

# Safety and Health Promotion

## Basic stance


### Safety and Health are above everything else


As a corporate group conducting global business, creating safe, healthy workplaces for our employees and all other personnel working on our premises is crucial at all of our sites.

Based on the core principle that Safety and Health are above everything else is the foundation of value creation in a company, Aisin continually strives to enhance the health and safety of all employees.

## Policy

Based on the core principle of Safety and Health are above everything else, we have formulated the AISIN Consolidated Safety and Health Policy and the AISIN Group Health Declaration, and we carry out our activities based on this policy and declaration.

 AISIN Consolidated Safety and Health Policy

 AISIN Group Health Declaration

## Vision

### Group Safety Vision for 2030

Toward the goal of eradicating serious accidents and accident that requires time off from work, we promote health measures to promote activities to thoroughly prevent recurrences, raise health awareness, and make health activities as our daily routine.

We have set the Group Safety Vision for 2030 and KPIs, and are working to create a workplace environment in which employees can work with peace of mind, stay healthy both mentally and physically, and continue to play active roles.



## Implementation frameworks

### Safety, health, and fire prevention frameworks

To ensure that everyone working on the Aisin premises is protected from occupational accidents, Safety and Health Committee meetings are held. Comprising the presidents of every company in the AISIN Group, the committee works to unify policies and standards to ensure the safety of everyone who works on our premises.

### Health promotion frameworks

We have organized the Council for the Promotion of Healthy Business Practices, which consists of health promotion departments, human resources management departments, workers' unions, and health insurance societies, to discuss health issues of the entire Group. After reported and approved by the Safety and Health Committee, measures discussed at the council are introduced in each work place through its Safety and Health Committee member.

In addition, measures are introduced to Group companies through the ALL AISIN Health Subcommittee, and we provide support for their health promotion activities based on the needs of each company.



Safety and Health Promotion

Occupational health and safety management system


In fiscal 2021, the AISIN Group introduced a Occupational health and safety management system that enables risk management and performance improvement.

In order to improve corporate value in terms of safety and health by fiscal 2023, 35 companies, including Aisin (Okazaki East Plant), have obtained ISO45001 certification, an international standard.

While taking account of external and internal problems, as well as requests from workers and other stakeholders, we have identified risks and opportunities and reflected them in our safety and health plan for fiscal year 2024. We are currently working toward accomplishing our targets.

Based on the activity results and other changing factors, we perform a management review to clarify the direction to take in the following fiscal year, thereby striving to enhance the quality of our activities.

Through these measures, we aim to become the “world’s safest company.”

 Acquisition status of ISO45001 certification

Initiatives to prevent the reoccurrence of fires and minimize possible damage

Aisin learned an important lesson from the fire that occurred at our Kariya Plant on February 1, 1997. We are working together as a group to increase employees’ knowledge and awareness about preventing fires, raise awareness for fire prevention, mitigate fire risk and develop fire prevention management frameworks.

(1) Raising awareness about fire prevention	Aisin Fire Prevention Day, interactive training, sharing lessons from past fires at Aisin Densho-kan (Educational Center)
(2) Activities to reduce fire risk	Expansion of facilities and equipment that meet fire prevention standards, 4 basic actions if a fire occurs, fire prevention surveillance
(3) Development of fire prevention management framework	Fire prevention training, establishment of fire prevention management regulations and guidelines, inspection of fire extinguishing and prevention equipment

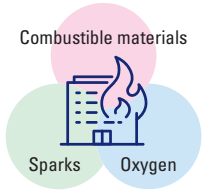
AISIN Group Unified Fire Prevention Priority 6 Items

Beginning in fiscal 2024, we have analyzed past fires afresh and summarized management of fire sources and combustibles that became the main causes of the fires, electrical equipment management, duct management, etc. into six fire prevention priority items, and mapped the fire prevention management status.

Through this activity, we are working to make levels of management status transparent and promote improvement activities in an AISIN Group-wide effort.

<Six fire prevention priority items>

1. Management of potential fire origins and combustible materials (risk identification and clarification of management items)
2. Hazardous materials management(Implementation of maintenance, management and inspection based on laws and regulations)
3. Ensuring compliance with rules on work using fire within the premises
4. Electrical fire prevention measures (power distribution, control, distribution board, wiring)
5. Duct management (clarification of inspection and cleaning rules)
6. Initial fire extinguishing to minimize damage (Basic four actions when a fire occurs)



Combustible materials

Sparks

Oxygen

A fires occurs if the three elements of a spark, a combustible item, and oxygen are present.

Initiatives for healthy business practices

“Safety and health” is the foundation that supports the actions of all colleagues working at Aisin. In recognition of our efforts on health promotion activities, we have been certified as a White 500 (Certified Health & Productivity Management Outstanding Organizations Recognition Program) company for seven consecutive years from 2016.

In order to enable our employees to maintain good mental and physical health and reach their true potential, we set lifestyle disease prevention and mental health as priority issues and formulated a Healthy Business Practices Strategy Map which lays out measures to resolve goals and set KPIs. In addition, in anticipation of labor shortage and aging workforce in the near future, we will work to raise awareness and develop an environment to enable the elderly and women to continue working.

In fiscal 2024, we are stepping up improvement activities at each workplace to prevent lifestyle-related diseases, and in mental health activities, working to identify high stress factors in workplaces improve the workplace environment, in addition to self-care and line-care activities.

Furthermore, for the goal of completely banning smoking on our premises in 2024, we are supporting smoking cessation and promoting eradication of passive smoking.

 Healthy Business Practices Strategy Map

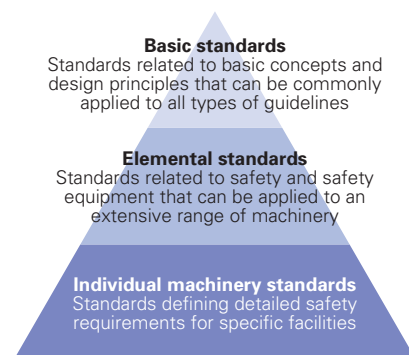
# Safety

## Initiatives to prevent anticipated occupational accidents and prevent reoccurrence of past accidents

Based on the basic principle of Safety and Health are above everything else, we engage in activities to prevent the recurrence and occurrence of occupational accidents, while improving safety awareness through on-site safety inspection and confirmation and risk assessment of equipment and tasks. By ensuring that the top management of each company in the AISIN Group surveys its respective companies' sites and listens to the opinions of employees on the floor toward achieving the target of "zero accidents," we will further promote our safety initiatives.

