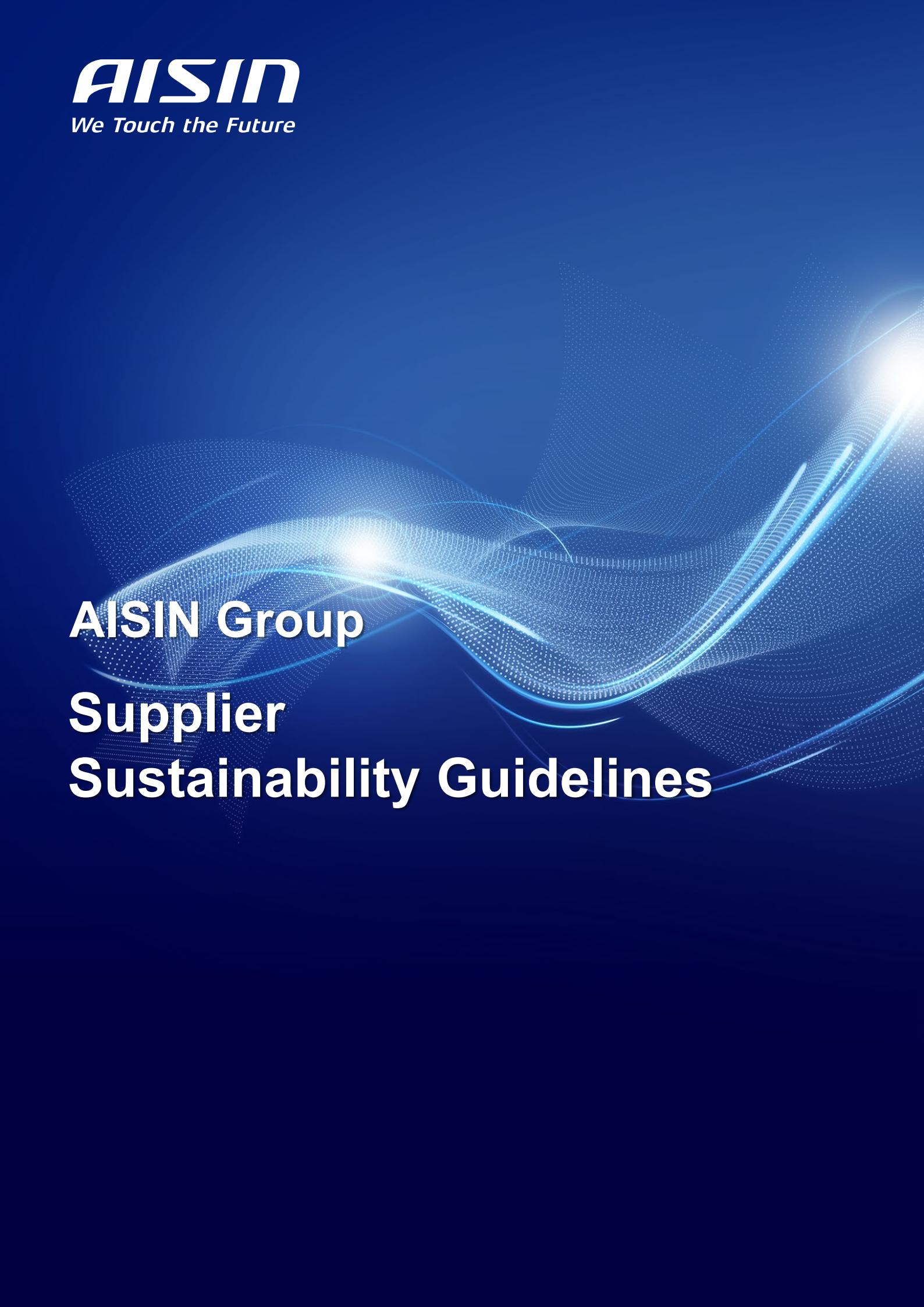




*We Touch the Future*

A dynamic, abstract background consisting of glowing blue particles and light streaks forming flowing, wave-like patterns against a dark blue gradient.

