

AISIN Group Human Rights Policy

The AISIN Group implements concrete solutions to environmental and social challenges focusing on the evolution of “movement” through clean power as the core of its business philosophy while maintaining its corporate principle of “inspiring ‘movement,’ creating tomorrow.” The AISIN Group creates a safe and comfortable future for everyone while acting on our dreams and aspirations. To this objective, the AISIN Group:

- Takes various steps to create new value;
- Achieves stable growth while remaining involved in international collaboration and competition;
- Achieves harmony with society and nature; and
- Respects individual creativity and initiative.

The AISIN Group believes that continuing to take on challenges toward resolving environmental and social issues through business activities will help to achieve a sustainable society and the beauty of our future earth. Furthermore, we are intensely aware that respect for human rights forms the foundation of our every business activity. We must deepen our understanding of and take appropriate action for various human rights issues related to our activities in each country and business.

This policy ensures that the AISIN Group, which operates globally, respects internationally recognized human rights and complies with applicable laws and regulations of each country where we conduct business based on the United Nations Guiding Principles on Business and Human Rights. This policy stands as the most significant policy related to human rights based on the AISIN Group Principles of Corporate Behavior.

1. Commitment to Respect for Human Rights

The AISIN Group understands that our business activities ranging from research, development, and procurement to the manufacturing of products and services, may potentially affect human rights and we are aware of the importance of putting ourselves in the shoes of those involved.

The AISIN Group will give the utmost consideration to ensuring that we do not infringe the human rights of others and respond appropriately to correct any negative impact that our business activities may have on human rights. Also, the AISIN Group recognizes all its business connections as valued business partners. If the actions of any of the AISIN Group’s business partners or other related parties lead to a negative impact on human rights, then the AISIN Group will take appropriate action and press the relevant party to stop infringing those human rights.

The AISIN Group will respect internationally recognized human rights as provided for in the following international human rights standards:

- Universal Declaration of Human Rights,
- International Covenant on Civil and Political Rights,
- International Covenant on Economic, Social and Cultural Rights, and
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights and strive to practice them.

Also, the AISIN Group will ensure full compliance with all applicable laws and regulations of each country where we conduct business. To the extent there is a difference between the internationally recognized human rights

standards and laws and regulations of a country or region, we will pursue a way of respecting the international human rights principles to the greatest extent possible while complying with local law.

2. Scope

This policy applies to all executive members and employees (including part-time employees, fixed-term employees, contractual workers, etc.) of the AISIN Group (AISIN CORPORATION and its consolidated subsidiaries). Furthermore, we expect all our business partners, including suppliers, to understand and support this policy.

3. Human Rights Due Diligence

To fulfill the AISIN Group's responsibility for respecting human rights, the AISIN Group will establish a human rights due diligence system. Based on principles in the United Nations Guiding Principles on Business and Human Rights, this system will strive to identify, prevent, and reduce negative impacts related to the AISIN Group's business activities.

4. Correction Steps and Consultation Service

If the AISIN Group learns that it caused or aggravated a negative impact on human rights, the AISIN Group takes corrective steps through appropriate means. Also, we provide a consultation service that is accessible by affected parties under such conditions. The AISIN Group will not treat whistleblowing stakeholders unfavorably in any way.

5. Education and Enrooting

To ensure the effectiveness of this policy, the AISIN Group will conduct appropriate educational and awareness-raising activities targeted at all executive members and employees. Also, to properly implement this policy throughout our business activities, we will incorporate it into related policies and necessary procedures.

6. Monitoring and Information Disclosure

The AISIN Group will continue monitoring compliance with the Human Rights Policy and improving the situation as necessary. Through the AISIN Group website, integrated report, and other communication tools, we will periodically disclose the status of initiatives toward instilling this Human Rights Policy and promoting respect for human rights.

7. Dialogue and Discussion with Stakeholders

The AISIN Group will secure opportunities to dialogue with related stakeholders, promoting sincere discussion while consulting experts outside the Group to respond to actual or potential negative impacts on human rights. The term "stakeholders" refers to all people and organizations involved in corporate business activities, including customers, shareholders, investors, suppliers, local communities, and employees.



President, Member of the Board

AISIN CORPORATION