

Fiscal 2026 Aisin Group Statement on Modern Slavery Act

Aisin Corporation is pleased to announce its initiatives for the period from April 1, 2025 to March 31, 2026 (hereinafter “fiscal 2026”) to prevent human rights violations, including slavery and human trafficking, in the Aisin Group and its supply chain in light of the UK Modern Slavery Act 2015 and similar laws and regulations in other countries.

1. Business structure and supply chain

We decided that the Aisin Group's mission would be “We will deliver beauty to our future earth, bringing freedom and happiness to ‘movement.’” We aim to greatly surpass our previous principles and methods for mobility, create all kinds of exciting mobility experiences and solve various issues faced by the planet through our products and services to create a happy and sustainable society for all people. To fulfill this mission, the Aisin Group has expanded its businesses, including the manufacture and sale of automotive parts and energy- and lifestyle-related products, to the United Kingdom and various other countries and regions around the world. As of March 31, 2025, the number of consolidated subsidiaries was 191 (71 companies in Japan and 120 companies overseas) and that of employees was about 114,000. In the UK, Aisin Europe S.A., and Aisin Europe Manufacturing (UK) Ltd. are engaged in sales, manufacturing, and research and development, respectively.

The Aisin Group, based on the principle of coexistence and co-prosperity with suppliers and aiming for mutual development, has established the “Aisin Group Procurement Basic Policy” under the spirit of “coexistence and co-prosperity with suppliers based on long-term stable transactions” and “conducting open and fair transactions,” and promotes procurement activities in accordance with this policy. The number of first-tier suppliers that Aisin Group companies do business with, both in Japan and overseas, is 4,431.

For more information on the Aisin Group, please visit the website from the link below.

<https://www.aisin.com/en/>

2. Policy on prevention of slavery and human trafficking

The Aisin Group has established the following nine principles as the Aisin group Charter of Sustainability. In accordance with these 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.

<Principles of Corporate Behavior>

1. Contribution to a sustainable society through business
2. Compliance

3. Respect for Human Rights
4. Constructive dialogue with stakeholders
5. Relationships of trust with customers
6. Partnership toward mutual trust and development
7. Respect for diversity and individuality, a corporate culture that encourages employees to take on challenges, and an employee-friendly workplace environment
8. Engagement in environmental issues Thorough Crisis Management
9. Social involvement and contribution to social development
10. Thorough risk management
11. Role of senior management

For the full text of the Charter of Sustainability, please visit the website from the link below.

https://www.aisin.com/en/sustainability/governance/csrmanage_charter/

In October 2025, the Aisin Group formulated the Aisin Group Human Rights Policy after deliberation and approval by the Aisin Group Human Rights Expert Committee (Partially revised in March 2025). The Human Rights Policy is positioned as the highest policy of human rights based on the United Nations Guiding Principles on Business and Human Rights and the Aisin Group Charter of Sustainability. Our Human Rights Policy supports human rights-related international norms such as the International Bill of Human Rights and ILO Core Labour Standards (freedom of association, the right to collective bargaining, prohibition of forced labor, effective elimination of child labor, elimination of discrimination in hiring and workplaces, etc.) to be observed and is a pledge that the Aisin Group will fulfill its responsibility to respect human rights through due diligence. This policy not only applies to executives and employees; we also expect all business partners, including suppliers, to understand and uphold this policy.

For the full text of the Aisin Group Human Rights Policy, please visit the website from the link below.

https://www.aisin.com/en/sustainability/social/employee/respect/pdf/HumanRightsPolicy_2.pdf

With regard to our supply chain, to ensure that all of our procurement activities comply with the Aisin Group's policies along with relevant laws and regulations, we issued the Aisin Group Supplier Sustainability Guidelines in October 2025, specifying policies regarding, for example, human rights, labor, the environment, and compliance based on the Aisin group Charter of Sustainability. We also request our suppliers to ask their suppliers for similar initiatives, thereby promoting the prohibition of slave labor and human trafficking throughout the supply chain.

3. Human rights due diligence

Having established a scheme for human rights due diligence in line with the Aisin Group Human Rights Policy created based on the United Nations Guiding Principles on Business and Human Rights (UNGP), the Aisin Group is working on assessing human rights risks in the business activities of the Group and its supply chain, preventing risks, implementing remedies for risks when they occur, and publicly disclosing the progress of these efforts. To make this a continuous initiative, the Aisin Group has set a target of 100 percent annual implementation of a human rights risk identification survey, as a materiality KPI, and we reached 100% in fiscal 2026.