### AISIN Global Safety Standard (AIGSS)

With reference to international standards and our knowhow accumulated through past accidents, we have established the AISIN Global Safety Standard (AIGSS) as an equipment safety standard to be observed throughout the AISIN Group. Based on this standard, our process design department, manufacturing department, and safety department identify equipment risks, and implement countermeasures to create safe and secure equipment and operations.



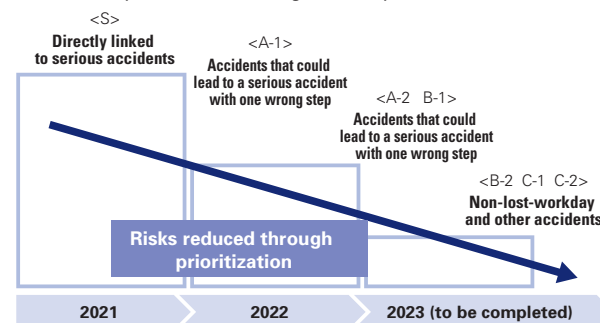
## Inspection and improvement of high risks

With our commitment to never allowing a serious accident to occur, we identify accident risks that are attributable to equipment and that could lead to a serious or lost-workday accident, based on the safety standards aligned throughout the Group.

After this process, our equipment is improved based on the priorities set for the entire Group. To sustain the improved state, we also establish rules and educational programs.

Through these activities, we will ensure the creation of a workplace that enables employees to work more safely and securely.

Status of improvement after high-risk inspections



## Safety, environment, and fire prevention activities for external construction contractors

We are working to create an environment where external contractors working on our premises can work safely and with peace of mind.

- (1) AISIN Group seminars on a safe environment for construction work by external contractors  
We hold seminars before (spring, summer, and winter) holiday periods for construction contractors and those who place orders with construction contractors so that they can learn more about safety, the environment, and fire prevention.

- (2) Questionnaires on problems and needs  
We have received many opinions regarding problems that arose during construction work, as well as requests for improvement, and have implemented countermeasures.
- (3) Safety patrols and other activities  
Employees who order construction work and those in charge from our safety management department conduct "monitoring" activities to ensure safety during work at construction sites.



Talk on safety for construction by external parties

## Safety and environmental activities for subcontractors and vendors delivering or carrying out goods

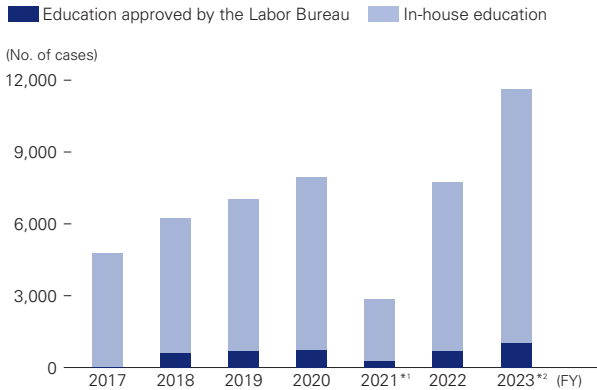
Since the serious accident that occurred in July 2015, we have committed ourselves to ensuring the prevention of recurrence of a serious accident and creating a work environment where work can be carried out safely and with peace of mind.

- (1) Safety exchange meetings for on-site loading and unloading, and subcontract work  
We hold exchange events twice a year (in July and December) for vendors that perform loading and unloading, or subcontract work, and for employees who place orders for such work.
- (2) Improvement and other activities  
We work to develop safe tasks by improving difficult and/or dangerous areas related to work.

Safety

Safety and health education

Trend in participants in programs at the education center



\*1 COVID-19 pandemic  
• a reduced number of participants per session, and  
• the postponement or cancellation of training events and sessions (for reasons such as the declaration of a state of emergency).  
\*2 Events and sessions were held as planned with anti-virus measures continuously in place.

Statutory training and education for personnel with safety and health qualifications

Number of employees who obtained the qualifications required by Japan's Industrial Safety and Health Act (through sessions held in 2022)

Type	Number of employees who became qualified
Skill training	1,039
Special or in-house training	10,584
Total	11,623

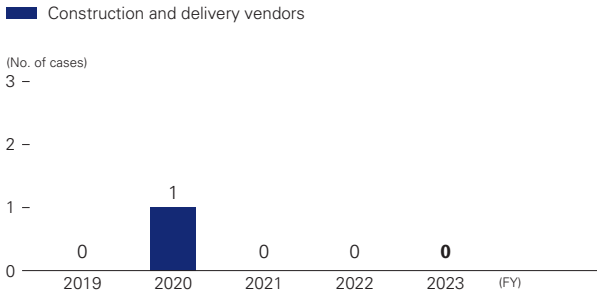
Number of employees who obtained the qualifications required by Japan's Fire Service Act (through sessions held in 2022)

Type	Number of employees who became qualified
Hazardous materials handling	
Class A	3
Class B	68
Total	71

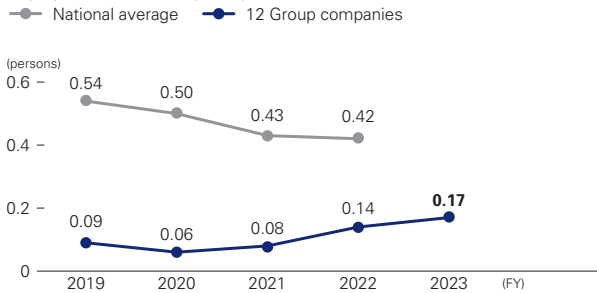
Safety, health, and fire prevention: Various KPIs

