

Human capital strategy

Aisin's human resources philosophy

Aisin's strengths lie in its people. In order to overcome environmental changes, it is crucial to gather the power of the approximately 120,000 people of Aisin, who are the driving force for our sustainable growth, and create new value. To this end, we will be a company that respects diversity and individual personalities and takes on challenges. We promote efforts to create workplaces in which every individual has his/her own dream and can act independently with a will to change the future so that they can sense their own growth, take reward from their work, and find happiness in their lives.

Practicing the AISIN Group Way

With our business environment changing dramatically, the AISIN Group Way is a code of conduct that is important for our employees to create the future. By practicing the three values, as well as the four attitudes proposed under each value, we will be a company where employees can grow and contribute to society through our business activities. Specifically, we are making global efforts to disseminate a correct understanding and promote discussions at workplaces, including linking personal targets set with the AISIN Group Way, action declarations by officers, and discussion meetings between the president and employees.

AISIN Group Way

AISIN Group Principles of Corporate Behavior

<p>Be proactive, make change.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Challenge without fearing failure. <input type="checkbox"/> Move swiftly with the customer in mind. <input type="checkbox"/> Work passionately. <input type="checkbox"/> Let's value the spirit of "GENCHI GENBUTSU GENNIN" (Get to the actual place, see the reality for ourselves and identify the facts.) 	<p>Raise individuals, expand dreams.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Raise your ambitions and dreams. <input type="checkbox"/> Show pride in your expertise and professionalism. <input type="checkbox"/> Find motivation and happiness in life. <input type="checkbox"/> Let's embrace the value and the spirit of one team. 	<p>Advance, build the future.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Consider the best way, without being bound by convention. <input type="checkbox"/> Grasp new trends and understand needs. <input type="checkbox"/> Be useful to the environment and local communities. <input type="checkbox"/> Let's learn from history and value our predecessors.
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Safety, health, and supreme quality are the foundations of all.

Let's pursue and refine the qualities our customers demand while giving the highest consideration to the safety and health of our colleagues.

To ensure that the implementation of the AISIN Group Way leads to the realization of our corporate principles, the key is human resources management that turns all employees into a pro and makes use of their individuality, resulting in collaborations and new endeavors by diverse human resources.

As people's values are diversifying, it is important for each employee to define his/her own job satisfaction and happiness in life, draw his/her career path, and realize them through work. By trying to foresee expectations and needs of society and customers and striving to improve their own abilities to meet the expectations, individuals can turn into professionals and demonstrate their professional value. In a time when the future is uncertain and there are no examples to follow, we must continuously create new value while determining the strengths of Aisin and making use of them, toward helping to solve social issues and create customer value. To this end, while enhancing conventional management, which pursues organizational efficiency, we will shift our focus to management that makes maximum use of individual initiative and creativity. By doing so, we promote co-creation of new value by diverse individuals, in addition to high organizational capabilities.

Inspiring "Movement," Creating Tomorrow

