

GS Yuasa Corporation

Sustainability Activities in 2021



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CSR Promotion

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Every year, the GS YUASA Group announces its views toward CSR 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 2021 fiscal year through the contents of the "Sustainability Activities" website, of the sites of our.

Sustainability

President's Message

Become an energy device company that continually creates new value

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 next-generation vehicle development, the renewable energy sector, and infrastructure applications. 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.



In May 2017, we formulated as the President's Policy the GS Yuasa CSR Policy and Code of Conduct, which clarifies this corporate philosophy, and in April 2018 we signed the U.N. Global Compact (UNGC), which aligns with our own CSR policies and values. Our business companies have set up a CSR Committee to put into practice the Ten Principles the UNGC asks of companies in the four areas of Human Rights, Labour, Environment, and Anti-Corruption, as well as the sustainable development goals (SDGs) adopted by the United Nations and our CSR policies. We are working to contribute to a sustainable society through our business activities.

Society and markets continue to change along with the times. To ensure we continue to respond to the expectations of our shareholders, we have set out a long-term vision to become an energy device company that continually creates new value. The role expected of energy devices in helping to realize a sustainable society will become increasingly important, and going forward, we will continue to listen seriously to feedback from a variety of stakeholders as we take on the challenge of creating new value to make ourselves needed by society.

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



The GS YUASA CSR Policy and Code of Conduct, formulated in May 2017 as the President's Policy, have become the foundation of the Group's CSR activities. In the GS Yuasa Group, we carry out business in accordance with the CSR Policy and Code of Conduct in order to ensure the sustainable development of society and business.

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.

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**

CSR Promotion Framework



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

GS Yuasa Group's CSR

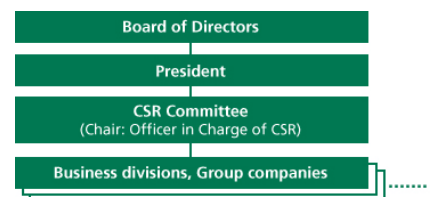
"Innovation and Growth", our corporate philosophy, is the basis of the GS Yuasa Group's CSR. By developing new technologies and reforming our business processes without being bound by convention, we aim to generate innovation and, as a result, drive sustainable growth by expanding earnings and contributing to people, society, and the global environment. This is the basis of our CSR. 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 and Management vision](#)

CSR Promotion Framework

Our Group has established an organizational framework to promote CSR through our business and to make continuous improvements. In order to supervise the CSR activities of the entire Group, we have designated the company President as the chief commanding officer for the promotion of CSR and set up the post of officer in charge of CSR, who is appointed by and works directly under the president. In addition, the CSR Committee, which is chaired by the officer in charge of CSR and comprises persons responsible for CSR in business divisions, Group companies, etc. as members, discusses, promotes and plans CSR activities throughout the Group as a whole. After important matters relating to the promotion of CSR in the Group, including CSR Policy, have been discussed in the CSR Committee, they are decided by the Board of Directors and management meetings.

■ CSR Promotion Framework



CSR Promotion Process

The GS Yuasa Group has established a process based on our CSR promotion plan that advances CSR-related initiatives through business activities. The goal of this process is to achieve enhanced corporate value and stakeholder satisfaction by building as mechanism based on a corporate philosophy which reflects the Group's enduring corporate values.

We have formulated management and CSR policies to serve as evaluation criteria for decision-making to facilitate realization of our corporate philosophy. 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.

Our business strategy process incorporates planning designed to realize CSR policy. Corporate planning is formulated to ensure social and corporate Group economic growth and sustainability which fulfills stakeholder needs and expectations while addressing social issues. Achieving this planning requires application of multiple management systems based on existing business processes.

Performance of operational processes relies on reevaluation by the CSR Committee, chaired by the officer in charge of CSR, with continuous improvements as necessary.

Meanwhile, our CSR Manual, detailing the Group's CSR Policy, is distributed to each employee to ensure Company-wide CSR promotion. 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 CSR Policy. The CSR Manual is translated into 6 languages for use among local-hire employees in our overseas Group companies to ensure full comprehension of Group policy. Our goal is to promote CSR directionality and to implement CSR through our business activities based on a common understanding of CSR shared by all Group employees in Japan and overseas.