Trainees		KPI	FY2024	FY2026	FY2031
			Target	Milestone	Target value
Safety	Consolidated	Rate of internal audits of occupational health and management systems (%)	100 (AISIN)	100 (12 Group companies)	100 (consolidated)
		No. of serious accidents	0	0	0
		No. of STOP 6 and lost-workday accidents	7	0	0
	12 Group companies	Lost-time injury frequency rate (%)	0.05	0.05	0.05
		Safety awareness and felt leadership (%)	75	90	100
Industrial Hygiene	AISIN	No. of sick leave cases	0	0	0
Fire Prevention	Consolidated	Fires (cases)	26	0	0

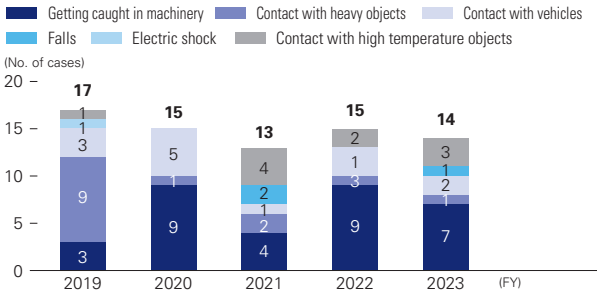
Status of serious accident cases  
(consolidated, including the AISIN Group in Japan and overseas)



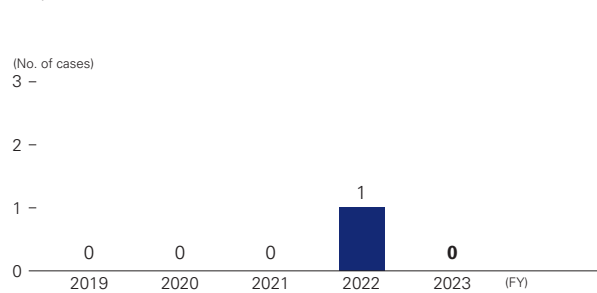
Rate of disabling injuries occurring in the workplace  
(employees from 12 Group companies)



Status of STOP 6 and lost-workday accident cases  
(consolidated, including the AISIN Group in Japan and overseas)




No. of disabling injuries occurring in the workplace  
(Group contractors)



Safety

Third-party verification

Verification Opinion



15 June 2023  
Opinion No : SGS23/063

Mr. Moritaka Yoshida  
President  
AISIN CORPORATION  
2-1 Asahi-machi, Kariya, Aichi, Japan

**Objective**  
SGS Japan Inc. (hereinafter referred to as "SGS") was commissioned by AISIN CORPORATION (hereinafter referred to as "the Organization") to conduct independent verification based on Criteria of Verification (the SGS verification protocol) regarding the data prepared by the Organization on the scope of verification (hereinafter referred to as "the Statement"). The objective of this verification is to confirm that the Statement in the Organization's applicable scope has been correctly calculated and reported in the Statement in conformance with the criteria, and to express our views as a third party. The Organization is responsible for the preparation and fair presentation of the Statement.

**Scope**  
The scope of verification is rate of disabling injuries occurring in the workplace.  
The period subject to report is from 1 April 2022 to 31 March 2023.  
Refer to the attached sheet for the detailed scope of verification.

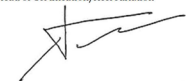
**Procedure of Verification**  
The Statement was verified in accordance with Criteria of Verification, and the following processes were implemented at a limited level of assurance:

- Verification of the calculation system: Interviews on the tabulation, calculation and reporting methods employed by the Organization as well as review of related documents and records
- Verification of the Statement: Review of vouchers, related documents and records at the head office

The criteria for this review are based on the protocol specified by the Organization.

**Conclusion**  
Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's Statement was not calculated and reported in conformance with the criteria.  
SGS Japan Inc. affirms our independence from the Organization, being free from bias and conflicts of interest with the Organization.


For and on behalf of SGS Japan Inc  
Yokohama business Park North Square 1  
134, Good-cho, Hodogaya-ku, Yokohama  
Knowledge  
Management Committee Member  
Head of Certification/Accreditation



Yuji Takeuchi

1 / 2

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Attached file

15 June 2023  
Opinion No : SGS23/063

**The details of the scope of verification**

The scope	The boundary	The statement
1 Rate of disabling injuries occurring in the workplace	12 Group companies including AISIN CORPORATION	0.17

2 / 2

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# Industrial Hygiene

## Enhancement of the industrial health management framework and prevention of health issues

Aiming to create a workplace environment that enables all employees to work in a healthy and lively manner, we are reorganizing our systems, and are training relevant employees to ensure the sustainable maintenance and management of the occupational health management systems at each business site, including the management of chemical substances in a disciplined manner.

In promoting occupational health activities, we engage in initiatives to protect those working on our premises from occupational diseases, with internal regulations and standards in place as well as management and operation methods clearly defined along with education and training.

Specifically, to prevent damage to employees' health, we properly manage hazardous materials, such as organic solvents and dust, and measure the sources of discomfort, such as heat and noise, in working environments, and then we make improvements based on the results, to create environments with good working conditions.

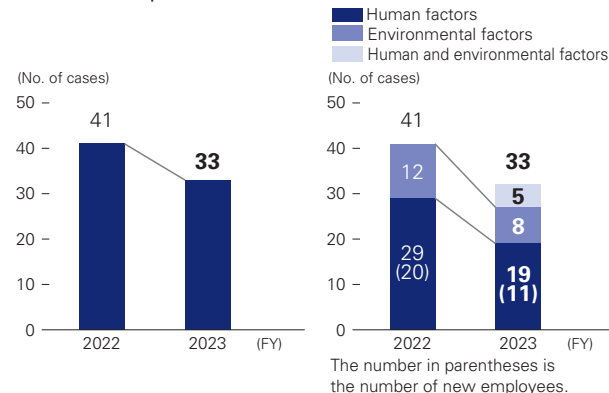
## Activities to promote heatstroke prevention

Based on the Cool Work Campaign released by the Ministry of Health, Labour and Welfare, activities to promote prevention are under way with "Heatstroke Prevention Promoters" (each business site selects one person).

