

## Human rights

### Wage

Not only do we comply with law in terms of the minimum wage and other aspects, but we also respect the concept of equal pay for equal work. We ensure that there is no unreasonable gap between temporary employees and regular employees in their treatment.

#### Starting wages at Aisin (on a non-consolidated basis)

|   | Starting wages<br>(April 2021 results) | Vs. Minimum wage of Aichi Prefecture | Vs. Minimum wage of Tokyo |
|---|--|--------------------------------------|---------------------------|
| Technical college graduate (regular course)     | 182,000 yen                            | 117%                                 | 108%                      |
| Technical college graduate (specialized course) | 20,8000 yen                            | 134%                                 | 123%                      |
| University graduate                             | 208,000 yen                            | 134%                                 | 123%                      |
| Master's degree holder                          | 230,000 yen                            | 148%                                 | 136%                      |
| Doctoral degree holder                          | 264,000 yen                            | 170%                                 | 156%                      |

The minimum wages have been calculated using the monthly average of 20.3 days and eight hours per day, with reference to those of Tokyo (1,041 yen) and Aichi Prefecture (955 yen) as of fiscal year 2023. There is no gender or regional gap in the same qualification grade.

### Employment stability

We believe that in order to ensure employment stability, it is important to standardize HR and labor concepts and frameworks throughout the Group. We implement various measures based on this belief in accordance with the law, resulting in the turnover for fiscal year 2022 of four group companies\*<sup>1</sup> being 1.8%\*<sup>2</sup>.

\*<sup>1</sup> Aisin, Aisin Takaoka, Aisin Chemical, and ADVICS

\*<sup>2</sup> Number of those leaving their company (for personal reasons) from April 1, 2021 to March 31, 2022 / number of employees enrolled as of April 1, 2021

### Training and awareness-raising activities

To share the importance of respect for human rights, we train employees and suppliers.

| Trainees   | Description  |
|--|--|
| Executives   | Incorporating a human rights program in the training for newly appointed executives  |
| Human-rights-related departments (HR, procurement, etc.) | Conducting domestic group study sessions on basic knowledge and each department's role   |
| Those engaged in recruitment                             | Ensuring opportunities for job interviewers to learn from the Aichi Labor Bureau to learn about points to note   |
| Related to discrimination                                | Holding membership in the Industrial Federation for Human Rights, Aichi, and also working together with the Corporate Federation for Dowa and Human Rights Issues in proceeding with awareness-raising activities    |
| Newly hired or promoted employees                        | Holding CSR training seminars covering the area of human rights  |
| All employees  | Japan: Raising employees' awareness through case studies which they can work on easily<br>Overseas: Engaging in dialogues with regional headquarters so that they can make efforts in line with the local conditions |
| Suppliers  | Issuing the Sustainability Guidelines and organizing an explanatory session to ask for their support. In fiscal year 2023, we held study sessions for 110 major suppliers and shared our initiatives.                |

### Establishment and reinforcement of consultation services

We have the AISIN Global Hotline, which receives consultation requests from inside and outside the company, to establish a framework for taking up an extensive range of opinions on human rights. To respond to the issue of Technical Intern Training for Foreign Nationals, we have participated in the JP-MIRAI Pilot Project of Counseling for Foreign Workers and begun to receive requests for consultation to be provided from outside experts.

### Supply chain initiatives

#### Response to responsible mineral procurement (conflict minerals)

In fiscal year 2023 again, we inspected our supply chain to check whether conflict minerals were used, and we reported the results to our customers. By participating in an industrial organization, we are striving to establish an effective inspection method. We will continue responsible procurement of minerals in line with the following policy.

#### Policy on the procurement of minerals

To promote global mineral procurement that takes into account the impact on social issues, such as human rights and the environment, we carry out initiatives to avoid the use of minerals that are defined as an issue under the laws and regulations of each country (Dodd-Frank Wall Street Reform and Consumer Protection Act in the USA, Conflict Minerals Regulation in the EU, etc.). We ask that our suppliers understand our stance on this issue and work with us on responsible procurement of minerals.