

AISIN Group Human Rights Policy

Upholding the corporate principle of “Inspiring ‘movement,’ creating tomorrow,” the AISIN Group aims to show concrete solutions to environmental and social challenges focusing on the evolution of “movement” by way of clean power as the core, and creates a safe and comfortable future for everyone while acting on our dreams and aspirations. To this end, we are taking various steps to create new value, to achieve stable growth while being involved in international collaboration and competition, to achieve harmony with society and nature, and respect individual creativity and initiative, believing that continuing to take on challenges toward resolving environmental and social issues through business activities will lead to realizing a sustainable society and beauty of our future earth. Furthermore, we are strongly aware that respect for human rights forms the foundation of our every business activity, and that we are required to deepen understanding of and take appropriate action for various human rights issues related to our activities in each country and business.

This policy is intended to ensure that the AISIN Group, which operates globally based on the United Nations Guiding Principles on Business and Human Rights, respects internationally recognized human rights and complies with applicable laws and regulations of each country where we conduct business.

This policy is positioned as the most significant policy related to human rights based on the AISIN Group Charter of Sustainability.

1. Commitment to Respect for Human Rights

The AISIN Group understands that our business activities ranging from research and development and procurement to provision of products and services may potentially or actually affect human rights, and is aware of the importance of putting ourselves in the shoes of those who are affected.

The AISIN Group will give the utmost consideration to ensuring that we do not infringe human rights of others, and responding to any negative impact of our business activities on human rights. Also, the AISIN Group recognizes all its business connections as business partners, and even if the AISIN Group does not directly contribute to negative impact on human rights, if the activities of any of the AISIN Group’s business partners or other related parties lead to negative impact on human rights in the supply chain, the AISIN Group will press the relevant party not to infringe human rights.

The AISIN Group will respect for in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (freedom of association and the right to collective bargaining, the elimination of forced or compulsory labor, the effective abolition of child labor, the elimination of discrimination in respect of employment and occupation, etc.) and other internationally recognized human rights , and support the United Nations Guiding Principles on Business and Human Rights and strive to practice them. Also, the AISIN Group will ensure full compliance with applicable laws and regulations of each country where we conduct business. If there is a difference between the internationally recognized human rights standards and laws and regulations of a particular 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 that all our business partners, including suppliers, also understand and support this policy.

3. Human Rights Due Diligence

To fulfill our responsibility for respect for human rights, the AISIN Group will establish a system of due diligence on human rights to identify, prevent and reduce negative impact related to business activities on human rights pursuant to the United Nations Guiding Principles on Business and Human Rights and will continue to implement this system.

4. Correction Steps and consultation service

In the case that it becomes evident that the AISIN Group has caused or exacerbated a negative impact on human rights, we will work to take corrective steps through appropriate means. Also, we will 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 have this policy take root throughout our business activities, we will incorporate it into related policies and necessary procedures.

6. Monitoring and Information Disclosure

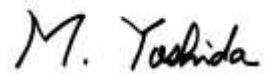
The AISIN Group will continue monitoring the status of compliance with the Human Rights Policy and improve the situation as necessary. Through the AISIN Group website, Integrated Report and other communication tools, we will periodically disclose the status of initiatives toward instilling the Human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

7. Dialogue and Discussion with Stakeholders

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

Established on April 5, 2021

Revised on March 11, 2025



Moritaka Yoshida
President, Member of the Board
AISIN CORPORATION