■ CSR Promotion Initiatives

| Phase | Period | Target |
|--------------|----------------|--|
| First stage | FY 2016-17 | Create processes to deal with the CSR issues in relation to our business strategy (Fourth Mid-Term Management Plan) |
| Second stage | FY 2018 | Analyze and evaluate our performance using these processes and then make improvements |
| Third stage | FY 2019 | Establish business processes that incorporate CSR issues into our business strategy (Fifth Mid-Term Management Plan) |
| Fourth stage | FY 2019 onward | Implement CSR activities in all of our business processes to ensure sustainable social and corporate growth. |

■ Overview of CSR Promotion Process



TOPICS

CSR Promotion Activities at Overseas Group Companies

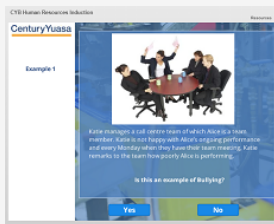
We actively conduct CSR education at overseas sites to encourage overseas Group companies to undertake effective CSR measures.

We periodically distribute an e-mail newsletter (the CSR e-mail newsletter) with easy-to-understand explanations of basic CSR terminology and Group CSR policies. At overseas Group companies, the CSR e-mail newsletter is translated into six languages that local employees can understand and use for CSR training provided to all employees.

In addition, each overseas Group company has established training programs in accordance with the local conditions and provides CSR-related education to their employees.

■ Examples of CSR training at overseas group companies

| Company name | Abbreviated name | Country | Contents |
|-------------------------------------|------------------|-----------|--|
| Century Yuasa Batteries Pty Ltd. | CYBA | Australia | Implementing e-learning education on human rights issues (including discrimination, bullying, and sexual harassment) (Confirming the extent of employee comprehension through quiz formats using case studies) |
| GS Battery Taiwan Co., Ltd. | GSTW | Taiwan | Holding kick-off study sessions for CSR Promotion Initiatives (such as formulating CSR Policy and drawing plans for responding to CSR issues) |
| PT. Yuasa Battery Indonesia | YBID | Indonesia | Distribution of the CSR Guidebook with CSR Policy among other things in local languages to all employees |
| GS Yuasa Asia Technical Center Ltd. | GYAT | Thailand | Regular distribution to all employees of the reader-friendly CSR Newsletter with explanations of CSR and introduction of examples of CSR activities at companies in Thailand |



Example image of e-learning education (CYBA)



A look at kick-off study session (GSTW)



CSR Guidebook (YBID)



CSR Newsletter (GYAT)

Materiality



Incorporating Materiality (Key CSR Issues) into Group Business Strategy

To reflect CSR issues in our business strategy, the GS Yuasa Group analyzes and assesses the impact on business and the impact of our business on society and then clarifies the Group's materiality for items that need to be addressed. Regarding the specified materiality, as necessary we have set targets relating to our business strategy and, to achieve those targets, have formulated concrete activity plans and key performance indicators (KPIs) to gauge progress in achieving the goals.

Materiality is periodically revised by the GS Yuasa Group CSR Committee in accordance with evolving stakeholder needs/expectations and social issues. When incorporating materiality into business strategy, the CSR Committee formulates plans that will lead to enhanced stakeholder satisfaction through the strengthening of our corporate infrastructure and enhancement of corporate value.

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 Mid-Term Management Plan.

■ Overview of CSR issues impacting sustainable growth in our Fifth Mid-Term Management Plan

| Category | Topic | CSR Issues Relating to Sustainable Growth | Details of Main Plans and Targets |
|----------|---|--|--|
| E | Contribute to sustainability of the global environment | <ul style="list-style-type: none"> Development and global sales of environmental considerations products Reduction of environmental burden of business activities | <ul style="list-style-type: none"> Group-wide CO₂ emission reduction target: 6%/3 years Group-wide water use reduction target: 8%/3 years Ratio of environmental considerations products to overall sales: 35% |
| S | Respect for human rights and contribution to society | <ul style="list-style-type: none"> Respect for human rights Enhancement of productivity and motivation through human resources development Enhancement of work environments and occupational health and safety Products and information sharing that is reassuring to consumers Contribution to the addressing of societal issues with responsible procurement and reduction of procurement risks | <ul style="list-style-type: none"> Enhance human rights education and human rights risk management Nurture autonomous-minded human resources and establish groundwork for utilizing diverse human resources Promote measures to improve work-life balance Achieve group-wide quality improvement |
| G | Promotion of fair, transparent, and swift group-wide governance | <ul style="list-style-type: none"> Respect for international norms and compliance with laws of respective countries Protection of intellectual property Thorough management of confidential information Swift and appropriate management decision-making | <ul style="list-style-type: none"> Promote compliance education, preparation of legal information Contribute to elimination of counterfeit goods and bolster patent infringement prevention activities Management that is mindful of the corporate governance code |

* CSR issues relating to sustainable growth are categorized as E (environment), S (social) or G (governance).