### Annual plan

- May: Briefing and study sessions by Heatstroke Prevention Promoters
- June: Heatstroke prevention education with the participation of all employees (video streaming and meetings)
- July to September: Call-out activities by managers and supervisors to raise awareness after the rainy season and consecutive holidays
- November: Activity review meetings (including reporting on the current fiscal year's status, requests for the next fiscal year, and exchange of opinions)

Number of heatstroke cases in the AISIN Group



We had more cases caused by human factors (lack of personal health management), and half of the cases in FY2022 were new employees. Therefore, we strengthened our training for new employees in FY2023, resulting in the number of new employees suffering from heatstroke decreasing to half.

## Workplace meeting sheet for heatstroke prevention

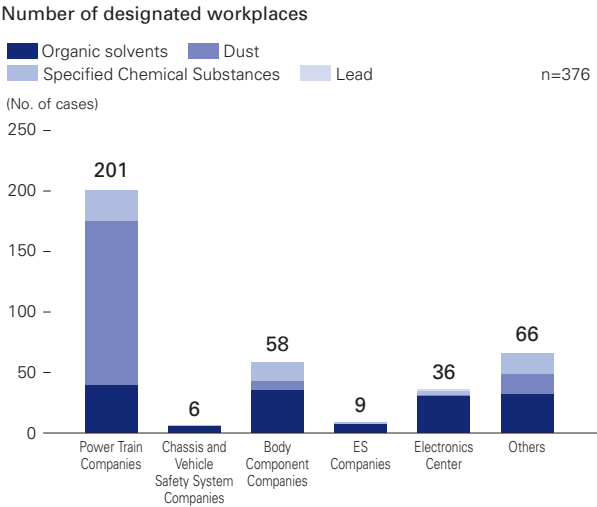
## Measures to prevent heat stroke for those performing transporting work

Since transporting tasks are high in WBGT values and work intensity, spot coolers were installed on forklifts in FY2023 as a measure against heat during transportation work.



# Industrial Hygiene

## Hazardous substances



### Evaluation by Control Class (measurement results)

Organic solvents	I	II	III
Number of "unit work areas"	147	1	0

### Control Class II workplaces

Factor: Decreased capacity of local exhaust systems  
Temporary measure: Wearing gas masks  
Permanent measure: Installation of push-pull ventilation equipment (planned)

Dust	I	II	III
Number of "unit work areas"	162	0	0

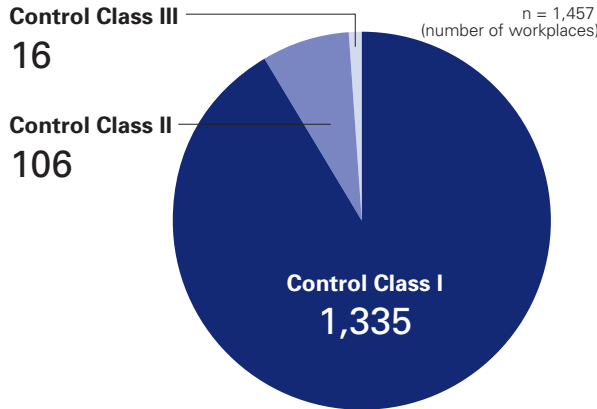
### Specified Chemical Substances

	I	II	III
Number of "unit work areas"	65	0	0

### Lead

	I	II	III
Number of "unit work areas"	1	0	0

## Workplace noise



### Main causes of exceeding standards:

- Control Class II
  - Sound of hammers, pressing, etc.
- Control Class III
  - Sound of blowing air, falling workpieces, etc.

### Preventive measures:

- Control measures based on our internal standards were provided to workers in areas designated as Control Classes I or II, including wearing ear plugs and taking special health examinations.
- Equipment measures are being taken sequentially based on the plan.

# Fire Prevention

## Reinforcement of fire prevention management

We are reinforcing our fire prevention management by registering facilities in which sparks are generated as “fire prevention priority management facilities (Fire Component Facilities\*).” They are defined as high fire-risk facilities in which sparks are generated and combustible/flammable items are present, and facilities that might generate great damage in the case of a fire. We aim to prevent fires by clarifying management items for preventing fires, ensuring that they are observed, and maintaining the observance.

\* F Component Facility: facility with fire components (sparks, combustible items, and firefighting tools) to be managed

### Management points

- |                              |  |
|------------------------------|--|
| <b>Sparks</b>                | <ul style="list-style-type: none"><li>• Installing spark prevention covers</li><li>• Protecting electric wiring from short-circuiting</li><li>• Preventing heaters from becoming abnormally hot</li><li>• Preventing static electricity from accumulating (installing an earth grounding system)</li></ul> |
| <b>Combustible materials</b> | <ul style="list-style-type: none"><li>• Eliminating oil leakage</li><li>• Ensuring that wiping rags are removed after use</li><li>• Removing combustible waste</li><li>• Removing unnecessary wiring</li><li>• Collecting accumulated dust</li></ul>   |
| <b>Firefighting</b>          | <ul style="list-style-type: none"><li>• Maintaining and managing fire extinguishers</li><li>• Maintaining and managing automatic fire extinguishing equipment</li><li>• Conducting periodic inspections of fire dampers for exhaust ducts</li><li>• Offering training for emergency treatment</li></ul>    |



## Basic four actions in the event of a fire

The AISIN Group has established four standardized actions (basic actions) to ensure that fast action is taken in the event of a fire to save lives and minimize damage. We have created a training DVD with actual footage so that employees understand the purpose of everything they are being asked to do. We also carry out training on a continual basis.



## Workplace meetings in Fire Prevention Month

Designating February 1 as AISIN Fire Prevention Day, we hold intensive awareness-raising events in February every year. These events serve as opportunities for employees to review past fires and remember the terror of the fires, thereby increasing their awareness of fire prevention and strengthening their practical skills at workplaces.



## Development of fire prevention instructors

We strive to develop human resources who can serve as guardians against fires by appointing instructors at each business site, training them, and providing them with opportunities to work together so that they can expand their knowledge and insights through such cooperation.

