

Support for all employees to prevent disease

Introduction of Health Challenge 8

We have introduced Health Challenge 8, a health maintenance and improvement initiative intended to encourage employees to develop a healthy lifestyle autonomously by taking on eight challenges for improving their lifestyles. By sharing the awareness of health problems throughout each organization, we strive to ensure that many more employees and workplaces can manage health on their own, thereby enhancing the entire company's health literacy.

Dietary initiatives

At Aisin, 27.4% of the employees are at risk of triglycerides. To address this problem, we are proceeding with dietary initiatives. To raise employees' awareness of improving

their eating habits, we have registered dietitians at our cafeterias, where healthy dishes are offered. In addition, we have introduced equipment for calculating calories and salt content to establish an environment that makes employees aware of nutritional balance and enables them to make self-management. To improve employees' eating habits, we release awareness-raising materials especially during the month before employees' health checkups.

Exercise-related initiatives

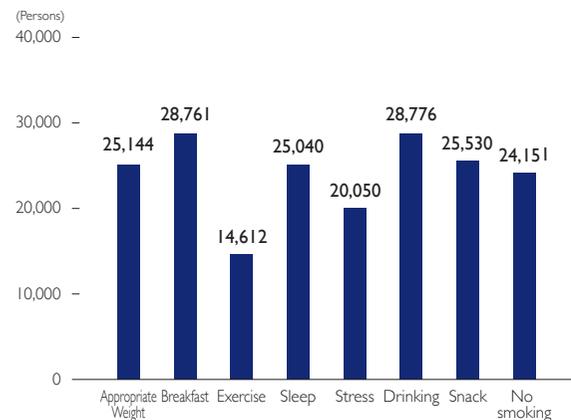
Only 41.5% of Aisin's employees exercise regularly. Affected by the change in employees' lifestyles due to the recent COVID-19 pandemic, the percentage of those with a BMI 25 or higher has increased by 1.7% from last year.

Toward decreasing the percentage of employees with a

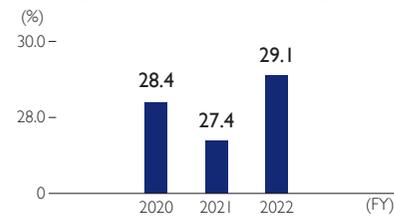
BMI 25 or higher to 23% by 2025, we will further encourage employees to improve their lifestyles.

We organized an exercise event for all employees to participate in using a smartphone app. The event was designed in a way that employees could join as individuals but could work together with members of their departments, thereby making it a safe and fun event where everyone could experience enjoyment while feeling connected with their coworkers. After the event, 79.7% of the participants are continuing regular exercise. As many as 60% of our employees do not exercise regularly, and we will improve their awareness and enhance their health literacy. We will provide opportunities to enjoy exercise that can be done even during the pandemic so that many more employees will exercise regularly.

Health Challenge 8 - number of those engaged in the 8 Lifestyle Practices

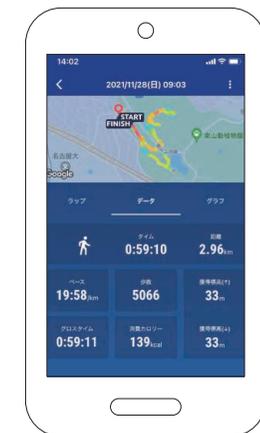
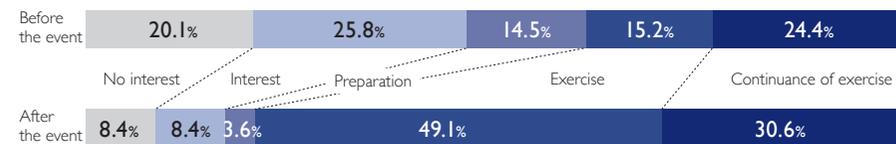


Percentage of those with a BMI 25 or higher



AISIN WALK&RUN

Awareness change through the AISIN WALK&RUN



Smartphone app

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Initiatives to address health issues specific to women

Aisin is committed to ensuring that women can fully achieve their potential. To help female employees fully demonstrate their individualities and follow their ideal career paths while achieving good control of health issues specific to women, we strive to establish an environment comfortable to female employees in terms of health through the initiatives below:

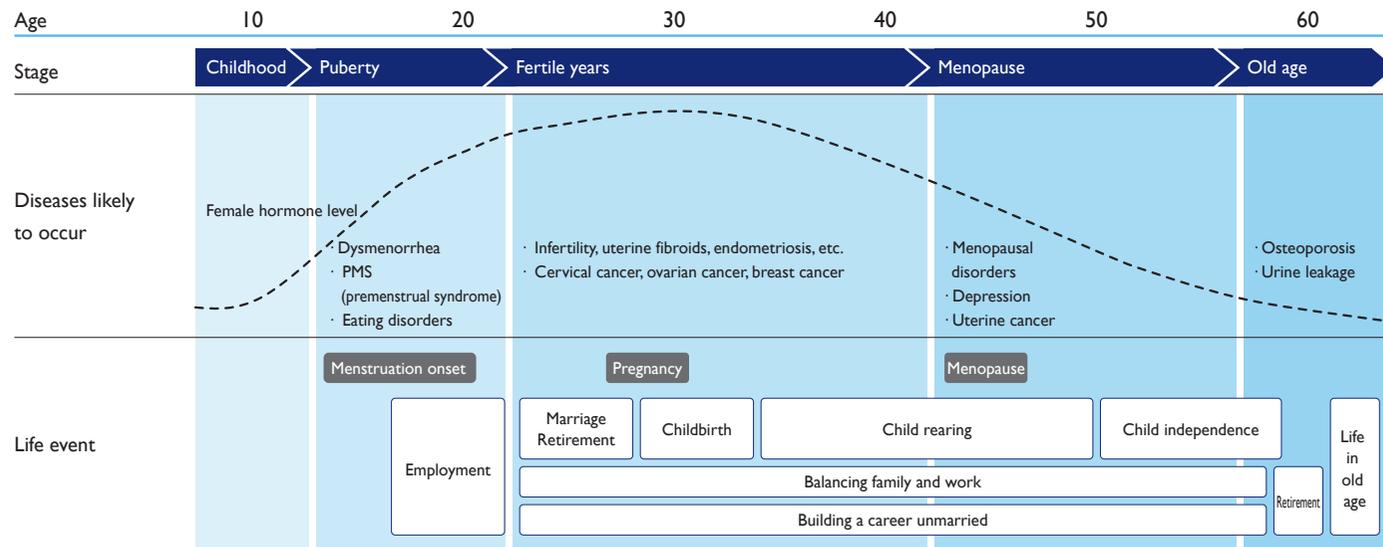
- Organizing a seminar for managers and supervisors to raise their awareness of health issues specific to women and improve their understanding

- Organizing a seminar for 180 female employees to learn more about women's health (Understanding rate: 100%; and satisfaction rate: 98.9%)
- Covering the cost of gynecological exams in cooperation with the health insurance society. Sending a notice on this system to all female employees to encourage many more female employees to get such exams.
- Establishing a system to help female employees to strike the best balance between work and fertility treatment

Saying that they have become able to manage health problems, 97.8% of the seminar participants have obtained health knowledge and understood the importance of self management toward early detection of abnormalities and early treatment.

While providing support for women in terms of their health, we will strive to ensure that many more employees understand more about health issues specific to women and establish a workplace environment where everyone can work vigorously.

Women's health program



Reference: Mochida Healthcare

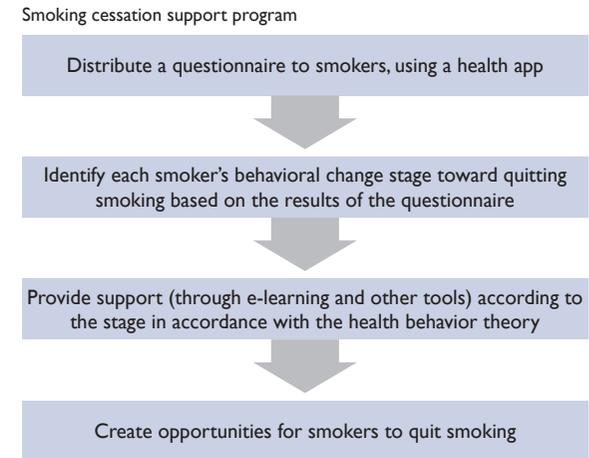
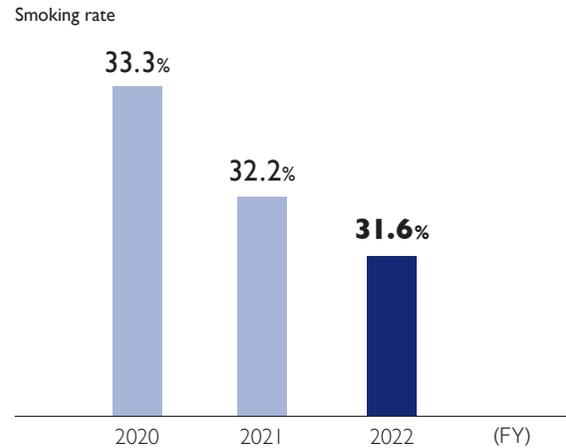
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No-smoking initiatives

