

GS Yuasa Corporation

Sustainability Activities in 2023



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Every year, the GS YUASA Group announces its views toward sustainability and the status of related initiatives on its GS YUASA websites. This PDF file has been prepared to allow readers to refer to the information released in the 2023 fiscal year through the contents of the "Sustainability Activities" website, of the sites of our.

President's Message

President's Message

Aiming to realize a sustainable society and sustainable growth for the GS Yuasa Group through advanced energy technologies developed in batteries

As the first in Japan to successfully manufacture lead-acid batteries, and first worldwide in achieving mass production of lithium-ion batteries for electric vehicles, our high level of technological expertise is demonstrated by products that deliver stable performance even in extreme and highly demanding environments, such as in deep sea research submersibles, aircraft, space satellites, etc. We are also meeting the expectations of our stakeholders through engagement in mobility and public infrastructure. I am confident that these efforts are the result of practicing our corporate philosophy of being committed to people, society and the global environment through the innovation and growth of our employees and business entities.



To help achieve a sustainable society and to ensure the sustainable growth of the Group, we recently reviewed our existing guidelines for enacting our management philosophies and formulated a new "Sustainability Management Policy." Based on our founding DNA and the knowledge we have accumulated over the past 100 years, Vision 2035 lays out our vision for a future focused on achieving the goals of this sustainability management policy and ensuring the continuation of our business for the next 100 years to come. At the same time, it shows our regard for efforts to meet the Sustainable Development Goals (SDGs) and our desire to grow into a company that is respected for its contributions to society.

Society and the markets continue to change with the times, and movements aimed at resolving global-scale social issues such as the SDGs and carbon neutrality are accelerating. Given these circumstances, the Company will advance innovations in energy technology, contributing to the realization of a sustainable society in the areas of mobility and public infrastructure.

To put our sustainability management into practice, we have established CSR policies and a Code of Conduct to service as a guideline for action, and in April 2018 we also signed onto the United Nations Global Compact (UNGC), which shares the same values as our CSR policies. Further, to put into practice the 10 principles in the four areas of human rights, labor, the environment, and anti-corruption that the UNGC requires of companies, as well as the SDGs adopted by the UN and our own CSR policies, we have established a council to advance sustainability initiatives in our operating companies, and are working to contribute to a sustainable society through our business activities.

Going forward, the Group will continue taking on innovative challenges that leverage the advanced energy technology we have developed to date, so that we may contribute to the realization of a global environment and society in which people everywhere can enjoy greater security and a higher standard of living.

President
GS Yuasa Corporation



The Ten Principles of the United Nations Global Compact

< Human Rights >

- Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2 make sure that they are not complicit in human rights abuses.

< Environment >

- Principle 7 Businesses should support a precautionary approach to environmental challenges;
- Principle 8 undertake initiatives to promote greater environmental responsibility; and
- Principle 9 encourage the development and diffusion of environmentally friendly technologies.



< Labour >

- Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4 the elimination of all forms of forced and compulsory labour;
- Principle 5 the effective abolition of child labour; and
- Principle 6 the elimination of discrimination in respect of employment and occupation.

< Anti-Corruption >

- Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

CSR Policy and Code of Conduct

Our Group has formulated a policy on responsible corporate conduct as guidelines for initiatives to achieve sustainability management. We are committed to the sustainable development of society and business through the promotion of business activities founded on the CSR Policy and Code of Conduct formulated in May 2017 as the President's Policy.

CSR Policy

Besides legal compliance, we respect international norms, guidelines, and initiatives related to social responsibility, work on sustainable development of our business through developing energy storage technologies, and contribute to people, society, and global environment.

1. Developing Fair, Transparent, and Sound Business, and Anti-Corruption

GS YUASA conducts a transparent business policy which aims to earn the trust of customers, business partners, shareholders, and of local communities as a top priority. And to adhere to laws and regulations of each country and region. Furthermore, we address to prevent any kind of corruption, will not tolerate any illegal political contribution, bribery of public officials, and will not have relationships with personnel or organizations of organized crime.

2. Respect for Human Rights

GS YUASA will respect all human rights and fundamental labor rights, and will not tolerate any forced labor or child labor. We will also respect diversity, without any discrimination being tolerated.

3. Conservation and Improvement of Adequate Working Environment

GS YUASA will provide safe and comfortable working environments for employees. Proper management will be provided in order to promote mid to long-term development of human resources.

4. Fulfillment of Our Responsibilities to Provide Safe and Secure Products and Services

GS YUASA ensures the safety and quality of products/services to the end of their lifecycle throughout manufacturing. Furthermore, GS YUASA honest provides clear safety information for all products/services.

5. Global Environmental Conservation

GS YUASA addresses to prevent pollution, and to mitigate climate change, and to establish a sound material-cycle society through using sustainable resources.

6. Building Better Relationships with Local Communities

GS YUASA will contribute to sound and sustainable development of local communities through building better relationships with their local communities.

7. Ensuring Social Responsibility within Our Supply Chain

GS YUASA will promote actions to ensure social responsibility within our supply chain.

Date : May 1, 2017
GS Yuasa Corporation

President **Osamu Murao**

CSR Code of conduct

1. Developing Fair, Transparent, and Sound Business, and Anti-Corruption

1-1. Compliance

- (1) We respect international and regional norms, guidelines, and initiatives, and also strictly comply with the laws and regulations in each country and region in which we operate.
- (2) As a member of the international community, we will comply with the export control laws and regulations of each country in order to maintain international peace and security, and we will not export in a manner to spread materials which could lead to the proliferation of weapons of mass destruction.

1-2. Elimination of mixing up official business with personal affairs

We will never conduct to bring damage to the company, through misappropriation of corporate assets and corporate expenses only for one's personal ends or else with misfeasance allowing one's personal advantage.

1-3. Fair, Transparent and free competition and trade

- (1) We will not engage horizontal agreements (cartel) through meeting and participation to trade association's activities, i.e. price and quantity fixing as well as exclusivity in distribution of products and services. Upon receipt of such proposal, we decline clearly without leaving no doubt to be misunderstood. To this extent, we will never act in collusion with other contractors, nor to fix the winning bidder and/or contract price.
- (2) We never act in abuse of dominant position, to take advantage of subcontractors, i.e., withholding the amount of subcontract payments without reasons attributable to the subcontractor or failing to make payment after the lapse of the due date of payment, or obtaining undue or improper advantage. Also, upon issuing our order to subcontractors, we will retain the written offer on paper or electronic record.
- (3) We will not obtain or use trade secret or data of other companies or firms in an unauthorized way.
- (4) We will not leave product labelling or service information inexact or unclear in a manner to cause customers misunderstanding.

1-4. Management of confidential information

- (1) We observe the protection of confidential information and its appropriate use; then, at the event of disclosure to the third parties, we will disclose only after concluding confidentiality agreement.
- (2) We will observe the protection and appropriate use of confidential information received from our business partners and co-researchers or co-developers; We will not disclose to the third parties without the prior consent of the disclosing party.
- (3) Before assembling personal information, we will at first notify the purpose of use, and then collect in an appropriate way. The purpose of using personal information is to be limited and specified.
- (4) We will conserve personal information data in safety and control its use, then monitor in a suitable way the employees and subcontractors using/handling these data.
- (5) We always respect the individual privacy, so need to pay the most attention in handling their confidential information, learned from one's business relations or in the course of business, and at last, not to inform or leak to anyone without authority.
- (6) We will not commit so-called "insider trading", act of making max profit in stock and security exchanges transaction thanks to privileged acknowledgement of internal information, within our group and received from business partners.

1-5. Respect for intellectual property

- (1) We will research sufficiently third parties' patents, industrial designs, trademarks and other intellectual property rights, prior to development, production, commercialization and delivery of, or providing our products and services.
- (2) We will not use intellectual property of a third party without authorization of intellectual property holder, unless we have a justifiable reason.
- (3) We will not unlawfully duplicate any software and other copyrighted works, i.e., Literature and images, Journalistic articles, Paintings, Music.

1-6. Separation from organized crime

- (1) We will not provide any form of benefit in excess of the normal shareholder's right to any person or company associated with organized crime.
- (2) We will cut off business or any other relationships with individuals and organizations having an indication of support for organized crime.

1-7. Transparency of information disclosure

We will disclose, within a specific time limit and with appropriate method, any information required by laws and regulations of each country and region in which we operate, as well as specific information to maintain good communication with other stakeholders and local communities.

1-8. Legal compliance for political funds control

We will not contribute for political funds, requesting some business advantage in return, such as acquisition or maintenance of trading, or access to nondisclosure information. Also, we will comply with the conditions stipulated by the laws and regulations of each country and region in which we operate before making political contributions.

1-9. Prohibition to offer entertainment or gifts to public employees

We will not offer money, entertainment, gifts, or other economic benefits, nor provide advantages to public employees or equivalent persons perceived as a conflict of interest.

1-10. Sound relationship with business partners

We will endeavor to maintain sound business relationships with our business partners; therefore we will not receive money, gift or entertainment offered from business partners exceeding commonly accepted limits.

2. Respect for Human Rights

2-1. Prohibition of discrimination and respect for diversity

We will respect and honor diversity and will not discriminate anyone for any reason, including race, gender, sexual identity, nationality, national origin, disability, and religious or political opinions.

2-2. Respect for individual personality

We will not condone the removal of human rights of any individual person, including sexual harassment and power harassment, nor the reduction of personal dignity of others.

2-3. Respect for labor rights

We will respect labor rights including freedom of association and collective bargaining rights, in accordance with the laws of each country and region in which we operate.

2-4. Prohibition of forced labor and child labor

We will neither force labor, nor employ children under the legal working age. Furthermore, we will not tolerate forced labor or child labor in any way.

2-5. Avoidance of complicity in human rights abuses

Directly or indirectly, we will not be complicit in human rights abuse.

3. Conservation and Improvement of Adequate Working Environment

3-1. Conservation and improvement of safety and health in working environments

We will maintain and improve working environments from the perspective of health and safety in accordance with laws and regulations of each country or region in which we operate.

3-2. Ensuring appropriate working hours, securing minimum wages and prohibiting unreasonable wage reduction

(1) We will provide management in order to maintain appropriate working hours and will make every effort to take measures to prevent mental and physical health disorders caused by overwork.

(2) We ensure that the salaries we pay are over the minimum wage of each country or region in which we operate, and that there will be no unreasonable reduction.

3-3. Mid to long-term human resources development and appropriate ability assessment

We will make every effort to proactively support career development in accordance with each employee's abilities and aptitudes. Performance of each employee will be assessed adequately.

3-4. Respect for individual work-life balance

We will make every effort to respect diverse working styles, so as to ensure work-life balance and to maintain physical and mental health of employees.

3-5. Offer of equal employment and working opportunities

We will offer equal opportunities in recruitment and promotion, as well as forbid any arbitrary or discriminatory treatments.

4. Fulfillment of Our Responsibilities to Provide Safe and Secure Products and Services

4-1. Focus on safety and quality

We will address to prioritize safety and quality throughout our business. For this purpose, we will strive to provide safe products and services to maintain and improve satisfied quality for customers, through all our business activities which are research & development, design, procurement, production, sales and after-sales service.

4-2. Making safety Information accessible

We clarify Safety Information on our products and services. Safety Information includes Instruction manuals supplied with products, Labelling of products, Web portal communication, etc. We will make Safety Information accessible for customers as well as for any other stakeholders involved in commercialization of our products and services.

4-3. Solutions in case of product accidents

We address to prevent spin-off effects on the extent of damages of accidents as well as swiftly react in case a serious accident occurs on our product or service. And also, we investigate and collate the relative facts, research of causalities, make a necessary report on these inside and outside our company group, and then we disclose information so as to take preventive steps.

5. Global Environmental Conservation

5-1. Promoting environmental protection

- (1) We will evaluate environmental impact resulting from our business activities, products and services; strive for environmental protection (including prevention of pollution) through energy saving, greenhouse gas reduction, efficient use of raw materials and water as well as waste reduction and recycling; and aim to increase our environmental performance through continuous improvement of these aspects.
- (2) We will address to reduce the environmental burden resulting from the activities conducted at each stage of the life cycle of products and services, from acquisition of raw materials, development and design/conception, production, transportation, use, until end-of-life treatment and final disposal.
- (3) We will satisfy environmental needs corresponding to comply with environmental laws and regulations. In addition, if necessary, we address to develop our environmental risk management with operational control by voluntary management standards and for preventing accidents likely to lead to environmental pollution.

5-2. Providing environmentally conscious products

We will contribute to the environmentally conscious society through the provision of products and services corresponding to the environmental requirements.

6. Building Better Relationships with Local Communities

6-1. Contribution to the sustainable development of communities

We recognize that we are member of the community and we aim to work together in cooperation with the local community which is our foundation. We will respect local culture and customs.

6-2. Adoption of local human resources

We will actively adopt local human resources in the business activities of our overseas affiliates and contribute to the development of local communities through our business activities.

7. Ensuring Social Responsibility within Our Supply Chain

7-1. Responsible procurement promotion

We will share responsible procurement guideline among our suppliers, then address to promote Responsible Procurement upon interactive cooperation, aiming to ensure our social responsibilities across overall supply chain.

Date : May 1, 2017
GS Yuasa Corporation

President **Osamu Murao**

Promotion of Sustainability Management

Our Sustainability management, in which we seek to contribute to a sustainable society and ensure long-term commerce, forms an integral part of the implementation of our corporate philosophy.

GS Yuasa Group's Sustainability

"Innovation and Growth", our corporate philosophy, is the basis of the GS Yuasa Group's Sustainability management. We believe our mission is to create "innovation" through the development of new technologies and the renewal of business processes without the restrictions of old customs. Accordingly, we aim to achieve sustainable development of business and society, by not only expanding profits, but also contributing to people, society, and the global environment. Furthermore, by responding swiftly through our business to global social issues and the needs and expectations of interested parties, we aim to become a company in which society places long-term trust and hopes for us to remain a presence into the future.

 [See details of GS Yuasa's philosophy \(https://www.gs-yuasa.com/en/company/philosophy.php\).](https://www.gs-yuasa.com/en/company/philosophy.php)

Sustainability Promotion Framework

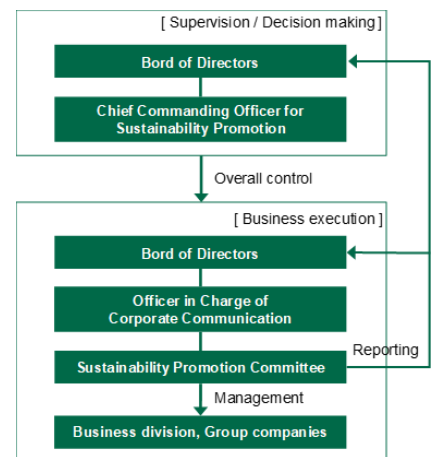
Our Group has established a framework with the Sustainability Promotion Committee supervised by the Board of Directors constituting the core, to promote sustainability initiatives in a diversified manner throughout the Group over the medium- to long-term.

In this framework, the company president has been designated as the chief commanding officer for managing the entire Group's sustainability promotion. Further, the corporate governance framework with the company Board of Directors which makes important management decisions for the Group as its core, supervises and manages the suitability of sustainability management in the Group. Moreover, the Sustainability Promotion Committee, established at our core operating subsidiary (GS Yuasa International Ltd.) which is the primary decision-making body for the Group's business execution, works to discuss, formulate, and promote overall sustainability activities, thereby promoting group-wide sustainability management initiatives.

The Sustainability Promotion Committee is chaired by an officer (the officer in charge of corporate communications) who has the role of promoting medium- to long-term initiatives for the resolution of key sustainability issues, and comprises of members from heads of major business divisions and Group companies. This Committee manages the response status of risks and opportunities related to sustainability issues that need to be handled by each division and Group company.

Important matters (including modifications to key sustainability policies, and response to risks and opportunities associated with key sustainability issues) discussed at the Committee meetings are communicated group-wide following their resolution. Further, the Board of Directors reviews and approves information for company-external disclosure of sustainability information related to the Group.

■ Sustainability Promotion Framework



 [See details of GS Yuasa's corporate governance structure \(https://ir.gs-yuasa.com/en/ir/management/esg/governance/governance.html\).](https://ir.gs-yuasa.com/en/ir/management/esg/governance/governance.html)

Sustainability Promotion Process

Our Group aims to enhance corporate value and stakeholder satisfaction by implementing a Sustainability promotion process that is based on our corporate philosophy which reflects the Group's enduring corporate values.

In order to implement our corporate philosophy, the Group has formulated the Sustainability Management Policy, which determines the future direction for achieving a sustainable society and enhancing corporate value. This policy emphasizes dialogue with stakeholders and makes a commitment to contributing to solutions to sustainability issues and maintaining strong business foundations.

We have also established the CSR Policy, which comprises action guidelines for attaining the Sustainability Management Policy, and we are committed to promoting initiatives to address sustainability issues related to the CSR Policy. Regarding the major areas of CSR policy, we have compiled the CSR Code of Conduct, which clarifies the specific direction of CSR activities, and individual policies clarifying concrete behavioral standards in CSR activities.

To achieve our Sustainability Management Policy, we have implemented medium- to long-term business strategy processes (such as our Mid-Term Management Plan to achieve our Long-Term Vision that takes into consideration sustainability issues). In addition, to achieve this policy, we are committed to promoting initiatives to manage sustainability issues related to action guidelines formulated for employees (hereinafter referred to as the CSR Policy). We have formulated both these plans to ensure the economic growth and sustainability of society and the Group by taking into account the needs and expectations of stakeholders and social, environmental, and economic issues. Further, through suitable analysis and assessment of the status of responses to crucial risks and opportunities related to sustainability issues and conducting necessary reviews, we strive to ensure continuous improvement of our sustainability initiatives. Moreover, to implement our CSR Policy we have formulated a CSR Code of Conduct that defines specific behavioral standards of responsible corporate conduct and ensure that these are disseminated to all company employees.

■ Overview of Sustainability Promotion Process



■ Overview of initiatives for sustainability issues related to the CSR Policy

- [Refer to page 16 for Developing Fair, Transparent, and Sound Business, and Anti-Corruption](#)
- [Refer to page 25 for Respect for Human Rights](#)
- [Refer to page 31 for Conservation and Improvement of Adequate Working Environment](#)
- [Refer to page 51 for Fulfillment of Our Responsibilities to Provide Safe and Secure Products and Services](#)
- [Refer to page 58 for Global Environmental Conservation](#)
- [Refer to page 81 for Building Better Relationships with Local Communities](#)
- [Refer to page 86 for Ensuring Social Responsibility within Our Supply Chain](#)

📄 [See details of GS Yuasa's corporate philosophy, Sustainability Management Policy, and action guidelines \(https://www.gs-yuasa.com/en/company/philosophy.php\).](https://www.gs-yuasa.com/en/company/philosophy.php)

📄 [See details of GS Yuasa's Long-Term Vision \(https://ir.gs-yuasa.com/en/ir/management/plan.html\).](https://ir.gs-yuasa.com/en/ir/management/plan.html)

Promoting Company-Wide Sustainability Initiatives

To promote company-wide sustainability initiatives, the Group distributes the document, the Vision Book, that clarifies our corporate philosophy to all our employees. Through the distribution of our Vision Book, which provides a clear overview of our corporate philosophy, sustainability management policies, Long-Term Vision, and action guidelines, the direction, future vision, and values of the Group's sustainability management are shared with all our employees.

Our CSR Manual, detailing the Group's policy on responsible corporate conduct (CSR Policy) which serves as action guidelines for sustainability management, is also distributed to all our employees. Behavioral standards underpinning the CSR Policy are clarified for employees in Q&A sections and columns covering key topics, along with a checklist for employee self-assessment of behavioral conformity with the CSR Policy. Our CSR manual, translated into local languages (six languages) that local employees can understand, has been distributed to overseas Group companies. The Group is committed to ensuring that all domestic and overseas employees are cognizant of sustainability issues related to our CSR Policy and is making efforts for the promotion of sustainability initiatives through business activities.

Materiality-Related Initiatives

To achieve our Sustainability Management Policy, the GS Yuasa Group identifies risks and opportunities relating to action guidelines (CSR Policy), assesses the impacts on business and Society, and clarifies key sustainability issues (materiality) concerning the CSR Policy. After considering perspectives such as reinforcing our business foundations and enhancing corporate value, we formulate a business plan that corresponds to those material issues (a materiality response plan) and set management indicators and targets to measure the progress of the plan.

In addition, the Group body that promotes sustainability (the Sustainability Promotion Committee) regularly reviews materiality and the content of the materiality response plan, taking into account the needs and expectations of the stakeholders, sustainability issues, and other considerations. Furthermore, appropriate risk responses are implemented by using the Group's risk management system to address significant risks that concern the CSR Policy.

The GS Yuasa Group aims for enhanced management of financial and non-financial operations, as well as for sustainable corporate and social growth through execution of business processes that incorporate materiality in the Long-Term Vision and Mid-Term Management Plan.

[See details of GS Yuasa's Long-Term Vision and Mid-Term Management Plan \(https://ir.gs-yuasa.com/en/ir/management/plan.html\).](https://ir.gs-yuasa.com/en/ir/management/plan.html)

Materiality Specification Process

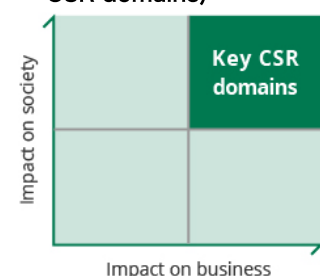
1. Identify risks and opportunities relating to the CSR Policy (Step 1)

We identify risks and opportunities relating to the CSR Policy, taking into consideration key issues of the Mid-Term Management Plan, which is formulated based on the Sustainability Management Policy. When identifying these risks and opportunities, our actions are based on international guidelines concerning responsible corporate conduct.

2. Specify significant risks and opportunities relating to the CSR Policy (Step 2)

We evaluate and assign a score to the risks and opportunities identified in Step 1 and specify risks and opportunities that could have a substantial impact on business. Next, we evaluate the impact of our Group's business activities on society relative to these risks and opportunities that could have a substantial impact on business and then identify significant risks and opportunities relating to the CSR Policy.

Domains for identifying significant risks and opportunities relating to the CSR Policy (key CSR domains)



3. Determine materiality (Step 3)

We analyze risks and opportunities identified in Step 2 and determine significant sustainability issues (materiality) relating to CSR Policy. In order to ensure the appropriateness of materiality, we also incorporate feedback from stakeholders including outside experts when determining materiality.

Materiality and Response Plan

A summary of the Group's materiality response plans and the impact of these plans on society and business are presented in the following table.

With respect to materiality shown in the table, we are conducting operations and management based on the measurable target management and management criteria, make ongoing improvements and perform effective maintenance and management. The details of the plans are periodically reviewed and revised according to changes in sustainability issues and the needs and expectations of stakeholders.

When carrying out the Mid-Term Management Plan, the first year of which is fiscal 2023, we formulated new materiality response plans to address significant sustainability issues. After summarizing the fiscal 2022 materiality response plans and reviewing the materiality, we established materiality response plans for fiscal 2023 and later. In these plans, we not only establish indicators and targets to manage the impact of significant sustainability issues on society, but also assess the impact on business using financial indicators.

■ Summary of Materiality Response Plans (fiscal 2023–2025)

Materiality	Activity outline	Scope of application *	KPI (key performance indicator)	FY 2025 targets	Impact on Society	Impact on Business
Thoroughly fulfilling our CSR and ensuring compliance	Provision of legal information and promotion of compliance training	Domestic	(1) Number of times compliance education information disseminated annually (2) Number of significant compliance violations	(1) 16 times (2) None	Maintenance of a sound and well-ordered society	Avoidance of financial losses from compliance violations
		Overseas	(1) Achievement ratio of compliance training plan (2) Achievement ratio of significant compliance violation risk response plan	100%		
Respect and protection for intellectual property	Promotion of the use of company intellectual property rights	Global	Achievement ratio of patent acquisition plans that contribute to the expansion of business	100%	<ul style="list-style-type: none"> Promotion of high value-added technological innovations Maintenance of a fair competitive order 	<ul style="list-style-type: none"> Increased profits in conjunction with the expansion of business Prevention of lost sales in the future due to sales of counterfeit products
	Elimination of infringing products	Overseas	Number of orders to cease manufacturing against manufacturers of infringing products	2		

Materiality	Activity outline	Scope of application *	KPI (key performance indicator)	FY 2025 targets	Impact on Society	Impact on Business
Strict management of confidential information	Promotion of security measures and strengthening of illegal /inappropriate access monitoring	Global	Cyberattack response ratio at time of detecting high security alerts	100%	Achieve a safe and secure information society	Avoidance of financial losses from leaks of confidential information
		Domestic	Information leak confirmation and response ratio at time of large data output	100%		
	Domestic	Ratio of employees passing information security proficiency test	95% or more			
Respect for individuality	Promoting human rights education	Domestic	Achievement ratio of human rights training plan	100%	Raise awareness concerning respect for human rights	Avoidance of financial losses from human rights violations
		Overseas	Achievement ratio of harassment education plan	100%		
	Thorough management of human rights risks	Domestic	Harassment incident response ratio	100%	Promotion of safe work environments that provide peace of mind	
		Global	Achievement ratio of foreign national employment risk response plan	100%		
Respect for Diversity	Women's empowerment	Domestic	(1) Ratio of women in management positions (2) Ratio of women among new graduates recruited for career-track positions (3) Ratio of female workers (4) Achievement ratio of training plan for female senior managers	(1) 6.0% or more (2) 30% or more (3) 17% or more (4) 100%	<ul style="list-style-type: none"> Realization of rewarding workplaces Promotion of participation by women in decision-making 	<ul style="list-style-type: none"> Acquisition of shareholders' equity in conjunction with higher external assessment of measures regarding women's empowerment Securing labor capacity by increasing the retention rate for female employees
	Promotion of the employment of persons with disabilities	Domestic	Employment rate of persons with disabilities	2.67% or more	Promotion of full employment	Avoidance of financial losses in conjunction with failing to satisfy the statutory standard for the employment ratio of persons with disabilities
Human resources development	Promotion of human resource development programs	Domestic	(1) Achievement ratio of training plan for development of autonomous-minded human resources (2) Achievement ratio of next-generation manager education plan	100%	Promotion of skill development for young people	<ul style="list-style-type: none"> Reinforcement of organizational capabilities through the utilization of the diverse individuality of employees Avoidance of human resource losses through separation Enhancement of human resource performance

Materiality	Activity outline	Scope of application *	KPI (key performance indicator)	FY 2025 targets	Impact on Society	Impact on Business
Enhancement of work environments and occupational health and safety	Promotion of the thorough management of employees' working hours and prevention of the recurrence of long working hours	Domestic	(1) Response ratio to prevent the recurrence of long working hours (2) Annual frequency of labor-management consultations relating to working hours (3) Operational achievement ratio of standard for number of days of paid leave taken annually	(1) 100% (2) 12 times (3) 100%	<ul style="list-style-type: none"> Realization of rewarding workplaces Prevention of health damage Promotion of safe and secure working environment 	<ul style="list-style-type: none"> Avoidance of financial losses from occupational accidents Avoidance of financial losses from work in excess of statutory working hours and failure to use paid leave
		Overseas	Achievement ratio of overtime work reduction target	100%		
	Promotion of a work-life balance	Domestic	Job turnover of full-time employee	2.3% or less		
	Thorough implementation of appropriate employment management	Domestic	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None		
	Promotion of health management	Domestic	Rate of high stress individuals	10% or less		
	Promotion of occupational health and safety risk management	Global	(1) Number of serious occupational accidents (2) Number of accidents resulting in missed work (3) Number of workers not meeting internal blood lead concentration management standards	(1) None (2) Domestic : 2 or less, Overseas : 39 or less (3) None		
Provision of high-quality products	Promotion of quality improvement and strengthening of quality communication	Global	(1) Achievement ratio of targets for claims and in-process defects (2) Number of serious product accidents	(1) 100% (2) None	<ul style="list-style-type: none"> Improvement in energy efficiency Responses to natural resource depletion Reduce waste generation Creation of highly reliable and robust infrastructure Development of a safe and secure society 	<ul style="list-style-type: none"> Reduction of financial losses from quality defects Expansion of profits in conjunction with promotion of services Avoidance of financial losses from the occurrence of product accidents
	Reinforcement of product safety management	Global	(1) Achievement ratio of product safety-related incident reduction target (2) Achievement ratio of product safety education plan	100%		
	Reinforcement of service provision	Domestic	Achievement ratio of service promotion project plan	100%		

Materiality	Activity outline	Scope of application*	KPI (key performance indicator)	FY 2025 targets	Impact on Society	Impact on Business
Promoting environmental protection	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	15% or more	<ul style="list-style-type: none"> • Elimination of water shortage problems • Improvement in energy efficiency and resource efficiency • Climate change mitigation • Prevention of water pollution and air pollution • Reduction of natural resource consumption • Reducing waste generation 	<ul style="list-style-type: none"> • Avoidance of loss of sales opportunities due to delayed responses to issues concerning water security, carbon neutrality, and a recycling-oriented society • Avoidance of financial losses from the occurrence of environmental accidents
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	15% or more		
	Prevention of environmental pollution	Global	Number of major environmental accidents	None		
	Improvement in ratio of use of recycled materials in products provided to markets	Global	Ratio of recycled lead used as lead raw materials in lead-acid batteries	70% or more		
Developing and popularizing environmentally considered products	Expansion of market for GS Yuasa products contained in products contributing to the curbing of global warming	Global	Percentage of environmentally considered products in total sales of all products	45% or more	<ul style="list-style-type: none"> • Improvement in energy efficiency • Reduction of natural resource consumption • Climate change mitigation 	<ul style="list-style-type: none"> • Avoidance of loss of sales opportunities due to delayed responses to carbon neutrality • Increased profits from expanded sales of environmentally considered products
Responsible procurement promotion	Responses to responsible mineral procurement	Global	Achievement ratio of responsible mineral survey plan	100%	<ul style="list-style-type: none"> • Realization of sustainable supply chain • Abolition of forced labor and child labor • Reduction of deaths due to violence • Eradication of all forms of violence and torture against children 	Avoidance of financial losses from occurrence of supply chain CSR risks
	Management of supply chain CSR risks	Global	Achievement ratio of supplier CSR issues improvement plan	100%		

*The scope of application may not cover all Group companies.

[Refer to page 98 for detailed information concerning materiality response plans](#)



Developing Fair, Transparent and Sound Business and Anti-Corruption

To gain the trust of society, we emphasize appropriate earnings through highly ethical conduct.

Compliance with Laws, etc.

Basic Philosophy on Promoting Compliance

By training our personnel according to our philosophy of innovation and growth while manifesting our commitment to society and preserving the global environment, we are ensuring that all employees are guided in their behavior focusing on compliance with laws, company regulations and ethical standards.

The Compliance Declaration made by the President states that success must never be achieved through legal and moral infringements and that “establishing rules and structure” and “developing a strong sense of commitment to realize compliance” are essential to becoming a corporate leader in compliance. Based on these guidelines, multifaceted compliance promotion activities are developed at every employee level, and each employee is encouraged to incorporate self-directed and proactive actions to yield an effective improvement in compliance awareness.

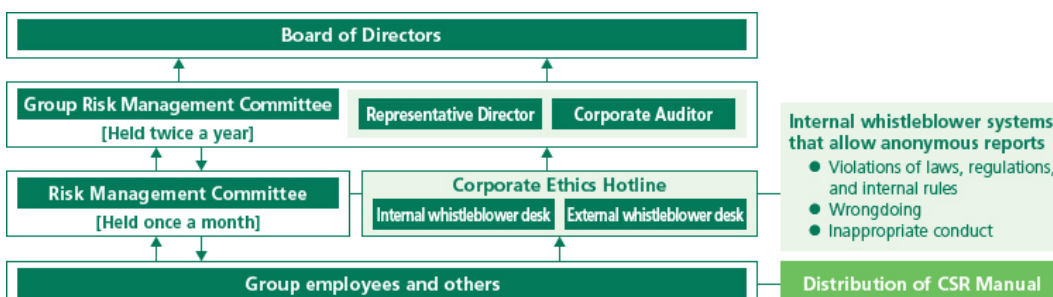
■ Policy on Compliance (Excerpts from Our CSR Policy)

The GS Yuasa Group conducts a transparent business policy which aims to earn the trust of customers, business partners, shareholders, and of local communities as a top priority. And to adhere to laws and regulations of each country and region. Furthermore, we address to prevent any kind of corruption, will not tolerate any illegal political contribution, bribery of public officials, and will not have relationships with personnel or organizations of organized crime.

■ Compliance Declaration

The GS Yuasa Group is committed to achieving results without any violations of laws or any unethical behavior. The company ensures that this corporate resolution will continue to be its stance in the future, and reiterate this compliance declaration.

■ Compliance Risk Management Structure



Permeation of Compliance Awareness

The CSR Manual, which delineates our corporate philosophy and rules for adherence by every corporate Group member, is distributed to all employees to facilitate compliance awareness.

