

Initiatives for Diversity and Inclusion

~Developing human resources and creating an organization where diverse employees take on challenges and continue to grow~

AISIN CORPORATION
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Developing human resources and creating an organization where diverse employees take on challenges and continue to grow

Realization of the Corporate Principles

Improvement
of job
satisfaction



Creation of
new value

Promoting job
satisfaction
reform

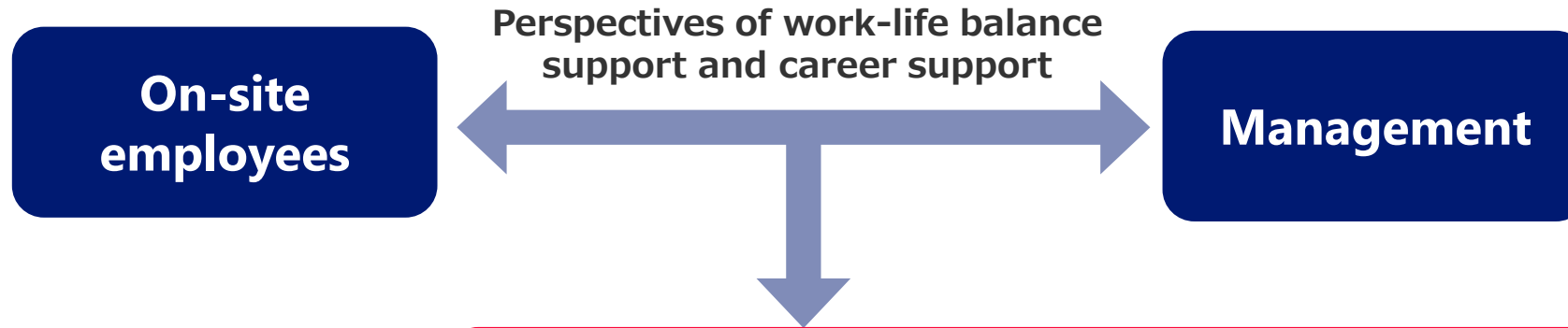


Promotion of
diversity and
inclusion

Promotion of healthy
business practices

Promoting diversity and autonomy to realize the improvement of job satisfaction and the creation of new value

Initiatives for diversity and inclusion <Promotion of support for women in the workplace>



[Female employees]
Kirari Project to support women in the workplace



Measures created based on feedback from on-site employees (20 systems)

- ◆ Mentor system
- ◆ Work from home system
- ◆ Support system for employees receiving fertility treatment, etc.

Ikubosu Academy

Promoting collaborative activities between management and on-site employees (female employees, superiors and workplaces)

Initiatives for promoting job satisfaction reform

Human resources development and team building based on communication that values individuals

ATBA ※Aisin Active Team Building Activity (Aisin Active Team Building Activity)

1-on-1 meeting between a superior and a subordinate

Regular interactive communication between a superior and a subordinate



Kaeru meeting between all team members

Communication between all team members to determine the team's ideal image, with the aim of going home early, changing working practices, and changing their lives