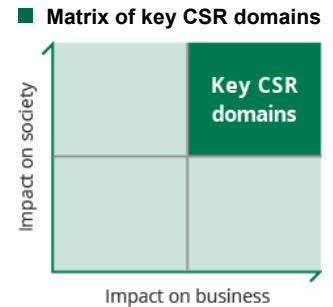
Materiality Specification Process

Step 1: Identify risk and opportunity in CSR

For key challenges in the Mid-Term Management Plan, we identify risk in CSR (that hinders the resolution of these issues) and opportunity in CSR (that promotes the resolution of the issues). When identifying these risks and opportunities, our actions are based on international guidelines related to CSR.

Step 2: Specify significant risk and opportunity in CSR

We evaluate and assign a score to the scale of the CSR risk and opportunity identified in Step 1 in consideration of the impact on business (possibility of occurrence x scale of impact on business), which enables us to specify risks and opportunities as key business challenges. Next, we evaluate the impact of our Group's business activities on society relative to these core business risks and opportunities based on the number of related CSR themes and social importance. We then specify risks and opportunities that will be key CSR domains.



Step 3: Determine materiality

We order the core CSR risks and opportunities evaluated in Step 2 and then determine materiality in consideration of the response method to the risks and opportunities. In order to ensure the appropriateness of materiality, where necessary we also incorporate feedback from stakeholders through dialogue with outside experts.

Materiality and Response Plan

Materiality determined by the GS Yuasa Group and summaries of its response plans are shown in the table below.

With respect to materiality shown in the table, we will conduct operation and management based on the measurable target management and management criteria, make ongoing improvements and perform effective maintenance and management. The details of the formulated plans will be reviewed and revised as necessary according to the status of changing circumstances and other factors.

When carrying out the Mid-Term Management Plan, the first year of which is fiscal 2019, we formulated new materiality response plans to address CSR issues relating to sustainable growth under the relevant plan. After summarizing the fiscal 2018 materiality response plans and reviewing the materiality, we established materiality response plans for fiscal 2019 and later.

Due to effects of the novel coronavirus, the final year of the Group's Mid-term Plan was changed from fiscal 2021 to fiscal 2022, and this plan was also extended to fiscal 2022.

■ Summary of Materiality Response Plans (fiscal 2019–2022)

| Materiality | Activity outline | Scope of application* | KPI (key performance indicator) |
|---|---|-----------------------|---|
| 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 |
| | | Overseas | (1) Achievement ratio of plans for overseas deployment of domestic compliance training system (2) Status of achievement of legal violation risk response plan |
| Respect and Protection for intellectual property | Thorough avoidance of infringement third-party intellectual property rights, promotion of the use of company intellectual property rights | Domestic | Achievement ratio of patent use plans in the ASEAN region and China |
| | Promotion of the enforcement against infringement products (expansion of access channels to overseas organizations, etc.) | Overseas | Achievement ratio of response plan to intellectual property infringement (imitation products) |
| 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 |
| | | Domestic | Information leakage confirmation and response ratio at time of large data output |
| | Promotion of information security training | Domestic | Ratio of employees passing information security proficiency test |
| Respect for individuality | Promotion of compliance training and thorough publicity of internal whistleblower system | Domestic | Achievement ratio of human rights training plan |
| | | Overseas | (1) Achievement ratio of harassment education plan (2) Introduction ratio of harassment report system (overseas Group companies) |
| | Thorough human rights risk management in value chain | Domestic | Status of achievement of human rights risk response plan |
| Respect for Diversity | Women's empowerment | Domestic | (1) Number of training sessions held to promote the empowerment of women in our organization (2) Ratio of women among new graduates recruited for career-track positions |
| Human resources development | Promotion of human resource development programs | Domestic | (1) Achievement ratio of training plan to support employee growth (2) Achievement ratio of worksite education plan using skill map |
| | | Overseas | Achievement ratio of global human resources education plan |

| Materiality | Activity outline | Scope of application* | KPI (key performance indicator) |
|---|---|-----------------------|--|
| 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 (10 days/person or more) |
| | | Overseas | Achievement ratio of working hours management standards |
| | Promotion of labor safety and health risk management | Global | (1) Number of serious occupational accidents (2) Missed work frequency ratio (3) Number of workers not meeting our blood lead concentration management standards |
| | | Domestic | Number of worksites in work management category III |
| Provision of high-quality products | Promotion of quality improvement and strengthening of quality communication (utilization of quality management system) | Global | Achievement ratio of product maintenance service operation management standards |
| | Strengthening of maintenance service setup | Domestic | Status of achievement of product maintenance service system operational plan |
| | Promotion of product safety education | Global | Number of serious product accidents |
| Promoting environmental protection | Promotion of effective use of water resources | Global | Ratio of reduction of water use (compared with FY 2018) |
| | Contribution to realization of low-carbon society | Global | Ratio of reduction of CO ₂ emissions (compared with FY 2018) |
| | Prevention of environmental pollution | Global | Number of major environmental accidents |
| | 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 |
| 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 |
| | Development of products enhancing environmental performance | Domestic | Compliance ratios by lithium-ion batteries with life span performance standards |
| Responsible procurement promotion | Responses to responsible mineral procurement | Domestic | Achievement ratio of responsible mineral survey plan |
| | CSR risk management in global supply chain | Global | Achievement ratio of supplier CSR issues improvement plan |