# **AISIN Group**

# **Supplier**

# **Sustainability Guidelines**

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## 1. Introduction

In response to evolving societal expectations of corporate responsibility and to clarify our commitment to sustainability while enhancing related initiatives, we revised the AISIN Group Principles of Corporate Behavior into the AISIN Group Charter of Sustainability in August 2024.

In line with this revision, in September 2025, we reviewed the Guidelines on Compliance with Social Responsibility and updated them into the AISIN Group Code of Conduct, which stipulates the specific actions to be taken by all Group members.

The international community is accelerating efforts to build a sustainable society, focusing on goals such as achieving carbon neutrality, contributing to a circular economy, and addressing human rights issues such as child labor.

In order to maintain and improve competitiveness in the global market and strengthen risk management, it becomes increasingly essential to comply with international standards and develop the ability to respond to regulations.

Companies are increasingly committed to sustainable procurement, further expanding efforts to achieve carbon neutrality and address human rights and labor issues. In addition, for the sake of responsible procurement, companies are required to give in-depth consideration to each high-risk material and part, making it crucial to address challenges across the entire supply chain.

Given such circumstances, we have decided to revise the AISIN Group Supplier Sustainability Guidelines to clearly demonstrate our commitment to remaining a company that is trusted by society and grows sustainably.

We ask all of our suppliers to understand and practice these Guidelines. We also ask our suppliers to disseminate these Guidelines to their suppliers and encourage their implementation.

October 2025  
Executive General Manager,  
AISIN Group Purchasing Division,  
AISIN CORPORATION

Shinichiro Oshima



## 2. AISIN Group Philosophy

The AISIN Group Philosophy demonstrates the reason for the Group's existence and its mission, forming the core of its management. We will continue to provide new value to our colleagues, customers, and society, thereby contributing to the creation of a sustainable society.

The AISIN Group Charter of Sustainability has been established to serve as corporate guidelines for realizing its Philosophy. It demonstrates AISIN's basic stance in pursuing sustainability, which will be implemented throughout the supply chain.



### 3. Sustainability Promotion

#### ■ Basic stance and policy

With the AISIN Group<sup>\*1</sup> philosophy of “Inspiring ‘Movement’, Creating Tomorrow”, we are deeply committed to delivering beauty to our future earth. This commitment is our way of bringing freedom and happiness through “movement”, and it inspires us to create a virtuous cycle of realizing a sustainable society and enhancing corporate value through our business activities. We do this by anticipating social issues and needs through dialogue with stakeholders.

To achieve sustainability management, we have established the AISIN Group Charter of Sustainability to serve as a guideline for our corporate activities.

#### AISIN Group Charter of Sustainability

[AISIN Group Charter of Sustainability | AISIN CORPORATION Global Website](#)

**AISIN Group Charter of Sustainability**

<b>1</b>  <b>Contribution to a sustainable society through business</b> Create new value by leveraging comprehensive strengths as a Group, technology, and manufacturing	<b>2</b>  <b>Compliance</b> Engage in corporate activities respecting integrity, honesty, fairness, and local culture and history	<b>3</b>  <b>Respect for human rights</b> Respect human rights working with stakeholders	<b>4</b>  <b>Constructive dialogue with stakeholders</b> Maintain and develop trusting relationships
<b>5</b>  <b>Relationships of trust with customers</b> Exceed customer expectations with our products and services to gain satisfaction and trust	<b>6</b>  <b>Partnership toward mutual trust and development</b> Implement this Charter in collaboration with the supply chain	<b>7</b>  <b>Corporate culture of challenge-taking</b> Respect diversity and individuality and create a workplace where everyone can grow and play active role	
<b>8</b>  <b>Engagement in environmental issues</b> Address social issues pursuing the harmony between people and the environment far into the future	<b>9</b>  <b>Social contribution to social development</b> Create value for society actively working with stakeholders	<b>10</b>  <b>Thorough risk management</b> Proactively conduct risk management against increasingly complex and diverse risks	<b>11</b>  <b>Role of senior management</b> Management to realize the spirit of this Charter

**“Safety”, “health”, “customer first”, and “quality supremacy” are the foundations of all.**

Let's pursue and refine the qualities our customers demand, while giving the highest consideration to the safety and health of our colleagues.

