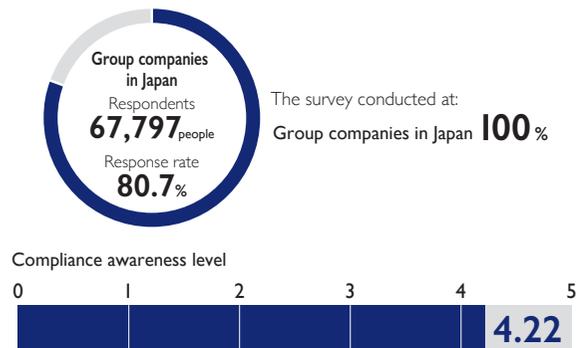


Compliance

Compliance awareness surveys

October of each year is Aisin's Business Ethics Campaign Month. One activity carried out in this month is a survey of its employees to confirm their awareness of compliance. Starting from fiscal 2022, executives and employees of overseas group companies are included in the survey, and a total of 85,198 people responded from both inside and outside Japan. The survey asked various questions, with the aim of quantifying and visualizing the compliance awareness of employees.

In addition to reporting the results at a meeting attended by our top management, feedback is given to each company and department. The survey results are included in the next fiscal year's compliance activity plan, and PDCA cycles are carried out. At the same time, based on the results of the survey, along with other factors, such as the results of other employee awareness surveys and the number of whistleblowing cases, companies and departments that need to enhance compliance are identified, and improvement support is provided individually for such companies and departments to help them identify priority areas and analyze key problems.



Early detection and correction of issues through whistleblowing system

Aisin has a service for reporting and questions about compliance. The service is available to all executives and employees both in Japan and overseas and their family members, as well as trading partners and other stakeholders. With this service, we endeavor to detect and correct violations as quickly as possible while paying thorough attention to the rights of whistleblowers, including privacy and prevention of reprisal.

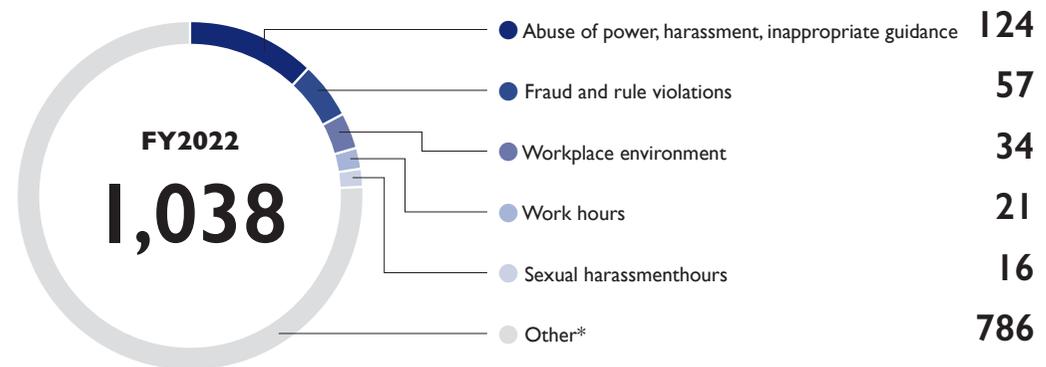
We have established an internal consultation service, a group-wide external consultation service by a lawyer, a consultation service handled by the Legal Affairs Dept. of the AISIN Group Head Office, and an AISIN Global Hotline

to enable whistleblowers to use the service that best suits their situation.

The whistleblowing reports related to compliance are gathered at the Legal Affairs Department of the AISIN Group Head Office. For critical cases, the Group Head Office Legal Affairs Department takes the lead in implementing countermeasures. Thus, we have established a system for early detection and correction of issues. Furthermore, monthly reports are submitted to Standing Auditors of Aisin, who monitor operation of the system.



Domestic and overseas reports and consultations



* Other main cases include inquiries about internal rules and procedures and concerns about working relationships. While these are not reports concerning compliance or fraud, we work with the relevant departments to resolve these issues so that we can eliminate these points of concern and improve these employees' working conditions.