The manual clarifies Group CSR policy and outlines behavioral standards which each employee must follow during business activities. To facilitate its usage as a tool for employees in gauging behavioral standards, the manual delineates following items:

- Concrete examples of compliance operations and the occurrence of compliance risks (explanations using a question and answer format and columns)
- Diagnostic checklist to help employees assess their own adherence to corporate behavioral standards.

The manual further details how to use the internal whistleblower system for simple risk detection and introduces an emergency contact system for use in a crisis to realize quick responses to compliance infringements.

Workplace Meetings on Sustainability

To ensure that awareness of sustainability based on our corporate philosophy and CSR Policy reaches each and every employee, the GS Yuasa Group conducts training programs on sustainability issues in the form of meetings at each workplace.

These training programs target employees (including fixed-term employees) at all workplaces (380 workplaces) of the major business company (GS Yuasa International Ltd.) and Group companies in Japan (21 companies). Also, the educational materials used in the meetings have been made by the division in charge for each topic and include content related to the circumstances of the Group. Vigorous debates took place at many of the meetings held in fiscal 2022, and 96% of the workplaces rated them as meaningful. We intend to continue running these meetings and upgrading the content to ensure that it is both up-to-date and educational.

■ Examples of themes of Sustainability workplace meetings

- Contribution to the SDGs through “Innovation and Growth”
- Diversity
- Preventing intentional wrongdoing
- Handling confidential information
- Subcontracting laws
- Personal information protection
- Security trade controls
- Sexual/power harassment
- Management of working hours
- Occupational health and safety
- Product safety
- Specific facility reports
- Global warming and corporate responsibility
- Promotion of supply-chain CSR activities

GS Yuasa Group Corporate Ethics Hotline

We established GS Yuasa Group corporate ethics hotline regulations and set up a corporate ethics hotline. Accessible both internally and externally, the hotline enables employees, temporary workers, suppliers and others to provide information anonymously if they become aware of behavior by a Group employee that violates the law or company regulations or is unethical or otherwise inappropriate or any matter that is at risk of becoming a violation. In addition, we ensure that information identifying whistleblowers is managed rigorously and that whistleblowers are protected in accordance with the Whistleblower Protection Act so that they are not subject to disadvantageous treatment as a result of making a report.

In fiscal 2022, we received nine reports relating to harassment and other matters. We conduct inquiries and take appropriate action, on these matters, while remaining committed to protecting whistleblowers.

■ Number of reports to the GS Yuasa Group corporate ethics hotline

FY	Number of reports
2018	10
2019	7
2020	4
2021	8
2022	9

Elimination of Antisocial Forces

The Group believes that, in order to fulfill its corporate social responsibility, it is imperative that business be conducted in accordance with the law without yielding to antisocial forces or ever providing any form of benefit to any person or company associated with antisocial forces.

The Group's CSR Policy and Code of Conduct clearly stipulate specific guidelines that "we will not provide any form of benefit in excess of the normal shareholder's right to any person or company associated with organized crime," and "will cut off business or any other relationships with individuals and organizations having an indication of support for organized crime." This policy and the Code of Conduct have been shared with all Group employees. In addition, we have stipulated clauses related to the elimination of antisocial forces in our contracts with business partners. Also, we have established a system that ensures prompt cooperation with the police and lawyers in the event of any unreasonable demands from antisocial forces.

Information Security

Efforts to Ensure Information Security

Our Group places importance on global efforts to ensure information security. In addition to preventing malware infection of endpoints including PCs, we are strengthening our countermeasures by introducing tools that can quickly detect and respond if infection or intrusion is allowed to occur. In addition, through the regular monitoring of communications by an outside security service, the introduction of an illegal connection detection system and other measures, we endeavor to prevent illegal access to our in-house network and forestall damage. We promote awareness-raising activities so that our employees follow our "procedures for the management of information system usage." To prevent the outflow of confidential information, we conduct the encryption of personal computer data taken outside the company, the distribution of an information security handbook, the implementation of e-learning, and so on. Furthermore, based on domestic security standards, we conduct surveys of security measures in overseas Group companies and give guidance to address vulnerabilities.

Intellectual Property

Intellectual property strategy

The Group's intellectual property activities are based on the PDCA cycle of identifying patent strength, identifying and avoiding risks, and acquiring rights with an awareness of how to link these activities to the growth of GS Yuasa's business. During the period from the Fifth to Sixth Mid-Term Management Plans, we emphasized transformation to strategic business, creation of intellectual property that is closely related to business units, clearance activities, and elimination of foreign competition and produced a certain degree of results. In the Sixth Mid-Term Management Plan, we will focus on the three points described below with the objectives of ensuring the growth of existing businesses as well as new fields by using intellectual property rights and acquiring and capitalizing on intellectual property rights that other companies need from the perspectives of both goods and services.

Under the Sixth Mid-Term Management Plan, we will focus on the three points described below with the objectives of ensuring the growth of existing businesses as well as new fields by using intellectual property rights and acquiring and capitalizing on intellectual property rights that other companies need from the perspectives of both goods and services to encourage activities that will lead to growth by the Group.

①Calculation of patent scores and patent inventory

The Group uses a patent power analysis tool to analyze our own patents and those of other companies, calculate patent scores to measure the degree of contribution from intellectual property activities to the Company's medium- to long-term growth and expansion of profits, and build a patent portfolio. Through these measures, we can visualize our patent power and enhance the value of intellectual property.

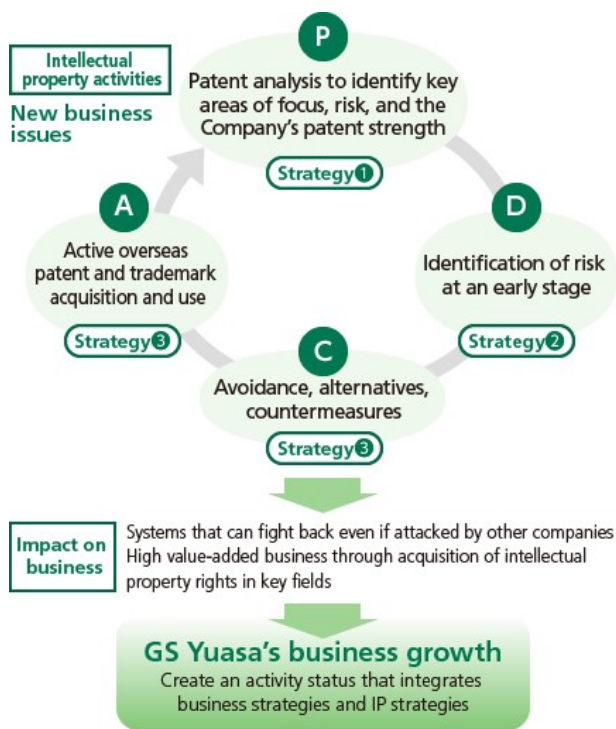
②Reforming the rights acquisition process by using specialized and intellectual property information

Until now, we have been filing patent applications based on a patent application plan formulated at the invention policy meeting held with development divisions at the beginning of each fiscal year. Since fiscal 2023, we have been considering how important technologies in particular will affect business plans, selecting technologies that are consistent with business plans, and committing the maximum amount of resources to patent applications related to those technologies, thereby building an even stronger patent network.

③Acquisition of patent rights in new business fields

To achieve our long-term vision, the Group is focusing on the provision of koto (solutions and services) in addition to the provision of mono (products). To achieve this, we have started measures to identify patents related to such provision of koto (solutions and services) at an early stage. These activities will lead to the development of patent assets that will be necessary not only for conducting business independently, but also collaborating with other companies.

■ Image of the Group's intellectual property activities



■ Communication with management

At the beginning of each fiscal year, we hold a business policy meeting to discuss activity policies with management as well as quarterly management meetings to report on these policies, new issues, and the status of disputes.

Issues investigated (partial list)

- Information on the patents of the Company and other companies relating to all-solid-state batteries
- Survey of patent trends relating to reuse of lithium-ion batteries

■ Intellectual property creation activities

The Group aim of sharing information with the development division on important invention themes for the current fiscal year. It also ascertains which themes need to be addressed, establishes suitable mechanisms for building patent networks, and then prepares invention plans accordingly. Plan progress is reviewed, revisions are made at regular meetings, and measures are taken to achieve targets. In addition, to enhance the incentives for invention, we have an annual award system that encourages inventions throughout the Company including the Outstanding Invention Award for the patent that has contributed the most to business and the Best Inventor Award for those who have created inventions that are outstanding both in quality and quantity.

■ Global activities

In addition to applying for foreign patents for most domestic patent applications, the Group is also focusing on business defense through patent rights in order to curb competition from emerging companies overseas. In the area of trademarks, the Group has been curbing counterfeiters in China, ASEAN countries, and other countries by exposing them and suing for injunctive relief and has publicized major results on its own websites and the websites of overseas affiliates to curtail them.

■ Number of patent applications and patents held (FY2022)

Items	Domestic	Overseas	Total
Number of patent applications	277	107	384
Number of patents held	1,977	1,771	3,748

Transparent Information Disclosure

Good Communication with Society

We believe that for the GS Yuasa Group to achieve sustainable growth and increase corporate value, it is necessary that we undertake business activities while gaining understanding through positive dialogue with various stakeholders.

In recent years, the asset investment of shareholders and investors has become increasingly diversified and strong interest in the environmental initiatives and stakeholder relationships of investment targets has developed. The GS Yuasa Group appropriately discloses not just financial information, but also material information relating to sustainability and works to enhance the transparency of management.

Through our disclosures on this Sustainability website, we seek to deepen mutual understanding and build trusting relationships through communications with a wide range of stakeholders by publicly disclosing accurate, understandable, and highly useful information regarding the Group's material impacts on society and the environment.

Communication with stakeholders

We endeavor to communicate with shareholders, investors, and other stakeholders through various channels.

As investor relations activities, in addition to quarterly financial results briefings for institutional investors and analysts, we regularly hold individual interviews, conferences sponsored by securities companies, briefings for individual investors, and other events. Furthermore, we make use of investor relations sites to actively transmit information.

In addition, as a means of disseminating information internally, the director responsible for investor relations provides video presentations of financial results to managers on a half-year basis and we implement various measures including briefings on our Long-Term Vision and the Mid-Term Management Plan, distribution of pamphlets on our Long-Term Vision, regularly publishes and investor relations column on the PR portal site, and in-house training programs to disseminate investor relations information.

In the future, we plan to use in-house training programs to disseminate investor relations information. We endeavor to regularly share opinions obtained through these activities with management including the Board of Directors and reflect them in our management and business activities.

■ Record of main IR activities (FY 2022)

Target	Activity content	Frequency	Remarks
Shareholders	Shareholders' Meeting	Once	
Institutional investors and analysts	Financial result briefing	4 times	Audio data (Japanese only) for the first and third quarters is available on the shareholder and investor information site Video clips (Japanese and English versions) for the second and fourth quarters are posted on the shareholder and investor information site
	Specific interviews	Japan:170 times Overseas: 51 times	
	Overseas roadshows	Once	Conducted online
	Conferences	4 times	
	Small meetings	3 times	
	Plant tours	3 times	
	Business briefings	Once	A briefing session providing an overview of and strategies for the industrial battery and power supplies business was conducted.
Individual investors	Briefing	4 times	One in-person briefing and three online briefings The videos and briefing materials are posted on the investor relations site

Anti-Corruption

Approach to Anti-corruption

Extending money or corporate hospitality, exchanging gifts or offering other benefits and favors to public officials, and acts of receiving goods or corporate hospitality from business partners that exceeds socially accepted norms (referred to as “corrupt acts”) restrain economic growth and distorts competition, posing serious legal risks^{*1} and reputational risks^{*2}.

The Group's CSR Policy and the CSR Code of Conduct, which embodies this policy, prohibit corrupt practices. A manual (the CSR Manual) which explains the Group's fundamental approach to anti-corruption in an easy-to-understand manner is distributed to all employees, ensuring that they are fully cognizant of the Group's anti-corruption policy.

^{*1} Risks to the company of incurring losses due to violation of laws and regulations, breach of contract, infringement of rights of third parties, etc.

^{*2} Risks to the company of losses incurred due to a drop in corporate credibility and brand value arising from the spread of negative valuation of the company

■ Fundamental Approach to Anti-corruption

- The company does not engage in offering, receiving or extending corporate hospitality, exchange of gifts or other favors with customers, suppliers, or business partners, in excess of socially accepted norms.
- We enforce thorough legal compliance with laws and regulations, including strictly prohibiting any offering or receiving of corporate hospitality, exchanging of gifts, or other economic benefits to public officials in Japan or overseas.
- We do not engage in offering or receiving of corporate hospitality, exchange of gifts, financial benefits, or other similar benefits to government officials other than public officials (i.e., those working for organizations equivalent to the government) for the purpose of preferential treatment or for any benefit that may be regarded as such.
- Political contributions are prohibited, in principle.

Managing Corruption Risks

The Group is committed to the promotion of activities (risk identification, analysis, evaluation, and countermeasures, among other things) to prevent the actualization of business risks related to corruption as part of a company-wide system for managing business risks for the entire Group. In addition, in preparation for situations where business risks, including corruption, may materialize, we have established an emergency contact network to quickly take stock of crisis events and a system to minimize company losses in the event of a serious crisis.

The Group has established and enforces rules regarding the offering and receiving of corporate hospitality, exchanges of gifts, financial benefits and other similar benefits in business activities so as to prevent the acquisition of any unfair business gains and undue convenience related to business operations. In addition, in order to prevent the provision of unlawful gains including payment of bribes through third parties (agents, etc.), we ensure that transaction contracts are concluded with select business partners (agencies, etc.) who do not engage in inappropriate financial demands.

In order to prevent any form of complicity in corrupt practices, we require that our suppliers comply with our Responsible Procurement Guidelines, which stipulate the formulation of policies and procedures prohibiting all forms of corruption in the Group's supply chain. Further, we regularly check the status of the countermeasures against corruption enforced by our suppliers and request operational improvements as necessary.

The Group has also established a whistleblower system that is accessible internally and externally and allows employees, dispatched employees, and suppliers to anonymously consult and report on issues related to general corporate ethics. A system has also been established to ensure that, in the event of any report of a corrupt practice, appropriate measures are adopted while taking care that the informant is protected.

There were no incidents of corruption in the Group in fiscal 2022.

[Refer to page 87 for information on Responsible Procurement.](#)

[Refer to page 18 for the internal whistleblower system \(Corporate Ethics Hotline\).](#)

Responsible Political Participation

The Group believes that building appropriate relationships with political and administrative authorities is important for maintaining fair operating practices. In particular, as a Group that operates globally, we ensure thorough compliance with laws and regulations related to political funding in Japan and overseas, and have also established rules that prohibit practices which could be misinterpreted as collusion (such as extending benefits). We strive to ensure that all our employees are fully aware of these rules.

Moreover, in principle, the Group prohibits political donations, and no such contributions were made in fiscal 2022 either.

Education on Anti-corruption

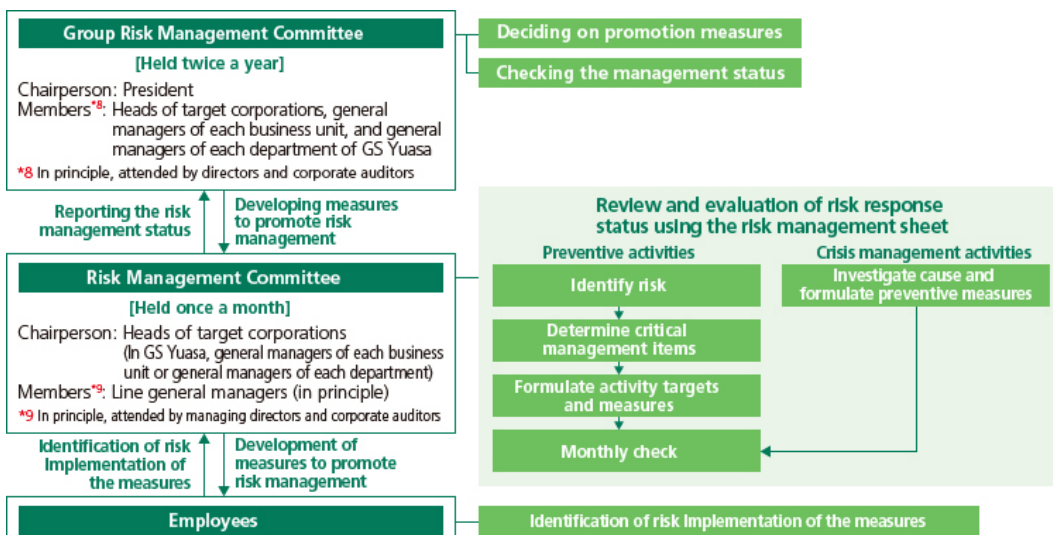
The Group is committed to making the utmost efforts to raise employee awareness through meeting-style training programs on anti-corruption topics (such as prevention of intentional misconduct).

Risk Management

Basic Approach

The GS Yuasa Group believes that risk management is essential for the lasting growth of the company. As our basic approach, the Group thinks that the following two points are important so that crises stemming from the escalation of risks do not exert a serious impact on the Group or on society. First, by predicting and understanding risks and adopting appropriate preliminary measures, the escalation of risks (outbreak of crises) can be prevented. Second, effective measures can be taken beforehand so that even if a crisis does occur, the loss is kept to a minimum. Based on this approach, to properly promote risk management, our Group has formulated risk management rules that stipulate the responsibilities of employees and our risk management promotion setup.

■ The structure and functions of risk management



Risk Management under the Group Risk Management Committee

The Group Risk Management Committee, headed by the president and consisting of the chairs of departmental Risk Management Committees, holds semiannual meetings to promote group-wide risk management and to encourage the sharing of key information related to risk management. In addition to making decisions on measures to promote risk management, the Risk Management Committee confirms that the appropriate risk management measures have been implemented, and the committee chairs report on progress in this area. We also actively exchange opinions and share information on the different styles of risk management and so on.

Risk Management Based on Risk Management Sheets

In accordance with the risk management rules, each department assesses risk using a risk management sheet. The following is an outline of these activities:

Step 1: Identification of risks by departments and employees

Step 2: Determination of risks that need to be intensively managed through risk management activities and determination of preventive measures

Step 3: Monthly confirmation by each department of the status of implementation of related measures

The department also fills in the details of any critical events that occurred, measures are taken for early resolution and normalization of operations and efforts are made to strengthen management by identifying root causes, implementing and expanding preventive measures, and confirming their status each month using a risk management sheet.

The risk management sheets produced by departments are compiled on the divisional level with the director in charge of the division and the corporate auditor verifying and assessing the status of responses through the Risk Management Committee. The deliberations by the committees are summarized and then fed back to each department as required, to enhance the effectiveness of risk management.

System for Dealing with Crises

To prepare for the possibility that a risk materializes, we have established a system that includes an emergency contact network to swiftly implement crisis management. If a serious crisis occurs, members from the Group Risk Management Committee will be appointed to organize a crisis management headquarters, under the president, to minimize corporate losses, and an effective response will be implemented swiftly and with appropriate care.

> [Refer here for a summary of the Group's risk information \(https://ir.gs-yuasa.com/en/ir/management/risk_information.html\)](https://ir.gs-yuasa.com/en/ir/management/risk_information.html)

Respect for Human Rights



The GS Yuasa Group believes that the rights of all people must be respected in order to realize our philosophy of contributing to people, society and the global environment.

Management That Takes Human Rights into Consideration

Fundamental Approach to Respect for Human Rights

Respect for human rights is a cornerstone of the GS Yuasa Group's business activities, and we are cognizant that preventing the occurrence of human rights violations in Group decision-making and activities is a key element of management. Moreover, we conduct business on a global scale, and for this reason, we believe that proper management of human rights issues is crucial not just for GS Yuasa and its Group companies, but also in our relationships with domestic and overseas suppliers and other business partners.

Legal systems relating to human rights have been established in Japan and other countries in recent years, and corporate measures regarding human rights issues has become a matter of considerable stakeholder interest. The Group's fundamental approach regarding respect for human rights is expressed in the president's policy (CSR Policy), which is the foundation for the CSR activities of the entire group, and we make employees aware of this policy. In addition, we undertake human rights risk management by conducting human rights due diligence in accordance with the Guiding Principles on Business and Human Rights, international norms on human rights. To ensure respect for human rights within the GS Yuasa Group, the organization that undertakes group-wide sustainability activities has supervisory responsibility, and important matters relating to the promotion of respect for human rights are determined by resolution of the Board of Directors.

Policy on Respect for Human Rights (excerpted from the CSR Policy)

2. Respect for Human Rights

GS Yuasa will respect all human rights and fundamental labor rights, and will not tolerate any forced labor or child labor.

[Refer to page 9 for Sustainability Promotion Framework](#)

Identification of Human Rights Issues

The GS Yuasa Group identifies human rights issues that pose human rights risk in collaboration with outside experts so that we can conduct proper management of those risks (the risks of direct and indirect human rights violations arising from business activities). When identifying human rights risk, we take the following into consideration.

- Human rights issues that require management by a manufacturing business that is active on a global scale
- Setting the scope of application to persons subject to impact on human rights throughout the value chain (not limited to employees, but also including supplier workers, local residents, customers, users, and others)
- Complicity in human rights violations that occur in the supply chain (contributing to human rights violations)
- Examples of human rights risks that have occurred in other companies

■ Human rights issues that may be impacted by our Group business activities

Human rights issues	Persons impacted by human rights				
	Suppliers	Employees	Local residents	Customers, users	Local communities
Forced labor	●	●			
Child labor and dangerous work that puts young workers at risk	●	●			
Long working hours	●	●			
Inadequate compensation for labor	●	●			
Unsafe and unhealthy work environments	●	●			
Refusal to engage in collective bargaining	●	●			
Discrimination	●	●			
Inhumane conduct (harassment, etc.)	●	●			
Human rights violations in the mineral supply chain	●				
Indirect human rights violations resulting from QCD priority procurement	●				
Privacy violations		●		●	
Harm to health due to product accidents				●	
Harm to health due to environmental pollution			●		
Destruction of living environments from resource exploitation			●		
Destruction of living environments in conjunction with commencement of facility operation			●		
Violation of the rights of residents in conjunction with business development			●		
Inadequate compensation in conjunction with workforce restructuring		●			
Discriminatory expression in corporate advertising					●

Improvement of Priority Human Rights Issues

The GS Yuasa Group conducts risk assessments regarding human rights issues and determines priority issues to be addressed. We use human rights risk response checklists that enable us to determine the status of responses to human rights issues and the occurrence of human rights risk and assess the degree of impact on human rights. We assess risk that originates not from business but from people from the perspective of whose rights and which rights will be negatively impacted from Group business activities. We address priority human rights issues by taking human rights risk countermeasures integrated into existing business processes.

To undertake human rights risk management in the supply chain, we administer a questionnaire survey of suppliers to confirm the status of their responses regarding human rights issues, and when necessary, request that suppliers take human rights risk countermeasures. We collaborate with a variety of stakeholders in the mineral supply chain and undertake activities to avoid being complicit in human rights violations in mineral procurement.

A summary of the human rights issues to be addressed as priorities by the main Group business company (GS Yuasa international Ltd.) is set forth below. We plan to expand this process to domestic and overseas Group subsidiaries in the future.

■ Priority human rights issues (GS Yuasa international Ltd.)

Priority human rights issues	Human rights risk	Persons impacted by human rights
Unsafe and unhealthy work environments	Risk that workers are unable to work in a healthy manner due to inappropriate occupational health and safety management	Employees
Harm to health due to environmental pollution	Risk of harm to the lives and health of local residents due to atmospheric pollution or water contamination resulting from business activities	Local residents

Grievance Mechanisms for Human Rights Violations

The GS Yuasa Group works to prevent and minimize negative impact on human rights throughout the value chain and has established a mechanism (the GS Yuasa Group corporate ethics hotline) to provide remedies to persons who have been negatively impacted.

We have established internal and external whistleblower systems that employees (including the employees of suppliers) who face a risk of human rights violations from business activities can directly consult or report on negative human rights impacts. If information concerning a possible violation of human rights is received, we take measures to prevent any expansion of human rights risks over the course of time by implementing appropriate and prompt countermeasures based on the results of dialogue with the relevant stakeholders. When taking corrective action relating to human right risks, we also make use of the results of discussions with outside experts as needed.

[Refer to page 18 for the GS Yuasa Group corporate ethics hotline](#)

Promoting Human Rights Education

The GS Yuasa Group conducts employee education to implement business activities with respect for human rights.

The following enlightenment and education initiatives help employees to grasp various human rights issues and the importance of business activities keyed to human rights. When necessary, personnel participate in human rights management training sessions, nurturing and expanding knowledge vital in properly recognizing and evaluating human rights risks and their negative effects.

Human rights respect education

- Worksite training (meetings, discussions) in respect for human rights and avoiding harassment
- Distribution of booklets and internal e-mail newsletters designed to increase respect for human rights
- Distribution of our Group CSR policy manuals
- Human rights risk explanatory meetings targeting overseas site managers

■ Worksite Training on Respect for Human Rights and Harassment (Fiscal 2022)

Company	Number of Worksites	Worksite Implementation Rate (%)	Average implementation time (hours)
GS Yuasa International Ltd.	363	100	2.3
Group companies in Japan	149	100	3.8
Total	512	100	2.8

*Implemented for all GS Yuasa International Ltd. employees

TOPICS

Worksite Training on Diversity

GS Yuasa International continuously conducts human rights education in the form of meetings for all employees. In fiscal 2022, we set "diversity (psychological safety)" as an essential theme. Through discussions based on case studies in the workplace, an appreciation is fostered in employees that respecting diversity and enhanced awareness of unconscious bias (prejudices that one unconsciously holds due to past experiences, knowledge, and beliefs, among other things) can help to facilitate psychological safety. In the future too, we are committed to promoting the creation of a culture that respects the diversity of all individuals so as to enable all employees to make the most of their multifarious values, experiences, knowledge, and abilities.

Prohibition of Discrimination and Respect for Diversity

Providing Fair Selection and Opportunity

The GS Yuasa Group promotes fair employee selection, evaluation and training based on ability and performance. We prohibit discrimination in recruitment, personnel assessment and other employee circumstances. Also, we respect diversity irrespective of race, gender, sexuality, nationality, place of birth, disability, religion or political opinion.

Respect for Labor Rights

Creating a Pleasant Workplace through Labor and Management Working as One

The GS Yuasa Group companies in Japan promote a pleasant workplace through labor and management working as one. GS Yuasa International Ltd. has adopted a "union shop system" and as a general rule all regular employees, aside from management, are members of the labor union (the rate of labor union membership is 100%, with the ratio of employees subject to collective bargaining being 79%). Furthermore, we are pursuing business based on mutual understanding achieved through labor union recommendations and active discussion on management policies of the Group companies in Japan, including working conditions and benefit programs for employees. In cases where an employee is transferred, the new workplace and details of the work are explained to the employee at least one month before the transfer order is issued. With regard to transfers of labor union members, the labor union confirms with the employee whether the transfer is unreasonable, and labor and management work together to create an organization where employees are convinced regarding the appropriateness of transfers and are provided opportunities for growth. Through such labor-management relations, we will continue to ensure the objectivity and transparency of company management and increase the effectiveness of our various initiatives.

■ Labor-Management Consultative Structure on Labor Rights (Domestic Group Companies)

Name of Labor-management consultative body	Meeting frequency	Content
Management council	4 times/year	Company's management policies, business conditions and status of business execution, etc.
Divisional committee	Monthly	Checking the status of work hours and making improvements by R&D and business division
Factory committee	Monthly	Checking the status of work hours and making improvements in production divisions
Central health and safety committee	2 times/year	Consultations on policies and initiatives related to Group-wide health and safety management
Health and safety committee	Monthly	Initiatives to prevent occupational accidents
Expert committee on work hours	Monthly	Checking the status of work hours and making improvements
Expert committee on the Development of Future Generations	4 times/year	Consultations on childcare and nursing care support systems and development of diverse working conditions

Prohibition of Forced Labor and Child Labor

Strict Enforcement of Rules on Forced Labor and Child Labor

The GS Yuasa Group has established fundamental rules on forced labor and child labor, distributed a manual (the CSR Manual) explaining these rules to all employees, and thoroughly informed employees about the prohibition of forced labor and child labor (including the prohibition of complicity in forced labor and child labor). We also conduct self-checks on human rights risks, including risks relating to forced labor and child labor to confirm whether any such practices are occurring.


In fiscal 2021, we conducted surveys on the employment conditions of foreign workers at domestic and overseas business companies. In the future, we plan to conduct surveys regarding inappropriate working conditions for migrant workers (such as whether forced labor is occurring) and to formulate and distribute Group-wide guidelines on strict implementation of appropriate labor management of foreign workers.

Within the Group's supply chains, we require suppliers to comply with the Responsible Procurement Guidelines, which contain provisions on the prohibition of child labor and all forms of forced labor, among other matters. We also periodically check the status of supplier compliance and request corrective measures as necessary.

Responses to Laws and Regulations on Modern Slavery and Wage Disparities

The GS Yuasa Group complies with the laws and regulations of every country and region, taking all necessary steps to meet the provisions of the UK's Modern Slavery Act enacted in 2015 and the Gender Pay Gap Information Regulations enacted in 2017 as one of the activities involved in securing the transparency of business.

GS Yuasa Battery Europe Limited (GYEUR), an overseas Group company in the United Kingdom, has released statements on its website regarding these laws and regulations and information on the status of its undertakings. This company will continue to periodically release information in the future.

 [Refer here for relevant information \(link the GYEUR website\).](https://www.yuasa.co.uk/csr-policies-modern-slavery-statement/)
(<https://www.yuasa.co.uk/csr-policies-modern-slavery-statement/>)

Respect for Individuality

Measures to Prevent Harassment

The GS Yuasa Group is aware that harassment is a violation of human rights that harms the personal dignity of employees and causes deterioration of the workplace environment. For this reason, we take measures to prevent harassment.

Since fiscal 2020, we have distributed to employees cards with information about harassment policies and have posted in worksites educational posters on the prevention of harassment in order to ensure that employees are fully aware of policies regarding the prevention of harassment. We also conduct e-learning on workplace power harassment to enhance employee understanding. Further, we educate newly appointed managers with the aim of enhancing their awareness of cases of power harassment and guide them on how to respond when they receive reports from subordinates about damage from harassment. We are committed to ensuring that each and every employee is fully aware of the need for preventing and resolving harassment to secure a comfortable working environment without human rights violations. In addition, we established an exclusive harassment consultation hotline available to all Group employees and established a mechanism to rapidly provide remedies to the victims of harassment.

The Group seeks to establish work environments where all employees can work comfortably and create good workplaces with free and open communication by implementing measures to prevent harassment.

Policy on the prevention of harassment

- The Group does not tolerate any conduct that harms the personal dignity of individuals including sexual harassment and power harassment. Overlooking such behavior is also not permitted.
- Group employees shall not engage in harassment or any other conduct that harms personal dignity.
- The Group shall establish hotlines to resolve harassment and other such problems and will strive to achieve prompt and appropriate resolutions. Persons who consult with such hotlines or cooperate with confirmation of the facts shall not be subject to any detrimental treatment. In addition, privacy shall be protected.

■ Examples of responses to harassment reported to the Harassment Consultation Hotline

Subject	Details	Response
Sexual harassment	Speech or conduct based on awareness of division of roles by gender	Comprehensive training and guidance for harassers, alerting supervisors, etc.
Power harassment	Conduct that causes emotional distress that is not necessary for work	
Maternity harassment	Harassment of pregnant employees	

Conservation and Improvement of Adequate Working Environment

The GS Yuasa Group respects diversity and works to maintain and improve a pleasant working environment. We are also committed to developing human resources with an emphasis on workplace conditions.

Provision of Comfortable Working Environment

Basic policy

The Group believes that the ability of everyone to fully demonstrate their capabilities and continue working in good physical and mental health is crucial and takes measures with an emphasis on worksites that facilitate work and providing meaningful work. We also strive to establish work environments that facilitate communication.

To progressively raise employee engagement, the Group moves to secure outstanding personnel, boost labor productivity and otherwise enhance its corporate competitiveness.

■ Number and ratio of new employees (FY 2022, domestic companies)

Age group	Number of new employees (person)		Ratio (%)		Breakdown of new employees (person)			
					New graduates		Mid-career employees	
	Male	Female	Male	Female	Male	Female	Male	Female
10's	25	4	15.2	2.4	25	4	0	0
20's	78	22	47.6	13.4	41	16	37	6
30's	22	5	13.4	3.0	0	0	22	5
40's	6	0	3.7	0.0	0	0	6	0
50's	2	0	1.2	0.0	0	0	2	0
60's	0	0	0.0	0.0	0	0	0	0
Total	133	31	81.1	18.9	66	20	67	11

■ Number of resignees and job turnover (FY 2022, domestic companies)

Age group	Number of resignees (person)		Job turnover (%)		
	Male	Female	Male	Female	Total
10's	1	0	4.2	0.0	3.6
20's	18	7	3.3	4.0	3.5
30's	29	5	3.8	4.4	3.9
40's	7	2	1.2	2.3	1.3
50's	9	0	0.9	0.0	0.8
60's	5	1	2.2	4.5	2.4
Total	69	15	2.2	2.8	2.3

■ Number and Breakdown of Employees (FY 2022, domestic business companies)

Types of employees	Number (persons)		Gender ratio by category (%)	
	Male	Female	Male	Female
Fulltime employee	2,924	502	85.3	14.7
Fixed-term employee*	221	25	89.8	10.2
Total	3,145	527	85.6	14.4

*Contract employee, temporary employee, re-hired employee, etc.