#### ■ Materiality

To realize our Group Philosophy, we define issues that AISIN must address in the context of the long-term business environment and position them as materiality issues.

In defining our materiality posture, we have identified three priority issues and five paths to achieving them. We will work to resolve these issues in the course of our business activities.

#### Materiality issues at AISIN

[Materiality Issues | AISIN CORPORATION Global Website](#)

## **4. AISIN Group Basic Procurement Policy**

Our basic policy for procurement is described below.

### **1. Mutual development through mutual trust**

Based on the principle of coexistence and mutual prosperity, we seek mutual development with our suppliers through various activities.

To achieve this, we believe it is important to build relationships of trust through close, interactive communication with our suppliers.

### **2. Open and fair competition**

We provide all companies wishing to do business with us with an opportunity to participate in conducting transactions in an open and fair manner, regardless of nationality, scale, or history of transactions. We select suppliers by comprehensively evaluating not only quality, technical capabilities, cost, and delivery times but also safety, attitude toward continuous improvement, and other factors.

### **3. Promotion of green procurement**

We intend to procure environmentally friendly parts, raw materials, and materials from environmentally conscious suppliers, with the aim of enhancing environmental conservation efforts in cooperation with our suppliers.

### **4. Promotion of localization to be a good corporate citizen**

We aim to become a supplier operating worldwide and to contribute to creating an enriched society as a good corporate citizen. To this end, we seek to expand our corporate activities globally and actively promote localization in each region as a local enterprise.

### **5. Compliance with laws and regulations**

We comply with all applicable laws and regulations in our procurement activities.

We also exercise due care in the handling of confidential information obtained through transactions.

## 5. Sustainability Guidelines

### ■ Aim of the Guidelines

With the aim of realizing a sustainable society through its business activities, the AISIN Group has established these Guidelines to specify the basic items on which we would like to work together with our suppliers through transactions.

We ask our suppliers to understand each item of the Guidelines and put them into practice in their corporate activities. We also ask our suppliers to disseminate these Guidelines to their suppliers and ensure compliance therewith.

### **1. Contribution to a sustainable society through business**

#### **1. Delivering new value**

- In developing and delivering our products and services, we give due consideration to safety and pursue quality and cost that meet our customers' expectations, and we constantly strive to develop new technologies.

#### **2. Compliance with safety regulations around the world**

To develop and deliver useful products and services with consideration for safety, we comply with global laws and regulations and strive to understand the social and cultural backgrounds of each country.

### **2. Compliance**

#### **1. Individual awareness of compliance**

We strive to uphold the highest standards of corporate ethics and a strong sense of legal compliance while acting with social responsibility.

#### **2. Open and honest conduct**

We do not engage in illegal activities, seek profit through unfair means, or act in ways that lack transparency and cannot be justified to the international community.

We comply with the laws, regulations, social norms, and business practices of each country and region and engage in fair, transparent, and free competition and transactions.

#### **3. To become a truly global company**

We continuously review our internal systems and practices from the perspectives of fairness and transparency, adapting them to the changing times and ensuring that they meet the expectations of the international community.

#### **4. Protecting intellectual property**

We protect our own intellectual property and respect that of others.

## 5. Response to anti-social forces

We take a resolute stance against anti-social forces and organizations and strictly avoid any form of association with them.

## 6. Personal and confidential information management and protection

We strive to appropriately obtain, use, disclose, manage, and protect personal and confidential information and comply with the Act on the Protection of Personal Information.

## 7. Export and import management

When exporting or importing technologies or products that are regulated by the laws and regulations of each country or region, we implement appropriate import/export procedures and management in compliance with the relevant laws and regulations.

### ◆ AISIN Group's policies regarding compliance

The AISIN Group has established the Anti-Corruption Policy and the Antitrust Compliance Policy, which apply to all executives and employees of the Group. All Group members are required to act appropriately in compliance with these policies.

