

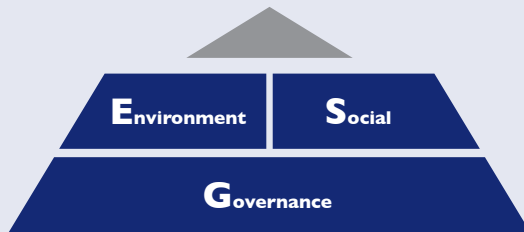
Sustainability activities and Principles of Corporate Behavior

GRI 102-16

Contributing to the creation of sustainable societies

Sustainability activities are at the heart of Aisin's management philosophy and are the foundation of initiatives for continuous future growth. To put this principle into action, we have established the AISIN Group Principles of Corporate Behavior to contribute to the future of the planet and maintain and develop sound relations with our stakeholders. Various sustainability activities are being carried out according to this charter.

- Accomplishment of AISIN Group Vision for 2030
- Resolution of social issues through our business



AISIN Group Principles of Corporate Behavior

Rooted in our belief in "Inspiring 'Movement,' Creating Tomorrow," Aisin strives to actively contribute to ongoing social and environmental development through our business activities in each country and region in which we operate. To this end, in accordance with the following nine principles, irrespective of the location, we respect human rights, abide by the letter and spirit of all applicable laws, rules and regulations, and act in a sincere and socially responsible manner.



A card distributed to all employees, containing information on AISIN Group Principles of Corporate Behavior

1. Safety, Quality and Contribution to Creating a Sustainable Society
2. Compliance
3. Disclosure and Communication
4. Respect for Human Rights
5. Promotion of Diversified Work Styles and Upgrading the Work Environment
6. Environment
7. Social Engagement and Contribution to Development
8. Thorough Crisis Management
9. Company Leadership

Employee training to promote sustainability activities

Aisin recognizes that in order to implement sustainability activities, it is vital that each employee takes the initiative to get involved. Based on this, we have broken down our initiatives to raise awareness about our sustainability activities into three steps—1) making people aware of the issues, 2) giving them a full understanding of the issues and 3) making them personally invested in solving the issues—in order to implement activities that will improve sustainability among our employees.

Employees being promoted also receive CSR training (e-learning) based on the AISIN Group Principles of Corporate Behavior and our action guidelines. The curriculum covers 14 elements of ESG, providing training for a wide range of sustainability activities.

Initiatives to raise awareness within AISIN Group

Making people aware of the issues	<ul style="list-style-type: none"> • Dissemination of information on the company website and intranet
Giving them a full understanding of the issues	<ul style="list-style-type: none"> • Basic training for staff • Issuing awareness-raising posters for factories • Level-specific training and workshops
Making them personally invested in solving the issues	<ul style="list-style-type: none"> • HR communication tools to show employees how the SDGs are relevant to their work • Employee awareness surveys to confirm that employees understand the principles and are putting them into practice

Employees who have received CSR training (e-learning)