■ Ratio of female employees to all employees

Scope of application	Target	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
GS Yuasa International Ltd.	Fulltime employee	13.3	13.5	13.6	14.1	14.7
Entire Group	Fulltime employee and fixed-term employee	12.7	11.7	11.2	11.1	10.6

■ Recommendations for Corrective Action Pursuant to the Labor Standards Act

Scope of application	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
GS Yuasa International Ltd.	0	0	0	0	0
Entire Group	0	0	0	0	1

TOPICS

Introduction of GLTD Program

The Group introduced a group long-term disability (GLTD) insurance program in November 2019 with the aim of creating an environment where employees can work with reassurance and expanding our benefits programs. If an employee requires an extended period of recuperation due to injury or illness, the GLTD program creates an environment that allows the employee to focus on recovery without worrying about income, supporting a rapid return to work. The program provides a certain level of income up to age 60 and adds supplementary benefits through the self-help efforts of employees.

TOPICS

Implementation of Mentality Management Diagnosis

Since fiscal 2021, the Group has introduced mentality management diagnosis to measure employees' mental health and engagement (enthusiasm for work and for the organization). Our aim is to adopt measures for improvement by preventing disorders based on an understanding of the status of employees' mental health, and by recognizing existing organizational issues based on an understanding engagement status that encourages the revitalization of the organization. We are committed to continued examination of the results of regularly conducted diagnosis to promote the development of effective measures and the creation of an environment where all can continue working with a sense of fulfillment.

Conservation and Improvement of Safety and Health in Working Environments

Promoting Occupational Health and Safety

The GS Yuasa Group believes that securing the health and safety of its workers is the paramount priority in doing business and has established the Group Policy (The Fundamental Health and Safety Policy) for the promotion of company-wide endeavors to build a corporate culture of safety. Furthermore, to ensure the health and safety of all employees who work for the Group directly or indirectly including subcontractors and temp workers, we have appointed an organization to conduct group-wide integrated management of health and safety. This has been instrumental in strengthening health and safety management at both domestic and overseas business sites and Group companies. In addition, we are undertaking initiatives based on our Fundamental Health and Safety Policy by creating organizational structures centered on safety and health committees established in business divisions and companies.

Our Group's domestic business sites have obtained the occupational health and safety management systems in compliance with international standards (ISO 45001) certification. In addition, a majority of the production companies of our overseas Group companies have also obtained ISO 45001 certification. Our Group companies in Japan are currently working to acquire ISO 45001 certification and seek to achieve effective management aimed at Group-wide attainment of the Fundamental Health and Safety Policy. We are committed to continual improvement of our health and safety performance by making effective use of systematic mechanisms based on the PDCA cycle.

Fundamental Health and Safety Policy

• Fundamental Philosophy

We will create a corporate culture that ensures worker's safety and health.

• Action Agenda

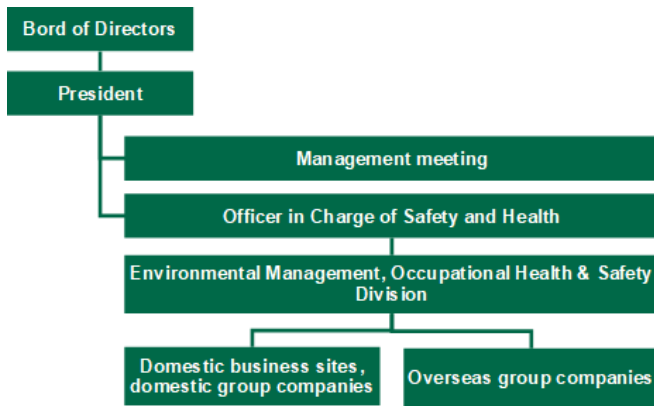
Top management presents the following action agendas for the succession of advanced energy technologies developed in our battery business and for the realization of our fundamental philosophy.

1. We will fulfill legal requirements, invest resources and stipulate procedures for all of our operations in order to ensure a healthy and safe working environment.
2. We will promote continuous improvement to the management system to achieve determined goals for health and safety.
3. Managers/supervisors will grasp the root causes of dangers associated with safety and health and take measures systematically to lower their risks.
4. Through conference and discussion, managers/supervisors will reflect opinions of employees to activities promoting health and safety.
5. Managers/supervisors will not overlook unsafe behavior of employees and will provide guidance to correct them.
6. Employees will follow predetermined rules related to safety and health in order to protect their own selves.
7. Employees will make a report to their superiors requesting for improvement of facilities or procedures when he or she finds the root cause of danger.

ISO certification acquisition rate at domestic and overseas production sites

75%

■ Overview of Organizational Structure



Reducing Occupational Accident Risk

At domestic business sites and domestic group companies, we identify potential hazard sources by conducting general inspections using risk assessment methods and take mitigation measures according to the scale of the risk. Similar measures are also taken concerning safety patrol activities conducted under the leadership of the safety and health officer. In the event of an industrial accident, information on accident occurrence status is shared with all employees at domestic business sites in a timely manner, the cause of the occurrence is investigated, and measures are taken to prevent recurrence. In workplaces dealing with hazardous substances, we take risk reduction measures utilizing risk assessment of chemical substances, and regularly monitor the working environment and workers' health in accordance with laws and regulations.

Since fiscal 2020, we have been focusing on adopting essential measures (including eliminating hazard sources) and engineering measures (including improvements towards equipment that comes with safety functions) to eradicate "getting stuck or caught in machinery" accidents which are the top industrial disasters. We also implement ergonomic measures (such as encouraging the use of power assist suits that reduce the physical burdens on workers) by workers who perform work that imposes physical burdens. In addition, to prevent the occurrence of lower back pain associated with the carrying of heavy objects, working for extended periods, and repetitive work, we are working on strict implementation of operations based on safety guidelines and on the creation and distribution of videos on prevention of back pain.

Furthermore, the Group's members responsible for the promotion of health and safety are committed to continued support for the improvement of health and safety management at overseas Group companies. In fiscal 2022, safety audits were conducted at our production factories in Indonesia, Thailand, Vietnam, Australia, and Taiwan, to further the mitigation of occupational accident risks at overseas Group companies.

■ Implementation period of safety and health risk assessment

- Adoption of new raw materials or changes in raw materials
- Adoption of new equipment or changes in equipment
- Adoption of new work methods and procedures or changes in work methods and procedures
- Installation, repair, and dismantling of structures
- Occurrence of occupational accidents
- Changes in risk factors (aging of machinery, equipment, etc.)

■ Status of occurrence of occupational accidents (GS Yuasa International Ltd.)


	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Missed work frequency rate ^{*1}	0.47	0.62	0.55	0.30	0.60
Average frequency rate in manufacturing industry	1.20	1.20	1.21	1.31	1.25
Rate of intensity ^{*2}	0.00	0.01	0.00	0.00	0.01
Average rate of intensity in manufacturing industry	0.10	0.10	0.07	0.06	0.08

^{*1} Missed work frequency rate is the number of people missing work per 1,000,000 work hours

^{*2} Rate of intensity is the number of lost days due to accidents per 1,000 work hours

■ Targets related to occupational accidents risk (FY 2023)

Items	Target	
	Domestic business sites	Overseas Group companies
Number of serious occupational accidents	None	None
Number of workers not meeting our blood lead concentration management standards	None	None
Number of worksites in work management category II and III	None	---
Number of accidents resulting in missed work	4 or less	44 or less

 [Please see here for details in targets and results for previous fiscal year.](https://www.gs-yuasa.com/en/csr/pdf/materiality_2022.pdf)
(https://www.gs-yuasa.com/en/csr/pdf/materiality_2022.pdf)

Raising Worker Awareness Concerning Safety

The GS Yuasa Group conduct activities intended to raise the awareness of safety among all employees who work for the Group directly or indirectly including subcontractors and temp workers in order to maintain and improve safety and health management operations. We also ensure that safety and health activities are well-established and raise their levels by conducting education and training to prevent safety and health risks from occurring.

From fiscal 2023, we have also introduced virtual reality (VR) experience-based training devices as part of our educational initiatives on hazard simulation which allow trainees to actually experience and understand workplace hazards. We are committed to continued efforts to promote health and safety education through hands-on training for hazards (such as falls from working at heights, contact with forklifts, and electric shocks), that could not be experienced in the past with conventional devices.

Examples of activities for raising safety awareness

- Posting statements of management intent concerning occupational safety at all worksites
- Distribution of safety compliance cards with basic site safety information
- Periodically conducting safety and health awareness surveys
- Display of awareness posters for raising awareness of basic safety behavior ^{*} in the premises

^{*}Such as not walking with your hands in your pockets, not using cell phones while walking, holding a railing when climbing or going down stairs, not crossing diagonally, ensuring pointing and calling when crossing

Examples of education and training to prevent safety and health risks from occurring

- Periodic training on hazard avoidance techniques (including risk prediction and risk assessment)
- Periodic experience-based risk training (including suppliers)



Experience-based risk training (Kyoto Plant)



VR experience-based risk training (Kyoto Plant)

■ Participation in safety and health education (Fiscal 2022, GS Yuasa International Ltd.)

Classification	Items	Number of participants (persons)	Intended audience
General education	Experience-based risk training	967	All employees (including contractors), suppliers
	Courses on risk assessment	36	
	Training for hazard prediction	50	
Specialized education	Education of safety trainers	160	Persons (including contractors) promoting activities for workplace safety

Ensuring Appropriate Working Hours

Optimizing Work Hours

Aiming to be a workplace that protects the health of employees and enables them to work with peace of mind, the GS Yuasa Group is striving to ensure the most appropriate work hours through cooperation between labor and management. GS Yuasa International Ltd. has introduced and managed systems to accurately understand and manage work hours (attendance management system and access control system). Moreover, an expert committee combining labor and management is held monthly, and we check the condition of employees working long hours and other related matters, making efforts to manage appropriate working hours.

We are taking steps to reduce labor hours for employees who had worked long hours by providing consultation with an industrial physician and through an advisory system (see "Work Style Reform" below) for supervisors. In addition, we provide compliance-related education with the themes of promoting understanding of work hour rules and appropriately managing work hours, to employees.

■ Annual Working Hours

Items	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Remarks
Average number of fixed hours worked annually	1,709	1,704	1,710	1,697	1,687	Refers to the prescribed work hours minus hours taken for leave and hours absent due to tardiness, leaving work early, etc.
Average number of overtime hours worked annually	216	206	196	198	205	Monthly average number of overtime hours worked: 17.1 hours (FY 2022)
Total	1,925	1,910	1,906	1,895	1,892	

*Notes: Employees do not include personnel on leave or those transferred to workplaces overseas.

*Period: January to December

Work Style Reform

At GS Yuasa Group, labor and management are working as one to reduce long work hours and encourage employees to take annual paid leave with the aims of improving work efficiency and enhancing creativity at work by making sure employees stay physically and mentally healthy.

Examples of initiatives to provide variation in work style

- Setting one "no overtime" day a week
- Making it compulsory to take at least 10 days of annual paid leave
- Setting Work-life synergy leave (consecutive paid leave is recommended)
- Prohibiting two consecutive days of work on prescribed holidays
- In principle, prohibiting late-night overtime work (10 p.m. to 5 a.m.)
- Postponing the start-time next day in case of overtime work till late night (securing rest time)
- Introducing a system to monitor employees working in excess of the standard hours, and providing advice to supervisors on how to deal with overtime issues
- Promoting improvement activities that contribute to the enhancement of work efficiency and creativity and the optimization of work allocation
- Implementing a commendation system for improvement activities that have enhanced workability and productivity beyond a certain level

■ Percentage of Annual Paid Leave Taken

Items	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Remarks
Number of days of annual paid leave	%	77.2	79.3	77.8	79.2	83.3	Rate of acquisition for the number of statutory days granted: 98.2% (fiscal 2021)
Percentage of annual paid leave taken	Days	16.4	16.8	16.5	16.8	17.8	

*Notes: Employees do not include personnel on leave or those transferred to workplaces overseas.

*Period: September to August

Securing the Minimum Wage

Payment of Proper Wages

In order for employees to live a safe and healthy life, it is important that wages that are the source of daily bread for employees are paid properly and reliably.

In order to ensure employee wages are calculated accurately and payments made without delay, the Group operates thoroughly based on internal rules that establish methods for paying appropriate labor compensation and so on. In addition, the Group also provides clearly comprehensible payment statements when making wage payment, and enough information is included on the payment statement to verify labor compensation. Further, there is no system (gender-based wage structure, personnel evaluation standards etc.) that lead to gender pay gaps.

Besides paying employees a basic salary above the local minimum wage, the Group promotes initiatives to ensure fair treatment regardless of type of employment.

■ Comparison of standard newcomer salary to local minimum wage (Fiscal 2023, GS Yuasa International Ltd.)

Occupation	Ratio (average)
Career-track positions	139%
Manufacturing jobs, clerical work	117%

*Calculated based on data on status of minimum wage revisions by region (Ministry of Health, Labour, and Welfare)

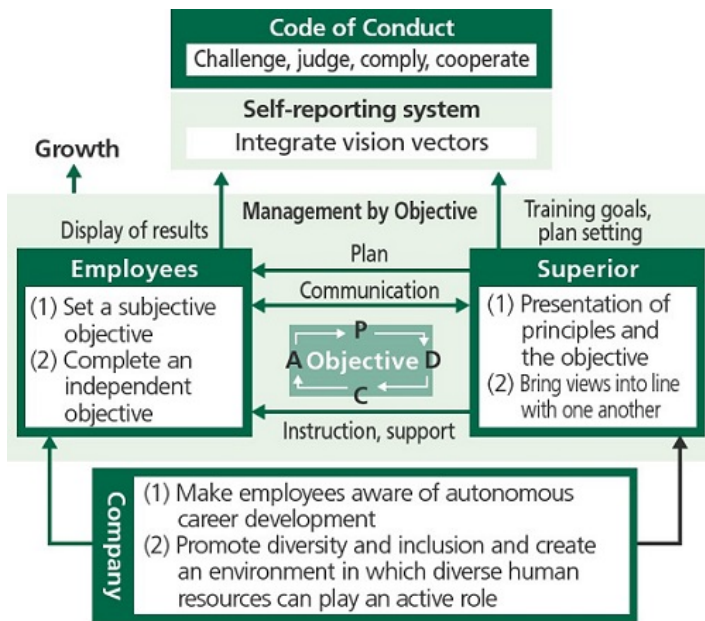
Mid to Long-term Human Resources Development and Appropriate Ability Assessment

Fostering Autonomous-minded Human Resources

At the GS Yuasa Group, front-line workplaces are the engine that generates corporate value, and the lead players in those workplaces are our employees. We believe the best training is on-the-job training, so with a strong focus on management by objective we implement training to nurture autonomous-minded human resources. In addition, Off-JT (Off-the-job training) such as trainings by rank and free participation type of training is used to improve leadership and management skills and implement career development. With respect to career development, we promote career management in which all employees take the initiative in setting goals and thinking about their vision of work by implementing annual reviews relating to career formation.

Going forward, we are committed to expansion of educational opportunities for all personnel and to promoting diversity management that leverages the diverse individualities of employees to enhance organizational strength.

■ Basics of Human Resource Development



■ Training System

Classification	Training name
Rank	●New division manager training, ●Management training (in the 4th year after being appointed to a managerial position), ●New manager training, ●New leader training, ●Career advancement training (sixth year after joining the company), ●Power-up training (in the 4th year after joining the company), ●Skills improvement training (third year after joining the company), ●New employee training, ●Mentor training, ●Training for mid-career employees, ●Training for career development
Business Skills	●Logical communication training, ●Facilitation training, ●Time management training, ●Training for coaching, ●English email writing training
Personal Development	●Online language lessons, ●Distance learning, online courses, ●Skills training(external)
Acquiring Certifications	●The Japan Business Law Examination (external), ●Business Accounting Examination (external), ●Quality Control Test, ●Machine Maintenance Skills Test
Global Human Resource Development	●Overseas practical training program(Training of candidates for overseas assignments), ●Pre-overseas assignment training(language, management skills, etc), ●Training for nurturing next-generation management
Diversity	●Training for women leaders' career advancement, ●Training for diversity management (managerial positions), ●Leadership enhancement program

■ Training hours for human resources development (FY 2022, GS Yuasa International Ltd.)

Item	Classification	Average training hours (h/person)	Total training hours (h)
Gender	Male	5.09	16,005
	Female	7.75	4,085
	Total	5.47	20,090
Types of employees	Indefinite-term employment	5.85	20,054
	Fixed-term employment	0.15	36
	Total	5.47	20,090

Respect for Individual Work-Life Balance

Promoting Women's Empowerment

The Group is committed to increasing opportunities for female employees to play an active role by supporting the two axes of "career development" and "support for work-life balance."

In 2018, the Company launched the GY Mirai Project to actively recruit diverse human resources and continuously develop an environment that allows each individual to make the most of their individuality and abilities, and to create a workplace where each individual can continue to work with enthusiasm and fulfillment. Further, top management regularly sends out messages to all employees about the importance and significance of promoting women's empowerment.

President's Message

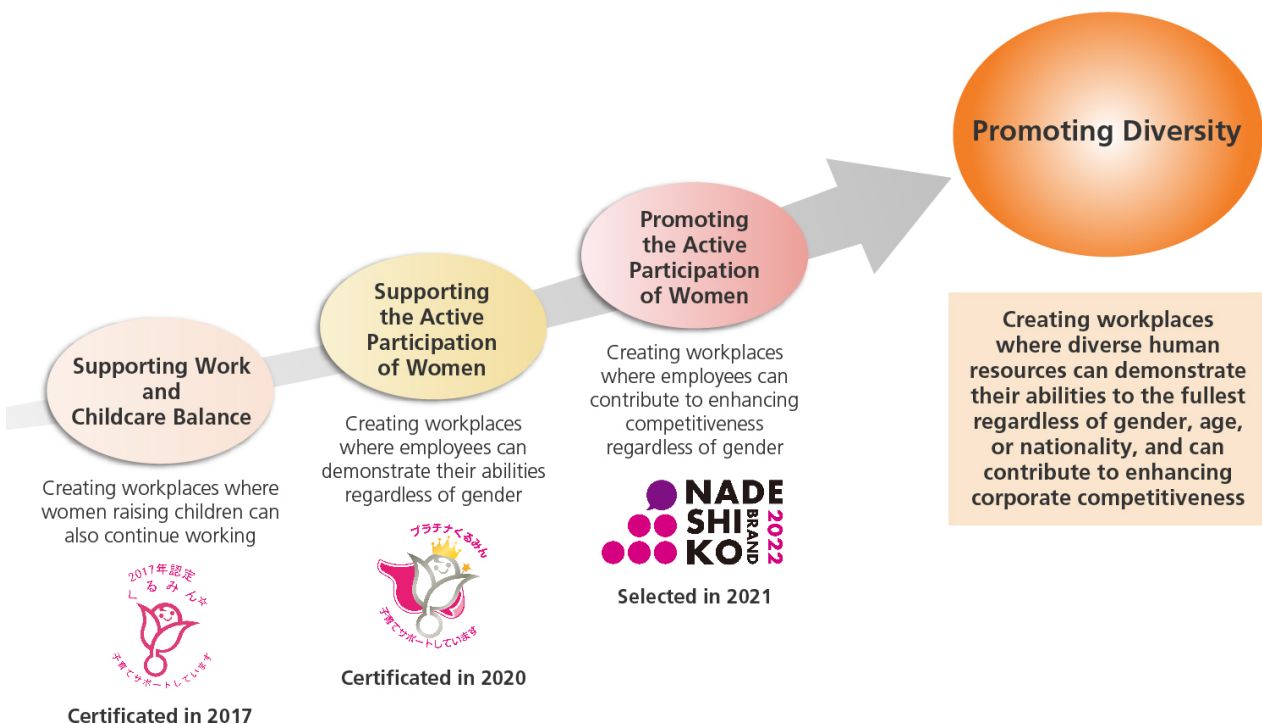
We are committed to "fostering autonomous-minded human resources" and "diversity and inclusion," and to the actualization of our corporate philosophy of "Innovation and Growth."

Our aim is to create an environment that nurtures a culture in which diverse human resources can grow together and play an active role and to be a company where each individual can continue to work with enthusiasm and fulfillment. Our company will continue to promote the "three Ls" and to cultivate diversity and inclusion that enables all employees to keep on shining, embracing their individual capabilities.

The "three Ls"



Roadmap for promoting women's empowerment



Action Plan Promoting Women's Empowerment (April 1, 2023 to March 31, 2026)

- Objective 1 Raise ratio of women in managerial positions to 6% or more by the end of March 2025
- Objective 2 Raise ratio of women among new graduates recruited for career-track positions every year to over 30%
- Objective 3 Increase the percentage of paid leave taken by all regular employees to 70% or more each fiscal year

■ Important management indicators regarding measures to promote the active participation of women (unit: %)

Classification	Objectives (FY2025)	Results (FY2022)
Percentage of women among new graduates recruited for career-track positions	30 or more	21.2
Percentage of women among workers	17 or more	14.7
Percentage of women in managerial positions	6 or more	3.9
Percentage of women at assistant managers rank	12 or more	9.7
Percentage of men taking childcare leave	100	45.4

■ Initiatives to expand opportunities for active participation of female employees

- Establishing processes for incorporating initiatives to promote women's empowerment in evaluation indicators for managers and evaluation criteria for appointment to managerial positions
- Ensuring fairness in promotions and appointments (responding to life events) and assigning roles according to expertise
- Strategic appointment of female managers and officers (including medium- to long-term securing of female employees with advanced abilities and high motivation for promotion)
- Considering mid-career recruitment of female managers (including candidates for managerial positions)

TOPICS

Selected for the fiscal 2021 Nadeshiko Brand

In March 2022, our company was selected for the Nadeshiko Brand that is jointly sponsored by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange. The Nadeshiko Brand aims to promote investment in companies and accelerate corporate initiatives by introducing listed Japanese companies that excel in promoting women's empowerment every fiscal year to investors who place importance on improving corporate value over the medium to long term.



TOPICS

Conducting Career Advancement Training for Female Assistant Managers

In July 2023, GS Yuasa International Ltd. conducted training targeting female employees at the assistant managers rank with the aim of enabling them to face the challenges and anxieties of balancing life events with career development for positive career advancement. While providing opportunities to recognize individual qualities and strengths by using diagnostic tools, and to learn how to leverage one's strengths to demonstrate leadership based on one's own individual style, we also held panel discussions featuring female managers and guest lecturers, to foster familiarization with managerial positions. We believe this has led to the nurturing of a career vision among female employees that focuses on managerial positions.

Employment of People with Disabilities

To promote the employment of people with disabilities, GS Yuasa International Ltd. offers a wide range of opportunities to people with disabilities, including in a company certified as a special subsidiary* in December 2007.

As of April 1, 2023, GS Yuasa's employment rate of people with disabilities meets the legally mandated employment rate of 2.3%.

We will continue to manage employment so that people with disabilities can put their skills and qualities to good use in an effort to maintain and improve a pleasant work environment.

*Special subsidiary: A system based on the Disabled Persons Employment Promotion Law, under which, when a subsidiary is certified by Japan's Ministry of Health, Labor and Welfare as giving special consideration to the employment of people with disabilities, it can be regarded as one of the parent company's business establishments when calculating the employment rate of people with disabilities.

Change in employment rate for persons with disabilities

Scope of application	April, 2019	April, 2020	April, 2021	April, 2022	April, 2023
GS Yuasa International Ltd.	2.79	2.53	2.56	2.68	2.52

Rehiring of Elderly Employees

Our Group operates a rehiring system by which employees who have reached mandatory retirement age can continue to work and utilize their wealth of experience and high-level skills and abilities. If an employee who has reached mandatory retirement age wishes to extend his or her employment with us, appropriate decisions on conditions and personnel assignment are made based on an evaluation of job necessity, the employee's work ability, and other factors. Furthermore, as with currently active employees, we operate a work target management system and reflect job performance in conditions so that rehired employees can work with motivation.

In the future, as Japanese society continues to be characterized by a low birthrate and further aging, the securing of human resources is expected to become increasingly difficult. Not only does our Group see the employment of senior citizens as one measure to alleviate the labor shortage, but we aim to improve our capacity for sustained business growth by enabling outstanding elderly people to display their skills and know-how.

State of Rehiring of Elderly Employees (FY 2022, domestic companies)

Classification	Number of rehired employees (persons)	Rehiring ratio (%)	Employment ratio of rehire applicants (%)
Male	65	78	100
Female	3	100	100
Total	68	80	100

*Rehiring ratio: Ratio of rehired employees to retirees.

*Employment ratio of rehire applicants: Ratio of employment of retirees wishing to be rehired.

 TOPICS

Initiatives for Middle-Aged and Advanced-Age Employees

GS Yuasa International Ltd. conducts seminars on career training and life-planning targeting employees above 50 years of age.

As part of career training, we support employees' career development to enable them to continue to be reliable human resources by nurturing a renewed recognition of their strengths as experienced employees. The aim of life-planning seminars is to support employees in deepening their understanding of life-money planning and asset management and assist them in leading an enriched second life after retirement.

Going forward, we will continue to nurture an environment where middle-aged and advanced-age employees can demonstrate their valuable know-how and skills.

Supporting Work Alongside Childcare/Nursing Care

At GS Yuasa International Ltd., we aim to create an environment that makes it easy for employees to participate in childcare and nursing care and to this end we have established a support system for childbirth, childcare, and nursing care. To encourage employees to use this system, we have also set up an in-house electronic message board called Supporting a Work and Childcare/Nursing Care Balance where we disseminate information on childcare-related systems to employees. Further, the company has released a Handbook on Supporting Work-Childcare Balance targeting superiors and subordinates, and distributed it to all employees. In addition, we aim to create workplaces where all employees, regardless of gender, can use the systems, by raising awareness of the systems through trainings by rank for the management as well, and by other means.

In fiscal 2022, we commenced a system in which employees can avail subsidized usage fees (up to 4,400 yen per day) when they use babysitters^{*}. We are committed to improving our systems to enable employees to demonstrate their abilities while balancing work and childcare.

^{*}Applies to the babysitter dispatch services provided by the All Japan Childcare Services Association commissioned by the Cabinet Office.

■ Childbirth, Childcare and Nursing care support systems

Item	System	Details
Childbirth, Childcare	Alleviation of commutation during pregnancy	System under which work at the beginning or the end of working hours is exempted for female employees who are pregnant(up to 60 minutes/day)
	Maternity leave	System under which a leave of absence for six weeks before childbirth (14 weeks in case of multiple pregnancy) and eight weeks after childbirth can be obtained
	Leave for going to hospital during pregnancy/maternity protection leave	System under which female employees who are pregnant or have spent only less than one year after childbirth can obtain a leave for medical examination, etc.
	Maternity protection leaves	System under which female employees who are pregnant or have spent only less than one year after childbirth can take leave(up to one year)
	Paid leave for births	System under which employees who have a newborn can take leave (three days)
	Childcare leave	System under which employees who are bringing up a child/children can take leave (as the maximum period, until a child reaches the age of two)
	Short-time working due to childcare	System under which employees who have a child in the sixth grade or under in elementary school or a child with disability can work for a short time or work with a flexible schedule
	Nursing leave	System under which employees can take leave for nursing a child in the third grade or under in elementary school(five days/year for one child; ten days/year for two children or more)
	Breast-feeding hours	System under which employees can get time for breast-feeding a baby under a year old (twice/day, 30 minutes each time)
	Exemption/limitation of overtime work and late-night work	System under which employees who are raising a child can be exempt from/limit overtime and late-night work
	Issuing discount vouchers for babysitter dispatch services	A system in which employees who use babysitters can avail subsidized usage fees (up to 4,400 yen/day per child)
Nursing care	Long-term nursing care leave	System under which employees who are caring for a family member can take leave (up to one year)
	Short-term nursing care leave	System under which employees can take leave for nursing a family member (five days/year for one person; ten days/year for two persons or more)
	Short-time working due to nursing care	System under which employees who are caring for a family member can work for a short time or work with a flexible schedule (up to three years)
	Exemption/limitation of overtime work and late-night work	System under which employees who are caring for a family member can be exempt from/limit overtime and late-night work
Others	Accumulated leave	System under which employees can accumulate the number of days for annual paid leave whose validity has expired(up to 40 days, acquired for the reason of nursing care for a family member or raising a child in the third grade or under in elementary school, etc.)
	Leave in hourly units	System under which employees can take leave in hourly units from granted annual paid leave (maximum of 40 hours/year)
	Telecommuting program	A program that allows employees to work from home, so they can balance work with childcare or nursing care
	Return to work program	A program for rehiring employees who left work for childcare, nursing care or other similar reasons to return to work if certain conditions are met

■ Utilization of Childcare support system (Childcare leave)

FY	Females			Males		
	Number of users (person)	Usage rate (%)	Return-to-work rate (%)	Number of users (person)	Usage rate (%)	Return-to-work rate (%)
2018	15	100	100	4	3.6	100
2019	18	100	100	3	2.7	100
2020	14	100	100	9	9.1	100
2021	21	100	100	27	22.5	100
2022	15	93.8	100	49	45.4	100

*Notes: Employees do not include personnel on leave or those transferred to workplaces overseas.

■ Utilization of Nursing care support system

FY	Long-term nursing care leave		Short-term nursing care leave	
	Number of users (person)	Return-to-work rate (%)	Number of users (person)	Total Number of days (day)
2018	2	100	23	103.0
2019	1	0	23	99.0
2020	1	0	24	116.0
2021	1	0	23	70.1
2022	3	33.3	—	—

*Notes: Employees do not include personnel on leave or those transferred to workplaces overseas.

*Period : April to March (long-term nursing care leave), September to August (short-term nursing care leave)

TOPICS

GS Yuasa has received Platinum Kurumin certification

Platinum Kurumin is a program of certification granted by Japan's Ministry of Health, Labour and Welfare to organizations that provide high levels of childcare support.

GS Yuasa has long worked to create environments where employees can continue to work while caring for children and first received Kurumin certification in 2017. Since then, we have established action plans to promote support and enhance its effects, expanded the applicable period of the program for reduced working hours for childcare, introduced a telecommuting program for employees who are taking care of children, and took other measures, leading to the Platinum Kurumin certification in fiscal 2020.

The Group is committed to promoting the creation of workplaces where employees can balance work and childcare with peace of mind.



TOPICS

External Assessment of Initiatives for Sexual Minorities

The Group was awarded the Bronze Medal in the PRIDE Index 2022 in recognition of its initiatives for sexual minorities (hereinafter referred to as LGBTQ+). The Pride Index, established by work with Pride, is an index for evaluating company initiatives for LGBTQ+ in the workplace. In the future, we are committed to promoting diversity that is inclusive of LGBTQ+, and aim for the actualization of a work environment where each and every employee can work with enthusiasm and a sense of satisfaction.



TOPICS

Conducting Information Exchange Meetings on Work-Childcare Balance

GS Yuasa International Ltd. has been conducting information exchange meetings twice a year since fiscal 2019, with the objective of supporting employees, to balance work and childcare successfully and engage in work with a sense of fulfillment. Presentations on experiences of employees who use the company's childcare support system while being actively engaged in work, and exchange of views among participants, are meaningful occasions for both employees who are balancing work and childcare and those who are in the midst of challenging themselves to achieve this balance going forward. In addition, majority of the participants in these information sessions are male employees, demonstrating that the percentage of male employees availing childcare leave in the Group is rising year by year.

Business Operations Considering Religious Customs

At the GS Yuasa Group's overseas sites in Indonesia where Muslims are the large majority, we are conducting business operations considering Islamic traditions and customs. PT. Yuasa Battery Indonesia, PT. Trimitra Baterai Prakasa and PT. GS Battery have a mosque in their respective offices. These companies allow employees to offer prayers at a mosque during working hours, and Muslims gather for prayers on Fridays from both the office and outside the company. We also established a multi-purpose room that can be used as a mosque on the site of the Group's Kyoto Plant and allow employees to pray during working hours.

The GS Yuasa Group believes that understanding and respecting customs, cultural values and religion in each region are indispensable for building a good relationship with local employees and effectively operating businesses.

TOPICS

Special Website on Diversity Established

In April 2020, the GS Yuasa Group launched a special website to provide timely information on our approaches to diversity and the status of activities. The site presents easy-to-understand information regarding the Group's measures for the targets, results, and initiatives associated with diversity and work style reforms, including the promotion of women's empowerment.



Going forward, we will actively disclose information on plans to provide opportunities for diverse human resources to demonstrate their full capabilities as well as the results of those plans.

[Refer here for information on the special diversity website \(in Japanese\)](https://www.gs-yuasa.com/jp/diversity/) (<https://www.gs-yuasa.com/jp/diversity/>).