### Fire prevention instructor training plan (skill map)

	Knowledge and expertise		Awareness and ability for improvement	
	Standards and rules	Expertise and knowledge	Understanding risks and proposing improvements	Awareness and activities
Lv.5	Understands internal regulations and relevant laws well enough to give guidance to others	Can teach others, using the knowledge and understanding obtained through acquired qualifications and education	Is capable of providing guidance for improvement, such as identifying fire risks and considering countermeasures	Leads activities that result in fostering awareness at the business site
Lv.4	Understands the laws related to internal regulations	Has obtained national qualifications related to fire prevention and possesses the knowledge thereof	Examines countermeasures for identified fire risks to make improvements	Has strong fire prevention awareness and can instruct others
Lv.3	Understands internal regulations well enough to carry out required duties	Has completed special education related to fire prevention and possesses the required knowledge thereof	Can identify invisible fire risks and abnormal signs (early warning signs)	Fire prevention awareness is reflected in his/her behavior.
Lv.2	Understands internal regulations at a level that allows the instructor to perform duties with confirmation	Has received training related to fire prevention and possesses the required knowledge thereof	Identifies fire risks just by looking at an ignition source or combustible material	Has strong fire prevention awareness
Lv.1	Is able to understand internal regulations and rules with guidance	Has the basic knowledge of fire prevention	Understands fire risks	Has fire prevention awareness



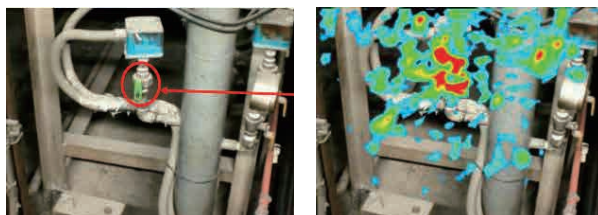
## Fire Prevention

### Fire prevention surveillance

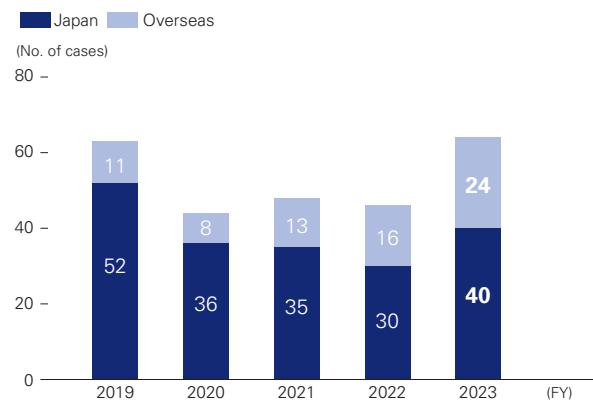
We have introduced fire prevention surveillance based on third-party inspection and evaluation to maintain an appropriate fire prevention management framework and raise its quality. The surveillance includes not only assessment of employees' awareness of fire prevention at their workplaces but also assessment of heat and gas leakage through use of the latest measurement instruments. The surveillance contributes to our daily improvements.

### FY2023 surveillance

**11** business sites  
and **2** Group companies



Domestic and overseas fires in the AISIN Group

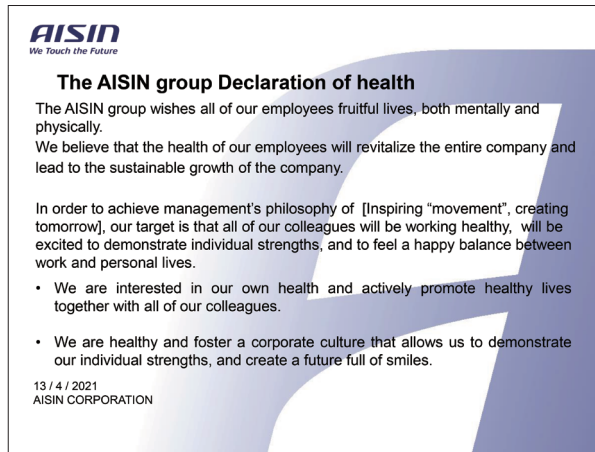


\* An incident is regarded as a fire if the incident involved a firefighting activity as a result of an explosion, smoke generation, fire generation, or smoldering. Even if the relevant incident did not involve a firefighting activity, it is regarded as a fire if smoke is generated as a result of high temperature.

# Healthy Business Practices

## Basic stance

The AISIN Group places its first priority on the safety and health of its colleagues. Positioning the promotion of employees' health as one of our management issues, we formulated the "AISIN Group Health Declaration" in April 2021, and are promoting health management aimed at improving the health awareness of each AISIN Group employee and making healthy behavior a habit.



## Initiatives for healthy business practices

The AISIN Group views the labor shortage and aging of the workforce anticipated in the near future as our priority issues, and engage in activities to address these issues from the perspective of securing workforce. We are creating an environment that enables seniors and women to continue working, and have included the health area in our strategy map to ensure that all employees can demonstrate their abilities in good health both mentally and physically.

As our current challenge, we are focusing on measures to tackle lifestyle-related diseases and mental health in response to the lifestyle changes caused by the COVID-19 pandemic. The percentage of employees with a BMI of 25 or more has been on the rise in recent years. To reduce future health risks, we are working on initiatives that will lead to changes in individual behavior, which are centered on diet and exercise, with the target for the percentage of employees with a BMI of 25 or more set at 23% by 2025.

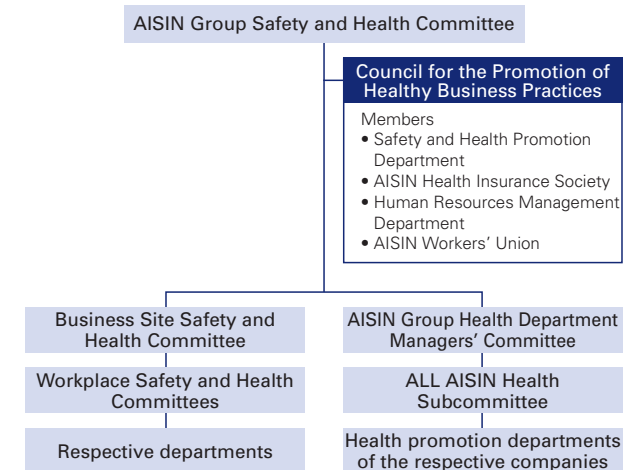
## Framework for the promotion of healthy business practices

We have organized the Council for the Promotion of Healthy Business Practices, which consists of the Safety and Health Promotion Department, the Human Resources Management Department, the Workers' Union, and the Health Insurance Society, to discuss health issues of the entire Group.