The Aisin Group has established the Aisin Group Human Rights Expert Committee under the Consolidated Business Ethics Committee. The Committee meeting is held once a year. To approve activity plans, the Committee sets priority risks based on the medium-term plan while taking into account social trends related to human rights. At the 5th Human Rights Expert Committee meeting held in March 2025, The following focused items were proposed and approved for fiscal 2026; the top priority area would be ensuring proper employment of foreign national employees; that the committee would continue to address key human rights areas such as discrimination, harassment, wages, working hours, and safety; and that efforts toward the supply chain should be strengthened. These priority areas for activities were determined based on the severity (impact) and likelihood (frequency) of risks, taking into account levels of public concern—such as those related to foreign technical intern trainees (hereinafter, technical intern trainees)—and the employment conditions of foreign national employees.

In advancing human rights initiatives, we are proceeding with discussions with advice from external experts, such as Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI), regarding the creation of a framework, such as the establishment of policies and advisory committees, how to proceed with the selection of priority areas, the setting of activity indicators, and the analysis of survey results.

4. Risk assessment and management / Performance indicator and effectiveness

(1) Survey on immigrant labor and its proper management

In fiscal 2025, we surveyed all domestic group companies about the acceptance of foreign workers in manufacturing workplaces, including technical intern trainees. Regarding technical intern trainees, the group was found to be accepting them at 15 companies, totaling approximately 400 people. The countries sending technical intern trainees are mainly Indonesia, Vietnam, and Myanmar, with trainees from Vietnam accounting for about half of the total. In light of this situation, we promoted the following activities to deter human rights abuses that may occur in connection with the employment of foreign national employees.

- Within the domestic group, we conduct regular self-checks for companies that accept technical intern trainees in accordance with the “Technical Intern Training Proper

Implementation Manual” issued by the Organization for Technical Intern Training, verifying operations, treatment, document management, protection measures, and the status of supervising organizations. In addition, we provide guidance to ensure proper operation for workers other than technical intern trainees as well.

- • We confirmed the proper employment of foreign workers at manufacturing workplaces for 69 major suppliers, including some on-site inspections. Although we provided guidance in some cases to improve operations, we did not find any instances of forced labor, child labor, human trafficking, or other serious legal violations leading to human rights abuses. We will continue monitoring and working on improvements.
- • We shared improvement points and good practices identified through confirmations with domestic group companies and major suppliers with relevant parties.
- We are implementing corrective measures within the group, step by step, based on reports from trainees from Vietnam regarding excessive fees charged to migrant workers that could lead to forced labor.
- Since December 2020 we have participated in the Responsible Reception Platform for Foreign Workers, and in FY2025 we will continue as a participating company in the Responsible Foreign Worker Reception Corporate Collaboration Program, promoting cooperation with various organizations, information gathering, and exchanges with experts.
- Regarding illegal employment, we consider it to be not only a serious compliance issue but also a significant human rights risk because it weakens the position of foreign workers and can easily lead to human rights violations. To prevent illegal employment, we promote study sessions and dialogue activities with the group and key suppliers to ensure thorough understanding of residence statuses and proper checks of residence cards.

(2) Confirming the status of human rights activities using the human rights self-check sheet

In fiscal 2026, we have conducted self-check surveys of the all 178 Aisin Group companies in order to understand the systems and actual conditions of corporate activities in the major human rights fields, identify issues, and link them to improvement activities (group companies response rate: 100%). The content of the self-check for group companies conforms to the content of the self-inspection sheet stipulated by the Japan Auto Parts Industries Association. The check sheet covers 8 major areas, namely (1) Elimination of discrimination, (2) Harassment, (3) Child labor, (4) Forced labor, (5) Wage, (6) Working hours, (7) Dialogue with employees, and (8) Safe and healthy working environment. Five aspects are checked for each area; (1) laws and regulations, (2) organizational framework, (3) prevention, (4) enlightenment, and (5) actual status.

As a result of the survey, although improvements have been made overall compared to last year (4.8 out of 5, +0.09 points), it was found that there is room for improvement, such as thorough deployment of the revised policies. We learned that there is room for improvement in terms of grasping confirming actual conditions. In addition, we conducted interviews with several companies to confirm the detailed situation so that each company can make improvements that can be implemented. We summarized the details of the following activities

and shared them with the group companies.

[Improvement activities (outline)]

Items	Actions
1. Establishment of a structure for promoting human rights activities	<ul style="list-style-type: none"> -Set Human Rights Promoters in all Japanese group companies -Request determination of the department in charge of human rights and assignment of responsible persons to major suppliers
2. Corresponding to the most prioritized item (ensuring proper employment foreign workers)	<ul style="list-style-type: none"> -Thorough compliance with laws and regulations, based on "Foreign Technical Intern Training Appropriate Implementation Manual." <ul style="list-style-type: none"> · Thorough prior checks when hiring under a new residence status -Correction of fees, and awareness of consultation service - Sharing good practices confirmed during inspection hearings - Confirmation of residence card and promotion of understanding of residence status
3. Improvement activities on major human rights areas	Formulation and distribution of “the fiscal 2026 version of the List of Important Actions from the Perspective of Human Rights”, and inspections at each company
4. Prevention and enlightenment	Study sessions, dissemination of compliance-related policies and consultation service, and provision of the contents for enlightenment

Additionally, we have started dialogue with regional headquarters companies in order to carry out awareness programs tailored to the customs and customs of each region.