Health Management Initiatives

In order to realize the corporate philosophy of "innovation and growth of our employees and business entities," the GS Yuasa Group believes that it is important to prepare the foundation to enable our employees to perform their duties while maintaining good physical and mental health so as to achieve maximum performance. The Group promotes company-wide health management of our employees and their families based on the Health Management Policy established by the president of the company who constitutes the top management.

Health Management Policy

In order to realize the “innovation and growth” of our employees and business entities, the GS Yuasa Group supports employees and their families in collaboration with health insurance society so as to ensure that they maintain their own health and encourages "health promotion" so that all employees can work zealously and with a sense of fulfillment.

- We strive to prevent the onset and severity of lifestyle-related diseases and mental disorders.
- We support managing of both work and medical treatment so that everyone can engage in decent work.
- We encourage health promotion to maintain and improve health.

■ Promotion Framework

The GS Yuasa Group appoints a general occupational health physician (a contracted occupational health physician) at the head office and occupational health physicians at its major offices, with 11 full-time nurses and public health nurses nationwide. In addition, in collaboration with the health insurance society, the Group conducts health management promotion meetings attended by the health management officer (concurrently serving as chairperson of health insurance society) and labor union executives to promote measures for employee health issues. Further, in order to prevent severity of mental disorders, we have established a conducive environment for counseling from clinical psychotherapists that can be availed every week at our head office and some of our other offices.

■ Specific measures for health promotion

In our Group, in conjunction with measures such as work style reform and promotion of women's empowerment, data about employee health checkups and stress checks is analyzed to identify health issues of employees. For issues that are identified, we adopt measures for promoting health, and formulate plans to resolve the issues after verifying the effectiveness of the measures. The Group ensures effective health promotion by addressing employee health issues using the PDCA cycle.

1. Prevention of lifestyle-related diseases

- Encouraging medical examinations and follow ups according to the seriousness of the health risk to the person with abnormal findings in regular health checkups
- Implementation of health consultations and education for new graduates and mid-career employees to improve health literacy in early stages
- Conducting health events targeting all employees (walking events twice a year, showing videos on health promotion during regular health checkups, etc.)
- Implementing measures for promoting health through collaborations between the Company and health insurance societies (conducting cancer screenings during regular health checkups, periodic distribution of "health email magazines" aimed at employee health promotion, conducting smoking cessation outpatient clinics and implementing measures to prevent increase in severity of illnesses via online means, etc.)

2. Early detection and treatment of mental disorders

- Setting up an internal consultation system and an external consultation desk (consultation, counseling, etc. with an industrial physician, nurse, or public health nurse)
- Providing information such as results of diagnosis and advice to ensure self-care to those undergoing stress checks
- Support for individuals identified as high risk through stress checks (individual consultations with a doctor, nurse, or public health nurse)
- Continued access to "line care (care by supervisors)" and "self-care (care based on the awareness of individuals)" training sessions
- Reviewing programs for human resources based on results of analysis of stress checks and employee engagement surveys (including sharing information on issues through feedback to individual departments and support for workplace environment improvement measures)

3. Early detection and treatment of cancer

- Inclusion of various cancer screenings and gynecological examinations in regular health checkups (no individual payments)
- Regular distribution of cancer self-examination kits to employees and family members (no individual payments)
- Recommending medical examinations and follow ups to persons with abnormal findings in cancer screening results

4. Optimize work hours and maintenance of a positive work-life balance

- Thorough observance of "no-overtime-work days"
- Making it compulsory to take at least 10 days of annual paid leave
- Setting upper limits on monthly overtime working hours that are stricter than statutory standards
- Prohibiting two consecutive days of work on prescribed holidays and overtime late at night
- Introduction of leave in hourly units, telecommuting program, and expansion of the flextime system
- Promoting a system that encourages employees to avail at least three consecutive days or more of annual paid leave

5. Increase awareness and prevention of diseases and conditions specific to women

- Introduction of e-learning on the theme of health management and women's health care
- Encouraging consultations for gynecological checkups through our in-house quarterly magazine
- Providing information on cervical cancer vaccines and women-specific diseases through our in-house quarterly magazines

6. Infection countermeasures

- Providing opportunities for vaccination against COVID-19 and influenza and subsidizing vaccination expenses
- Conducting orientations and providing vaccinations for employees who will be stationed overseas to prevent the contraction or spread of various infectious diseases

■ Objectives and Results for "health promotion"

Classification	Items	Objectives(%)	Results(%)				
			FY2018	FY2019	FY2020	FY2021	FY2022
Regular health checkups	Consultation rate	100	100	100	100	100	100
	Rate of persons with abnormal findings	30 or less	37	35	35	33	38
	Consultation rate of medical re-examination of persons with abnormal findings	70 or more	59	63	59	66	68
Stress checks	Consultation rate	100	93	94	94	93	90
	Rate of high stress individuals	10 or less	9	9	8	8	10
	Overall health risks	90 or less	89	87	86	83	83
Measures against smoking	Rate of smoking	20 or less	23	22	22	21	20
Gynecological examinations	Consultation rate	100	55	58	62	56	60
Colorectal cancer screening	Consultation rate	100	65	67	67	80	77

TOPICS

Increase the Consultation Rate of Medical Re-examination of Persons with Abnormal Findings in Regular Health Checkups and of Gynecological Examinations

The Group has always considered hours required for cancer screening of employees to be working hours as is the case for regular checkups. In fiscal 2022, we commenced a system in which the time required to re-examine abnormal findings in regular medical examinations or cancer screenings at an external medical institution, or gynecological examinations at an external institution, are considered as working hours. The Group is encouraging health promotion measures through collaboration between the Company and health insurance societies to prevent disease-severity through early detection of serious illnesses.

TOPICS

Human Resource and Labor Measures to Prevent the Spread of the Novel Coronavirus

In response to the novel coronavirus, which is spreading globally, strong social demands are being made to prevent the spread of infection including avoiding crowded areas and avoiding gathering in areas where people gather in high density and spend time. The GS Yuasa Group is conducting human resource and labor management to prevent the spread of the novel coronavirus infections so that we can ensure the safety and peace of mind of our employees.

Introduction of telecommuting program and staggered work times

In fiscal 2021, we continued with the implementation of a telecommuting program and staggered work times as measures to prevent the spread of the novel coronavirus. Neither of these programs has no limit on the number of times they may be used. We are operating this program so that they can be actively used such as by allowing employees to make use of both programs.

Handling of leave in conjunction with school closures, etc.

We have implemented a system in which employees can use their accumulated leave in cases where they are unable to freely report to work due to requests to parents to refrain from sending their children to daycare facilities, school closures, and so on and in cases where there are substantial health risks from infection with the novel coronavirus due to chronic illness and so on. We have also established a system in which employees who do not have accumulated leave are permitted to take special leave in the form of non-statutory leave.

Measures concerning use of cafeterias

(1) Distribution of cafeteria used times and modification of seating arrangements

In addition to distributing cafeteria used times to mitigate crowding in the cafeterias, seating arrangements have been modified so that cafeteria users do not face one other. Also, the cafeteria windows and doors are open to ventilate the cafeteria.

(2) Thorough measures to prevent infection in meals

Cafeteria users are required to thoroughly practice measures to prevent infection during meals (including hand washing, disinfecting hands with alcohol, using cafeteria for short duration, wearing mask except when eating, not talking while eating).

Measures concerning conducting events for new employees

The entrance ceremony and training for new employees for fiscal 2023 were conducted face-to-face with measures adopted to prevent the spread of the novel coronavirus infection such as ensuring adequate distancing between seats, conducting disinfection with alcohol, and thoroughly ventilating the venue. As in previous year, the training was implemented with venues scattered over three locations. Furthermore, health management of new employees was conducted before the start of their training, by measuring body temperatures and checking these temperature records.

Measures concerning recruiting

Recruiting events (such as company briefings and social gatherings) and job matching consultations (interviews) are as required conducted online. In addition, online interviews are conducted for mid-career employees.

Fulfillment of Our Responsibilities to Provide Safe and Secure Products and Services

As a trusted manufacturer, GS Yuasa is constantly working to improve customer satisfaction and ensure safety.

Focus on Safety and Quality

Ensuring Quality and Safety through Company-wide Quality Management

The GS Yuasa Group is promoting initiatives aiming to improve the quality of the products and services offered to our customers on a group-wide basis, based on the Quality Policy. To remain a manufacturer trusted by customers at all times, the GS Yuasa Group approaches manufacturing activities from the customer's perspective and works relentlessly to improve the quality of products and services.

To maintain this trust, we formulated, under the leadership of top management, the GS Yuasa Quality Management System based on the ISO 9001 standard and are promoting a quality management system that crosses business divisions. The quality of our products and services is discussed company-wide every month by the Quality Management Committee, which is chaired by a director (the executive officer in charge of quality), to enable us to enhance quality by responding swiftly to any change.

As part of our initiatives to pursue manufacturing, we provide quality-related education courses to all employees and promote improvement team activities company-wide as a way to bolster the awareness of quality among employees and to boost their understanding and skills related to quality management. Thereby enhancing the quality of our products and services.

These activities have been highly rated by the Union of Japanese Scientists and Engineers, and the Industrial Batteries Production Division of the Industrial Batteries & Power Sources Business Unit received the Deming Prize, which is designed to reward individuals and companies who have produced good results through the implementation of quality management, in fiscal 2015.

Quality Policy

GS YUASA is committed to a diligent study of 'Monozukuri' customer first thinking and the improvement of products and service for the realization of our Corporate Philosophy.

*'Monozukuri':

Meaning 'Meaning 'manufacturing' is not just pointing to 'craftsmanship' in the narrow sense. It is "the overall process of the corporation, the industry and the on-site activity, implementing the designers' determination into the products and the services for customer satisfaction, corporate profit and job security."

Quality Management Organization



Quality Loss Index for Domestic Business

Items	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Remarks
Quality loss index	80	76	100	86	92	Loss ratio occurring during product manufacturing and sales

*The fiscal 2017 quality loss index is set at 100, indicating the changes in the quality loss rate over five years.

Status of acquisition of certification of standards for quality management system (domestic business sites)

Business Unit	Scope of application	Certification number (ISO9001, IATF16949*)
Automotive Batteries	GS Yuasa International Ltd. Automotive Battery Business Unit	JQA-1678, JQA-AU0447-1~4
	GS Yuasa Energy Co., Ltd.	YKA-4005088
	Lithium Energy Japan Ltd	DQS497841 QM15, DQS497841 IATF16
	Blue Energy Co., Ltd.	JQA-QMA14793
Industrial Batteries, Power Supplies	GS Yuasa International Ltd. Lithium-ion Battery Business Unit	50301451 QM15, 50311451 IATF16
	GS Yuasa International Ltd.	JQA-1397
	Yuasa Membrane Systems Co., Ltd.	JQA-QMA15374

*IATF16949: International standard for quality management systems in the automotive industry

Rounds of inspection by top management

The GS Yuasa Group systematically conducts rounds of onsite inspection, centering on domestic factories and branches, by management. Through rounds of inspection by management conducted as part of top management activities, the management grasps the actual state of onsite operations and has a dialogue with employees working at each site.

Based on the "quality" of work, employees share the situation of actual activities and tasks regarding various themes such as safety, quality and environment with management, fostering mutual understanding.

Persons in charge of onsite operations as well as younger managers report tasks and activities of each site to management, providing an opportunity for the exchange of opinions between employees and management.

Promoting Greater Customer Satisfaction

The GS Yuasa Group values the opinions, recommendations and complaints of customers regarding our products and services as important customer feedback. We improve our products and services after considering inquiries received by email and the opinions of customers heard at our Consultation Service Counter. We have taken measures using audio guidance through which the telephone number of a person in charge is automatically dialed according to inquiries from customers from fiscal 2017, making efforts to improve convenience for customers.

The number of complaints received from customers has tended to decline.

Going forward, we will continue working to improve customer satisfaction by paying close attention to the opinions of our customers.

■ Inquiries and customer complaints

Items	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of inquiries	11,712	10,942	11,766	12,672	11,374
Number of complaints	57	42	15	21	10

GS Yuasa Consultation Service Counter

(accepts inquiries and provides consultation on the GS Yuasa Group's products)

Toll free (in Japan): 0120-43-1211 Hours: Weekdays 9:00 - 17:30

(excluding Saturdays, Sundays, public holidays and holidays prescribed by the Company); Valid only within Japan,

Initiatives for Product Safety

Ensuring product safety of GS Yuasa Group's products has been positioned as a critical challenge because our products store, control and convert electrical energy.

The Group has established a company-wide organization with the Product Safety Management Committee as the center, to promote product safety management based on international standards for quality management systems. In addition to conforming to product safety standards, each business division utilizes the results of product safety risk assessments as well as know-how gained from case studies of failures to develop products that factor in the product usage environment and safety as the products are used, age, and deteriorate. Further, in addition to making note of product unsafe events on a daily basis, we provide our customers with appropriate product safety information. In the unlikely event of the occurrence of a product accident that may harm our customers, we implement a system in which we immediately confirm the facts and investigate the cause, and respond to emergencies (providing prompt and appropriate information, first aid measures to prevent the occurrence and spread of harm, measures to prevent recurrence, and so on), as necessary. Also, for the continued enhancement of product safety management, we leverage information such as points for improving product safety obtained through periodic internal audits and external inspection.

■ GS Yuasa Product Safety Action Flow

No.	Flow	Details of activities	Process, mechanism
1	Promotion of product safety management (Product Safety Management Committee)	<ul style="list-style-type: none"> Review and final decisions about important product safety issues Disseminating information on product accidents Calling on business divisions to ensure prevention before occurrence and prevention of recurrence of product-related accidents Confirmation and approval of the voluntary action plan related to product safety Reporting to the top management about the status of occurrence of unsafe events and instances of application of product liability insurance 	<ul style="list-style-type: none"> Risk Management Rules GS Yuasa Quality Management System Regulations on management of product safety
2	Product safety activities	<ul style="list-style-type: none"> Formulate policies on product safety in business divisions Ensure product safety in product realization process 	<ul style="list-style-type: none"> Divisional policy book Quality-related manual for business divisions
3	Gather information on products and services	<ul style="list-style-type: none"> Gather information on product safety Gather information on complaints, defects and accidents for our products and services 	<ul style="list-style-type: none"> Claims information Center, Consultation Service Counter GS Yuasa website Daily quality report
4	Examine information and take appropriate steps	<ul style="list-style-type: none"> Examine information, decide on and implement appropriate steps and make continual improvements (to prevent a reoccurrence) Manage and respond to crises concerning product-related accidents and quality-related claims Take steps to prevent harm and any additional accidents 	<ul style="list-style-type: none"> Quality-related manual for business divisions Manual on crisis management concerning product-related accidents and quality-related claims Manual for implementing product recalls

■ Status of achievement of product safety targets (Fiscal 2022)

Items	Target	Result	Scope of application	Remarks
Number of serious product accidents	0	0	Group-wide	Applicable to product accidents involving death, serious injury or illness, permanent disability, fire, etc.

Improving Employees' Awareness of Quality

We are adopting a system under which all employees can be taught based on the type of their work and their experience through a quality education program systemized according to the level of quality control and type and rank of their job. Furthermore, basic quality-related education has been compulsory for all new recruits since fiscal 2008 and their knowledge of quality control (QC) is evaluated based on the results of the QC examination.

The Group is committed to working on quality-related education targeting employees to improve product quality and ensure the safety of its products.

Quality-related Education

Quality Management Knowledge Level	Quality Education Course	External Seminars, etc.	Target Ranks and Job Types	Reference Level for QC Examination
Quality Management		●Quality Control Symposium, ●Quality Management Seminar for Officers	Officers, General Managers	-
Quality Control Application	●Specialist Training Course for Manufacturing (Learning practical knowledge to develop management skills), ●Experimental design method, ●Reliability and quality engineering		Key personnel in the Technical Development Department and Quality Control Department	Level 1
	●Internal Quality Auditor Training, ●DRBFM, ●FMEA, ●Product Safety (Methods), ●Product Safety (Outline), ●Quality Management System Requirements, ●Estimation and Testing of statistical hypothesis, ●Methods of statistical analysis	Quality Management Correspondence Education (Preparation course for QC Examination Level 2)	Technological development section, Quality management section	Level 2
Basic Knowledge of Quality Control and TQM	●Seven New OC tools, ●Statistical data necessary for process control, ●Methods of collecting and summarizing statistical data, ●Support for Taking QC Examination Level 3, ●"why-why analysis", ●Course for improving team leadership, ●Daily management, ●TQM (Outline)	Quality Management Correspondence Education (Equivalent to QC Examination Level 3)	All employees who entered the company 2 or more years ago	Level 3
Introduction to Quality Control	●QC Story Method, Seven QC tools, ●Basic Quality (general)		New employees	Level 4

*Note: QC Exam levels are for reference only.

Number of Quality Education Courses and Participants (FY 2022)

Level of quality management knowledge	Number of courses	Number of participants
Introductory	8	158
Basic	21	589
Applied	26	422
Total	55	1,169

Cumulative Total of Successful QC Examinees

Level	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Grade 1	12	12	13	14	14
Grade 2	244	266	275	307	330
Grade 3	669	810	900	1,006	1,109
Grade 4	1,531	1,724	1,826	1,943	2,093
Total	2,456	2,812	3,014	3,270	3,546

Developing Human Resources in Quality Management through "Monozukuri (Manufacturing) Expert" Education

On the occasion of the 100th anniversary of its founding, the GS Yuasa Group launched the "Monozukuri Expert" education workshops in October 2017, with the aim of developing continuously human resources who can "study Monozukuri diligently" under the Group's Quality Policy.

At the workshops, we are aiming to develop human resources who will learn control technology required mainly for design development and be capable of implementing such technology. Participants of the workshops are expected to become an expert after a one-year training period and act as a core member for quality improvement in the workplace by utilizing his/her knowledge and experience.

Examples of Activities

Presentation about Team Activities to Drive Kaizen (improvement)

The GS Yuasa Group is promoting kaizen team activities to bolster the awareness of quality among employees and conduct aggressive quality management control in an effort to improve the quality of our products and services. In addition, we have held a presentation event at which kaizen teams present examples of their improvement activities since fiscal 2004, for the following purposes:

- Promotion of activities to enhance workplace capabilities
- Learning from kaizen activities/successful results and horizontal deployment
- Participation of all employees in kaizen activities
- Promotion of dynamic communications
- Building a corporate culture with a mindset focused on improvement

This presentation event was held twice (July and December) in fiscal 2022. Every year a large number of employees, including overseas Group companies, participate at the venue, but in order to prevent the spread of the novel coronavirus infection, only executives and concerned persons participated at the venue, and the audience participated online. In this situation, kaizen teams nominated by each business division presented examples of their improvement activities.

At the end of the presentation event, the executive officer in charge of quality gave feedback (individual and overall) to the teams, and the President expressed his appreciation to the teams and provided an assessment of the presentations. Furthermore, the "encouragement award" by the President and the "impression award" determined by participants' votes were presented to teams.

At presentation events in recent years, not only kaizen teams in quality-related business divisions but also people in the sales and development divisions, management divisions, and internal divisions made presentations, with a variety of themes.

The GS Yuasa Group believes that everyone must attain quality management tools. Through the presentation event, we will share experiences/know-how in each workplace on a global basis and horizontally develop the results of improvement, continuing our efforts to conduct various improvement activities.



During the presentation

Holding an exhibition showing examples of critical quality problems

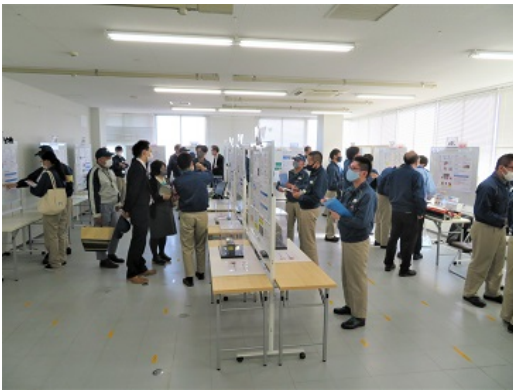
The GS Yuasa Group believes that failure at a workplace provides a valuable learning opportunity in terms of the prevention of defective products.

From this perspective, we have taken measures from fiscal 2016; specifically, we share information on examples of past product-related accidents caused by unsafe conditions and critical quality problems with employees so that we will never allow a similar quality problem to occur.

In fiscal 2022, the critical quality problem example exhibition was held at the Kyoto Plant, one of our Group companies, and 238 employees participated in this exhibition. The exhibition was held with a limited number of participants in order to prevent the spread of the novel coronavirus infection.

These exhibitions use panels and other means to explain the causes, mechanisms and other aspects behind the occurrence of past critical quality problems, helping employees recognize examples of past mistakes as important lessons. For further understanding of such lessons, areas are provided for exhibition-related presentations and Q&A sessions. Until fiscal 2018, the exhibition was held for limited periods, but by changing it to a permanent exhibit, information on critical quality problems can be shared with employees from sites other than the Kyoto Plant at any time.

Results of participant questionnaires indicate that these exhibitions are effective in raising employee awareness of quality issues. Reflecting such visitor desires, exhibitions will continue to utilize the lessons of past failures to raise quality going forward.



At the critical quality problem example exhibition



At the presentation

Global Environmental Conservation

We work for environmental conservation in order to reduce the impact of our business operations, products and service on environment, and make continuous improvements.

Fundamental Environmental Policy and Environmental Mid-to Long-term Plans

Fundamental Environmental Policy

In recent years, we understand that our stakeholders have become increasingly concern about our environmental issues, including climate-related issues. In such a situation, we believe that we are socially responsible for realizing a low-carbon society and contributing to a recycling-oriented society.

The GS Yuasa Group has established this Fundamental Environmental Policy to outline our basic Group-wide approach to environmental efforts. The policy aims to clarify our social responsibility toward the environment and guide our contributions to the emergence of a sustainable society. We are also developing and using environmental management systems that will help to reduce environmental impacts and prevent any accidents that could cause environmental pollution.

Fundamental Environmental Policy

- Fundamental Philosophy

We are committed to people, society, and the global environment through the “Innovation and Growth” of our employees and business entities. We will apply the advanced energy technologies we have built up through battery research and development work to deliver comfort and peace of mind to customers around the world, and aim to realize a sustainable society and increase corporate value.

- Action Guidelines

1. Compliance with laws, regulations, and other requirements

We will strive to prevent environmental incidents, comply with legal requirements, and reduce risks connected with the use of chemical substances, and continually improve our environmental management system with the aim of enhancing our environmental performance.

2. Reducing environmental burden

We will aim to be carbon neutral by reducing greenhouse gas emissions throughout our supply chain to limit climate change impacts. We will also recognize water as an important resource and strive to conserve it by reducing consumption levels.

3. Efficient utilization of natural resources

Toward a circular economy^{*}, we will strive to minimize the amount of natural resources we use through a range of means, including reducing raw material usage, using recycled materials, and reducing waste throughout product life cycles and services.

4. Environment-friendly products

To be able continue “creating the future of energy”, we will develop and manufacture products and services that can contribute to the formation of a carbon-neutral circular economy.

5. Biodiversity

Given that our business activities, products, and services depend on the natural environment, we will promote biodiversity conservation activities to protect the ecosystems of endangered and rare species.

6. Disclosure

We will disclose environment-related information to stakeholders in an appropriate manner, and strive to coexist harmoniously with communities by engaging in proactive communication.

7. Human resources development

We will foster, across the entire GS Yuasa Group, personnel able to forge the future of our business with the aim of meeting our responsibilities in helping to create a carbon-neutral circular economy.

*Resource recycling society with zero waste

Environmental Mid- to Long-term Plans

We have developed mid-term plans for important issues related to our fundamental environmental policy in order to contribute to the emergence of a sustainable society. Since fiscal 2019 we have been promoting this as one of our business strategies to address key management issues that concern the entire Group by incorporating environmental objectives into our Mid-term Management Plan.

In April 2023, the GS Yuasa Group announced our Carbon Neutrality Declaration in the pursuit of reaching zero CO₂ emissions (Scope 1 and Scope 2) from our business activities by fiscal 2050. As specific milestones for achieving our Carbon Neutrality Declaration, we have set CO₂ emission reduction targets through fiscal 2030 and CO₂ emission reduction targets in our Mid-term Management Plan. Going forward, the Group will continue to actively promote initiatives to mitigate climate change (energy conservation activities, use of renewable energy, etc.) with the aim of achieving carbon neutrality.

■ Reviewing the Scope of Application in our Environmental Mid- to Long-term Plans

In order to reliably promote our initiatives for achieving carbon neutrality, we have reviewed the companies subject to our medium- to long-term environmental plans so that we can exert appropriate control and concentrate our management resources within the Group. In addition, CO₂ emission conversion factors for Scope 2 have also been changed to improve the suitability of greenhouse gas emission calculation results.

The reviewed scope of application (hereinafter "new standards") has been enforced since fiscal 2022; however, since the medium-term environmental goals within our Fifth Mid-Term Management Plan which ended in fiscal 2022 had been set under the scope of application before this review (hereinafter "old standards," the calculation results found through the old standards were used to evaluate the goal achievement status. Regarding the medium- to long-term environmental goals in our Sixth Mid-Term Management Plan, starting from fiscal 2023, we will continue to contribute to the realization of a sustainable society by promoting effective action plans for Group companies under the new standards.

Review of Scope of Application in our Environmental Mid- to Long-term Plans

Scope of application		Old standards (prior to review)	New standards (after review)	Remarks
Scope		Group companies with key production sites (7 domestic plants, 20 overseas companies)	Consolidated target companies with production sites for which annual CO ₂ emissions of 1,000 tons or more (8 domestic plants, 16 overseas companies)	New standards include production sites with CO ₂ emissions under 1,000 tons that are expecting increased emissions in the future
CO ₂ emission conversion factors for scope 2	Domestic	Factors for fiscal 2016 released by the Electric Power Council for a Low Carbon Society	Factors for each fiscal year released by each electric power company in accordance with the Act on Promotion of Global Warming Countermeasures	CO ₂ emission conversion factors related to the usage of renewable energy derived electric power is set at zero
	Overseas	Factors of each country released by GHG Protocol	Factors of each fiscal year issued in "Emissions Factors" by the IEA (International Energy Agency)	

■ Achievement status of Medium-term environmental goals in the Fifth Mid-Term Management Plan (FY 2019-2022)

Items	FY 2022		
	Objectives	Results (Old standards)	Results (New standards)
CO ₂ emission reduction rate (compared to fiscal 2018)	6.0% or more	14.8%	19.8%
Water consumption reduction rate (compared to fiscal 2018)	8.0% or more	15.6%	18.5%
Percentage of environmentally considered products in total sales of all products	35.0% or more	36.4%	36.4%
Ratio of recycled lead used as lead raw materials in lead-acid batteries	35.0% or more	52.9%	58.7%

*The CO₂ emission reduction rate for FY2022 under the new standard is calculated using greenhouse gas emission data verified by a third-party organization.

■ Medium-term environmental goals and Long-term environmental goals (FY 2030) in the Sixth Mid-Term Management Plan (FY 2023-2025)

Items	Medium-term goals (FY 2025)	Long-term goals (FY 2030)	Results for the base year (FY 2018)	Remarks
CO ₂ emission reduction rate (compared to fiscal 2018)	15.0% or more	30.0% or more	434,360t-CO ₂	Organizational boundary (Scope of application): financial control criteria adopted (not applicable to sales companies and sales offices); percentage of emissions based on reduction target of company: 100%
Water consumption reduction rate (compared to fiscal 2018)	15.0% or more	---	5,626,133m ³	
Percentage of environmentally considered products in total sales of all products	45.0% or more	---	(31.9%)	
Ratio of recycled lead used as lead raw materials in lead-acid batteries	70.0% or more	---	(34.8%)	Ratio of utilization of recycled materials in main products

*The scope of application in this table reflects new standards (Scope: Eight domestic business sites, 16 overseas business companies)

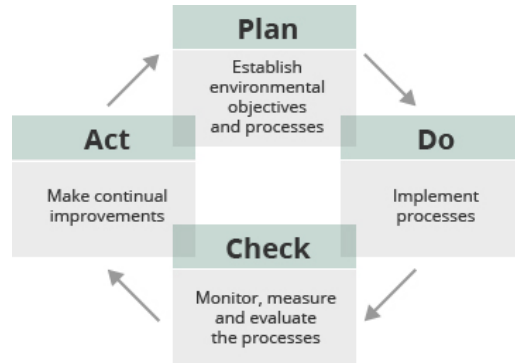
Environmental Management Systems

Operation of environmental management systems

At GS Yuasa Group, we are developing and using environmental management systems that comply with the ISO 14001 international standard.

At every site, we use a PDCA (Plan, Do, Check, Act) cycle as part of a systematic framework for environmental management, enabling us to make continual improvements for environmental conservation.

■ PDCA Cycle

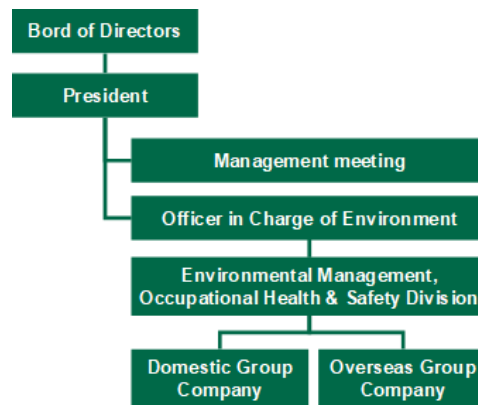


Organizational Structure

In the organizational structure for GS Yuasa Group's environmental management systems, the president of GS Yuasa serves as the chief executive officer responsible for environmental management, overseeing the environmental management of the entire Group working with officers in charge of environment under direct supervision. Environmental issues that affect the entire Group, such as fundamental environmental policy, are discussed and finalized at management meetings.

We are also establishing environmental management systems for domestic business sites and overseas Group companies to enable quick and efficient communication within the group. Starting in fiscal 2018, we are expanding the scope of ISO 14001 certification, the international standard for environmental management systems, from our main domestic business sites to the entire Group, thereby building a system for strategically achieving the Group's environmental goals.

■ Overview of Organizational Structure



ISO certification acquisition rate at domestic and overseas production sites

100%

*Production sites having acquired third-party certification for their environmental management system standards other than ISO 14001 are excluded

Environmental Auditing

We conduct internal environmental audits at every GS Yuasa Group business site to determine whether our environmental policy is being implemented appropriately and that environmental objectives are being met. In addition, we evaluate the environmental management system to improve performance as well as to improve the system itself. We also have an environmental certification agency conduct external environmental audits to check the conformity and effects of our environmental management systems.

Internal environmental auditing

Internal environmental auditors — with qualifications gained from training both inside and outside the company — determine the condition of the following:

1. Compliance with environmental laws and regulations, etc. (legal compliance audit)
2. Maintenance and management of environmental management systems (system audit)
3. Degree of achievement of environmental objectives (performance audit)

External environmental auditing

Audits of the status of maintenance and management for environmental management systems based on ISO 14001 standards and the functioning of PDCA cycles confirmed that every organization subject to audit adheres to ISO 14001 standards. We will continue working to improve these systems by evaluating environmental management from a third-party perspective and by using information on such items as areas needing improvement.

Environmental Education

The GS Yuasa Group employs different types of environmental education to maintain and improve environmental management systems. In addition, we regularly provide training to avoid exposure to environmental risk.

General Environmental Education

Education for Employees	In every division, we provide education to all employees to build awareness of their role in achieving the environmental policy.
Education for new recruits	New recruits are made aware of the GS Yuasa Group's basic philosophy on environmental management.

Specialized Environmental Education

Training of internal environmental auditors	At every business location, we train internal environmental auditors and provide them with education to boost their skills to continually improve our environmental management systems.
Emergency response training	In every division, we regularly provide training on responses to potential emergencies to all employees working in operations that have significant potential impact on the environment.

Environmental Compliance Management

The GS Yuasa Group regularly reviews the environmental laws and regulations that must be obeyed, and ensures, through monitoring, that operations are managed in a way that is legally compliant.

Further, business is conducted in compliance with environmental laws and regulations since we use hazardous substances, such as lead, in our products and we must obey the laws and regulations related to the operation of recycling systems for used products.

There was no litigation and there were no punitive fines or administrative fines for nonadherence to environmental laws or regulations in fiscal 2022.

Environmental Risk Management

Our GS Yuasa Group develops environmental risk management with consideration to the different needs of our stakeholders. In every business location, we work to prevent environmental pollution (atmospheric pollution, water contamination, etc.) through operational management based on voluntary standards that are stricter than regulatory standards based on environmental laws, regional ordinances and agreements.

In operations that have significant potential impact on the environment, we implement both tangible and intangible measures to reduce the risk of pollution. The tangible measures include: increasing the visibility of operations, preventing spills and using equipment to remove noxious substances. Intangible measures include: equipment inspections, monitoring, measuring and enhancing of operational procedures.

We also hold emergency response training regularly to help mitigate damage in an emergency situation.

In fiscal 2022 there were no instances of emergencies directly related to environmental pollution at any of our business locations.

