, drinking, and diet</td> </tr> <tr> <td rowspan="2">Diversity measures</td> <td>Workplace activities through Health Challenge 8</td> </tr> <tr> <td>Specific health guidance</td> </tr> <tr> <td rowspan="10">Measure</td> <td>Women's health program</td> </tr> <tr> <td>Raising awareness of gynecological exams</td> </tr> <tr> <td>Measures in light of aging workforce</td> </tr> <tr> <td>Mental health</td> </tr> <tr> <td>Self-care training</td> </tr> <tr> <td>Promoting related contents</td> </tr> <tr> <td>Training on line care</td> </tr> <tr> <td>Stress checks, workplace improvement activities</td> </tr> <tr> <td>Roadmap for no smoking on premises</td> </tr> <tr> <td>Setting up non-smoking days, non-smoking programs</td> </tr> <tr> <td>Value improvement by promoting DX</td> </tr> <tr> <td>Enhancing support system for those returning to work</td> </tr> <tr> <td>Structured management of seconded employees</td> </tr> <tr> <td>COVID-19 infection control, workplace vaccination</td> </tr> <tr> <td>Health data analysis and issue identification</td> </tr> <tr> <td rowspan="2">Evaluation/improvement</td> <td>Workplace-based improvement activities using Health Challenge 8</td> </tr> <tr> <td>Professional training</td> </tr> <tr> <td rowspan="2">Strengthening the Group structure</td> <td>AISIN Group liaison activities</td> </tr> <tr> <td>Establishment of the AISIN Group training system</td> </tr> </tbody> </table>	Item	Activity	Raising awareness level of health policy	Literacy measurement	Literacy improvement	Setting of awareness-raising months	Development of work-from-home guidelines	Promotion of ICT-based health app	Lifestyle measures	Recommendation of general checkup	Introduction of healthy menus at cafeteria	Events to establish exercise habits	Training on sleep, drinking, and diet	Diversity measures	Workplace activities through Health Challenge 8	Specific health guidance	Measure	Women's health program	Raising awareness of gynecological exams	Measures in light of aging workforce	Mental health	Self-care training	Promoting related contents	Training on line care	Stress checks, workplace improvement activities	Roadmap for no smoking on premises	Setting up non-smoking days, non-smoking programs	Value improvement by promoting DX	Enhancing support system for those returning to work	Structured management of seconded employees	COVID-19 infection control, workplace vaccination	Health data analysis and issue identification	Evaluation/improvement	Workplace-based improvement activities using Health Challenge 8	Professional training	Strengthening the Group structure	AISIN Group liaison activities	Establishment of the AISIN Group training system	<ul style="list-style-type: none"> Participation, satisfaction, and understanding of events and training programs Rate of receiving a general checkup and a gynecological exam Rate of receiving a regular health checkup Rate of receiving a thorough examination Applicability rate, implementation rate, and improvement rate of specific health guidance Rate of receiving a stress check Number of workplace improvement programs implemented Rate of receiving vaccination Total annual number of people working long hours Rate and number of days of paid leave taken Implementation status of communication promotion measures 	<ul style="list-style-type: none"> Having breakfast Having a proper drinking habit Having a healthy diet Rate of having exercise habits Can recover from fatigue by sleeping Having less perceived stress Smoking rate [KPI] "I'm satisfied with my work." "My work is rewarding" Average score of work quantity burden Average score of control of work Average score of support from a supervisor Average score of support from coworkers Medical treatment continuation rate Health literacy (individual/workplace) 	<ul style="list-style-type: none"> Medical expenses/person (company unit) Insurance expenses/person Absenteeism - Ratio of employees taking leave for poor mental health for the first time [KPI] Presenteeism Percentage of employees with a BMI 25 or higher [KPI] Percentage of employees with an abnormal finding Average number of years worked and job turnover rate Work engagement Percentage of employees with high stress 	<p>Sustainable growth of the company</p> <p>Maintenance of good physical and mental health is conducted continuously, allowing employees to take on challenges with energy and a positive attitude</p> <p><small>*Aiming to increase the job satisfaction index in the employee awareness survey from the current 3.4 points to 4.0 points or more by 2030.</small></p>
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