Regarding Group-wide measures, the AISIN Group Safety and Health Committee (on a consolidated basis) receives activity reports and approves measures, which will be rolled out all the way to the Safety and Health Committee of each workplace.

In addition, through the ALL AISIN Health Subcommittee, we provide Group companies with support for their health promotion activities based on the needs of each company in order to enhance their activities.

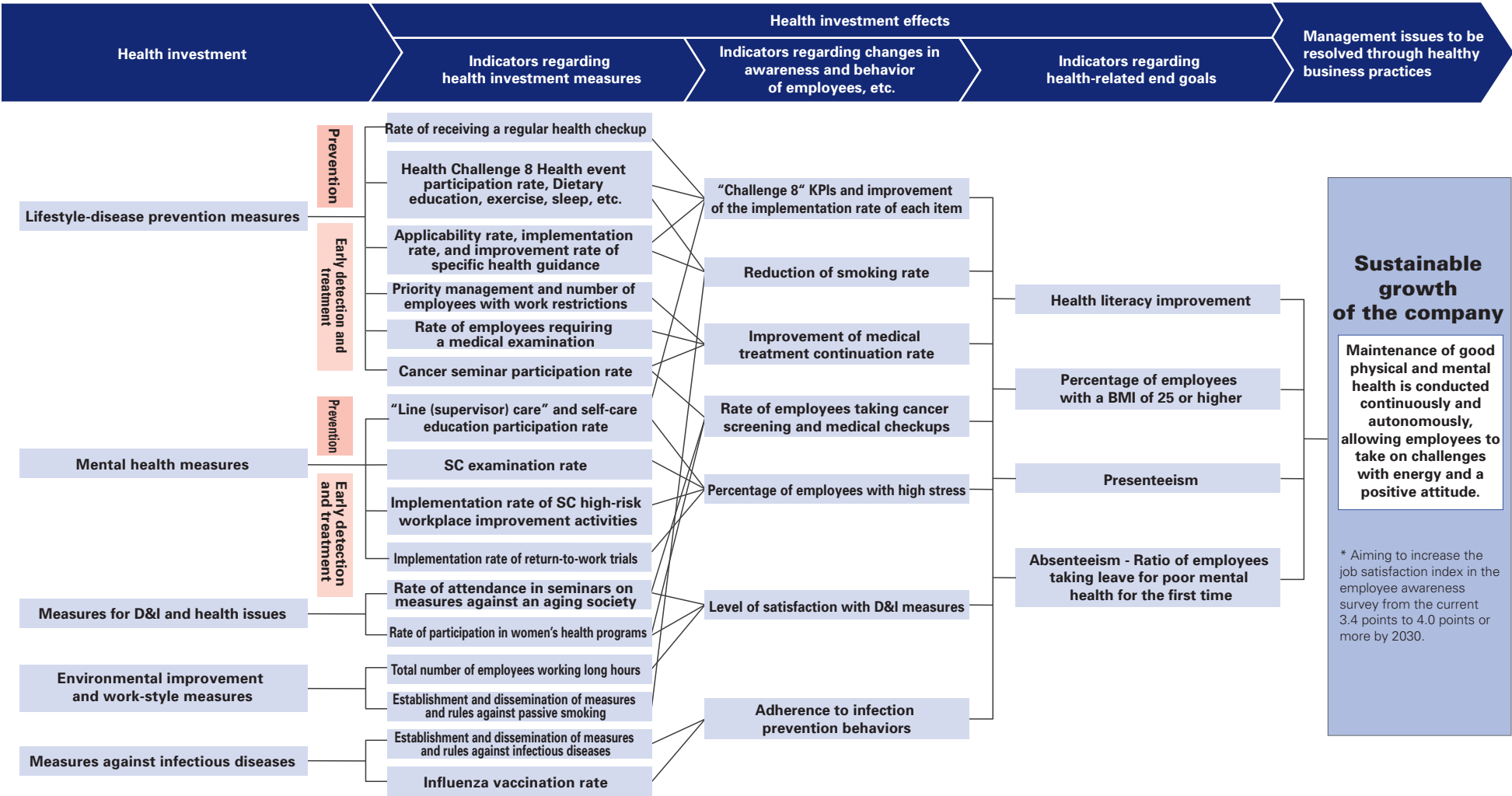
Framework diagram



## Health KPIs

Trainees	KPI	FY2024	FY2026
	Standards and rules	Target	Milestone
12 Group companies	Percentage of employees with a BMI of 25 or higher	Decreased from the previous year	23%
	Smoking rates	Down by 3% from the FY2021 results	Down by 8% from the FY2021 results
	Percentage of employees undergoing mental health training	100%	100%

Healthy Business Practices Strategy Map



## Healthy Business Practices

### Lifestyle-disease prevention measures

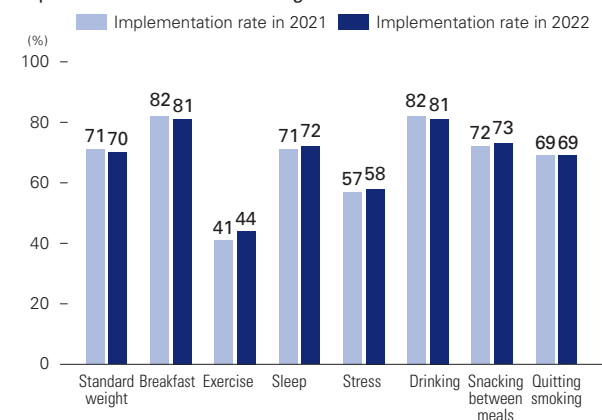
#### Initiatives to improve health awareness and develop behavioral habits

We are engaged in “Challenge 8” as a health promotion activity aimed at developing healthy lifestyle habits. Eight items related to lifestyle habits are quantified and evaluated, and target values have been set for each year up to FY2026.