Appropriate Environmental Information Disclosure

The Group conducts environmental information disclosure in response to the CDP^{*1}. The CDP requires companies to disclose information of environmental strategies based on the needs of institutional investors and customers. As we recognize that climate-related issues are one of the important management issues, we are working on climate-related information disclosure based on the TCFD^{*2} framework.

For the volume of greenhouse gas emissions (including energy consumption), we disclose information for which authenticity of data has been secured through third-party verification^{*3}. We are also promoting disclosure of information on water security performance and countermeasures with regards to water risks.

In the future as well, we are committed to working on disclosure of appropriate environmental information in response to the needs of various stakeholders.

*1 This is a global-standard information disclosure platform for corporate initiatives to address environmental issues (climate change, water security etc.), with an established mechanism in which scores calculated based on corporate information disclosure are used for evaluation by investors and others.

*2 An organization established by the Financial Stability Board at the request of G20 for examining climate-related information disclosure and ways in which financial institutions can respond

*3 We have received third-party verification from SGS Japan Inc. (Scope 2 verification data: CO₂ emissions calculated based on market standards)

 [Statement on third-party verification \(FY 2022\) \(https://www.gs-yuasa.com/en/csr/pdf/SGS_230816e.pdf\)](https://www.gs-yuasa.com/en/csr/pdf/SGS_230816e.pdf)

[Refer to page 102 for information on our initiatives for the TCFD](#)

Activity to Decrease Environmental Burdens

Designing environmentally conscious products

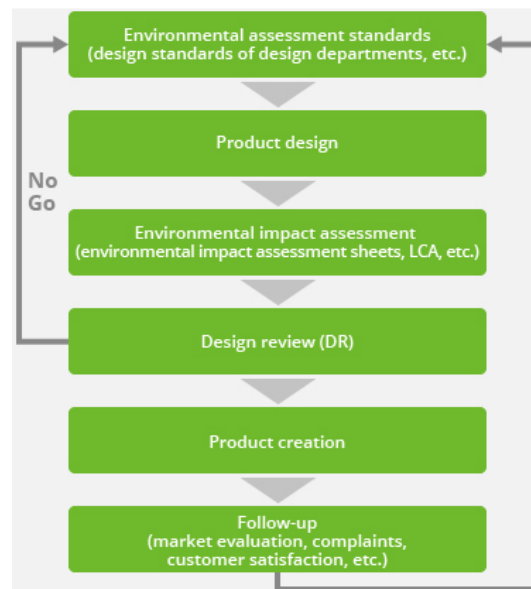
The GS Yuasa Group's products have some impact on the environment during every stage of the product life cycle, from procurement and manufacturing to transportation, use and disposal. In order to reduce the environmental burden throughout the product life-cycle caused by the consumption of resources and the generation of greenhouse gases and waste, the Group is committed to improving the product performance through designing that considers selection of raw materials, ease of disassembly and segregation, energy conservation, and appropriate labelling.

For an environmental assessment of product design, design departments employ design standards and then evaluate the suitability of products in design review (DR) meetings based on environmental impact assessments of every stage of the product life cycle. When environmental impact standards are not met, we review the design standards and redesign the product. We use the expertise of several departments in addition to design departments, including engineering, marketing, procurement, quality and the environment, to make sure that the results of Design for the Environment (DfE) are communicated widely, which also maximizes their effectiveness.

■ Environmental Assessment Items

1. Energy conservation
2. Volume reduction
3. Recyclability
4. Ease of disassembly
5. Ease of separation processing
6. Safety and environmental conservation
7. Material selection
8. Ease of maintenance
9. Energy efficiency
10. Reusability (life extension)

■ Flow of Environmental Assessment



Reflecting information in the products we distribute

Important information, such as customer requirements for GS Yuasa Group products, is used when we change the design of existing products or design new products. This helps boost the value of our Design for the Environment. Information from interested parties related to after-sales service, returns and complaints are used as a valuable resource to improve the environmental performance of products.




Management of chemical substances contained in products

The GS Yuasa Group takes steps to provide products with minimal environmental burden based on the Chemical Substance Management Guidelines, which clarify the standards for chemical substances in products. These guidelines are part of initiatives to examine chemical substances contained in materials delivered as stipulated in the GS Yuasa Group green procurement criteria. With these guidelines, we classify chemicals contained in our main materials, as well as the secondary materials and the parts used in the products that the Group makes and sells as either prohibited substances or managed substances. The GS Yuasa Group works with our suppliers who supply main materials, auxiliary materials and components to identify and definitively manage the substances covered by the guidelines to raise the environmental quality of our products.

Popularizing environmentally considered products

The GS Yuasa Group defines environmentally considered products as those products that help mitigate global warming, and we are actively working to develop and popularize such products. We incorporate into the Group's Mid-Term Management Plan sales targets for environmentally considered products, making it part of our business strategy to work on climate change through the products we provide to customers.

■ Examples of Environmentally Considered Products

Item	Description	Examples of products
Batteries for vehicles with start-stop systems	Batteries for vehicles with start-stop systems (ISS) for improving gas mileage by allowing the engine to stop instead of idling to reduce fuel consumption	
Storage battery system	A system to effectively utilize renewable energy (power conditioners, lithium-ion battery, etc.)	
Automotive Lithium-ion Batteries	Hybrid vehicle batteries and electric vehicle batteries that contribute significantly to reducing greenhouse gases	

*Click image to enlarge

Increasing Usage Rate of Recycled Lead in Products

The GS Yuasa Group is working to increase the usage rate of recycled lead—the primary material used in lead-acid batteries, one of our core products. We take action to work toward a recycling-oriented society as part of our business strategy by incorporating into the Group's Mid-Term Management Plan targets for the usage rate of recycled lead contained in our lead-acid batteries.

The GS Yuasa Group has been taking action to recycle our post-use products by building and operating a recycling system based on extended producer responsibility (EPR). Going forward, we also plan to strengthen our efforts to promote the use of recycled materials in our products.

Reduction of CO₂ Emissions by Promoting Group-wide Energy Management

The GS Yuasa Group believes that it is important to continuously improve the energy management system associated with its business activities and promotes the reduction of greenhouse gas emissions in order to respond to the social changes accompanying the transition to a decarbonized society (such as requests from stakeholders to reduce greenhouse gas emissions, addition of carbon prices to the use of fossil fuels, and shift from fossil fuels to renewable energy).

In fiscal 2023, the GS Yuasa Group established an organization dedicated to promoting group-wide energy management in order to achieve our Carbon Neutrality Declaration targeted at fiscal 2050 and our long-term environmental goals (30% or higher reductions by fiscal 2030 compared to fiscal 2018^{*}). This organization promotes activities to formulate specific action plans for business divisions in order to continuously engage in company-wide project activities (promoting measures to save energy, introducing solar power generation systems in our own factories, and procuring renewable energy) carried out in fiscal 2021 and fiscal 2022.

The Group will continue to promote initiatives to realize carbon neutrality in order to fulfill the role of the company in the transition to a sustainable decarbonized society.

*The Group manages CO₂ emissions in totality and not on a basis of intensity, with the aim of reducing greenhouse gas emissions consistent with the Paris Agreement.

■ Main Activities of the Energy Saving and Renewable Energy Project (Fiscal 2022)

Classification	Items	Main Initiatives
Promoting measures to save energy	Review of facility renewal standards	Formulate an effective facility renewal plan (utilization of facility management ledger)
	Improvement of production processes	●Improvement of storage battery charging process, ●Examining for improvement of charging facilities
	Efficient use of production facilities	Thorough periodic inspections of capacity utilization status
Introduction of solar power generation facility in our own factories	Implementation of and examining for the plan to introduce solar power generation facility	●Installed a solar power generation system at the Ritto plant (rating capacity: 2.2MW; estimated reduction: 700t-CO ₂ /year), ●Examining for the introduction of mega solar power generation facility at business sites and Group companies in Japan
	Survey on the introduction of solar power generation facility	Survey the feasibility of introducing equipment at all 11 business sites and Group companies in Japan
Procuring renewable energy	Procuring electricity derived from renewable energy	Switching to 100% renewable energy for electricity used at the Kyoto Plant (procured 100 GWh equivalent per year from November 2021; fiscal 2022 reduction volume: 28,612t-CO ₂)
	Procurement of electricity through renewable energy certificates	Acquisition of domestic and overseas renewable energy certificates (20GWh equivalent; fiscal 2022 reduction volume: 9,250t-CO ₂)

■ Usage Status of Renewable Energy at Our Factories (Fiscal 2022)

Country	Production site	Classification	Electric power (MWh)
Japan	GS Yuasa International Ltd. (Kyoto Plants)	In-house power generation	110
		External procurement	92,001
	GS Yuasa International Ltd. (Osadano Plants)	External procurement	304
	GS Yuasa International Ltd. (Ritto Plants)	In-house power generation	377
	GS Yuasa Ibaraki Co., Ltd.	External procurement	2,555
United Kingdom	GS Yuasa Battery Manufacturing UK Limited	External procurement	856
Thailand	Siam GS Battery Co., Ltd.	In-house power generation	1,569
	Yuasa Battery (Thailand) Pub. Co., Ltd.	In-house power generation	2
	GS Yuasa Siam Industry Ltd.	In-house power generation	1,231
Vietnam	GS Battery Vietnam Co., Ltd.	In-house power generation	156

[Refer to page 75 for data on changes in energy consumption in production at domestic business sites](#)

[Refer to page 77 for data on CO₂ emissions at our Group](#)

TOPICS

Introducing a Solar Power Generation System at Our Ritto Plant

The GS Yuasa Group is actively promoting the utilization of renewable energy to achieve our Carbon Neutrality Declaration and long-term environmental goals. In fiscal 2022, we installed a solar power generation system (generation capacity: 2.2 MW, battery capacity: 35.3 kWh) with a stationary power storage system at our Ritto Plant, and it has been in operation since January 2023. The power generated by this system will be used for production activities at our plant. This system is expected to generate approximately 2,300 MWh/year and reduce CO₂ emissions by approximately 700 tons/year. We will continue to promote the utilization of renewable energy, including the introduction of mega solar power systems from fiscal 2023 onwards.



Solar power generation equipment (Ritto Plant)

TOPICS

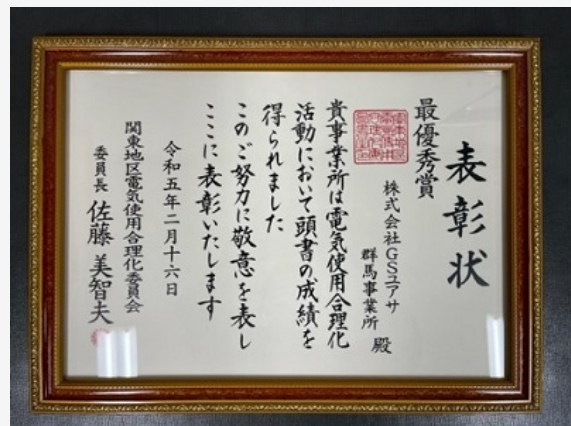
Energy Conservation Activities at Our Gunma Plant

The GS Yuasa Group has continued to promote initiatives for the rational utilization of energy in order to reduce greenhouse gas emissions. The Gunma Plant has engaged in the cyclic utilization of hot air emitted from electric hot-air generators used in the battery manufacturing process. These activities are expected to reduce electric power consumption by 28.2% (15 tons of CO₂ emission reductions per year) compared to previous levels. Also, these activities received the highest award in fiscal 2022, the “Energy Conservation Grand Prize,” which is awarded by the Kanto Electricity Use Rationalization Committee* to recognize outstanding energy conservation activities.

* Organization established to promote the streamlining of electricity around Japan's Tokyo Metropolitan Area



Electric hot-air generator



Award certificate

Energy conservation activities for logistics

The GS Yuasa Group promotes energy conservation for freight forwarding (shipping) as one way to reduce the environmental burden during the product life cycle.

As part of coordinated efforts to save energy, we created a system to identify the quantity of goods being shipped, as well as energy consumption and CO₂ emissions during logistics. We have established a system to identify the quantity of goods being shipped, as well as energy consumption and CO₂ emissions during logistics, and are implementing energy saving measures such as reducing the quantity of items shipped between sites by integration of physical distribution bases and a modal shift from trucks to rail containers and other related systems for transportation.

In addition, the Group has been designated as certified by the Eco Rail Mark System* for four series of batteries for automobiles and motorcycles. By getting customers to purchase certified products, we are promoting activities in which customers and companies can participate together to reduce the burden on the environment.

Our Group promotes logistics that consider the environment by active utilization of rail freight transportation.

*A system of certification by the Railway Freight Association, for companies and products that make thorough use of rail transportation for minimal environmental burden.



Examples of GS Yuasa Group products with Eco Rail certification

[Refer to page 75 for data on changes in energy consumption and CO₂ emissions during transportation](#)

Initiatives for Water Security

The Group uses a large amount of quality fresh water for applications such as dilution of electrolytes, which are storage battery materials, and cooling of storage batteries in the charging process. Since water resources are important natural resources for the continuation of business activities, we believe it is important to work on ensuring quality freshwater and reducing water consumption. Accordingly, the Group assesses water risks (flooding, drought, water stress, etc.) at production sites using the water risk assessment tools released by the World Resources Institution (WRI) as well as climate-related scenarios and the results of the Company's own environmental impact assessments. In particular, the water intake volume at production sites determined to have high levels of water stress (four sites located in Turkey, Thailand) accounts for 12.9% of total water intake at all production sites. To effectively use limited water resources, including responses to water stress, the Group included targets for reducing water intake in production activities in all countries (15% reduction by fiscal 2025 compared to fiscal 2018) in its Mid-Term Management Plan and is implementing initiatives that are integrated with business strategies. We also respond appropriately to restrictions on water intake imposed by national and local governments.

In addition, in the production process of lead-acid batteries, water containing harmful substances (such as lead) is discharged. The Group recognizes the importance of properly treating wastewater so that such wastewater does not adversely affect the surroundings of our business sites. For this, we are committed to implementing wastewater management based on voluntary management standards that are stricter than regulatory standards, in order to ensure compliance with wastewater standards based on laws and regulations and regional agreements.

By securing water necessary for business activities and through an appropriate response to water risks such as environmental pollution around business sites due to wastewater, the Group aims to promote water security initiatives as well as realize the sustainable use of water resources. Further, we are responding to climate change-related risks based on the TCFD recommendations with respect to risks of damage due to floods (such as the shutdown of our factories due to flooding and disruptions in the supply chain).

■ Examples of a water risk initiative

Classification	Items	Example of Initiative
Water consumption	Reusing water	Recycling water used in the production process
Treatment of wastewater	Wastewater management	Thorough implementation and management based on voluntary management standards that are stricter than regulatory standards; regular maintenance and management of wastewater treatment facilities
	Preventing under seepage	Installation of dikes at wastewater treatment facilities and impermeability of floor surfaces
	Responding to emergency situations	Establishing response procedures and training for emergency situations in case of water leakage

[Refer to page 79 for data on changes in water consumption at our Group](#)

[Refer to page 79 for data on changes in amount of wastewater at our Group](#)

[Refer to page 75 for status of violations of permits, standards, and regulations related to water quality and quantity](#)

Preventing Atmospheric Pollution

The Group believes that to prevent any damage to the health and the living environment of local residents, it is crucial to appropriately process substances that are emitted into the atmosphere in the course of our business activities. For this, we are committed to thorough implementation of our environmental management system that conforms to international standards and which ensures that our operations are in compliance with atmospheric emission standards based on laws and regulations concerning soot and smoke, dust, volatile organic compounds, etc. as well as regional agreements. Also, by adopting appropriate measures to prevent atmospheric pollution (installation of dust collectors and maintenance and management of related equipment, etc.), we are making efforts to prevent adverse effects of atmospheric pollution in the vicinity of our business sites. Further, we regularly monitor, and adopt appropriate measures in response to, updated information on atmospheric pollution standards of national and local governments.

Waste Management

The Group considers that promoting effective utilization of resources as well as the 3Rs (reduce: reduce waste generation; reuse; and recycle) are crucial for contributing to the realization of a recycling-oriented society. As lead-acid batteries that constitute the Group's main product use harmful substances (such as lead) as raw materials, we are committed to stressing on the importance of proper disposal of waste generated in our production processes.

By promoting quality improvement activities aimed at reducing in-process defects, the Group ensures reduced waste generation (including hazardous waste). In addition, we are committed to reducing amount of waste generated by reusing raw material loss (such as lead scrap) in the production processes. As for recycling, we are engaged in activities to improve the rate of recycling of resources. We have also established a system to ensure proper disposal of waste in accordance with laws and regulations so as to prevent improper waste disposal (including illegal dumping).

■ Examples of initiatives for effective use of resources

- Strict implementation of waste separation rules
- Appropriate selection of recycling companies
- Reusing raw materials loss

■ Examples of operations to ensure proper waste disposal

- Establishing a company-internal system to promote proper waste management
- Strict implementation of waste separation and waste storage rules
- Periodic on-site inspections of waste disposal contractors
- Nurturing personnel in charge of waste disposal practices (including implementation of regular education on waste)

[Refer to page 74 for data on waste-related changes \(amount of recycling, quantity of final disposal\)](#)

Recycling Plastic Resources

Since the GS Yuasa Group uses plastics for such things as product materials and packing materials, we recognize the importance of promoting initiatives for the streamlining of plastic resources, which do not easily decompose in the environment, and reducing and recycling waste plastics. The GS Yuasa Group, in the operational management of our environmental management system based on international certification standards, identifies the use and disposal of plastics as key environmental issues and promotes initiatives for recycling plastic resources.

Examples of initiatives for recycling plastic resources

■ Efficient use of plastic resources and utilization of alternative materials

- Reducing the usage of product packing materials through employing high-elasticity stretch film
- Achieving long-term usage of cushioning materials used for storing semi-finished products through employing highly durable Styrofoam
- Providing products using recycled resin
- Changing resin pallets to cardboard pallets
- Changing plastic cups to paper containers

■ Reducing waste plastic

- Reusing plastic scraps generated in the production process for product materials
- Reusing plastic materials used in the production process (storage bags, PP band, stretch film, air packs, foam materials, resin pallets)
- Changing from disposable to reusable resin containers

■ Recycling waste plastic

- Purchasing recyclable office supplies and simple packing supplies (printer ink, label printer cartridges, etc.)
- Thoroughly separating waste plastics (packing materials, PP band, office supplies, food packaging materials, etc.)
- Promoting material recycling for waste plastics (Eco Cap, Styrofoam, etc.)
- Utilizing thermal recycling for waste plastics

Resource Recycling of Used Product

The GS Yuasa Group believes in the importance of creating and operating a system for recycling resources from our used products to help create a recycling-oriented society. To achieve this goal, the Group is promoting initiatives for processing used products and resource recycling by using the wide area certification system.

A wide-area certification system aims to involve the manufacturers of a product in the product's recycling and disposal once it reaches the end of its useful life. These systems make possible more efficient recycling and provide feedback on product design leading to easier disposal and reuse, while ensuring that discarded goods are disposed of properly.

In January 2008, the GS Yuasa Group in Japan acquired wide-area certification from the Ministry of the Environment for industrial batteries and power supplies, and in January 2009 started accepting orders in earnest for a recycling system based on this certification. Even following the start of operations, we continue to make improvements such as expanding the scope of covered products and reviewing operational rules to create mechanisms for the reliable and proper disposal of used industrial batteries.

In the future, we will promote even more effective operation of the wide-area certification system to improve customer service as well as to recycle and properly dispose of post-use products.

[Refer to page 75 for a five-year trend on end-of-life recycling of industrial batteries and power supplies](#)

Identifying chemical substance emissions

Today, chemical substances used at GS Yuasa group's business sites include those subjects to reporting under the PRTR Law^{*}. The Group incorporates the management of hazardous substances into environmental management and regularly assesses how they have been handled to reduce environmental risk and related legal compliance.

PRTR (Pollutant Release and Transfer Register) Law

This law covers identifying, etc., the emissions of specific chemical substances into the environment and promotes improved management. The law requires businesses to collect, tabulate and disclose data related to hazardous chemical substances, their sources, the amount of emissions and how much is transferred out of the plant, including as waste.

^{*}Class I Designated Chemical Substances (substances that may damage people's health or interfere with the growth of animals and plants) are subject to reporting under the PRTR system. Of these substances, those that have carcinogenic properties are classified as Specific Class I Designated Chemical Substances.

[Refer to page 76 for data on chemical substance emissions](#)

TOPICS

Initiatives for Biodiversity

At our Kyoto Plant, we have participated since fiscal 2021 in the Futaba Aoi Cultivation Program organized by the Afuhi Project located in the premises of the Kamigamo Shrine in Kyoto City, and are involved in the cultivation of the Futaba Aoi, a plant endemic to Japan, in the plant premises. In addition, the cultivated Futaba Aoi plant was handed back to Kamigamo Shrine in April, 2023 and this returned Futaba Aoi will be used for the Aoi Katsura at the Aoi Festival, one of the three major festivals in Kyoto. From next year as well, we plan to our participation in the Afuhi Cultivation Program and are committed to considering and promoting appropriate biodiversity initiatives to which the Group can contribute.

^{*}Afuhu Cultivation Program: The cultivation of Futaba Aoi by "Aoi no Mori" located in Kamigamo Shrine is a program to cultivate the Futaba Aoi externally (that is by individuals, companies etc.). This is because there is a high risk of animal damage attributed to deer and moles and abnormal weather, etc. A project that aims for external cultivation of Futaba Aoi (by individuals, companies etc.) to avoid the high risk of animal damage attributed to deer and moles and abnormal weather when the Futaba Aoi is cultivated in the "Aoi no Mori" situated within the premises of the Kamigamo Shrine.



Futaba Aoi



Transplanting the Futaba Aoi



Offering the Futaba Aoi

TOPICS

Environmentally Considered Road Paving

At our Gunma Plant, we have repaved the roads on the premises using asphalt modifiers generated from collected waste plastic bottles. We adopted a method of paving the roads that not only improves the durability of the asphalt pavement but also promotes the effective use of resources. The GS Yuasa Group also promotes initiatives that take environmental impact into consideration for infrastructure improvements on our plant premises.



Environmentally considered road pavement on the premises (Gunma Plant)

Environmental Performance and Environmental Accounting

We are committed to continually improving environmental performance and to evaluating the effectiveness of our environmental activities.

Environmental Performance Data

Environmental Performance of Domestic Business Sites

■ Scope of application

Scope	Eight domestic sites (GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Ritto Plants), GS Yuasa Energy Co., Ltd., GS Yuasa Ibaraki Co., Ltd., GS Yuasa Moldings Co., Ltd. and GS Yuasa Azumino Co., Ltd.)
Greenhouse gas emissions related to Scope 2	<p>(1) Scope 2 emissions refer to CO₂ emissions calculated based on market standards*.</p> <p>(2) Scope 2 emissions are calculated using the annual coefficient for each power company announced in accordance with the Act on Promotion of Global Warming Countermeasures. However, the conversion factor for power derived from renewable energy is set as zero.</p>
Remarks	<p>(1) Environmental performance related to transportation refers to actual values for GS Yuasa International Ltd.</p> <p>(2) The figures for past performance are also calculated using the revised criteria due to the scope of application having been revised in fiscal 2022. Refer to page 59 for more details on this revision.</p> <p>(3) All data was reviewed prior to disclosed.</p>

* A method of calculating Scope 2 emissions based on the contents of the contract for purchased electricity.

■ Environmental performance data (fiscal 2022)

Classification	Product life cycle	Items	Unit	Total	Content	Breakdown	Remarks
INPUT	Production	Amount of main materials consumption	t	186,298	Virgin materials	122,122	Lead, sulfuric acid, plastics, etc.
					Recycled materials	64,177	
		Amount of water consumption	m ³	2,256,768	Water for industrial use	999,521	Third party water
					Underground water	986,461	
	Public water supply				270,786	Third party water	
	Amount of energy consumption (crude oil conversion)	kL	99,872	Electricity	84,648		
				City gas	12,181		
				LPG	2,846		
				Kerosene and gasoline	196		
	Physical distribution	Amount of energy consumption (crude oil conversion)	kL	3,302	Kerosene and gasoline	3,302	Energy consumption based on volume of cargo transportation
Waste	Volume of used products recovered	t	4,573	Industrial Batteries, Power Supplies	4,573		
OUTPUT	Production	Amount of waste discharged	t	13,257	Waste plates, batteries, and lead paste	4,899	
					Metal scraps	612	
					Lithium-ion batteries	3,044	
					Waste paper and garbage	872	
					Sludge	996	
					Waste acids, alkaline substances	663	
					Waste plastic	959	Emissions at GS Yuasa International Ltd.: 386t
					Wood scraps	523	
	Other	689					
	Amount of recycling	t	12,625	Waste plates, batteries, and lead paste	4,898		
				Metal scraps	612		
				Lithium-ion batteries	3,044		
				Waste paper and garbage	793		
				Waste acids, alkaline substances	536		
				Sludge	853		
				Waste plastic	823		
Wood scraps				467			
Other	599						

Classification	Product life cycle	Items	Unit	Total	Content	Breakdown	Remarks
		Amount of final disposal	t	633	Waste plates, batteries, and lead paste	0	
					Sludge	143	
					Waste plastic	136	
					Waste paper and garbage	80	
					Wood scraps	57	
					Waste acids, alkaline substances	126	
					Other	90	
	Amount of waste water	m ³	1,960,932	Public water body	1,159,958	River	
				Sewage disposal	800,974		
	Amount of CO ₂ emissions	t-CO ₂	109,634	Electricity	79,064	Scope 2 emissions	
				City gas	23,544	Scope 1 emissions	
				LPG	6,513		
				Kerosene and gasoline	514		
Physical distribution	Amount of CO ₂ emissions	t-CO ₂	8,702		8,702	Scope 3 emissions (category 4)	
Waste	Volume of used products recycling	t	3,782		3,782		
	Final disposal volume (used products)	t	791		791		

■ Status of violations of permits, standards, and regulations related to water quality and quantity (fiscal 2022)

Items	Number of violations of laws and regulations for which have been imposed penalties	Number of administrative measures
Water intake	0	0
Waste water	0	0

■ Data on changes in environmental performance

Category	Items	Unit	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021	fiscal 2022
INPUT	Amount of main materials consumption	t	200,486	197,972	186,225	188,020	186,298
	Amount of water consumption	m ³	2,443,918	2,474,798	2,455,407	2,348,351	2,256,768
	Amount of energy consumption in production (crude oil conversion)	kL	98,320	97,816	96,772	98,869	99,872
	Amount of energy consumption in physical distribution (crude oil conversion)	kL	3,078	3,411	3,409	3,598	3,302
	Volume of used products recovered	t	4,276	4,294	5,006	4,773	4,573
OUTPUT	Amount of recycling (waste)	t	10,266	12,809	11,126	12,083	12,625
	Amount of final disposal (waste)	t	343	629	598	504	633
	Amount of wastewater	m ³	1,937,866	2,116,450	2,171,530	2,020,468	1,960,932
	Amount of CO ₂ emissions in production	t-CO ₂	150,879	143,670	146,888	134,505	109,634
	Amount of CO ₂ emissions in physical distribution	t-CO ₂	7,970	8,931	8,953	9,484	8,702
	Volume of used products recycling (used products)	t	3,559	3,566	4,156	3,952	3,782
	Final disposal volume (used products)	t	717	728	850	822	791

■ Changes in consumption of major raw materials

Items	Unit	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Lead compounds	t	150,415	148,486	139,299	139,669	134,251
Sulfate	t	31,695	31,769	30,189	30,899	29,286
Plastic	t	14,324	14,185	13,800	13,351	13,493

■ Status of release and transfer of substances subject to the PRTR Law (Unit: kg)

Substances subject to the PRTR Law	Sites	Released into the air	Released into public waterways	Transferred to sewage system	Transferred outside the site	Total
Lead compounds*	Kyoto	77.0	0.0	3.7	16,000.0	16,080.7
	Osadano	41.0	0.0	10.0	1,100.0	1,151.0
	Gunma	77.0	3.4	0.0	130.0	210.4
	GS Yuasa Energy	21.0	4.2	0.0	4,500.0	4,525.2
	GS Yuasa Ibaraki	14.0	3.9	0.0	50.0	67.9
	GS Yuasa Azumino	7.0	0.0	0.0	11.0	18.0
Arsenic and its inorganic compounds*	Kyoto	3.0	0.0	0.3	4.2	7.5
	Gunma	0.0	0.5	0.0	0.0	0.5
	GS Yuasa Energy	0.0	0.0	0.0	0.4	0.4
Antimony and its compounds	Kyoto	7.2	0.0	0.3	1.6	9.1
	Osadano	0.0	0.0	3.7	0.0	3.7
	Gunma	0.0	1.7	0.0	0.0	1.7
	GS Yuasa Energy	0.0	0.0	0.0	0.5	0.5
Manganese and its compounds	Kyoto	0.0	0.0	0.0	24,000.0	24,000.0
	Osadano	5.6	0.0	0.0	0.0	5.6
	Ritto	0.0	0.0	0.0	20.0	20.0
	Lithium Energy Japan	0.0	0.0	0.0	12,000.0	12,000.0
Nickel compounds*	Kyoto	0.0	0.0	0.0	420.0	420.0
	Osadano	2.1	0.0	0.0	0.1	2.2
	Ritto	0.0	0.0	0.0	60.0	60.0
	Lithium Energy Japan	0.0	0.0	0.0	2,800.0	2,800.0
Cobalt and its compounds	Kyoto	0.0	0.0	0.0	149.0	149.0
	Osadano	0.2	0.0	0.0	0.1	0.3
	Lithium Energy Japan	0.0	0.0	0.0	2,000.0	2,000.0
Dichloromethane	GS Yuasa Ibaraki	1,600.0	0.0	0.0	36.0	1,636.0
acrylic acid and its water-soluble salts	GS Yuasa Molding	42.0	0.0	0.0	70.0	112.0
N,N-dimethylformamide	GS Yuasa Molding	4.0	0.0	620.0	2,300.0	2,924.0
boron compounds	Osadano	2.5	0.0	0.0	0.0	2.5
Total		1,903.6	13.7	638.0	65,652.9	68,208.2

* Production of Specific Class I Designated Chemical Substances

The Group's Environmental Performance

■ Scope of application

Scope	The Group's production bases (Domestic: 8 business sites; Overseas: 16 business sites)
Scope of application regarding greenhouse gas emission	<p>(1) The scope of application of Scopes 1 and 2 is the same as the above scope of application.</p> <p>(2) Regarding the scope of application of Scope 3, the scope of calculation is clearly indicated for each category.</p>
Greenhouse gas emissions related to Scope 2	<p>(1) Scope 2 emissions show the CO₂ emissions calculated using the methods of market standards*.</p> <p>(2) The CO₂ conversion factor in the calculation of CO₂ emissions associated with power usage uses the following published values. However, the conversion factor for electricity derived from renewable energy is set to zero.</p> <p>Japan: Annual coefficient for each power company announced in accordance with the Act on Promotion of Global Warming Countermeasures</p> <p>Outside of Japan: Annual coefficients announced in "Emissions Factors," a publication of the International Energy Agency (IEA).</p>
Remarks	<p>(1) Regarding greenhouse gases other than CO₂ are excluded from calculation because their relationship to the Group's business activities is negligible and due to extremely low emissions.</p> <p>(2) The figures for past performance are also calculated using the revised criteria due to the scope of application having been revised in fiscal 2022. Refer to page 59 for more details on this revision.</p> <p>(3) All data was reviewed prior to disclosed.</p>

* A method of calculating Scope 2 emissions based on the contents of the contract for purchased electricity (a calculation method taking into account the amount of renewable energy procured)

■ CO₂ emissions and water consumption by country (FY 2022)

Country	CO ₂ Emissions* (t-CO ₂)	Water Consumption (m ³)
Japan	109,634	2,256,768
China	38,044	233,623
Taiwan	16,985	88,369
Vietnam	24,593	175,808
Malaysia	1,819	35,709
Indonesia	49,914	253,910
Thailand	46,654	713,378
Turkey	34,672	684,371
United Kingdom	4,953	56,524
United States	8,699	46,350
Australia	12,241	40,616
Hungary	175	516
Total	348,384	4,585,942

■ CO₂ emissions and water consumption by production sites for the Group (FY 2022)

Country	Production site	CO ₂ Emissions* (t-CO ₂)	Water Consumption (m ³)
Japan	GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Ritto Plants)	79,606	1,259,817
	GS Yuasa Energy Co., Ltd.	22,971	746,013
	GS Yuasa Ibaraki Co., Ltd.	3,116	155,293
	GS Yuasa Moldings Co., Ltd.	2,278	48,809
	GS Yuasa Azumino Co., Ltd.	1,664	46,836
China	Tianjin GS Battery Co., Ltd.	18,097	138,911
	Yuasa Battery (Shunde) Co., Ltd.	16,241	81,835
	GS Battery (China) Co., Ltd.	3,706	12,877
Taiwan	GS Battery Taiwan Co., Ltd.	16,985	88,369
Vietnam	GS Battery Vietnam Co., Ltd.	24,593	175,808
Malaysia	GS Yuasa Battery Malaysia Sdn. Bhd.	1,819	35,709
Indonesia	PT. Trimitra Baterai Prakasa	23,871	119,102
	PT. Yuasa Battery Indonesia	26,044	134,808
Thailand	Siam GS Battery Co., Ltd.	28,652	512,068
	Yuasa Battery (Thailand) Pub. Co., Ltd.	12,216	164,901
	GS Yuasa Siam Industry Ltd.	5,786	36,409
Turkey	Inci GS Yuasa Aku Sanayi ve Ticaret Anonim Sirketi	34,672	684,371
United Kingdom	GS Yuasa Battery Manufacturing UK Limited	4,953	56,524
United States	Yuasa Battery, Inc.	8,699	46,350
Australia	Century Yuasa Batteries Pty. Limited	12,241	40,616
Hungary	GS Yuasa Hungary Ltd.	175	516

■ Changes in Scope 1 and 2 emissions (Unit: t-CO₂)

Items	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Scope 1 emissions	73,273	68,609	66,555	69,678	66,952
Scope 2 emissions	361,087	350,252	341,075	314,887	281,432
Total	434,360	418,861	407,629	384,565	348,384

■ Our calculated Scope 3 emissions (Fiscal 2021)

No.	Category	CO ₂ Emissions (t-CO ₂)	Scope of application
1	Purchased goods and services	523,813	GS Yuasa International Ltd.
2	Capital goods	89,778	GS Yuasa International Ltd., GS Yuasa Energy Co., Ltd., and GS Yuasa Technology Ltd.
3	Fuel- and Energy-related activities not included in scope 1 or scope 2	64,815	The Group's production sites (domestic: 8 business sites; overseas: 16 business sites)
4	Upstream transportation and distribution	8,702	GS Yuasa International Ltd. (Restricted to transportation of freight involving specified shippers*)
5	Waste generated in operations	1,226	Domestic production sites (8 business sites)
6	Business travel	785	Domestic production sites (8 business sites)
7	Employee commuting	2,283	Domestic production sites (8 business sites)
12	End-of-life treatment of sold products	18,048	Domestic production sites (8 business sites)
	Total	709,450	

*Shippers whose annual freight transportation volume exceeds 30 million ton-kilometers based on the Law Concerning the Rational Use of Energy

■ Changes in the water consumption for the Group (Unit: m³)

Water source	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Water for industrial use (Third party water)	3,148,201	3,198,006	2,830,053	2,594,353	2,350,532
Underground water	1,613,929	1,523,218	1,530,950	1,507,990	1,440,132
Public water supply (Third party water)	850,946	825,801	789,858	832,153	795,278
Other	13,056	25,446	0	0	0
Total	5,626,133	5,572,471	5,150,862	4,934,496	4,585,942

■ Changes in the amount of wastewater (Unit: m³)

Discharge destination	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
River	1,882,505	2,166,819	1,964,975	1,843,706	1,741,475
Underground water	2,113,577	2,085,441	2,121,870	2,079,824	1,809,809
Total	3,996,082	4,252,260	4,086,845	3,923,531	3,551,284

Environmental Accounting

■ Scope of calculations for environmental accounting

Structures Eight domestic sites (GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Ritto Plants), GS Yuasa Energy Co., Ltd., GS Yuasa Ibaraki Co., Ltd., GS Yuasa Moldings Co., Ltd. and GS Yuasa Azumino Co., Ltd.). Note, however, that environment-related equipment costs within business area costs do not include onsite affiliated companies.