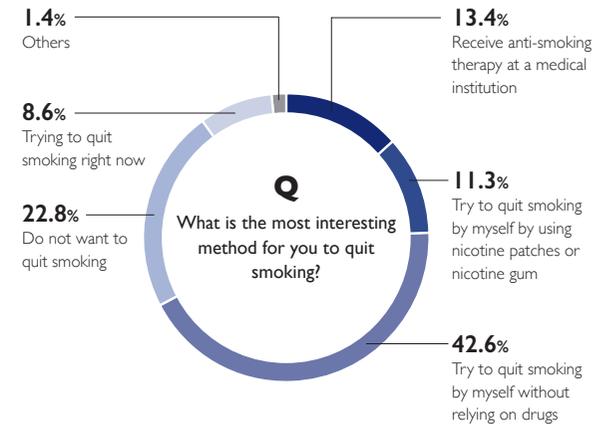
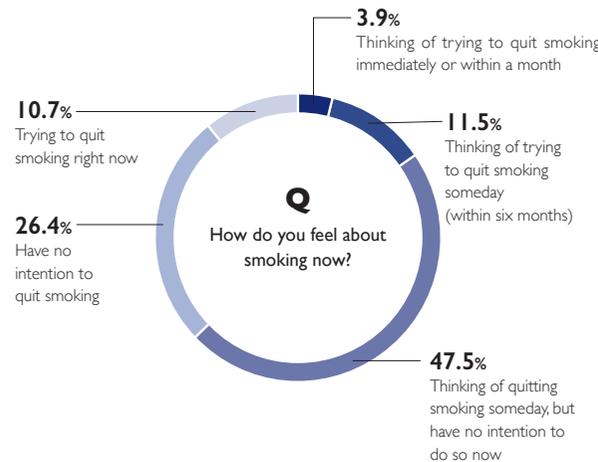
Although the smoking rate of Aisin’s employees is declining year by year, the rate is still high compared to the national average.

Using a smartphone app through which incentives are given, we have performed a questionnaire survey for smokers and have organized a program to provide support according to the behavioral change stage. The program has drawn 1,192 participants. Nearly half of the smokers answer that they would like to try to quit smoking within one month, six months or someday. By introducing a method that will stimulate their interest toward quitting smoking and changing their behaviors, and also by implementing measures based on the results of the questionnaire items on how they began smoking and in which situation they feel like trying to quit smoking, we are striving to decrease the ratio by 8% by 2025 compared to fiscal year 2021.

In addition, for those who have succeeded in quitting smoking by receiving anti-smoking therapy at a medical institution, we have provided a subsidy to cover part of the travel expenses to the medical institution in cooperation with a health insurance society. For young employees, we include smoking in the themes of the health program for new employees in order to raise their awareness.



Smoking cessation support program: questionnaire results



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Support to return to work after leave and strike the best balance between work and medical treatment

Backed by medical progress, it is becoming possible today to work while receiving treatment. Since it is expected that we will have many more employees with disease in line with aging of employees, we think that it will become even more necessary to provide support for sick employees to strike the best balance between their treatment and work. With this background, we have the following systems in place.

Consultation services for changes in working environment

All of our sites have a consultation service with an internal expert to provide employees with an easily accessible source of advice when they have concerns or are experiencing stress but have no one to talk to or are isolated due to teleworking. In addition, we have guidelines to provide support for employees to strike the best balance between their work and treatment.

Trial returns to provide plenty of support for those returning from leave

We have built a framework for a return-to-work program designed by a clinical psychologist so that employees can return from leave without undue stress. We also work together with external medical facilities to provide the frameworks and support necessary for employees to return to work without issues.

For those who have returned to work, we provide support so that they can strike the best balance between their work and treatment. We train their supervisors, place restrictions on the nature of their work, and hold periodic meetings with them and their supervisors to consider how they can work while taking account of their conditions.

Protection of employees from infectious diseases

Today, the world is facing a wide variety of health problems, including infectious diseases. We are actively responding to this situation so that we can help all those related to the AISIN Group maintain and improve their health. We help not only domestic bases but also overseas bases and partners in our supply chain obtain correct health knowledge and take appropriate measures against infectious diseases.

As a result of implementing the measures below, we have zero clusters at our workplaces.

- Setting up infection prevention panels in our workplaces and cafeterias, reducing the number of seats, and redesigning our workplaces to enable physical distancing
- Creating guidelines for preventing the spread of COVID-19, which have been rolled out at group companies and at supplier sites
- Creating a framework for vaccinating our employees and arranging for employees, personnel who work on our premises and people at our affiliated companies to be vaccinated at our workplaces. A total of 97,623 doses have been administered.



At the time of occupational vaccination interview

Initiatives for employees traveling overseas for work

For employees posted overseas and their families, as well as employees on overseas business trips, not only do we issue a heads-up and make decisions to bring them to their home countries, but we also provide training programs and appropriate information so that they can keep themselves safe with reference to information provided by the Quarantine Information Office of the Ministry of Health, Labour and Welfare regarding infectious diseases and immunization and the safety guidelines set by each country's embassy and consulates. By concluding a contract with an institute specializing in medical security, we also provide an assistance service to protect employees from different medical and safety risks in our operating countries and regions.

Social evaluation

We have created a framework to support employees in terms of disease prevention and early detection and treatment. Our multilateral initiatives have earned us recognition under the Certified Health and Productivity Management Organizations Recognition Program (White 500), which recognizes the companies with the best working conditions, for six consecutive years.