To improve health literacy, we distribute health information and videos once a month on the themes of diet, exercise, sleep, drinking, and smoking, and conduct activities to raise the awareness of individual employees.

During the Health Promotion Months from September to October every year, employees at each workplace think about health based on the results of Challenge 8, and engage in activities to encourage behavior change, using the Collection of Health Promotion Items You Can Use in the Workplace as a reference. With the participation of employees increasing every year, 60% of employees are promoting activities, aiming for an increased implementation rate of Challenge 8.

Implementation rate of Challenge 8



#### Introduction of the health app “PepUP”

To help our employees improve their health literacy, we introduced “PepUp” in 2021 in collaboration with the Health Insurance Society.

The app allows employees to check their health status based on their health checkup results and review their medical expense history, giving them the opportunity to raise their awareness about health.

The app distributes health information and introduces health seminars and events for activities such as walking and weight measurements. This helps employees to engage in health promotion activities individually or by workplace. As of May 2023, 38.5% of our employees used the app.



#### Health checkups

We follow up with each workplace and employee to ensure that all of our employees receive regular health checkups, with the annual checkup rate continuing to be 100%.

To implement follow-up measures after health checkups, we have developed a proprietary system for identifying individuals who have a high risk of brain and heart diseases, based on up to 10 years of past checkup results for all employees. Based on their risk level, we provide safety consideration through meetings with and guidance by our industrial physicians and work restrictions. While doing so, we raise employees’ awareness of the importance of self

management, and provide support to prevent them from developing serious diseases.

#### Measures against cancer

We ensure that employees receive not only a regular health checkup but also various cancer screening tests with financial support from the Health Insurance Society, the Worker’s Union, and the company, in order to reduce cancer risks to health through early detection.

A colorectal screening test is available at the time of a regular checkup for all employees aged 35 or over.

We also have an environment in place that makes it easier for employees to take cancer screening by offering free cervical and breast cancer screening tests for female employees and free prostate cancer screening tests for male employees.

In addition to raising awareness about the importance of medical checkups and cancer screening every month, we held a cancer seminar in October 2022 to deepen the correct understanding of cancer and encourage early cancer screening, with the participation of 141 employees.

FY	2020	2021	2022	2023
Rate of receiving a regular health checkup	100%	100%	100%	100%
Rate of receiving a thorough examination	81.7%	75.9%	53.6%	70.3%
Rate of deciding on restrictions on the nature of work	100%	100%	100%	100%
Rate of conducting meetings	100%	100%	100%	100%
Rate of providing health guidance	68.0%	65.9%	60.2%	66.1%

## Healthy Business Practices

## Dietary initiatives

Employees spent more time at home due to the promotion of telecommuting and stay-at-home requests for the purpose of preventing the spread of the coronavirus. This led to lack of exercise and higher values in BMI, triglyceride, and blood sugar, which increased the risk of lifestyle-related diseases.

Since among the meals of the day, lunch affects after-lunch snacking and dinner significantly, and can serve as a good opportunity for raising the awareness of all our employees, our cafeterias offer lunches with different healthy menu items each day, collaborating with the social contribution activity "TABLE FOR TWO" (TFT).

In addition, in the company cafeteria, nutritional information such as calories, salt, and protein are displayed for each menu item, and the total value of one meal is visualized at the time of payment. In this way, we are creating an environment that encourages employees to become conscious about their meals, which in turn leads to good self-management.

During Health Promotion Month in February and Occupational Safety and Health Month in October, we promote dietary education and the improvement of dietary knowledge by holding education courses on topics such as breakfast, snacks, and drinking, and by distributing videos.

Introducing today's best menu

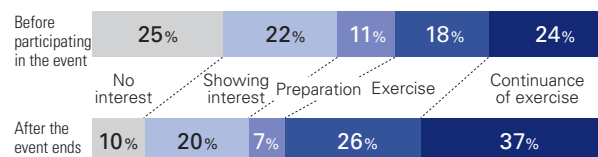


### Initiatives related to exercise habits

According to the Challenge 8 survey, the percentage of people who continue to exercise was 44% in FY2023, which is less than half. Since making exercise a habit helps prevent lifestyle-related diseases, we hold a walking event twice a year in collaboration with the Health Insurance Society. An event was held for employees to compete over the total number of steps they walk in a one-month period individually or by workplace, with the participation of 1,184 people (177 teams). This event prompted the employees to enter their health data in our health app every day, raise awareness about talking about the importance of walking in workplaces, and make walking a habit, which resulted in an improved practice rate.

Additionally, to create an opportunity for exercise on holidays, the AISIN Group held the joint walking event “Ai (love) and Ai Walking,” using a leisure facility in Aichi Prefecture. A total of 1,448 people participated, including employees and their families. A survey conducted after the event showed that the participants felt physically and mentally refreshed and had an improved awareness of exercise.

## Change in awareness about exercise

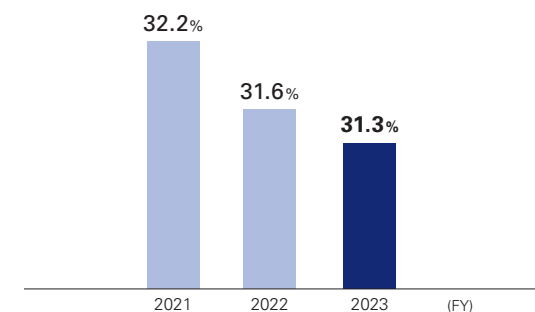


### No-smoking initiatives

To reduce health problems and risks caused by smoking and passive smoking, we have created an environment in phases, ahead of the enforcement of the revised Health Promotion Act. This includes creating segregated indoor smoking areas in 2012, establishing rules for smoking hours in 2013, moving smoking areas outdoors in 2015 when smoking was completely banned indoors, and setting a rule on the hours of availability of outdoor smoking areas in 2019. In preparation for the complete ban on smoking on the premises in April 2024, we are raising awareness of quitting smoking by establishing a no-smoking day at the end of every month starting in May 2023.

In addition, to help smokers to quit smoking, we work with the Health Insurance Society to cover the entire cost of online quitting smoking clinics and subsidize some of the costs of going to quitting smoking clinics. Although the number of people giving up smoking through quitting smoking support is increasing year by year, the smoking rate remains flat, so we are strengthening our efforts with the aim of reducing the rate by 8% in 2025 compared to FY2021.