Period covered April 1, 2022 - March 31, 2023

Reference Environmental Accounting Guidelines 2005 Edition (issued by the Ministry of the Environment)

■ Environmental conservation costs (categorized by business activity)

Category		Key initiatives	Total (Thousands of yen)
Business area costs (total)			1,984,389
Breakdown	Pollution prevention costs	Efforts to prevent air, water and soil pollution	1,203,024
	Global environmental conservation costs	Efforts to reduce greenhouse gas emissions	473,993
	Resource recycling costs	Efforts to ensure suitable disposal of waste	307,372
Upstream and downstream costs ^{*1}		Additional efforts to reduce environmental burden	23
Management activity costs ^{*2}		Employee education and ISO 14001 maintenance and management	5,356
Research and development costs		Research and development efforts in consideration of the environment	12,622,000
Social activity costs		Environmental volunteer efforts	6,101
Environmental remediation costs ^{*3}		Efforts related to soil pollution measures	452
Total			14,618,322

■ Economic effect of environmental conservation initiatives

Category	Key item	Monetary amount (Thousands of yen)
Economic effects of more efficient water use	Water use and wastewater cost reduction ^{*3}	6,707
Energy conservation effects	Cost reductions for electricity, heavy oil and gas (city gas, LNG, LPG) ^{*3}	-2,531,439
Waste reduction effects	Cost reduction for industrial waste treatment ^{*3}	14,470
Resource recycling effects	Profit from recycling and reusing waste	502,192

■ Effect of environmental conservation

Category	Key items	Material amount	Unit
Effects related to resources used in business activities	Amount of recycled water used	1,114,987	m ³
	Amount of reduction in water use ^{*3}	91,584	m ³
	Amount of energy saved (crude oil conversion) ^{*3}	-1,003	kL
Effects related to environmental burden and waste from business activities	Amount of CO ₂ reduced ^{*3}	24,870	t-CO ₂
	Amount of waste reduced (final disposal volume) ^{*3}	-128	t
	Amount of wastewater reduced ^{*3}	59,536	m ³
	Amount of waste recycled	12,625	t
	Recycling rate ^{*4}	95	%
	[Water quality] Amount of lead discharged	25	kg
[Air] Amount of lead emitted	237	kg	

^{*1} Upstream and downstream costs are the total of consulting expenses and expenses for contracts to create new products based on the Law for Promotion of Sorted Collection and Recycling of Containers and Packaging.

^{*2} In addition to employee education, and costs related to ISO 14001 maintenance and management, the management activity cost includes expenses related to information disclosure.

^{*3} The tables show amounts reduced compared with the previous fiscal year (negative amounts represent increases).

^{*4} Recycling rate (%) = (amount recycled / amount of waste) x 100

Building Better Relationships with Local Communities



We seek to contribute to solutions to social issues through our business activities so that we can support the sound and sustainable development of local communities.

Contributions to Society

Contribution to the SDGs through Our Business Activities

The Sustainable Development Goals (SDGs) express priority global issues and the ideal status of global society in relation to economics, society, and the environment in the lead-up to 2030. Many countries, companies, and other organizations are actively addressing these issues with the aim of creating sustainable societies.

The GS Yuasa Group believes that it can contribute to achieving the society sought by the SDGs by practicing our corporate philosophy of contributing to people, society, and the global environment through innovation and growth of our employees and business entities. The Group is developing globally with storage batteries as its main products, and by providing products and services to regional societies in every country of the world by making use of the storage battery technologies we have accumulated through more than a century of experience, we are working to solve the shared problems of the international community. In addition, the Group has decided to consider CSR issues that have an impact on its business as well as a significant impact on society, as materiality. By promoting activities that respond to materiality, we aim to maximize the positive impact and minimize the negative impact on global social issues.

[Refer to page 109 for information on our efforts to contribute to the SDGs with Group products and services](#)

[Refer to page 106 for information on the Group's contribution to SDGs through its response to materiality](#)

[Refer to page 11 for the Group's materiality](#)

Contributions to R&D Relating to Space Development Applications

The Group's space lithium-ion batteries are used on the International Space Station (ISS). The ISS is a manned test facility constructed approximately 400 km above the Earth's surface. It is used through the cooperation of many countries.

The main objective of the ISS is scientific and technological advances through various experiments and research in outer space, and the results of research, experimentation, and measurement are contributing to enriching lifestyles and enhancing industrial competitiveness. It is a key facility for making significant advances in space development and is also a symbol of international cooperation and peace operated jointly through the provision of state-of-the-art technologies by numerous countries.*

Power for all equipment on the ISS including experimentation and observation devices and life support systems is supplied by photovoltaic power generation. However, power generation ceases 16 times each day as the ISS passes through the earth's shadow, and during these periods, power is supplied by GS Yuasa lithium-ion batteries for space use that are charged while the station is in the sunlight.

The GS Yuasa Group will continue contributing to the development of science and technology for the realization of a sustainable society through development and manufacture of high-performance lithium-ion batteries.

*Source: the Japan Aerospace Exploration Agency (JAXA)

Free Provision of Products to Local Communities

PT.GS Battery (below, PTGS) located in Indonesia, continues to supply storage batteries manufactured by our company to the fire brigades in Karawang Province, Indonesia. In Indonesia, where natural disasters (such as earthquakes, tsunamis, and floods) are many, disaster management activities carried out by the Karawang fire brigades play a very important role. PTGS assist the fire brigades in their smooth operations through the continuous supply of storage batteries. In fiscal 2022, in addition to donations to other public institutions, PTGS provided 108 storage batteries free of charge.

Inci GS Yuasa Aku Sanayi ve Ticaret Anonim Sirketi (below, IGYA), located in the Republic of Turkey, ensures a continued supply of storage batteries manufactured by our company to all vehicles owned by Turkey's largest search and rescue organization (AKUT), and has donated a total of 91 storage batteries since fiscal 2019. IGYA has also received training in fire, search and rescue, and disaster preparedness from the same organization in order to prepare for the establishment of an in-house rescue team. In February 2023, the company donated supplies, including tents and containers to be used for accommodation, basic toilets, heaters, hygiene kits, and winter clothing, along with 300 storage batteries needed for energy systems, to support those affected by the major earthquake which had occurred in south-eastern Turkey.

Siam GS Battery, located in Thailand has donated our company manufactured storage batteries to the Thung Yai Naresuan Wildlife Sanctuary and Border Patrol in Kanchanaburi Province. The Thung Yai Naresuan Wildlife Sanctuary is one of Southeast Asia's largest wildlife reserves endowed with untouched nature and is also a UNESCO World Heritage Site. The donated storage batteries are used in solar power generation systems providing support to daily power use.

The Group will contribute to sound and sustainable development of local communities by working together and coexisting with them through our product offerings.



Donation of storage batteries to fire brigades (PTGS)



Donation of storage batteries to search and rescue organizations (IGYA)



Donation of storage batteries to the wildlife sanctuary (SGS)

Contributions to the Environment

Stable Supply of Photovoltaic Generation Systems

A photovoltaic generation system using the GS Yuasa Group's lithium-ion batteries has been in operation at the Kushiro Town Toritoushi Wildland Photovoltaic Generation Plant in Hokkaido.

When generating photovoltaic power, changes in natural conditions, such as sunshine hours and temperature, can lead to significant fluctuations in the power generated, while a major increase in the photovoltaic power load could reduce the quality of the system's power in terms of both voltage and frequency. For this reason, storage battery systems are necessary to stabilize output fluctuations in power generated when photovoltaic power generating facilities are connected to the power grid.

In conjunction with the global increase in energy demand due to the growing population, economic growth and other factors, there are increasing calls for the expanded use of renewable energy as an alternative to limited fossil fuels. The introduction of storage battery systems to stabilize output fluctuations is essential for the effective use of energy from photovoltaic or wind power generation.

The Group continues to promote the use of high-performance lithium-ion battery systems in power generation and is aiming to contribute to creating sustainable local communities using renewable energy.



Industrial lithium-ion battery module LIM50EN series

Overall view of Kushiro Toritoushi
Wildland Photovoltaic Generation Plant

Contributing to the Optimization of Energy Use

The Group aims to optimize energy use in local communities by utilizing new energy services that link storage batteries with IoT technology.

At the Kyoto Plant, we have introduced a power storage system manufactured by our company that can handle virtual power plants* (below, VPP) and that performs energy management taking into account the balance between power supply and demand. By adjusting the power supply balance in the plant during normal times and utilizing it for peak cut in the event of tight demand, we have been able to achieve stabilization of power supply and lower power consumption costs. In addition, in the event of an emergency such as a power outage due to a large-scale disaster, supplying power in cooperation with solar power generation systems to lighting load (lighting and outlet equipment) and power load (air conditioning equipment) has also played a role in ensuring employee safety and business continuity.

Since fiscal 2016, the Group has participated in the VPP construction verification project to start verification of the introduction and control of large storage batteries. In fiscal 2017, we introduced a container-type power storage system at our Kyoto Plant and are promoting verification for the practical application of power supply and demand adjustments based on directives from external, large storage battery servers.

*It functions like a single power plant through the supervision and control of scattered energy sources (including small-scale solar power generation and storage batteries) using IoT devices, and plays the role of adjusting the power supply-demand balance (including leveling the power load, absorbing surplus power when excess renewable energy is supplied, power supply in the event of power shortage).



External appearance of the container type power storage system

Increasing the Accuracy of Greenhouse Gas Observations

The IBUKI-2 greenhouse gases observing satellite launched from the Tanegashima Space Center in October 2018 was equipped with a space lithium-ion battery manufactured by the Group. The mission of IBUKI-2 is to accurately and uniformly measure greenhouse gases such as carbon dioxide and methane around the world and to increase the precision of measurements.

Many countries are obligated to report on their own greenhouse gas emissions in accordance with the Paris Agreement, in international mechanism relating to climate change. As a result, the data obtained from IBUKI-2, which can take uniform measurements around the world, is expected to play an important role as a scientific basis for confirming the accuracy of greenhouse gas emissions volumes by each country.*

Group products will continue to contribute to international efforts to curtail global warming.

*Source: the Japan Aerospace Exploration Agency (JAXA)

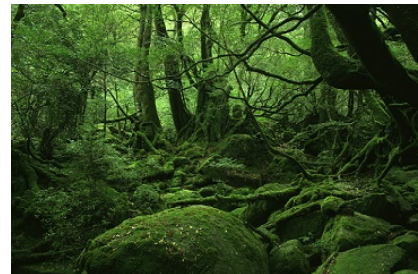
Support for Activities of the Yakushima Environmental and Cultural Foundation

GS Yuasa Battery Ltd. (GYB) is providing support for the Yakushima Environmental and Cultural Foundation as part of initiatives to preserve the environment in the region.

Yakushima, which was placed on the World Heritage List in 1993 for the first time in Japan, is representative of nature in Japan. The Foundation is involved in activities to protect the beautiful natural environment on Yakushima, a heritage for humanity, and the business for creating communities where nature and people can co-exist.

Furthermore, GYB offers a family tour to Yakushima as the prize to the Gold Award winner of the "GS Yuasa Eco Art Contest for Elementary School Students" which has been held from fiscal 2009, and also conducts activities for elementary school students to experience the beauty of nature.

The GS Yuasa Group is promoting contribution to the protection of nature on Yakushima which is called the "Island of Life" and environmental education for children through support for the Foundation.



Rich natural environment on Yakushima
(photo courtesy of the Yakushima Environmental and Cultural Foundation, a public interest incorporated foundation)

[Refer here for the website of the Yakushima Environmental and Cultural Foundation](http://www.yakushima.or.jp/)
(<http://www.yakushima.or.jp/>)

Contributions to Human Resource Development

GS Yuasa Eco Art Contest for Elementary School Students

Since FY 2009, GS Yuasa Battery Ltd. has sponsored the GS Yuasa Eco Art Contest for Elementary School students to give the pupils, who will become the young citizens in the future, an opportunity to express their thoughts on the global environment.

This contest program provides the opportunity for children and their families to come together and think about the environment. We plan to continue holding this event in the future in the form of a painting.

Support for "Kokoro no Gekijo"

The GS Yuasa Group supports some of performances (in Kyoto, Gunma, and Shizuoka prefectures) of "Kokoro no Gekijo", sponsored by Performing Arts Centre Foundation and the Shiki Theatre Company. "Kokoro no Gekijo" uses the stage to communicate to children such important life lessons as the value of life, consideration of others, and the joy of trusting each other. Children across Japan are invited to the performances in school groups, free of charge.

Through our continued support of "Kokoro no Gekijo," we will continue to support activities that deliver valuable, unchanging lessons to children who will be leaders of the future.



"THE CAT WHO WISHED BE A MAN"



Volunteers assisting with the production

Ensuring Social Responsibility within Our Supply Chain

The GS Yuasa Group, together with the supply chain, will contribute to creating a sustainable society.

Collaboration with Suppliers

Building Better Partnerships

The GS Yuasa Group believes that all suppliers are important business partners. For this reason, we work with our suppliers on matters of quality control, health and safety, as well as education and guidance on compliance and overall CSR with the aim of strengthening our business foundation together with those suppliers.

We also hold annual procurement policy briefings to raise understanding of our management policies, annual business policies, and basic procurement policy and to deepen mutual understanding and trust. We also award suppliers that have achieved excellent results in initiatives (CSR, safety, quality, delivery date, price, etc.) that we expect from our suppliers.

In fiscal 2023, we will actively promote procurement activities that focus on the three challenges of: achieving stable procurement throughout the supply chain; strengthening the business infrastructure (QCDS) for mutual development; and engaging in SDGs initiatives to cater to the needs of society and stakeholders.



Procurement policy briefing for suppliers

Supplier award winning companies

Basic Procurement Policy

We will work to create better partnerships with our suppliers, and contribute to people, society, and the global environment through sustainable procurement.

Promotion of Responsible Procurement

The GS Yuasa Group advances materials procurement based on awareness of such international social issues as forced labor, child labor and environmental destruction. Along with quality, performance, pricing, delivery deadlines and other conventional supply demands, it is also vital to base procurement in CSR championing human rights, working conditions and the global environment. Toward that end, the Group does not simply tackle CSR on its own, but also, in cooperation with suppliers, promotes responsible procurement in response to social issues.

By tackling CSR, we believe we can raise the mutual corporate value of our Group and suppliers and realize a mutually prosperous supply chain overall.

In fiscal 2018, the GS Yuasa Group published Responsible Procurement Guidelines and issued it to suppliers to better clarify the practices of responsible procurement. The Guidelines seek to support a sustainable society through the partnership linking the Group to all suppliers. We distribute the Guidelines in seven different languages so that overseas suppliers can also understand them. By ensuring that all parties in global supply chains are fully aware of the Guidelines, we work to raise suppliers' awareness regarding the importance of responses to CSR issues in supply chains (such as human rights issues of workers). The key goal is to reduce business risks capable of negatively impacting improvements in mutual performance and sustainability, with supplier briefings held to raise awareness of the spirit and key points of these new parameters throughout the supply chain. In addition, we are working to further deepen our awareness of the results of Responsible procurement by obtaining the consent of suppliers to cooperate with the content of these guidelines. When commencing transactions with new suppliers, we select suppliers that consent to the Guidelines and conclude contracts that include provisions on compliance with social standards (environmental preservation, compliance, respect for human rights, fair trade, exclusion of antisocial forces, and so on).

In addition, we educate procurement personnel to enable them to appropriately implement responsible procurement. Also, while nurturing a greater understanding of Responsible Procurement Guidelines, we also foster greater awareness of the importance of preventing CSR risks that may affect the business continuity throughout the supply chain.

■ Overview of requirements for suppliers

Classification	Summary of requirements
Labor	<ul style="list-style-type: none"> • Prohibition of forced labor and child labor, and of long working hours • Payment of appropriate wages • Elimination of discrimination and inhumane treatment • Freedom of association • Avoid complicity in human rights violations
Health and Safety	<ul style="list-style-type: none"> • Appropriate safety management, management of industrial health, and response to occupational accidents and diseases • Reduction of physically heavy work, safety measures for appropriate machinery, and provision of hygienic equipment, meals, and housing • Mitigate impact in an emergency situation • Promoting health and safety communication
Environment	<ul style="list-style-type: none"> • Appropriate response to environmental laws and regulations concerning permits, approvals, and notifications • Appropriate management of hazardous substances, waste, atmospheric emissions, and water • Efficient use of natural resources and energy • Reduction of greenhouse gas emissions • Restrictions on use of substances
Corporate Ethics	<ul style="list-style-type: none"> • Elimination of inappropriate profits • Fair Business Transactions • Respect for intellectual property • Appropriate management of confidential information • Appropriate export controls • Promoting responsible mineral procurement • Establishment of whistleblower system • Transparent information disclosure
Product Safety	<ul style="list-style-type: none"> • Ensuring product safety • Providing safety information concerning products and services



Education on responsible procurement for procurement personnel

 [Responsible Procurement Guidelines](https://www.gs-yuasa.com/en/csr/pdf/Responsible_Proc_Guide_190326.pdf)
 (.https://www.gs-yuasa.com/en/csr/pdf/Responsible_Proc_Guide_190326.pdf).

Responsible Procurement Survey of Suppliers

In order to realize a sustainable supply chain, the Group periodically surveys its major suppliers concerning their compliance with the requirements in the Responsible Procurement Guidelines. In this survey, suppliers evaluate their own CSR response status using questionnaire type of surveys, and the Group identifies CSR issues in the supply chain based on the results of the self-evaluations and implements a process to resolve these issues. We are working in collaboration with our suppliers to resolve the CSR issues in the supply chain in order to strengthen our business foundation.

■ Overview of supplier CSR survey items (fiscal 2022)

Classification	Number of questions	Example question items
Labor	12	Forced labor, child labor, working hours, wages, inhumane behavior, discrimination, etc.
Health and Safety	10	Occupational safety management, preparedness for emergency situations, industrial health, physically heavy work, machinery and equipment, etc.
Environment	6	Environmental permits, pollution control, hazardous substances, waste, atmospheric emissions, wastewater, etc.
Corporate Ethics	7	Legal compliance, bribery, intellectual property, unfair trade, internal whistleblower systems, information security, etc.
Product Safety	1	Ensuring product safety
Total	36	

■ Results of the supplier CSR survey (fiscal 2022)

Items	Suppliers of domestic business sites	Suppliers of overseas business sites	Total
Number of companies surveyed	220	162	382
Number of companies targeted for improvement	20	14	34

Specific Initiatives to Promote Responsible Procurement

The Group is promoting diverse initiatives in collaboration with suppliers for the realization of a sustainable supply chain.

■ Examples of specific initiatives to promote responsible procurement

1. Ensuring Quality and Health/Safety
2. Green Procurement
3. Responsible Mineral Procurement
4. Initiatives for Carbon Neutrality and Reduction in Water Consumption
5. Encouraging the Use of Recycled Resources

1. Ensuring Quality and Safety

To promote activities that raise quality and enhance health and safety, including for suppliers who supply parts and raw materials, the GS Yuasa Group provides guidance on quality reflecting the needs of our suppliers as well as health and safety patrols, if required. In programs that raise quality, we share with suppliers the target values and the results of quality defect analysis of products supplied to the Group and work to improve the quality of these items along with them. In addition, we support quality improvement activities of suppliers by holding seminars on quality and conducting plant tours for suppliers.

Further, we consider occurrence of occupational accidents on the part of suppliers as occupational accidents of the Group, and are committed to working with our suppliers to adopt measures based on safety-first. Health and safety patrols that perform safety inspections at suppliers plants point out potential hazards and propose measures to mitigate those hazards depending on the scale of the risks. We provide support for suppliers to identify workplace risks that pose hazards to workers and take appropriate action including monitoring of hazards and formulation of safe working procedures. Since fiscal 2019, we have been holding experience-based training, so suppliers personnel can experience first-hand and gain an understanding of the hazards in their workplaces.

Through these activities, we are supporting the creation of strong partnerships in the supply chain and measures to ensure the quality of products used by customers as well as the health and safety of our suppliers.



Experience-based training

2. Green Procurement

The GS Yuasa Group companies in Japan makes the following requests of suppliers based on our Green Procurement Criteria.

Requirements for Suppliers

1. Operation of an environmental management system
2. Examination of chemical substances contained in items being supplied
3. Checking the legality of cutting down certain trees (logging)
4. Programs to identify and reduce CO₂ emissions

For 2. above, we ask our suppliers to examine substances using Chemical Substance Management Guidelines, which comply with international laws and regulations including EU directives (REACH, RoHS, etc.), and to test individual chemical substances as specified by customer needs.

GS Yuasa evaluates the appropriateness of stipulations to suppliers concerning green procurement by checking and auditing the status of their response. When selecting new suppliers, we apply supplier selection criteria relating to environmental management. In fiscal 2021, all suppliers that entered into new agreements satisfied those criteria. Further, for existing suppliers, we employ a supplier survey process related to responsible procurement to confirm the status of their response to environmental conservation.

By prioritizing trade with those suppliers that supply goods that conform to green procurement standards, we are reducing the environmental burden, including the burden within the supply chain.

Suppliers selection criteria relating to environmental management

- Acquired third-party certification of environmental management systems
- Has not acquired third-party certification of environmental management systems but has submitted a plan for acquisition

3. Responsible Mineral Procurement

The GS Yuasa Group believes that addressing social issues (armed conflict, human rights violations, etc.) that may arise during the extraction, transport, and trading of minerals used in our products is crucial in the global mineral supply chain. In our promotion of responsible mineral procurement, we have established a policy that sets out our basic approach to responsible mineral procurement based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, an international framework for ensuring the responsible procurement of minerals throughout the supply chain. We also further efforts to ensure transparency in the mineral procurement process making active use of the practical guidance developed by the RMI,^{*1} an international initiative to promote responsible mineral procurement, and use RMI survey form templates (CMRT^{*2} and EMRT^{*3}) in gaining an understanding of procurement risks in the minerals supply chain. The GS Yuasa Group are engaging with risk management in mineral procurement based on our Responsible Mineral Procurement Policy to ensure that we can collaborate with suppliers and various other stakeholders to undertake activities without being complicit in armed conflict or human rights abuses.

*1 RMI : Responsible Minerals Initiative

*2 CMRT : Conflict Minerals Reporting Template

*3 EMRT : Extended Minerals Reporting Template

GS YUASA Responsible Mineral Procurement Policy

GS YUASA shall, recognizing the risks of significant adverse impacts which may arise in the supply chain of the minerals used in the products, parts, and materials handled by our company, promote responsible mineral procurement while respecting the internationally recognized framework through the following initiatives, to fulfill the responsibilities to respect human rights and avoid contributing to conflicts.

1. GS YUASA will investigate whether its group companies or their suppliers procure or use the minerals that may contribute to human rights violations or armed conflicts.
2. GS YUASA will, if it was revealed that anyone of its group companies or their suppliers has procured or used minerals that have a high risk of contributing to human rights violations or armed conflicts, work on activities to avoid the procurement or use of such minerals, in collaboration with related companies.

 [Refer here for the full text of the policy on responsible mineral procurement \(https://www.gs-yuasa.com/en/csr/pdf/rmpp_200407e.pdf\)](https://www.gs-yuasa.com/en/csr/pdf/rmpp_200407e.pdf)

4. Initiatives for Carbon Neutrality and Reduction in Water Consumption

The GS Yuasa Group is working to reduce environmental impact not just from its own business activities, but throughout the entire supply chain to address environmental issues including climate change and resource depletion.

To address carbon neutral and water resource issues in particular, we request that suppliers cooperate with our measures for achieving CO₂ emissions and water consumption reduction targets (down by 1% or more compared with the previous fiscal year) in conjunction with production of products supplied to our Group.

The Group is working to conserve natural environments in all its business activities by efficiently using resources including energy and water throughout the entire supply chain.

5. Encouraging the Use of Recycled Resources

The GS Yuasa Group procures recycled resources using a system that recycles our own used products. To encourage the use of recycled resources, we participate in the Lead Acid Storage Battery Recycle Association, an industry group that promotes the cyclic use of automotive lead-acid batteries, and appropriately conduct stable recycling of used products throughout the supply chain in collaboration with other companies in the industry.

By encouraging recycling of our used products, the Group is contributing to the development of a recycling-oriented society and ensuring stable procurement of key materials.

External Evaluation



We describe the results of evaluations from various stakeholders regarding the GS Yuasa Group's CSR activities.

Inclusion in ESG Investment Constituents

ESG investment means an investment made by selecting companies who consider Environment, Social and Governance. Corporate value in terms of investment is evaluated based not only on financial information (a company's business performance and managerial conditions, etc.) but also non-financial information (a reduction in emissions of greenhouse gases, management of chemical substances, response to human rights issues, employees' work-life balance, compliance, and independence of outside directors, etc.).

MSCI Japan Empowering Women Index (WIN)

This index was developed by Morgan Stanley Capital International (MSCI). For the index, companies with excellence gender diversity in each category of business have been selected. This is the index adopted by the ESG investment managed by the Government Pension Investment Fund (GPIF), an entity managing pension reserve funds in Japan.

2022 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

FTSE4Good Index Series

The Company has been selected for inclusion in the ESG Investment Constituents, a major global index developed by the global index provider FTSE Russell. The FTSE4Good Index series is a series of stock market indices made up of corporations that satisfy global criteria for ESG management and performance.



FTSE4Good

FTSE Blossom Japan Index

The Company has been listed in the FTSE Blossom Japan Index, which is comprised of Japanese companies recognized for their outstanding ESG initiatives by the global index provider FTSE Russell. This index was adopted for ESG investment management by the Government Pension Investment Fund (GPIF), which manages and invests pension funds in Japan.



FTSE Blossom
Japan Index

FTSE Blossom Japan Sector Relative Index

The Company has been included in the FTSE Blossom Japan Sector Relative Index, a stock index designed by global index provider FTSE Russell to indicate relatively performance in the various sectors of Japanese companies excelling in the area of ESG. This index has also been adopted for ESG investment management by the Government Pension Investment Fund (GPIF), which manages and invests pension funds in Japan.



**FTSE Blossom
Japan Sector
Relative Index**

S&P/JPX Carbon Efficient Index

The Company has been included in the S&P/JPX Carbon Efficient Index, a stock index jointly developed by the S&P Dow Jones Indices and the Tokyo Stock Exchange. This index consists of companies meeting certain criteria on disclosure of environmental information and carbon intensity (carbon emissions to revenues). The S&P/JPX Carbon Efficient Index is one of the indices used in the context of ESG investment operated by the Government Pension Investment Fund (GPIF), which manages and operates Japanese pension funds.



Morningstar Japan ex-REIT Gender Diversity Tilt Index

The Company has been selected for inclusion in the Morningstar Japan ex-REIT Gender Diversity Tilt Index, a stock price index based on assessments by Morningstar of companies regarding gender diversity. This is one of the indexes employed in ESG investments, and is managed by the Government Pension Investment Fund (GPIF), which operates and administers Japan's national pension insurance funds.

Sustainalytics ESG Risk Ratings

The Company has been assessed as Low Risk (having a low level of financially material ESG risk) in the Sustainalytics ESG Risk Ratings, which is an assessment which Sustainalytics uses to assign an ESG risk rating to companies for provision to institutional investors. This assessment measures factors including the management status of companies regarding the material ESG risks to which they are exposed.



*The inclusion of GS Yuasa Corporation in any MSCI Index, and the use of MSCI logos, trademarks, service marks, or index names herein, do not constitute support, endorsement, or promotion of GS Yuasa Corporation by MSCI or any of its affiliates. The MSCI Indexes are the exclusive property of MSCI. The MSCI Index names and logos are trademarks or service marks of MSCI and / or its affiliates.

*FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that GS Yuasa Corporation has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series, FTSE Blossom Japan Index and FTSE Blossom Japan Sector Relative Index. Created by the global index provider FTSE Russell, the FTSE4Good Index Series and FTSE Blossom Japan Index Series are designed to measure the performance of companies and Japanese companies demonstrating strong Environmental, Social, and Governance (ESG) practices. The FTSE4Good Index Series, FTSE Blossom Japan Index and FTSE Blossom Japan Sector Relative Index are used by a wide variety of market participants to create and assess responsible investment funds and other products.

CSR Rating

Toyo Keizai CSR Ranking

CSR survey conducted by Toyo Keizai Inc. with the aim to find "a company that is trusted by society."

The Company has acquired the following ratings for each initiative (five ratings: AAA, AA, A, B and C).

Utilization of human resources	Environment	Corporate governance	Sociability
AAA	AAA	AA	AAA

EcoVadis Business Sustainability Ratings

EcoVadis operates a joint platform to evaluate sustainability of suppliers, and evaluates suppliers based on CSR-related standards considering response to environmental issues, labor practices, respect for human rights, fair trade and Responsible Procurement.

The Company has received the "gold rank" certification level (Four ranks: Platinum, gold, silver and bronze).

Evaluation, Certification, Award, Etc. Regarding CSR Activities

DBJ Employees' Health Management Rated

Under the health management rating loan system conducted by the Development Bank of Japan Inc. (DBJ), companies that conduct excellent initiatives for their employees' health have been evaluated/selected, and the terms and conditions of loan are set up according to the evaluation.

The Company received the highest rank "particularly excellent in terms of initiatives for employees' health".



Platinum Kurumin

Platinum Kurumin is a certification program under which the Minister of Health, Labour and Welfare recognizes companies that offer high levels of childcare support. GS Yuasa was selected as a certified company under this program.



CDP


CDP is a London-based international non-profit organization that collects, analyzes, and publicly releases information on the environmental strategies of leading companies around the world in response to the needs of institutional investors. The Company has received an A- in its assessment scores for climate change programs that require information disclosure on greenhouse gas emissions, risks and opportunities arising from climate change, and other topics (assessments are based on an eight-step scale: A, A-, B, B-, C, C-, D, D-).