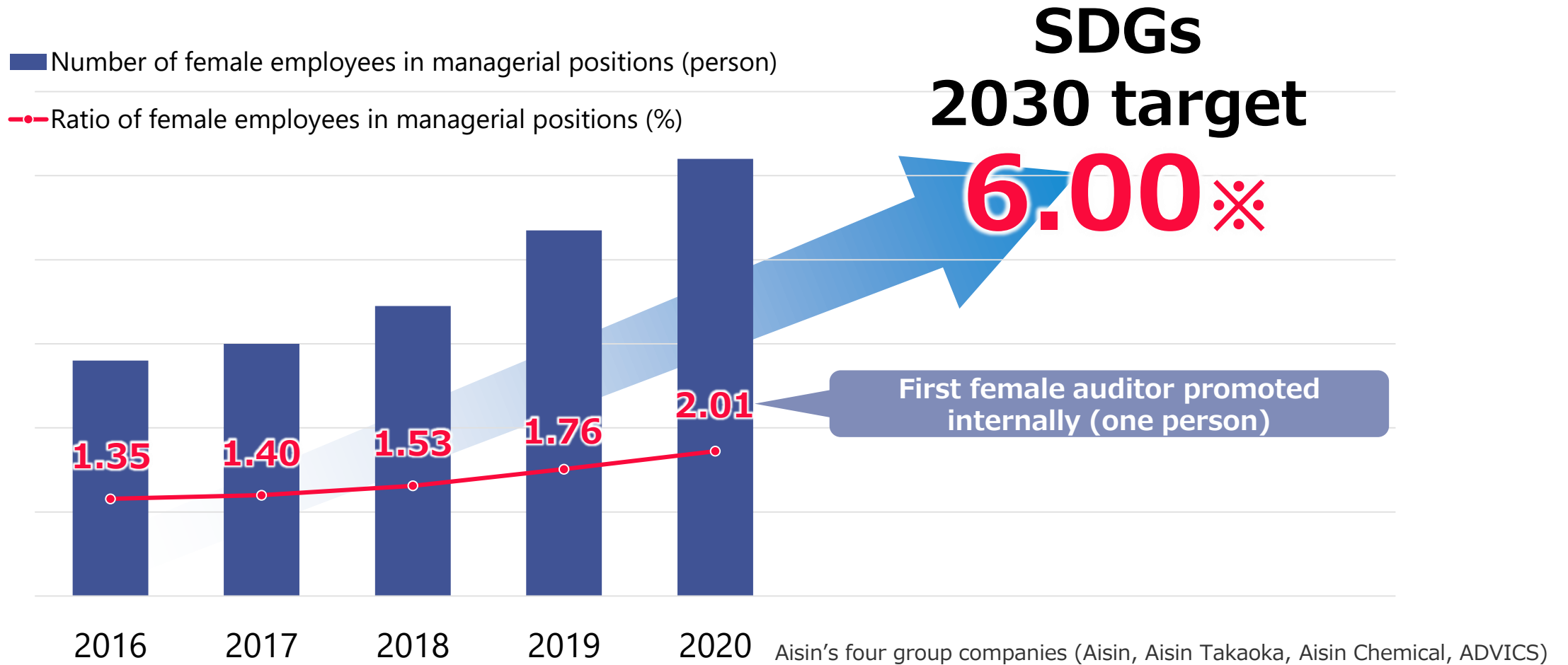
Improving the quality of relationships

Improving the quality of work

Creating innovation

Improving the quality of relationships to enhance the quality of work and create innovation

Results of support for women in the workplace at Aisin – Increasing the number of female employees in managerial positions and female executives



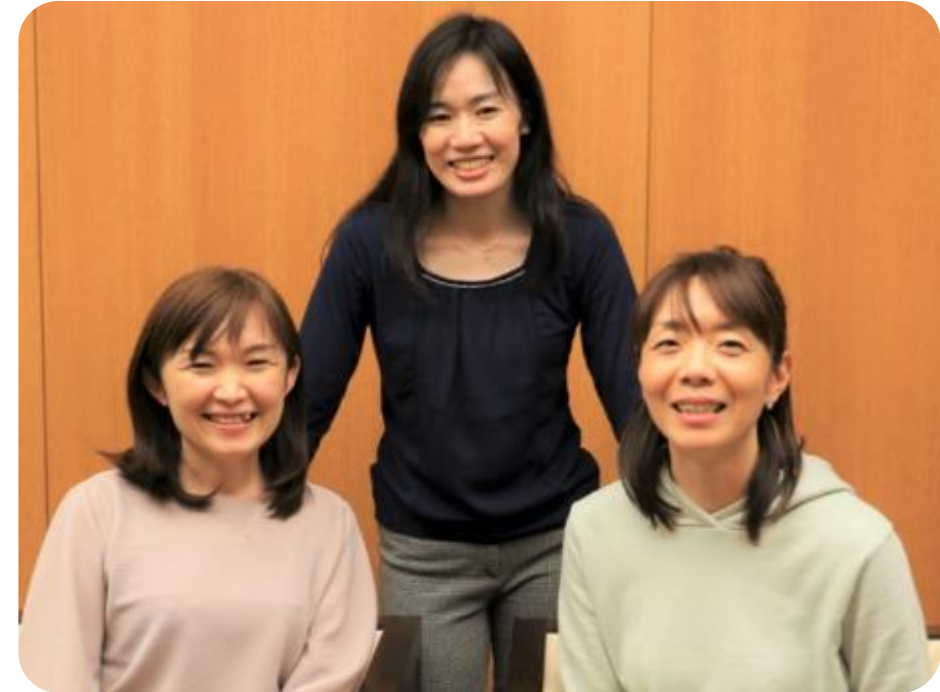
Gradually shifting to a company where women can play an active role to build a foundation for new value creation

Results of D&I / job satisfaction reform – Creating innovation



World's first* noncontact beauty care device using the conversion technology for ultra-fine water particles called "AIR" (a-i-ru)

* Surveyed by AISIN



Developed by female engineers with a strong interest in beauty

Aiming to continue to create new value taking advantage of diversity



FTSE4Good



FTSE Blossom
Japan

2021 CONSTITUENT MSCI日本株
女性活躍指数 (WIN)



Sompo Sustainability Index



Striving for sustainable growth through dialogue with stakeholders



Improving the job satisfaction of each employee / Building a team that creates innovation

Activities to improve the quality of relationships / Career development support /
Support for diversified work styles



Creation of new value

Creating a future where individuals can demonstrate their individuality through D&I and job satisfaction reform

AISIN
We Touch the Future