## Smoking rate (Aisin alone)





Healthy Business Practices

Mental health measures

Prevention and early detection of mental health disorders

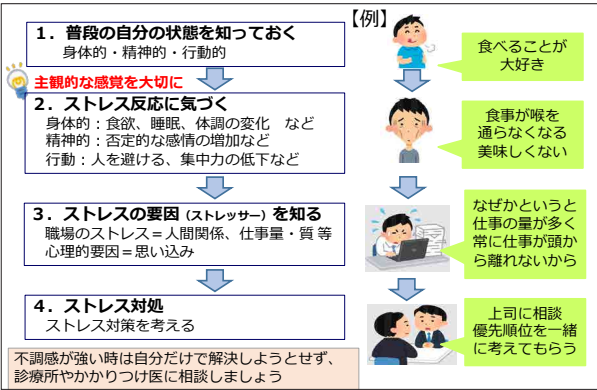
At Aisin, to prevent mental health disorders in employees, an environment has been established that allows employees to receive stress checks every year since 2016.

To enable employees to realize their own stress from the results of the stress checks and care for themselves, we provide self-care training for second-year employees. In FY2023, a total of 945 employees undertook the training.

Additionally, to support self-care, we have set up health consultation services and provided consultations with industrial physicians for those with high stress. To enable early detection and treatment of members with mental health disorders in workplaces, training in line care is provided for managers and supervisors.

As a result of the ongoing efforts, the percentage of employees with high stress decreased to 3.7% in FY2023. The ratio of employees taking leave for poor mental health for the first time was 0.8%, meaning that there has been no change in the past three years.

Key points in stress management



Workplace improvement activities

In addition to reporting the results of stress checks to individuals, the workplace stress check analysis results are fed back to their workplaces. From FY2022, we have started a supportive initiative to identify high stress factors in the workplace based on the workplace stress check analysis results and questionnaire results, and thereby improve the workplace environment.

In FY2023, we selected four workplaces and performed interviews to reveal the actual situation of each workplace to identify problems, and promoted

improvement of the workplace environment under the lead of the workplace.

Trial returns to provide support for those returning from leave

We have built a framework for a return-to-work program designed by a clinical psychologist so that employees can return from leave without undue stress.

After returning to work, the employees are provided with line-care by their workplace supervisors so that they can work with proper attention paid to their health condition.

Stress checks and analysis results

FY	2021	2022	2023
Rate of receiving stress checks	91.6%	86.1%	94.4%
Percentage of employees with high stress	3.7%	4.5%	3.7%

Employee awareness related to their workplace stress factors

FY	2021	2022	2023
"I'm satisfied with my work."	11.3%	11%	11%
"My work is rewarding."	12.4%	12%	12%
Average score of work quantity burden	8.5 points	8.6 points	8.6 points
Average score of control of work	7.8 points	7.5 points	7.5 points
Average score of support from a supervisor	7.9 points	8.0 points	8.0 points
Average score of support from coworkers	8.2 points	8.2 points	8.2 points

Stress checks and analysis results

FY	2022			2023		
Program name	Number of target employees	Number of participants	Participation rate (%)	Number of target employees	Number of participants	Participation rate (%)
Life Design Seminar (30)	1,300	183	14.1	1,087	445	40.9
Life Design Seminar (50)	1,080	207	19.2	1,657	792	47.8
Self-care training	12,537	12,124	96.7	963	945	98.1
Women's health seminar	181	180	99.4 (98.9)*	84	84	100
Training in line care	368	364	98.9	2,095	2,095	100

\* The figure in the parenthesis is the satisfaction rate.

## Healthy Business Practices

### D&I health support

#### Health support for female employees

To allow female employees to continue to work actively, we started a women's health program for female employees in 2021 as an initiative to address health issues specific to women. Correct knowledge and consideration of women's health issues are also explained in the training programs for managers and supervisors, with the aim of promoting the creation of comfortable workplaces.

In addition to the existing support systems for women, we introduced a femtech program in 2022 to help solve health issues specific to women, such as menstruation, childbirth, fertility, and menopause, thereby supporting women in balancing work and life events.



#### Protection of employees from infectious diseases

Aisin has created guidelines for infection prevention and disseminated them to its Group companies and suppliers both inside and outside Japan, so as to be able to protect the lives of all the people related to the AISIN Group in the event of an outbreak of an infectious disease.

#### Initiatives for employees traveling overseas for work

For employees posted overseas and their families, as well as employees on overseas business trips, not only do we issue a heads-up and make decisions to bring them to their home countries, but we also provide training programs and appropriate information so that they can keep themselves safe, with reference to information provided by the Quarantine Information Office of the Ministry of Health, Labour and Welfare regarding infectious diseases and immunization and the safety guidelines set by each country's embassy and consulates.

By concluding a contract with an institution specializing in medical security, we also provide an assistance service to protect employees from different medical and safety risks in the countries and regions we operate in.

### Results and future initiatives

As a result of the initiatives for the year, improvement is seen in employees' health literacy (ability to find and utilize information related to health and medical care), indicating that the awareness building has been gradually advancing. Going forward, we will further enhance the initiatives for health promotion to reduce presenteeism (the state of working while having health problems) and absenteeism (the state of being absent from work), thereby improving productivity.

FY	2021	2022	2023
Percentage of employees with high health literacy	-	48.0%	53.1%
Presenteeism	-	-	84.0%
Absenteeism	2.6%	1.8%	2.0%

	Presenteeism	Absenteeism
Measuring method	Calculated using the Single-Item Presenteeism Question (SPQ by the University of Tokyo). Percentage of employees who rate their job performance during the past four weeks as 80% or higher on a scale where 100% is the best job performance they could deliver in a healthy state	Percentage of employees who take 30 or more calendar days off due to illness besides paid leave, after the start of sick leave for the fiscal year (Number of employees on leave in the relevant fiscal year / Number of permanent employees × 100)
Number of people measured	41,094	35,010
Response rate (%)	79.0	100