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

Refer here 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.

Permeation of Compliance Awareness

The CSR Manual which delineates rules for adherence by every corporate Group member is distributed to all employees to facilitate permeation of 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 CSR

Workplace meetings on compliance were initiated in fiscal 2012 as a means of allowing compliance awareness to permeate to each and every employee and have been conducted for nine consecutive years through till 2020.

Transitioning into "workplace meetings on CSR" from fiscal 2018, these meetings introduced topics aligned with CSR policy, and are now being expanded to 17 Group companies within Japan in addition to the 378 GS Yuasa workplaces. 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 2020, and 97% 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 CSR workplace meetings

- Corporate philosophy
- CSR Policy and Code of Conduct
- Diversity
- Preventing intentional wrongdoing
- Handling confidential information
- Subcontracting laws
- Personal information protection
- Security trade controls
- Intellectual property
- Respect for human rights
- 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, business partners 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 fiscal 2020, we received four 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 |
|------|-------------------|
| 2016 | 5 |
| 2017 | 6 |
| 2018 | 10 |
| 2019 | 7 |
| 2020 | 4 |

Elimination of Antisocial Forces

The GS Yuasa Group clearly disavows contact “with personnel or organizations of organized crime” in our CSR Policy, while our CSR Code of Conduct similarly stipulates “separation from organized crime,” stating a specific policy 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 “we 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.

Information Security

Efforts to Ensure Information Security

Our Group places importance on global efforts to ensure information security. 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. To prevent the outflow of confidential information, we conduct the encryption of personal computer data taken outside the company and promote awareness-raising activities so that employees follow our procedures for the management of information system use, including the distribution of an information security handbook and the implementation of e-learning. Furthermore, based on Japanese security standards, we conduct surveys of security measures in overseas Group companies and give guidance to address vulnerabilities.

Intellectual Property

Efforts to Ensure the Protection of Intellectual Property

We see intellectual property, the result of technological development, as one of our important assets.

Every year we file about 200 to 300 patent applications in Japan and about 100 to 150 overseas. Our basic policy is to protect our Group's outstanding technology through aggressive patent applications and to maintain the trust of our customers by eliminating imitation products.

Since fiscal 2019, we have been promoting efforts geared toward patent analysis and AI/IoT patents to supplement our ongoing slate of activities. We are also focusing on intellectual property risk aversion activities in our overseas Group companies and are affording intellectual property support to business promotion in our forefront and overseas divisions. We are also pursuing ongoing countermeasures, exposing and litigating against injurious overseas counterfeit products, to ensure the reliability of available products for our customers.

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 CSR 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

GS Yuasa Corporation endeavors to communicate with shareholders, investors, and other stakeholders through various channels.

As investor relations activities, in addition to financial results briefings every quarter, we regularly hold specific interviews with institutional investors, briefings for individual investors, and other events. Furthermore, we make use of our website to actively transmit information.

We endeavor to share opinions obtained on these occasions among top management and reflect them in our management and business activities.

■ Record of IR activities (FY2020)

| Target | Activity content | Frequency |
|--------------------------------------|-----------------------------------|--|
| Shareholders | Shareholders' Meeting | Once |
| Institutional investors and analysts | Financial result briefing | 4 times |
| | Specific interviews | Japan: 172 times Overseas: 21 times |
| | Conferences | 3 times |
| | Small meetings | 5 times |
| Individual investors | Briefing for individual investors | Once |