We expect our suppliers to practice appropriate corporate behavior with reference to these policies.

AISIN Global Anti-Bribery and Anti-Corruption Policy

[Aisin Global Policy on Prevention of Bribery and Corrupt Practices](#)

Antitrust Compliance Policy

[AISIN Group Antitrust Compliance Policy | AISIN CORPORATION Global Website](#)

## 3. Respect for human rights

### 1. Respecting human rights and individual dignity

We respect the human rights of all individuals, including our colleagues and suppliers, and do not tolerate any form of discrimination or harassment.

### 2. Fair recruitment

We strive to promote and practice fair recruitment to ensure equal employment opportunities and respect for fundamental human rights.

### 3. Prohibition of forced labor, child labor, and human trafficking

We comply with the laws and regulations of each country and region and do not engage in any form of forced labor, child labor, or human trafficking.

Furthermore, we respect internationally recognized human rights, including by not requiring employees to submit their official personal documents (identification cards, passports, etc.) and not treating employees unfavorably when they submit requests for resignation.

#### **4. Compliance with laws and regulations on working hours and wage payments**

We adhere to the relevant laws and regulations of each country and region, ensuring fair and lawful management of working hours and wage payments

#### **5. Sincere dialogue and consultation between labor and management**

We strive for mutual prosperity through sincere dialogue and consultation with employee representatives, such as labor unions, and individual employees. We respect the right of employees to freely associate, or not to associate, in accordance with the laws and regulations of each country and region.

#### **6. Responsible procurement of resources, raw materials, and parts**

We make efforts to avoid using raw materials (such as conflict minerals) that may cause human rights and environmental issues.

##### ◆ AISIN Group's policy regarding human rights

As a corporate group operating globally, in order to respect internationally recognized human rights and comply with the relevant laws and regulations of the countries and regions where we conduct business, the AISIN Group has established the AISIN Group Human Rights Policy based on the UN Guiding Principles on Business and Human Rights.

We expect all our business partners, including suppliers, to understand and support this policy.

[AISIN Group Human Rights Policy](#)

[AISIN Group Human Rights Policy](#)

#### **4. Constructive dialogue with stakeholders**

##### **1. Timely and appropriate information disclosure**

We disclose information that is truly needed by society in a timely and appropriate manner, covering all aspects of corporate management, including financial status, business performance, and operational activities.

##### **2. Active and constructive communication with stakeholders**

We strive to maintain and develop sound relationships with our stakeholders through active and constructive communication, including dialogue with stakeholders, investors, and local communities.

##### **3. Fostering mutual trust with countries and communities worldwide**

We respect the cultures and traditions of countries and communities worldwide and strive to establish mutual trust with all stakeholders, including local communities, around the world.

##### **4. Healthy public-private relations**

We avoid any actions that may be perceived as collusion with political or administrative organs and strive to build transparent relations between the public and private sectors.

## **5. Relationships of trust with customers**

### **1. Earning customer trust by providing inspiring products and services**

We strive to earn lasting trust by listening to our customers' needs and concerns and proposing and delivering inspiring products and services that exceed customer expectations, without being constrained by conventional thinking.

## **6. Partnership toward mutual trust and development**

### **1. Appropriate transactions with suppliers**

We offer open and fair opportunities for business transactions and make decisions based on a comprehensive evaluation of factors such as quality, technology, pricing, delivery timelines, and proactive commitment to stability and improvement.

As trusted business partners, we collaborate with our suppliers to actively address social issues throughout the supply chain.

### **2. Compliance**

In our procurement activities, we understand and comply with competition laws and other relevant laws and regulations. We will handle confidential information obtained through transactions with appropriate care.

We understand internationally recognized human rights and diversity initiatives and respect the human rights of all individuals involved in our business activities while observing the laws and labor practices of each country and region.

We do not offer or accept entertainment, gifts, or other benefits from business partners for the purpose of obtaining or maintaining unfair advantages or preferential treatment.