For major suppliers, in January 2026 we newly prepared and requested a sustainability questionnaire including human rights and labor areas. The questionnaire checks policies, systems, and activities. From now on, we will collect responses and take measures based on the results.

(3) Establishment of consultation services

The Aisin Group has established an internal consultation service, a group-wide external consultation service by a lawyer, and a consultation service handled by the legal affairs division at Aisin Group’s headquarters. In addition to these, from June 2021, we newly established the Aisin Global Hotline, which is available from outside the Aisin Group, to respond to inquiries regarding human rights.

In addition, starting in May 2023, we will be providing information and a dedicated consultation desk to foreign workers through "JP-MIRAI Assist", which is one of the "Private Company Collaboration Programs" to strengthen monitoring of their feedback. Furthermore, when dealing with "JP-MIRAI Assist", thorough consideration is given to human rights, such as protecting privacy and preventing any disadvantage to the person seeking consultation.

In fiscal 2026, no cases of forced labor, child labor, human trafficking, etc., or serious legal violations leading to human rights violations were found through the above consultation services.

5. Training

The Aisin Group thoroughly promotes respect for human rights by providing the following training and awareness-raising opportunities also in fiscal 2026. Additionally, as a materiality priority the Group has set a 100% implementation rate for group-wide human rights education and is promoting activities toward that goal.

(1) Training for newly appointed Aisin Group officers

We provide training on the background of human rights activities, the content of human rights activities required of companies, and the Aisin Group's human rights activities, and hold discussions using case studies.

(2) Briefing on human rights activities for the Aisin Group HR divisions

We held a study group for divisions that play a central role in human rights activities, such as human resources, human resource development, legal affairs, procurement, general planning, business planning, and sales, etc., in Japanese Group companies.

(3) Workshop for recruiting interviewers

We explained points to note to interviewers and others.

(4) Training at each level

[1] CSR basic training: We provided training on the Aisin Group Human Rights Policy and respect for fundamental human rights for new assistant managers and management.

[2] Top management training: We provided education for new regional managers in Japan and overseas regarding the importance of human rights initiatives and the need to take measures.

(5) Awareness-raising for employees

In addition to disseminating our human rights policy, we conveyed the importance of respecting human rights to every employee in an easy-to-understand manner through the information, including case studies of workplace discrimination and harassment based on prejudice and human rights violations in the supply chain.

(6) Activities geared toward suppliers

In October 2025, we conducted awareness-raising and other activities regarding the "Aisin Group Supplier Sustainability Guidelines" for Aisin Group's major suppliers. We also held

study sessions for our main suppliers on human rights activities, focusing on employment issues for foreign national employees, sharing examples from the Aisin Group about human rights activities companies should undertake to promote understanding and dissemination.

6. Action plans for the next fiscal year and thereafter

(1) Ensuring proper management on foreign workers

Focusing on the Japanese companies, we will continue to confirm the actual situation with regard to ensuring appropriate employment of foreigners, including technical intern training, taking into account the perspectives of external experts. Additionally, we will ensure proper operation through dialogue with major supervising organizations, staffing companies, and other human services companies.

(2) Collaboration with stakeholders towards the elimination of social issues related to foreign workers

Since it is difficult to resolve various issues related to accepting foreign workers through the activities of the Aisin Group alone, we will also work on social solutions through collaboration with JP-MIRAI and others.

(3) Initiative to increase the global implementation rate of human rights education

We believe that, to advance the Aisin group human rights activities, it is important that proactive human rights activities be promoted in each region around the world. Therefore, aiming for a 100% implementation rate of human rights education, which we have designated as a materiality—to ensure that all group employees receive education at least once a year, we will advance activities such as strengthening rollout and enforcement and reviewing content.

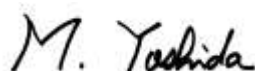
(4) Stretching activities in the supply chain

We will gradually expand and deepen the study sessions and self-checks and local inspections related to human rights that we have been doing with major suppliers.

In line with the Aisin Group Human Rights Policy, the Aisin Group will continue to advance our initiatives by organizing issues and setting priority themes every fiscal year.

This statement was made on behalf of Aisin Corporation and the Aisin Group, and it was approved by the Aisin Group Human Rights Expert Committee on March, 9, 2026.

March 9, 2026



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