Third-Party Assurance

Greenhouse gas emissions

The Company requested third-party verification in order to secure the credibility of our greenhouse gas emission data that is disclosed on the CSR web content, and received the results of verification, saying "there is no item indicating that it has not reported material points about the GS Yuasa Group's greenhouse gas emissions (Scopes 1, 2 and 3) in FY 2022".

 [Statement on third-party verification by SGS Japan Inc. \(FY 2022\)](https://www.gs-yuasa.com/en/csr/pdf/SGS_230816e.pdf)
(https://www.gs-yuasa.com/en/csr/pdf/SGS_230816e.pdf)

Editorial Policy



Editorial Policy

On this website, we report on the GS Yuasa Group's concept and initiatives regarding sustainability. We disclose information that considers the opinions of stakeholders and their importance to the GS Yuasa Group.

Period covered

We disclose information centering on sustainability activities in fiscal 2022 (April 1, 2022 to March 31, 2023).

In order to report the GS Yuasa Group's latest sustainability activities, we disclose information on activities after fiscal 2022 whenever appropriate.

With respect to some performance data, we disclose information before fiscal 2022 to show a change over time.

Structures

GS Yuasa Group (GS Yuasa Corporation and major domestic and overseas subsidiaries) are covered.

The term "the Company" refers to GS Yuasa Corporation.

An explanation is given in a particular situation whenever appropriate if the structure covered differs.

Accuracy of information

To ensure the accuracy of the information we disclose, it is verified by multiple departments, such as the department in charge of the specific area and the Investor Relations Department.

Material changes

Regarding structures covered, there has been no material change in disclosed information.

Furthermore, there is no item that should be corrected due to an error in a description in the previous disclosed information.

Referenced guidelines

We have referenced the GRI (Global Reporting Initiative) Standards, an international guideline for companies' sustainability reports.

[Refer to page 112 for GRI Content Index](#)

Inquiries

For inquiries about the sustainability website, please contact us using the following form:

➤ [The inquiries form can be accessed here \(https://www.gs-yuasa.com/en/contact/gyc/\).](https://www.gs-yuasa.com/en/contact/gyc/)

Final update

September 29, 2023

Reference Data

Reference data relating to this report is set forth on the following pages.
The reference data covered is indicated in the table below.

No.	Reference Data	Outline	Pages	Related Section	Related pages
1	Materiality and Response Plan (FY2023)	Information Indicating the Details of the Group's Materiality (Key CSR Issues) Response Plans (Targets and Results)	98	Materiality and Response Plan	P12
2	Response to Climate Change (TCFD)	Climate-related based on TCFD framework Information	102	Appropriate Environmental Information Disclosure	P63
3	Contribution to Achieving SDGs Through Materiality Response	Information Indicating the Relationship between the Group's Materiality (Key CSR Issues) Response Plans and the SDGs	106	Contribution to the SDGs through Our Business Activities	P81
4	Contributing to the SDGs through Products and Services	Information Indicating the Relationships between Group Products/Services and the SDGs	109	Contribution to the SDGs through Our Business Activities	P81
5	GRI Content Index	Information indicating disclosure status in accordance with the Global Reporting Initiative Standard, an international guideline for corporate sustainability reporting	112	Editorial Policy	P96

Materiality Response Plans (FY 2023)

Materiality	Activity outline	Scope of application	FY 2023 targets		Final target (FY 2025)		Category	FY 2022 results			Remarks
			KPI	Target Value/Reference Value	KPI	Target Value/Reference Value		KPI	Target Value/Reference Value	Result	
Thoroughly fulfilling our CSR and ensuring compliance	Provision of legal information and promotion of compliance training	Domestic	Number of times compliance education information disseminated annually	16 times	Number of times compliance education information disseminated annually	16 times	Maintain	Number of times compliance education information disseminated annually	16 times	16 times	<ul style="list-style-type: none"> Fostered an ethical corporate culture by implementing compliance management Maintained stakeholder confidence by preventing the occurrence of compliance risks
			Number of significant compliance violations	None	Number of significant compliance violations	None	Maintain	Number of significant compliance violations	None	None	
		Overseas	Achievement ratio of compliance training plan	100%	Achievement ratio of compliance training plan	100%	Maintain	Achievement ratio of compliance training plan	100%	100%	
			Achievement ratio of significant compliance violation risk response plan	100%	Achievement ratio of significant compliance violation risk response plan	100%	Maintain	Achievement ratio of significant compliance violation risk response plan	100%	100%	
Respect and protection for intellectual property	Promotion of the use of company intellectual property rights	Global	Achievement ratio of patent acquisition plans that contribute to the expansion of business	100%	Achievement ratio of patent acquisition plans that contribute to the expansion of business	100%	Improve	Achievement ratio of patent acquisition plans in the ASEAN region and China	100%	100%	<ul style="list-style-type: none"> Reviewed plan details for FY 2023 and later Promotion of high value-added technological innovations Secured opportunities to obtain appropriate compensation Provided high-quality, reliable products to consumers
	Elimination of infringing products	Overseas	Number of investigations into infringing product manufacturing routes	2	Number of orders to cease manufacturing against manufacturers of infringing products	2	Improve	Achievement ratio of response plan to intellectual property infringement (imitation products)	100%	100%	
Strict management of confidential information	Promotion of security measures and strengthening of illegal /inappropriate access monitoring	Global	Cyberattack response ratio at time of detecting high security alerts	100%	Cyberattack response ratio at time of detecting high security alerts	100%	Maintain	Cyberattack response ratio at time of detecting high security alerts	100%	100%	<ul style="list-style-type: none"> Prevented unauthorized use and theft of confidential information by implementing appropriate security measures and access control Maintained dominance over and competitiveness against competitors by protecting the Company's confidential information Maintained stakeholder confidence by strictly managing confidential information provided by customers and business partners
		Domestic	Information leak confirmation and response ratio at time of large data output	100%	Information leak confirmation and response ratio at time of large data output	100%	Maintain	Information leak confirmation and response ratio at time of large data output	100%	100%	
	Promotion of information security training	Domestic	Ratio of employees passing information security proficiency test	95% or more	Ratio of employees passing information security proficiency test	95% or more	Maintain	Ratio of employees passing information security proficiency test	95% or more	96%	
Respect for individuality	Promotion of human rights education	Domestic	Achievement ratio of human rights training plan	100%	Achievement ratio of human rights training plan	100%	Maintain	Achievement ratio of human rights training plan	100%	100%	Created a corporate culture of respecting human rights and eliminating discrimination and harassment
		Overseas	Achievement ratio of harassment education plan	100%	Achievement ratio of harassment education plan	100%	Improve	Achievement ratio of harassment education plan	100%	68%	A review of educational plan management methods is needed as the educational plan achievement ratio for employees who will be stationed overseas is low
	Thorough management of human rights risks	Domestic	Harassment incident response ratio	100%	Harassment incident response ratio	100%	Maintain	---	---	---	Established a new maintenance and management plan in FY 2023 and later
		Overseas	---	---	---	---	---	Introduction ratio of harassment whistleblower system	100%	100%	Achieved the final target in FY 2022

Materiality Response Plans (FY 2023)

Materiality	Activity outline	Scope of application	FY 2023 targets		Final target (FY 2025)		Category	FY 2022 results			Remarks
			KPI	Target Value/Reference Value	KPI	Target Value/Reference Value		KPI	Target Value/Reference Value	Result	
		Global	Achievement ratio of foreign national employment risk response plan	100%	Achievement ratio of foreign national employment risk response plan	100%	Improve	---	---	---	Established a new improvement plan in FY 2023 and later
Respect for Diversity	Women's empowerment	Domestic	Ratio of women in management positions	4.0% or more	Ratio of women in management positions	6.0% or more	Improve	Ratio of women in management positions	4.0% or more	3.9%	It is important to continuously provide opportunities for effectively promoting career advancement by female employees
			Ratio of women among new graduates recruited for career-track positions	30% or more	Ratio of women among new graduates recruited for career-track positions	30% or more	Improve, Maintain	Ratio of women among new graduates recruited for career-track positions	30% or more	21%	It is important to continuously conduct effective outreach for female jobseekers and expand workplaces where women can play active roles (FY 2023: improvement plan, FY 2024 and later: maintenance and management plan)
			Ratio of female workers	15% or more	Ratio of female workers	17% or more	Improve	---	---	---	Established a new improvement plan in FY 2023 and later
			Achievement ratio of training plan for female senior managers	100%	Achievement ratio of training plan for female senior managers	100%	Maintain	---	---	---	Established a new maintenance and management plan in FY 2023 and later
	Promotion of the employment of persons with disabilities	Domestic	Employment ratio of persons with disabilities	2.65% or more	Employment ratio of persons with disabilities	2.67% or more	Improve	Employment ratio of persons with disabilities	2.65% or more	2.59%	The statutory employment ratio is satisfied, but it is important to continuously implement measures to enhance opportunities for use of diverse skills
Human resources development	Promotion of human resource development programs	Domestic	Achievement ratio of training plan for development of autonomous-minded human resources	100%	Achievement ratio of training plan for development of autonomous-minded human resources	100%	Maintain	Achievement ratio of training plan for development of autonomous-minded human resources	100%	100%	Improved productivity in conjunction with reinforcement of employee problem-solving skills
			Achievement ratio of next-generation manager education plan	100%	Achievement ratio of next-generation manager education plan	100%	Maintain	Achievement ratio of global human resources education plan	100%	100%	<ul style="list-style-type: none"> ● Reviewed plan details for FY 2023 and later ● Secured leadership for achieving sustainable growth
Enhancement of work environments and occupational health and safety	Promotion of the thorough management of employees' working hours and prevention of the recurrence of long working hours	Domestic	Response ratio to prevent the recurrence of long working hours	100%	Response ratio to prevent the recurrence of long working hours	100%	Maintain	Response ratio to prevent the recurrence of long working hours	100%	100%	
			Annual frequency of labor-management consultations relating to working hours	12 times	Annual frequency of labor-management consultations relating to working hours	12 times	Maintain	Annual frequency of labor-management consultations relating to working hours	12 times	12 times	
			Operational achievement ratio of standard for number of days of paid leave taken annually	100%	Operational achievement ratio of standard for number of days of paid leave taken annually	100%	Improve	Operational achievement ratio of standard for number of days of paid leave taken annually	100%	99.7%	Raising the rate of paid leave taken by managers is an issue
		Overseas	Achievement ratio of overtime work reduction target	100%	Achievement ratio of overtime work reduction target	100%	Improve	Achievement ratio of working hours management standards	100%	45%	It is important to continuously implement measures for enhancing the health and quality of life of employees
	Promotion of a work-life balance	Domestic	Job turnover of full-time employee	2.3% or less	Job turnover of full-time employee	2.3% or less	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later

Materiality Response Plans (FY 2023)

Materiality	Activity outline	Scope of application	FY 2023 targets		Final target (FY 2025)		Category	FY 2022 results			Remarks
			KPI	Target Value/Reference Value	KPI	Target Value/Reference Value		KPI	Target Value/Reference Value	Result	
	Thorough implementation of appropriate employment management	Domestic	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
	Promotion of health management	Domestic	Rate of high stress individuals	10% or less	Rate of high stress individuals	10% or less	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
	Promotion of occupational health and safety risk management	Global	Number of serious occupational accidents	None	Number of serious occupational accidents	None	Maintain	Number of serious occupational accidents	None	None	<ul style="list-style-type: none"> There were no serious occupational accidents, but there were many workers who exceeded internal blood lead concentration management standards as a result of setting much stricter voluntary management reference values in FY 2022 It is necessary to implement priority improvement measures at sites with many workers whose internal blood lead concentrations exceed management standards
Number of workers not meeting internal blood lead concentration management standards			None	Number of workers not meeting internal blood lead concentration management standards	None	Improve	Number of workers not meeting internal blood lead concentration management standards	None	285		
Overseas		Number of accidents resulting in missed work	4 or less	Number of accidents resulting in missed work	2 or less	Improve	Missed work frequency ratio	0.3 or less	0.6	<ul style="list-style-type: none"> There were no serious occupational accidents, but it is important to continuously implement measures to reduce the risk of occupational accidents Reviewed the details of plans for FY 2023 and later 	
Domestic		Number of accidents resulting in missed work	44 or less	Number of accidents resulting in missed work	39 or less	Improve	Missed work frequency ratio	1.8 or less	1.8		
Provision of high-quality products	Promotion of quality improvement and strengthening of quality communication	Global	Achievement ratio of targets for claims and in-process defects	100%	Achievement ratio of targets for claims and in-process defects	100%	Improve	Achievement ratio of targets for claims and in-process defects	100%	69%	It is important to take corrective action addressing the causes of non-achievement of targets and to continuously improve measures for controlling losses that occur in conjunction with quality defects
	Reinforcement of product safety management	Global	Number of serious product accidents	None	Number of serious product accidents	None	Maintain	Number of serious product accidents	None	None	Implemented measures to ensure customer safety
			Achievement ratio of product safety-related incident reduction target	100%	Achievement ratio of product safety-related incident reduction target	100%	Improve	---	---	---	Established a new improvement plan for FY 2023 and later
			Achievement ratio of product safety education plan	100%	Achievement ratio of product safety education plan	100%	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
Reinforcement of service provision	Domestic	Achievement ratio of service promotion project plan	100%	Achievement ratio of service promotion project plan	100%	Improve	Achievement ratio of operational management standards for product maintenance service systems	100%	100%	Achieved the final target FY 2022, and consequently, reviewed the plan details for FY 2023 and later	
Promoting environmental protection	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	13.0% or more	Ratio of reduction of water use (compared with FY 2018)	15.0% or more	Improve	Ratio of reduction of water use (compared with FY 2018)	8.0% or more	15.6%	Promoted water conservation and recycling water
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	9.0% or more	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	15.0% or more	Improve	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	6.0% or more	14.8%	Implemented energy-saving measures and promoted use of renewable energy

Materiality Response Plans (FY 2023)

Materiality	Activity outline	Scope of application	FY 2023 targets		Final target (FY 2025)		Category	FY 2022 results			Remarks
			KPI	Target Value/Reference Value	KPI	Target Value/Reference Value		KPI	Target Value/Reference Value	Result	
	Prevention of environmental pollution	Global	Number of major environmental accidents	None	Number of major environmental accidents	None	Maintain	Number of major environmental accidents	None	None	Promoted environmental risk management using voluntary management standards that are stricter than those set in environmental laws and regulations
	Improvement in ratio of use of recycled materials in products provided to markets	Global	Ratio of recycled lead used as lead raw materials in lead-acid batteries	65% or more	Ratio of recycled lead used as lead raw materials in lead-acid batteries	70% or more	Improve	Ratio of recycled lead used as lead raw materials in lead-acid batteries	35% or more	53%	Provided products that curtail use of natural resources and the generation of waste
Developing and popularizing environmentally considered products	Expansion of market for GS Yuasa products contained in products contributing to the curbing of global warming	Global	Ratio of environmentally considered products in total sales of all products	39% or more	Ratio of environmentally considered products in total sales of all products	45% or more	Improve	Ratio of environmentally considered products in total sales of all products	35% or more	36%	Provided products and services that fulfill stakeholder needs relating to a decarbonized society
Responsible procurement promotion	Responses to responsible mineral procurement	Global	Achievement ratio of responsible mineral survey plan	100%	Achievement ratio of responsible mineral survey plan	100%	Maintain	Achievement ratio of responsible mineral survey plan	100%	100%	It is important to continuously procure minerals that are not complicit in armed conflict or human rights violations
	Management of supply chain CSR risks	Global	Achievement ratio of supplier CSR issues improvement plan	100%	Achievement ratio of supplier CSR issues improvement plan	100%	Maintain	Achievement ratio of supplier CSR issues improvement plan	100%	100%	Conducted a supplier survey on the status of CSR responses by suppliers and took measures to improve CSR issues

※ The scope of application may not cover all Group companies.

※ This plan is periodically reviewed, and as a result, there may be differences from the details of the plan disclosed last time.

※ Items in the "Improve" category indicate improvement plans with set targets (indicators and target values).

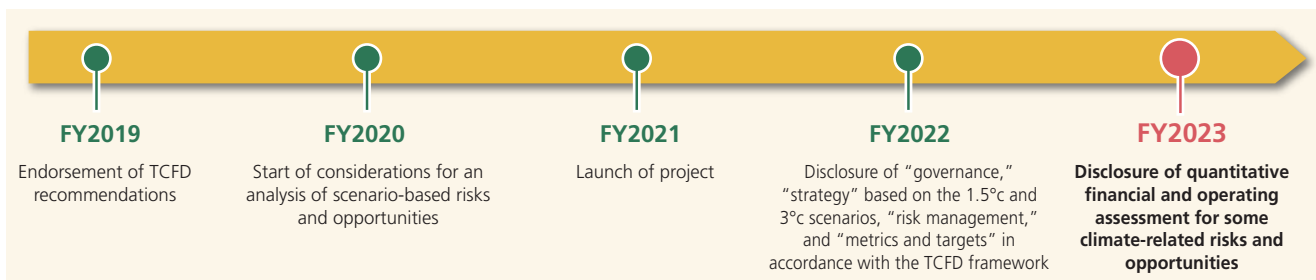
※ Items in the "Maintain" category indicate maintenance and management plans with set operational management standards (indicators and reference values).

Response to Climate Change (TCFD)

The GS Yuasa Group recognizes that climate-related issues are one of our important management issues. In December 2019 we announced our support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and we are working on climate-related information disclosure based on the TCFD framework.

In fiscal 2021, we launched a project to examine climate-related risks and opportunities in accordance with the TCFD framework. The major scenarios adopted for our analysis of risks and opportunities were the 1.5°C scenario and the stated policies scenario (equivalent to the 3°C scenario). We devised strategies based on the short-term (fiscal 2025), medium-term (fiscal 2030), and long-term (fiscal 2040 and fiscal 2050) time axes.

In fiscal 2023 we disclosed quantitative financial impact assessments for each business for some climate-related risks and opportunities.



Governance

GS Yuasa International Ltd., our core operating company, plans and implements responses to climate change in the Group. The company's Board of Directors supervises the entire Group, receiving regular progress reports from GS Yuasa International Ltd. and providing guidance as necessary.

Policies, targets, and important topics related to the environment are formulated and deliberated upon by the Sustainability Promotion Committee* and reported to the Management Meeting and the Executive Conference, which is headed by the president.

● Governance Structures Relating to Climate Issues

<p>Board of Directors <Engages in deliberation and discussion at least once every three months></p> <p> Approves proposed responses to environmental issues (including climate change), receives status reports, and monitors and oversees progress</p> <p> Directors and auditors</p>	<p>Management Meeting <Engages in deliberation and discussion several times annually></p> <p> Discusses proposed responses to environmental issues (including climate change)</p> <p> Directors and auditors</p>
<p>Executive Conference <Meets once every six months></p> <p> Receives reports on proposed responses to environmental issues (including climate change) and manages the progress of responses</p> <p> President, director in charge of the environment, and relevant directors</p>	<p>Sustainability Promotion Committee*¹ <Meets once every two months></p> <p> Formulates and discusses proposed responses to environmental issues (including climate change) and manages the progress of responses</p> <p> Director in charge of sustainability promotion, sustainability promotion managers of each division and each business office</p>

*1 The CSR Committee was reorganized as the Sustainability Promotion Committee in FY2023.

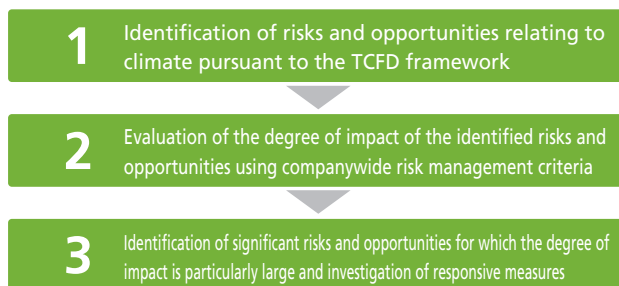
● Examples of past reports and agenda items related to climate change (FY2019–2022)

Meeting entity	Topics reported and discussed
Board of Directors	<ul style="list-style-type: none"> ● Formulation of the Fundamental Environmental Policy ● Establishment of the GY 2030 Long-Term Greenhouse Gas Targets ● Disclosure of business strategies based on the TCFD ● Renewable energy procurement policy ● Setting of carbon neutrality targets
Management Meeting, Executive Conference, Sustainability Promotion Committee*¹	<ul style="list-style-type: none"> ● Endorsement of TCFD recommendations and membership of the TCFD Consortium ● Launch of the Energy Saving and Renewable Energy Project to reduce CO₂ emissions ● Progress report on the Energy Saving and Renewable Energy Project ● Introduction of internal carbon pricing (ICP) ● Introduction of in-house solar power generation ● Formulation of environmental targets in the Sixth Mid-Term Management Plan

Risk Management

Risks and opportunities are identified and evaluated through the process described below. Identified risks and opportunities, and the responses to them, are managed under our governance structures including the Sustainability Promotion Committee.

In fiscal 2021, each business division and management division established a project team to conduct companywide analysis of scenarios and examine countermeasures.





Assumed Conditions / Main Scenarios

Main Scenarios Used in Scenario Analysis*2

Temperature increase	Main scenarios used	Overview
1.5°C	IEA*3 Net Zero Emissions by 2050 Scenario (NZE)	A scenario indicating what the world (policies, technologies, markets, etc.) needs to look like in order to achieve net zero global greenhouse gas (GHG) emissions by 2050 (assumed through a backcasting method)
	IPCC*4 RCP*5 2.6 Scenario and SSP*6 1-2.6 Scenario	RCP2.6: A scenario that assumes future temperature rise to be limited to less than 2°C used in the IPCC Fifth Assessment Report SSP1-2.6: A scenario for the introduction of climate policies to limit future temperature increases to less than 2°C under sustainable development used in the IPCC Sixth Assessment Report
3°C	IEA Stated Policies Scenario (STEPS)	A scenario based on energy and climate policies previously implemented and individual policies that are currently being implemented by individual governments
	IPCC RCP 8.5 Scenario and SSP 5-8.5 Scenario	RCP8.5: A scenario with maximum GHG emissions used in the IPCC Fifth Assessment Report SSP5-8.5: A scenario with no climate policies used in the IPCC Sixth Assessment Report

*2 Scenario analysis uses the scenarios of public agencies and may differ from actual future social conditions. *3 International Energy Agency

*4 Intergovernmental Panel on Climate Change *5 Representative Concentration Pathways

*6 Shared Socioeconomic Pathways

Time Axis

	Short term	Medium term	Long term
End year	2025	2030	2050
Reason for adoption	Periods of the Fifth (FY2019–FY2022) and the Sixth (FY2023–FY2025) Mid-Term Management Plans	Achievement period of the GY 2030 Long-Term Greenhouse Gas Targets and SDGs	Achievement period of the GY 2050 Carbon Neutrality Target

Assumed social conditions based on scenario analysis

Social conditions under scenario

		Through 2025 (short term)	Through 2030 (medium term)	Through 2050 (long term)	
1.5°C scenario	Operations	Social demand for emissions reduction	-20%	-40%	-100%
		Carbon price	\$75 / t-CO ₂	\$130 / t-CO ₂	\$250 / t-CO ₂
	Automotive related business	Changes in the automobile market	<ul style="list-style-type: none"> Expansion of automobile electrification Structural changes in the automobile industry in conjunction with electrification 	Passenger cars (Global)	
				Number of vehicles (compared to present)	Number of vehicles (compared to present)
				<ul style="list-style-type: none"> Sales: 1.3 times Ownership: 1.6 times 	<ul style="list-style-type: none"> Ownership: 2.1 times
				Percentage of EVs, PHEVs, and FCVs*7	Percentage of EVs, PHEVs, and FCVs*7
			Motorcycles and three-wheel vehicles (global)		
			Percentage of EVs	Percentage of EVs	
			<ul style="list-style-type: none"> Sales: 85% Ownership: 54% 	<ul style="list-style-type: none"> Sales: 100% Ownership: 100% 	
	Development of alternative technologies to replace lead-acid batteries		<ul style="list-style-type: none"> In conjunction with increasing demand for batteries for applications relating to transportation and electric power, prices will decline for alternative technologies, such as lithium-ion batteries, to take the place of lead-acid batteries 		
Industrial battery and power supply related business	Changes in energy-related markets	<ul style="list-style-type: none"> In conjunction with the rapid expansion of solar and wind power generation, demand for batteries used for electric power will expand Batteries for storing excess power from renewable energy sources will increasingly be converted to use for backup applications 			
	Development of alternative technologies to replace lead-acid batteries	<ul style="list-style-type: none"> In conjunction with increasing demand for batteries for applications relating to transportation and electric power, prices will decline for alternative technologies, such as lithium-ion batteries, to take the place of lead-acid batteries 			
Supply chains R&D	Raw materials	<ul style="list-style-type: none"> Demand for lithium, nickel, and other resources will increase rapidly as demand for lithium batteries increases for use with energy storage technologies and renewable energy Competition to sustainably secure raw materials will intensify 			
	Acceleration of the circular economy*8	<ul style="list-style-type: none"> Needs for products adapted to a recycling-oriented society will increase year-by-year 			
	Emergence and spread of alternative technologies to replace lithium-ion batteries	<ul style="list-style-type: none"> As battery demand for transportation and electric power related applications expands, the development and spread of battery technologies with higher added value in terms of safety, energy density, cost, charging speed, and life span will progress 			
3°C scenario	Operations	Storm and flood damage, storm surges	<ul style="list-style-type: none"> The frequency of flooding will more than double compared to now in Japan and other regions Sea levels will rise about approximately 0.3 m The frequency of intense storms in the vicinity of Japan will increase 		
	Industrial battery and power supply related business	Storm and flood damage, storm surges	<ul style="list-style-type: none"> Expansion of business relating to disaster countermeasures 		

*7 EV: Electric Vehicle; PHEV: Plug-in Hybrid Electric Vehicle; FCV: Fuel Cell Vehicle

*8 An economic mechanism for the circulation of resources without waste. Positioned as a medium- to long-term economic growth policy, particularly in European countries.

Risks and Opportunities

1.5°C scenario	Operations Introduction of carbon tax and renewable energy <ul style="list-style-type: none"> Risk Increased costs for energy saving and renewable energy to reduce CO₂ emissions Risk Increased carbon costs for the company's emissions in conjunction with the introduction of a carbon tax Risk Increased carbon costs for emissions in upstream segments of supply chains 	<p>In the case of the 1.5°C scenario, targets for a major reduction of CO₂ will be required and carbon taxes will be introduced to achieve carbon neutrality. On the other hand, by implementing CO₂ reduction measures through the introduction of energy-saving equipment and renewable energy, it will be possible to reduce the carbon tax burden to a certain extent. Results of a scenario-based estimate of the financial impact indicated a risk that the introduction of a carbon tax will increase costs by about 3–4 billion yen over the medium to long term. By thorough energy saving and the planned introduction of renewables, however, the cost increase could be reduced to about 2 billion yen.</p>
	Automotive related business Starting batteries and batteries for auxiliary equipment <ul style="list-style-type: none"> Opportunity Higher demand for batteries in conjunction with increased sales and ownership of passenger vehicles Opportunity Higher demand for batteries for auxiliary equipment used in EVs and PHEVs Opportunity Risk Replacement of lead-acid batteries with lithium-ion batteries Risk Declining demand for starting batteries used in internal combustion engine vehicles 	<p>In conjunction with expansion of the market for EVs, PHEVs, and other such vehicles, demand for starting batteries used in internal combustion engine vehicles is expected to decline, but demand for batteries for auxiliary equipment is expected to increase. Also, the shift from a certain number of lead-acid batteries to lithium-ion batteries is expected to advance. As a result of our estimate of the financial impact, based on the establishment of certain conditions with reference to a scenario-based market, we concluded that while sales of starting batteries will decline sharply, overall sales could increase by 35–55 billion yen over the medium to long term due to a substantial increase in the demand for batteries for auxiliary machinery.</p>
	Batteries for HEVs*⁹, PHEVs, and EVs <ul style="list-style-type: none"> Opportunity Higher demand for batteries used in EVs and PHEVs Opportunity Risk Changes in demand for batteries used in HEVs and PHEVs (higher demand over the short to medium term and declining demand over the long term) 	<p>It is expected that over the short to medium term, sales of HEVs and PHEVs will increase, but in the long term, as sales of EVs increase substantially and account for approximately 100% of sales in 2050, the battery market will change.</p>
	Industrial battery and power supply related business Lead-acid batteries for backup applications and forklifts <ul style="list-style-type: none"> Opportunity Higher demand for batteries Risk Replacement of lead-acid batteries with lithium-ion batteries 	<p>Demand for batteries used in transportation and electric power related applications is expected to increase, but as technological innovation progresses, it is expected that prices for lithium-ion batteries and other such products will fall and that a certain number of lead-acid batteries will be replaced by lithium-ion batteries.</p>
Industrial battery and power supply related business Energy storage systems (ESS) for renewable energy <ul style="list-style-type: none"> Opportunity Higher demand for batteries and peripheral systems and devices 	<p>It is expected that in conjunction with the increased introduction of solar, wind, and other renewable energy generation, demand for batteries and peripheral systems and devices for electricity load leveling and the like will increase. As a result of our estimate of the financial impact, setting certain conditions with reference to a scenario-based market, we concluded that sales could increase by 7–22 billion yen over the medium to long term due to an expansion of the market for energy storage systems for renewable energy in Japan.</p>	
Supply chains R&D Raw materials procurement and circular economy <ul style="list-style-type: none"> Opportunity Improvement in the superiority of recyclable lead in a recycling-oriented society Risk Difficulty procuring and rising price for metal resources Risk Difficulty sustainably procuring and rising price for sustainable raw materials 	<p>Risks such as rising resource prices and difficult securing resources are expected over the short to medium term. On the other hand, with the development of alternative technologies, it is expected that tight supply and demand situations will be alleviated over the long term. It is also expected that competition relating to sustainable procurement of raw materials will intensify in terms of the environment and society.</p>	
Supply chains R&D Technological innovation <ul style="list-style-type: none"> Opportunity Risk Increased business opportunities as a result of leading development of next-generation batteries technologies (all-solid-state batteries, etc.) 	<p>It is expected that the development and spread of higher added value battery technologies (all-solid-state batteries, metal-air batteries, sulfur batteries, etc.) for transportation and electric power related applications will advance. In cases where the company can lead the development of new technologies, business opportunities will arise.</p>	
3°C scenario	Operations Natural disasters and temperature rise <ul style="list-style-type: none"> Risk Increased damage to facilities due to storm and flooding disasters and increased loss of profit due to business suspension Risk Business suspension due to damage to supply chains Risk Increased costs for air conditioning and cooling processes 	<p>There is a risk of greater impact due to increased storm and flooding damage, including property damage to facilities and machinery at the company's plants, loss of profits from business suspension, and the inability of workers to report to work. The interruption of supply chains is also anticipated. As a result of an examination of flood and storm surge risks based on future climate change impacts using natural disaster simulations, five sites and subsidiaries (two in Japan and three overseas) were evaluated as high-risk. In the event of a 100-year disaster at the Kyoto Plant, where the estimated scale of damage would be large, there could be a potential loss in sales of 9–13 billion yen over the medium to long term.</p>
	Industrial battery and power supply related business Emergency power supplies <ul style="list-style-type: none"> Opportunity Increased demand for emergency power supplies as countermeasures against severe disaster 	<p>It is expected that demand for emergency power supplies will increase out of concern regarding intensification of natural disasters due to climate change.</p>

Note: Those items that were determined in the risk assessment to be of particular importance in the short to long term are listed.