## **7. Respect for diversity and individuality, a corporate culture that encourages employees to take on challenges, and an employee-friendly workplace environment**

### **1. Respect for diversity and individuality**

We are committed to empowering diverse employees to establish themselves as valued members of society and continuously realize their full potential. To support this, we encourage them to take on challenges, create employee-friendly workplaces, and invest in career development and skill enhancement.

### **2. Creating an employee-friendly workplace environment**

We support the health of our employees to create workplaces that prioritize both mental and physical well-being, enabling everyone to work with vitality and comfort.

### **3. Ensuring employee safety**

We promote the creation of a safe workplace environment by improving facilities and working conditions through the use of an occupational safety and health management system and by advancing initiatives to raise safety awareness.

## **8. Engagement in environmental issues**

### **1. Establishing an environmental management system**

To promote environmental initiatives in accordance with national and regional environmental laws and regulations, we establish and continuously improve organizational structures, planned actions, responsibility sharing, process management systems, and other mechanisms while also working to reduce environmental risks.

### **2. Addressing social environmental issues**

We proactively and voluntarily invest management resources, including human capital, technology, and expertise, to address environmental issues, such as air pollution, while striving to develop innovative technologies, products, and services.

### **3. Contributing to building a decarbonized society**

We strive to reduce greenhouse gas (GHG) emissions throughout the entire supply chain by conducting supply chain-wide emissions management as well as by promoting energy waste reduction, productivity improvement, and renewable energy utilization.

### **4. Contributing to building a resource recycling-oriented society**

We comply with the laws and regulations of each country and region regarding waste disposal and recycling and strive to increase the efficiency of resource use in all aspects of production and minimize waste generation.

We also reduce resource usage and promote the use of recycled materials in the product design and development process.

### **5. Thorough management of environmentally impactful chemicals**

We ensure the thorough management of chemicals that impact the environment, including their safe handling, storage, reuse, disposal, reporting to authorities, and switching to alternatives that reduce environmental burden.

### **6. Contributing to building a society in harmony with nature**

Toward the realization of a society that is in harmony with nature, we reduce water consumption, use water resources efficiently, and manage wastewater with consideration for local watersheds while also engaging in biodiversity conservation activities.

#### ◆ AISIN Group Green Procurement Guidelines

We ask our suppliers to understand the purpose of the AISIN Group Green Procurement Guidelines and comply with them.

Major requests to our suppliers

- Compliance with environment-related laws, regulations and ordinances
- Environmental management
- Management of environmentally hazardous substances
- Reporting of environmental data
- Performance improvement

[https://www.aisin.com/jp/pdf/green\\_guideline.pdf](https://www.aisin.com/jp/pdf/green_guideline.pdf)

## **9. Social involvement and contribution to social development**

### **1. Initiatives as a good corporate citizen**

We actively make efforts to create value for society as a whole by investing our human resources, expertise, and other management resources.

### **2. Collaboration and cooperation with a broad range of stakeholders**

We make efforts to help realize a sustainable society in collaboration and cooperation with various stakeholders, including NPOs, local communities, and administrative organs.

### **3. Supporting employees' voluntary social participation**

To help realize a sustainable society and create value for society as a whole, we promote and support our employees with various forms of voluntary social participation, including volunteer activities.

## **10. Thorough risk management**

### **1. Measures in normal times**

We implement measures based on the following three pillars to address priority risks and workplace risks:

- Preventive measures to avoid the occurrence of risks
- Mitigation measures to minimize potential damage
- Damage reduction measures, including the formulation and review of BCPs, to enable early recovery while maintaining business continuity

### **2. Emergency response**

We adhere to the principle of "bad news first" to ensure timely initial responses by relevant departments and minimize damage.

### **■ Developing and deploying guidelines for business partners**

We ask our suppliers to develop policies and guidelines based on the guidelines outlined above and disseminate them to their business partners to ensure that they are involved in sustainability initiatives.

We also ask our suppliers to promote the above activities in consideration of the entire supply chain and conduct follow-up and corrective actions as needed.



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