*⁹ HEV: Hybrid Electric Vehicle

Direction of Business Strategies


		Now		2050
1.5°C scenario	Operations	Reduce CO₂ emissions by at least 30% by 2030 Implement measures for energy conservation and use of renewable energy	Further accelerate measures for achieving carbon neutrality Further implement measures for energy conservation and procurement of renewable energy	
	Automotive related business	Securing profits from lead-acid batteries for internal combustion engine vehicles Introduce differentiated products, strengthen our sales capabilities, and increase sales of high-value-added products with a focus on regions where internal combustion engine business remains such as ASEAN		Capture demand for batteries for auxiliary equipment used in electric vehicles Capture demand for 12V lead-acid or lithium-ion batteries for auxiliary equipment used in electric vehicles as well (for new automobiles and for replacement)
		Expand production of lithium-ion batteries for HEVs and PHEVs Production will increase, particularly for Japanese automakers, but will decline in the future		Capture demand for redundant batteries used in electric vehicles Capture demand for lithium-ion batteries used for backup of self-driving vehicles
		Full-scale entry into EV lithium-ion battery market Invest development resources to enter the market for lithium-ion batteries used in EVs, which are used under demanding environments and must be highly reliably		
		Apply automotive lithium-ion battery know-how to industrial applications Establish a lineup that includes both lead-acid batteries and lithium-ion batteries for industrial applications according to market needs		
Industrial battery and power supply related business	Focus on the renewable energy and energy management fields <ul style="list-style-type: none"> Strengthen operation, maintenance and inspection services Develop more price-competitive batteries Introduce products and services aligned customer needs to capture demand for renewable energy Capture demand for peak cutting, peak shifting, and other energy management services for business sites 			
Supply chains R&D	Develop the market for lead-acid batteries with high recycling rates Commercialize lead-acid batteries compatible with the needs of a recycling-oriented society	Conduct R&D of and commercialize rare metal-free batteries Promote R&D on and commercialize rare metal-free batteries such as sulfur cathode batteries		
	Conduct R&D of and commercialize post-lithium-ion batteries Promote R&D of all-solid-state batteries and put them into practical application, promote R&D of and commercialize Si anode batteries, Li metal anode batteries, and sulfur cathode batteries			
3°C scenario	Operations	Countermeasures against intensifying disasters <ul style="list-style-type: none"> Evaluate future risks including climate risks and implement countermeasures as necessary Undertake BCP including supply chains 		
	Industrial battery and power supply related business	Contribute to countermeasures against intensifying disasters using backup power supplies Focus on market expansion conditions and respond to needs		

Metrics and Targets


● Sixth Mid-Term Management Plan (FY2023–2025)

 CO₂ emissions Reduce by at least 15% (compared to FY2018)	 Water consumption Reduce by at least 15% (compared to FY2018)
 Percentage of environmentally considered products in total sales of all products 45% or more	 Ratio of recycled lead used as lead raw materials in lead-acid batteries 70% or more

● Target for reduction of CO₂ emissions (Scope 1 and 2)

 2030 Reduce by at least 30% (compared to FY2018)	2050 Carbon neutrality
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● Internal Carbon Pricing (ICP)

 The price will be set at ¥8,600 / t-CO ₂ Use as reference information when making investment decisions regarding energy-saving and renewable energy measures

Contribution to Achieving SDGs Through Materiality Response (FY 2023)

Materiality	Response Plans		Corresponding Social Issues	Supplement	Relevant SDGs										Scope of impact	
	Activity outline	KPI			3	4	5	6	7	8	9	12	13	16		
Respect and protection for intellectual property	Promotion of the use of company intellectual property rights	Achievement ratio of patent acquisition plans that contribute to the expansion of business	Promotion of high value-added technological innovations						8.2							Pos
	Elimination of infringing products	Number of investigations into infringing product manufacturing routes	Maintenance of a fair competitive order	Elimination of unlawful transactions involving infringing products											16.4	Neg
Respect for individuality	Promotion of human rights education	1. Achievement ratio of human rights training plan 2. Achievement ratio of harassment education plan	Raising of awareness of respect for human rights		4.7											Pos
	Thorough management of human rights risks	Harassment incident response ratio	Promotion of safe and secure working environment												16.3	Neg
		Achievement ratio of foreign national employment risk response plan	Promotion of safe and secure working environment	Improvement of the appropriateness of employment management for migrant workers					8.8							
Respect for Diversity	Women's empowerment	1. Ratio of women in management positions 2. Ratio of women among new graduates recruited for career-track positions 3. Ratio of female workers 4. Achievement ratio of training plan for female senior managers	Realization of rewarding workplaces	Promotion of enhanced work motivation among female employees					8.5							Pos
		Participation of women in decision making	Ensuring of opportunities for women to train as candidates for senior positions			5.5										Pos
	Promotion of the employment of persons with disabilities	Employment rate of persons with disabilities	Promotion of full employment	Providing employment opportunities to persons who have the will and ability to work are able to work					8.5							
Human resources development	Promotion of human resource development programs	1. Achievement ratio of training plan for development of autonomous-minded human resources 2. Achievement ratio of next-generation manager education plan	Promotion of skill development for young people		4.4											Pos
Enhancement of work environments and occupational health and safety	Promotion of the thorough management of employees' working hours and prevention of the recurrence of long working hours	1. Response ratio to prevent the recurrence of long working hours 2. Annual frequency of labor-management consultations relating to working hours 3. Operational achievement ratio of standard for number of days of paid leave taken annually 4. Achievement ratio of overtime work reduction target	Realization of rewarding workplaces	Building of pleasant workplaces by ensuring safe and secure working environments					8.5							Neg
	Thorough implementation of appropriate employment management	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	Realization of rewarding workplaces	Building of pleasant workplaces by ensuring safe and secure working environments					8.5							Neg
	Promotion of a work-life balance	Job turnover of full-time employee	Realization of rewarding workplaces	Promotion of flexible work formats					8.5							Neg
	Promotion of health management	Rate of high stress individuals	Realization of rewarding workplaces	Maintenance and improvement of employee health					8.5							Neg
	Promotion of occupational health and safety risk management	Number of workers not meeting internal blood lead concentration management standards	Prevention of health damage	Prevention of deaths and illnesses due to exposure to harmful substances		3.9										
1. Number of serious occupational accidents 2. Number of accidents resulting in missed work		Promotion of safe and secure working environment						8.8								Neg
Provision of high-quality products	Promotion of quality improvement and strengthening of quality communication	Achievement ratio of targets for claims and in-process defects	Improvement in energy efficiency	Reduction of needless energy consumption by curbing the occurrence of defective products				7.3								Neg
			Responses to natural resource depletion	Reduction of needless energy resource consumption by curbing the occurrence of defective products					9.4							Neg
				Reduction of needless material consumption by curbing the occurrence of defective products							12.2					Neg

Contribution to Achieving SDGs Through Materiality Response (FY 2023)











Materiality	Response Plans		Corresponding Social Issues	Supplement	Relevant SDGs										Scope of impact			
	Activity outline	KPI			3	4	5	6	7	8	9	12	13	16				
			Reduce waste generation	Reduction of needless waste by curbing the occurrence of defective products							12.5					Neg		
	Reinforcement of service provision	Achievement ratio of service promotion project plan	Creation of highly reliable and robust infrastructure	Maintain public infrastructure by providing electric power infrastructure support services							9.1					Pos		
Promotion of environmental protection	Promotion of effective use of water resources	Ratio of reduction of water use (compared with FY 2018)	Elimination of water shortage problems	Reduction of water intake through the promotion of water recycling				6.4									Neg	
	Contribution to realization of low-carbon society	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	Improvement in energy efficiency	Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy					7.3								Neg	
			Improvement of resource efficiency	Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy						9.4							Neg	
			Climate change mitigation									13.3					Neg	
	Prevention of environmental pollution	Number of major environmental accidents	Prevent adverse effects on health and the environment	Control emissions in the atmosphere, water, and soil by preventing environmental accidents							12.4						Neg	
	Improvement in ratio of use of recycled materials in products provided to markets	Ratio of recycled lead used as lead raw materials in lead-acid batteries	Reduction of natural resource consumption									12.2						Pos
Reducing waste generation			Reduction of landfill disposal through the recycling of waste								12.5							Pos
Developing and popularizing environmentally considered products	Expansion of market for GS Yuasa products contained in products contributing to the curbing of global warming	Percentage of environmentally considered products in total sales of all products	Improvement in energy efficiency	Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy					7.3								Pos	
			Reduction of natural resource consumption	Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy						9.4								Pos
				Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy							12.2							Pos
			Climate change mitigation											13.3				Pos
Responsible procurement promotion	Responses to responsible mineral procurement	Achievement ratio of responsible mineral survey plan	Abolition of forced labor and child labor	Avoidance of the procurement of minerals supporting human rights violations by armed groups					8.7								Neg	
			Reduction of deaths due to violence	Avoidance of the procurement of minerals supporting human rights violations by armed groups									16.1				Neg	
			Eradication of all forms of violence and torture against children	Avoidance of the procurement of minerals supporting human rights violations by armed groups											16.2			Neg
			Eradication of bribery	Avoidance of the procurement of minerals involving the payment of bribes or commission to armed groups											16.5			Neg
	Management of supply chain CSR risks	Achievement ratio of supplier CSR issues improvement plan	Realization of sustainable supply chain								12.7						Neg	

※Scope of impact: "Neg" means the plan minimized the negative impact on the SDG; "Pos" means the plan maximized the positive impact on the SDG.

※Relevant SDGs: The goal numbers and target numbers of the main SDG related to the plan are shown.

Contribution to Achieving SDGs Through Materiality Response (FY 2023)

■ Content of Relevant Sustainable Development Goals and Targets

Goals		Targets	
No.	Content	No.	Content
	ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES	3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
	ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
		4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
	ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
	ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL	6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
		6.4	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity
	ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL	7.3	By 2030, double the global rate of improvement in energy efficiency
	PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
		8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
		8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
		8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION	9.1	Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
		9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
	ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS	12.2	By 2030, achieve the sustainable management and efficient use of natural resources
		12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
		12.7	Promote public procurement practices that are sustainable, in accordance with national policies and priorities
	TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS	13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
	PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS	16.1	Significantly reduce all forms of violence and related death rates everywhere
		16.2	End abuse, exploitation, trafficking and all forms of violence against and torture of children
		16.3	Promote the rule of law at the national and international levels and ensure equal access to justice for all
		16.4	By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime
		16.5	Substantially reduce corruption and bribery in all their forms

Contributing to the SDGs through products and services (GS Yuasa Corporation)

Business	Products and Services	Contributing to a sustainable society	Corresponding Social Issues	Relevant SDGs									
				3	6	7	8	9	11	12	13		
Automotive Batteries	Lithium-ion Batteries for Hybrid Electric Vehicle, Storage Batteries for Vehicles with Start-Stop Systems	Diffusion of automobiles with improved fuel consumption	Improvement in energy efficiency			7.3							
		Diffusion of automobiles with reduced fossil fuel consumption during driving	Responses to natural resource depletion							12.2			
		Diffusion of automobiles curbing greenhouse gas emissions thanks to reduced fossil fuel consumption during driving	Climate change mitigation									13.3	
	Lithium-ion Batteries for Electric Vehicle	Diffusion of non-fossil-fuel transport infrastructure to contribute to the realization of a low-carbon society	Resilient social infrastructure					9.4					
		Diffusion of automobiles with no fossil fuel consumption during driving	Responses to natural resource depletion								12.2		
		Diffusion of automobiles with no greenhouse gas emissions during driving	Climate change mitigation									13.3	
	Storage Batteries That Make Possible the Supply of Electric Power to Vehicles Equipped with Driving Safety Functions	Diffusion of automobiles providing advanced means of traffic safety	Halving the number of deaths and injuries from road traffic accidents		3.6								
			Improvement in traffic safety							11.2			
	Lead-acid Battery	Promotion of the reuse of resources through the supply of highly recyclable products	Realization of a recycling-oriented society									12.5	
	Recycling Used Products (Lead-acid Batteries)	Promotion of the reuse of resources through the supply of proper recycle schemes	Realization of a recycling-oriented society									12.5	
Industrial Batteries	Storage Batteries for Battery-powered Forklifts, Storage Batteries for Automatic Guided Vehicles, Storage Batteries for Battery-powered Vessel	Diffusion of non-fossil-fuel logistics and transportation infrastructure to contribute to the realization of a low-carbon society	Resilient social infrastructure					9.4					
		Diffusion of on-premise transport vehicles and ships with reduced fossil fuel consumption during operation	Responses to natural resource depletion								12.2		
		Diffusion of on-premise transport vehicles and ships with no greenhouse gas emissions during operation	Climate change mitigation									13.3	
	Storage Batteries for Hybrid Transfer Cranes, Hybrid Carrier Batteries	Diffusion of special vehicles with improved fuel consumption during driving	Improvement in energy efficiency			7.3							
		Diffusion of special vehicles with reduced fossil fuel consumption during driving	Responses to natural resource depletion									12.2	
		Diffusion of special vehicles curbing greenhouse gas emissions thanks to reduced fossil fuel consumption	Climate change mitigation										13.3
	Storage Batteries for Battery-powered Trains, Storage Batteries for Hybrid Railcars	Diffusion of highly energy-efficient trains through the effective utilization of regenerated energy	Improvement in energy efficiency			7.3							
		Diffusion of trains curbing greenhouse gas emissions through the utilization of regenerated energy	Climate change mitigation										13.3
	Storage Battery Facilities for Photovoltaic Power Generation, Storage Battery Facilities for Wind Power Generation	Diffusion of electric power systems with stable supplies of renewable energy	Increased use of renewable energy			7.2							
		Diffusion of electric power systems realizing the effective utilization of renewable energy	Improvement in energy efficiency			7.3							
		Diffusion of sustainable electric power systems	Resilient social infrastructure						9.4				
		Diffusion of electric power systems curbing greenhouse gas emissions through the utilization of renewable energy	Climate change mitigation										13.3
	Storage Batteries for Virtual Power Plants (storage battery facilities used with electric power systems that comprehensively control energy resources according to supply and demand conditions)	Diffusion of electric power systems effectively utilizing renewable energy	Increased use of renewable energy			7.2							
		Diffusion of electric power systems optimizing the electricity supply-demand balance	Improvement in energy efficiency			7.3							
		Diffusion of energy infrastructure facilitating the stable supply of electricity	Resilient social infrastructure						9.4				
		Diffusion of electric power systems supporting long-term urban development plans	Sustainable urbanization							11.3			
		Diffusion of electric power systems curbing greenhouse gas emissions through the utilization of renewable energy	Climate change mitigation										13.3
Lead-acid Battery	Promotion of the reuse of resources through the supply of highly recyclable products	Realization of a recycling-oriented society									12.5		
Recycling Used Products	Promotion of the reuse of resources through the supply of proper recycle schemes	Realization of a recycling-oriented society									12.5		

Contributing to the SDGs through products and services (GS Yuasa Corporation)









Business	Products and Services	Contributing to a sustainable society	Corresponding Social Issues	Relevant SDGs								
				3	6	7	8	9	11	12	13	
Power Supply Systems	DC Power Supply, Uninterruptible Power Supply	Stable electricity supplies to important facilities at times of power failure or other electricity trouble	Resilient social infrastructure					9.1				
	Photovoltaic Power Generating Systems	Realization of sustainable energy infrastructure through the supply of power generation systems using natural energy	Increased use of renewable energy			7.2						
		Stable electricity supplies to electrical load at times of power failure or other electricity trouble	Resilient social infrastructure					9.1				
		Diffusion of electric power systems supporting long-term urban development plans (purchased electric power peak reduction using photovoltaic power generation)	Sustainable urbanization						11.3			
		Diffusion of power generation systems curbing greenhouse gas emissions through the utilization of natural energy	Climate change mitigation									13.3
	Electricity Storage System for Railway (E3 Solution System)	Diffusion of railway systems realizing high energy efficiency through the effective utilization of regenerated energy	Improvement in energy efficiency			7.3						
		Supply of electric power to trains at times of power failure or other electricity trouble	Resilient social infrastructure					9.1				
	Charging and Discharging Devices for Vehicle-to-Everything (V2X) Systems That Supply Electric Power from Electric Vehicle Storage Batteries	Diffusion of railway systems curbing greenhouse gas emissions through the utilization of regenerated energy	Climate change mitigation									13.3
		Stable electricity supplies to facilities and housing at times of power failure or other electricity trouble	Resilient social infrastructure					9.1				
	Maintenance Service	Early restoration of energy infrastructure damaged at times of natural disaster (flooding, earthquake, etc.)	Diffusion of electric power systems supporting long-term urban development plans (purchased electric power peak reduction using automotive batteries)	Sustainable urbanization						11.3		
Decreased damage caused by disasters								11.5				
Industrial Membrane Products	Membrane Sheets and Wastewater Treatment Units for Sewage, Waste, Combined Septic Tanks, and Industrial Wastewater	Adaptation to climate change									13.1	
		Diffusion of wastewater treatment systems hygienically eliminating dirty water	Improvement in water quality			6.3						
	Membrane Devices for Recycling	Promotion of the reuse of resources by membrane devices to retrieve rare metals, etc. contained in liquid waste	Realization of a recycling-oriented society							12.5		
	Drinking Water Filter Membranes, Tap Water Purification Processing Filter Modules	Diffusion of water purifying systems to realize appropriate water quality	Safe water supply			6.1						
Electrolytic Membranes for Electroplating	Reduction of plating defect ratio by using microporous membrane so that the sludge and gas occurring on electrodes during electroplating processing does not touch the substrate	Reducing waste generation								12.5		
		Reduction of additive consumption through the use of membranes to curb the proliferation of plating additives	Improvement in resource efficiency				8.4					
Lighting Equipment and Ultraviolet Irradiation Device	LED Lighting Equipment, UV-LED Equipment (light sources that use technologies to cure plastics by irradiation with ultraviolet light)	Reduction of health hazard risks through the supply of lighting equipment that does not include harmful substances (mercury)	Ensuring healthy lives	3.9								
		Reduction of electricity consumption through the use of highly energy-efficient lighting equipment	Improvement in energy efficiency			7.3						
		Diffusion of lighting equipment curbing greenhouse gas emissions by means of low electricity consumption	Climate change mitigation								13.3	
	UV Lighting Equipment (equipment for curing plastics by irradiation with ultraviolet light)	Diffusion of UV curable technology that does not emit volatile organic compounds (reduction of health hazard risks due to chemical substances)	Ensuring healthy lives	3.9								
		Reduction of electricity consumption through the use of UV curable technology to realize high energy efficiency	Improvement in energy efficiency			7.3						
		Diffusion of UV curable technology to curb greenhouse gas emissions through low electricity consumption	Climate change mitigation								13.3	
	LED Lamps for Street Lighting	Securing a good visual environment so that road conditions and traffic conditions can accurately be determined at night	Halving the number of deaths and injuries from road traffic accidents		3.6							
			Improvement in traffic safety						11.2			
		Reduction of waste by enabling use of existing lighting equipment when replacing lamps with LED	Improvement in resource efficiency				8.4					
	Disaster Prevention Rechargeable LED Solar Lights	Reduction of electricity consumption through the use of highly energy-efficient lighting equipment	Reducing waste generation								12.5	
Improvement in energy efficiency					7.3							

Contributing to the SDGs through products and services (GS Yuasa Corporation)

Business	Products and Services	Contributing to a sustainable society	Corresponding Social Issues	Relevant SDGs								
				3	6	7	8	9	11	12	13	
		Realization of energy infrastructure capable of responding at times when power supplies are disrupted due to natural disasters caused by climate change (flooding, earthquake, etc.)	Decreased damage caused by disasters							11.5		
		Diffusion of lighting equipment curbing greenhouse gas emissions through low electricity consumption	Climate change mitigation									13.3
Lithium-ion Batteries for Special Applications, High Capacity Primary Lithium Batteries	Lithium-ion Batteries for Positioning System Satellites That Provide High-precision Positioning Services	Development of location-based services making advanced use of geospatial information (autonomous driving, disaster information transmission, smart farming, etc.)	Resilient social infrastructure					9.1				
	Lithium-ion Batteries for the Greenhouse Gases Observing Satellite	Promotion of international measures to counter global warming through the utilization of artificial satellites to supply highly accurate greenhouse gases observation data	Climate change mitigation									13.3
	Primary Lithium Batteries for Marine Observation Buoys	Promotion of international measures to counter global warming through the utilization of maritime observation data that plays an important role in medium- to long-term climate change forecasts	Climate change mitigation									13.3

* The figures above indicate the numbers of the SDG targets related to each product and service.

■ Content of Relevant Sustainable Development Goals and Targets

Goals		Targets	
No.	Content	No.	Content
	ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES	3.6	By 2020, halve the number of global deaths and injuries from road traffic accidents
		3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
	ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL	6.1	By 2030, achieve universal and equitable access to safe and affordable drinking water for all
		6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
	ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix
		7.3	By 2030, double the global rate of improvement in energy efficiency
	PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmers on sustainable consumption and production, with developed countries taking the lead
	BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION	9.1	Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
		9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
	MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE	11.2	By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons
		11.3	By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries
		11.5	By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations
	ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS	12.2	By 2030, achieve the sustainable management and efficient use of natural resources
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
	TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
		13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

GRI Content Index



GRI Content Index

On this CSR website, we have referenced that the GRI (Global Reporting Initiative) standards 2016, an international guideline for companies' sustainability reports.

GRI Standards		Disclosure Title		References
General Disclosures				
2	The organization and its reporting practices	2-1	Organizational details	Corporate Profile Stock Data Investors' Guide (PDF)
		2-2	Entities included in the organization's sustainability reporting	GS Yuasa's Offices & Group Companies
		2-3	Reporting period, frequency and contact point	Editorial Policy [Period covered, Final update, Inquiries]
		2-4	Restatements of information	Editorial Policy [Material changes]
		2-5	External assurance	Appropriate Environmental Information Disclosure (GS Yuasa Corporation has not obtained third-party assurance for the report as a whole, but obtained only for Greenhouse gas emission data.)
	Activities and workers	2-6	Activities, value chain and other business relationships	Investors' Guide (PDF) News Release
		2-7	Employees	Provision of Comfortable Working Environment [Basic policy]
		2-8	Workers who are not employees	
	Governance	2-9	Governance structure and composition	Corporate Governance [Approach and Governance System] Corporate Governance [CORPORATE GOVERNANCE Report(PDF) > Matters Relating to Organizational Structure and Operation / Matters Relating to Business Execution, Auditing/Oversight, Nomination, and Remuneration Decision-Making Functions]
		2-10	Nomination and selection of the highest governance body	Corporate Governance [CORPORATE GOVERNANCE Report(PDF) > Policies and procedures for the appointment and dismissal of senior management and nomination of director and auditor candidates / Principle 4.9: Independent outside director independence standards and qualities]
		2-11	Chair of the highest governance body	Corporate Governance [CORPORATE GOVERNANCE Report(PDF) > Matters Relating to Organizational Structure and Operation]
		2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Promotion Process
		2-13	Delegation of responsibility for managing impacts	Sustainability Promotion Process
		2-14	Role of the highest governance body in sustainability reporting	Sustainability Promotion Process
		2-15	Conflicts of interest	Corporate Governance [CORPORATE GOVERNANCE Report(PDF) > Principle 1.7: Related party transactions / Principle 1.4: Cross-shareholdings / Matters Relating to Organizational Structure and Operation]

GRI Standards		Disclosure Title		References
General Disclosures				
		2-16	Communication of critical concerns	Corporate Governance [Approach and Governance System]
		2-17	Collective knowledge of the highest governance body	Corporate Governance [Corporate Governance Report(PDF) > Supplementary Principle 4.14.2: Training of directors and auditors]
		2-18	Evaluation of the performance of the highest governance body	Evaluating the effectiveness of the Board of Directors
		2-19	Remuneration policies	Determination process and composition of remuneration
		2-20	Process to determine remuneration	Corporate Governance [Corporate Governance Report(PDF) > Disclosed Details of Policy for Determining Amount or Calculation Method of Compensation / Status of Establishment of Non-Statutory Committee, Composition of Members, Affiliations of Head of Committee]
		2-21	Annual total compensation ratio	
		2-22	Statement on sustainable development strategy	President's Message
	Strategy, policies and practices	2-23	Policy commitments	CSR Policy and Code of Conduct Sustainability Promotion Process
		2-24	Embedding policy commitments	Sustainability Promotion Framework Sustainability Promotion Process Promotion of Responsible Procurement
		2-25	Processes to remediate negative impacts	GS Yuasa Group Corporate Ethics Hotline Measures to Prevent Harassment
		2-26	Mechanisms for seeking advice and raising concerns	GS Yuasa Group Corporate Ethics Hotline
		2-27	Compliance with laws and regulations	No serious compliance violations have occurred
		2-28	Membership associations	UN Global Compact Keidanren Charter of Corporate Behavior Task Force on Climate-related Financial Disclosures
	Stakeholder engagement	2-29	Approach to stakeholder engagement	Communication with stakeholders
2-30		Collective bargaining agreements	Creating a Pleasant Workplace through Labor and Management Working as One	
3	Material topics	3-1	Process to determine material topics	Materiality Specification Process
		3-2	List of material topics	Materiality and Response Plan
		3-3	Management of material topics	Materiality and Response Plan
Economic				
201	Economic Performance	103	Management Approach	Materiality-Related Initiatives
		201-1	Direct economic value generated and distributed	Chart Generator [Results of Operations/Profitability Indicator Ratios] Earnings Report [Earnings Report(PDF) > Statements of Income(Cost of sales, Selling, general and administrative expenses, Non-operating expenses, Extraordinary loss, Profit)] Shareholders Return
		201-2	Financial implications and other risks and opportunities due to climate change	Response to Climate Change (TCFD)
		201-3	Defined benefit plan obligations and other retirement plans	Annual Securities Report [Annual Securities Report(PDF)](Japanese only)
		201-4	Financial assistance received from government	-
202	Market Presence	103	Management Approach	-
		202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Securing the Minimum Wage
		202-2	Proportion of senior management hired from the local community	-

GRI Standards		Disclosure Title		References
General Disclosures				
203	Indirect Economic Impacts	103	Management Approach	Contribution to the SDGs through our business activities
		203-1	Infrastructure investments and services supported	-
		203-2	Significant indirect economic impacts	Contribution to the SDGs through our business activities
204	Procurement Practices	103	Management Approach	Building Better Partnerships
		204-1	Proportion of spending on local suppliers	-
205	Anti-corruption	103	Management Approach	Anti-Corruption
		205-1	Operations assessed for risks related to corruption	-
		205-2	Communication and training about anti-corruption policies and procedures	Education on Anti-corruption
		205-3	Confirmed incidents of corruption and actions taken	Managing Corruption Risks
206	Anti-competitive Behavior	103	Management Approach	-
		206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No cases
207	Tax	207-1	Approach to tax	-
		207-2	Tax governance, control, and risk management	-
		207-3	Stakeholder engagement and management of concerns related to tax	-
		207-4	Country-by-country reporting	-
Environmental				
301	Materials	103	Management Approach	Waste Management Resource Recycling of Used Product
		301-1	Materials used by weight or volume	Environmental performance data [Amount of main materials consumption]
		301-2	Recycled input materials used	Environmental performance data [Amount of main materials consumption]
		301-3	Reclaimed products and their packaging materials	Environmental performance data [Volume of used products recycling]
302	Energy	103	Management Approach	Reduction of CO₂ Emissions by Promoting Group-wide Energy Management Energy conservation activities for logistics
		302-1	Energy consumption within the organization	Environmental performance data [Amount of energy consumption (Production)]
		302-2	Energy consumption outside of the organization	Environmental performance data [Amount of energy consumption (Physical distribution)]
		302-3	Energy intensity	-
		302-4	Reduction of energy consumption	Effect of environmental conservation [Amount of energy saved]
		302-5	Reductions in energy requirements of products and services	-
303	Water and Effluents	303-1	Interactions with water as a shared resource	Initiatives for Water Security
		303-2	Management of water discharge-related impacts	Initiatives for Water Security
		303-3	Water withdrawal	Changes in the water consumption for the Group
		303-4	Water discharge	Changes in the amount of wastewater Status of violations of permits, standards, and regulations related to water quality and quantity
		303-5	Water consumption	-

GRI Standards		Disclosure Title		References
General Disclosures				
304	Biodiversity	103	Management Approach	-
		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
		304-2	Significant impacts of activities, products, and services on biodiversity	-
		304-3	Habitats protected or restored	-
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
305	Emissions	103	Management Approach	Reduction of CO₂ Emissions by Promoting Group-wide Energy Management Preventing Atmospheric Pollution
		305-1	Direct (Scope 1) GHG emissions	Changes in Scope 1 and 2 emissions
		305-2	Energy indirect (Scope 2) GHG emissions	Changes in Scope 1 and 2 emissions
		305-3	Other indirect (Scope 3) GHG emissions	Our calculated Scope 3 emissions
		305-4	GHG emissions intensity	Reduction of CO₂ Emissions by Promoting Group-wide Energy Management
		305-5	Reduction of GHG emissions	Environmental Mid- to Long-term Plans [CO₂ emissions]
		305-6	Emissions of ozone-depleting substances (ODS)	No cases
306	Waste	306-1	Waste generation and significant waste-related impacts	Waste Management Resource Recycling of Used Product
		306-2	Management of significant waste-related impacts	Waste Management Resource Recycling of Used Product
		306-3	Waste generated	Environmental performance data [Amount of waste discharged]
		306-4	Waste diverted from disposal	Environmental performance data [Amount of recycling]
		306-5	Waste directed to disposal	Environmental performance data [Amount of final disposal]
308	Supplier Environmental Assessment	103	Management Approach	Specific Initiatives to Promote Responsible Procurement > 2. Green Procurement
		308-1	New suppliers that were screened using environmental criteria	Specific Initiatives to Promote Responsible Procurement > 2. Green Procurement
		308-2	Negative environmental impacts in the supply chain and actions taken	Specific Initiatives to Promote Responsible Procurement > 4. Initiatives for Carbon Neutrality and Reduction in Water Consumption
Social				
401	Employment	103	Management Approach	Provision of Comfortable Working Environment Ensuring Appropriate Working Hours Respect for Individual Work-Life Balance
		401-1	New employee hires and employee turnover	Provision of Comfortable Working Environment > Basic policy
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
		401-3	Parental leave	Supporting Work Alongside Childcare/Nursing Care

GRI Standards		Disclosure Title		References
General Disclosures				
402	Labor/Management Relations	103	Management Approach	Respect for Labor Rights
		402-1	Minimum notice periods regarding operational changes	Creating a Pleasant Workplace through Labor and Management Working as One
403	Occupational Health and Safety	403-1	Occupational health and safety management system	Promoting Occupational Health and Safety
		403-2	Hazard identification, risk assessment, and incident investigation	Reducing Occupational Accident Risk Promoting Occupational Health and Safety
		403-3	Occupational health services	Reducing Occupational Accident Risk Health Management Initiatives
		403-4	Worker participation, consultation, and communication on occupational health and safety	Promoting Occupational Health and Safety Creating a Pleasant Workplace through Labor and Management Working as One
		403-5	Worker training on occupational health and safety	Raising Worker Awareness Concerning Safety
		403-6	Promotion of worker health	Health Management Initiatives
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Specific Initiatives to Promote Responsible Procurement > 1. Ensuring Quality and Safety
		403-8	Workers covered by an occupational health and safety management system	Promoting Occupational Health and Safety
		403-9	Work-related injuries	Materiality [Enhancement of work environments and occupational health and safety] Reducing Occupational Accident Risk Optimizing Work Hours
		403-10	Work-related ill health	Materiality [Enhancement of work environments and occupational health and safety]
404	Training and Education	103	Management Approach	Mid to Long-term Human Resources Development and Appropriate Ability Assessment
		404-1	Average hours of training per year per employee	Fostering Autonomous-minded Human Resources
		404-2	Programs for upgrading employee skills and transition assistance programs	Fostering Autonomous-minded Human Resources
		404-3	Percentage of employees receiving regular performance and career development reviews	Fostering Autonomous-minded Human Resources
405	Diversity and Equal Opportunity	103	Management Approach	Respect for Individual Work-Life Balance
		405-1	Diversity of governance bodies and employees	Promoting Women's Empowerment Employment of People with Disabilities
		405-2	Ratio of basic salary and remuneration of women to men	Annual Securities Report [Annual Securities Report(PDF)](Japanese only)
406	Non-discrimination	103	Management Approach	Prohibition of Discrimination and Respect for Diversity
		406-1	Incidents of discrimination and corrective actions taken	No cases
407	Freedom of Association and Collective Bargaining	103	Management Approach	Respect for Labor Rights
		407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
408	Child Labor	103	Management Approach	Strict Enforcement of Rules on Forced Labor and Child Labor
		408-1	Operations and suppliers at significant risk for incidents of child labor	-
409	Forced or Compulsory Labor	103	Management Approach	Strict Enforcement of Rules on Forced Labor and Child Labor
		409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-

GRI Standards		Disclosure Title		References
General Disclosures				
410	Security Practices	103	Management Approach	-
		410-1	Security personnel trained in human rights policies or procedures	-
411	Rights of Indigenous Peoples	103	Management Approach	-
		411-1	Incidents of violations involving rights of indigenous peoples	-
413	Local Communities	103	Management Approach	Building Better Relationships with Local Communities
		413-1	Operations with local community engagement, impact assessments, and development programs	-
		413-2	Operations with significant actual and potential negative impacts on local communities	-
414	Supplier Social Assessment	103	Management Approach	Promotion of Responsible Procurement
		414-1	New suppliers that were screened using social criteria	Promotion of Responsible Procurement
		414-2	Negative social impacts in the supply chain and actions taken	Responsible Procurement Survey of Suppliers
415	Public Policy	103	Management Approach	-
		415-1	Political contributions	Responsible Political Participation
416	Customer Health and Safety	103	Management Approach	Focus on Safety and Quality
		416-1	Assessment of the health and safety impacts of product and service categories	Initiatives for Product Safety
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Important announcement regarding products
417	Marketing and Labeling	103	Management Approach	-
		417-1	Requirements for product and service information and labeling	Automotive/Motorcycle Batteries & Chargers Traction Batteries & Chargers Lighting Equipment Industrial Batteries/Power Supply Systems Lithium-ion Batteries Export Handling Product (Japanese only)
		417-2	Incidents of non-compliance concerning product and service information and labeling	No cases
		417-3	Incidents of non-compliance concerning marketing communications	No cases
418	Customer Privacy	103	Management Approach	Information Security
		418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	No cases