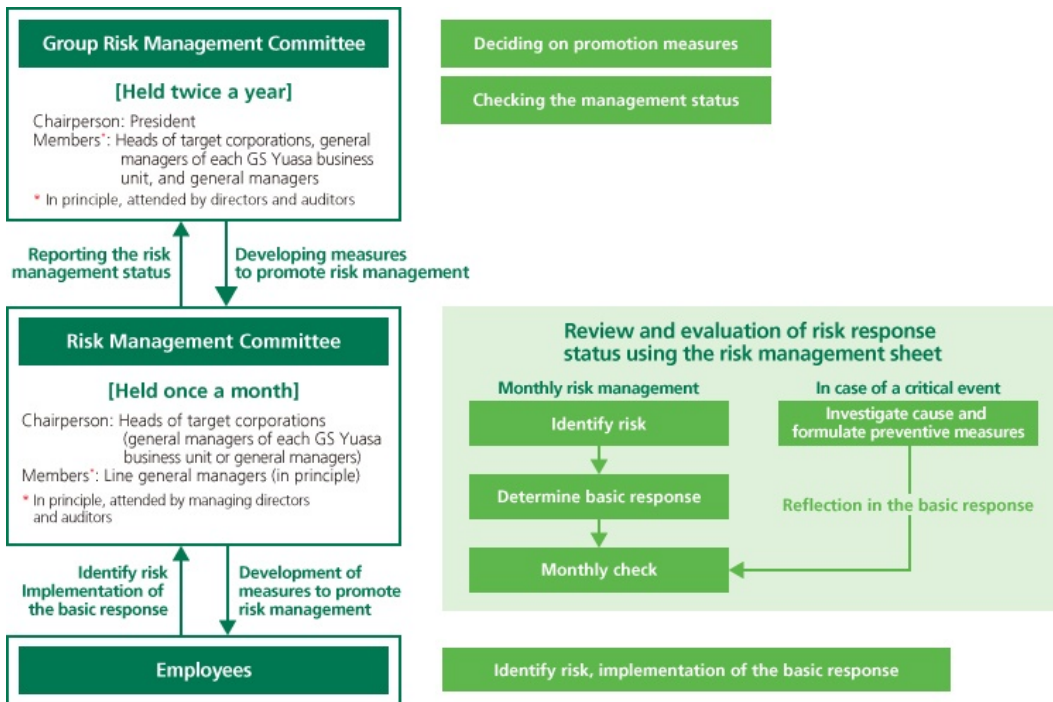
*Due to the impact of novel coronavirus pandemic, the briefing for individual investors was held only once and online in FY2020. (It was held seven times in FY2019.) For that reason, we have revamped our website pages for individual investors to expand the information available, including an explanatory video for individual investors and reference materials.

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: Decision on "basic response" to avoid and reduce risks

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, as well as a summary of the response and the investigation into the cause and measures to prevent a reoccurrence. These preventive measures are fed back into the "basic response" and the status of implementation is checked each month to provide a framework that ensures that similar events do not happen again.

The risk management sheets produced by the departments are compiled at the divisional level with the director in charge of the division verifying and assessing the status of response 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 corporate governance.](#)

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.

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.

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 promptly analyze the validity of that information and take appropriate remedial action based on the results of the analysis in order to prevent any expansion of human rights risk over the course of time.

 [Refer here 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 (FY 2020)

| Company | Number of Worksites | Worksite Implementation Rate (%) | Average implementation time (hours) |
|-----------------------------|---------------------|----------------------------------|-------------------------------------|
| GS Yuasa International Ltd. | 378 | 100 | 2.5 |
| Group companies in Japan | 167 | 100 | 2.9 |
| Total | 545 | 100 | 2.6 |

* 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 2020, we set diversity as a required course topic, and we are working to raise awareness regarding the importance of respecting diversity and the detrimental impact on the work environment resulting from unconscious bias (biased toward others that an individual is not consciously aware of based on past experience, knowledge, beliefs, and so on). In the future, we will continue to support the development of an atmosphere of respect for diverse values so that all employees can make use of their diverse characteristics and demonstrate their full potential.

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. 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 (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 | Issues for the respective R&D and business divisions |
| Factory committee | Monthly | Issues in production divisions |
| Health and safety committee (statutory) | Monthly | Initiatives to prevent occupational accidents |
| Expert committee on work hours | Monthly | Checking the status of work hours and making improvements |
| Expert committee on 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

Basic Rules on Forced Labor and Child Labor

The GS Yuasa Group has established and enforces the basic rules on forced labor and child labor. We build a system to take immediate corrective action upon discovering forced labor or child labor by a supplier.

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.

Avoidance of complicity in human rights abuse

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

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 \(link the GYEUR website\).](#)

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. 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.

Human Rights Risk Management at Overseas Group Companies

Responding to Human Rights Issues at Overseas Group Companies

To avoid or mitigate negative impacts on human rights from our business activities, the Group conducts measures to address human rights issues at overseas Group companies.

Specifically, our CSR promotion inspectors toured working environments and examined other aspects of overseas Group companies, confirming compliance with the legal systems in nations and regions where business is conducted and making comparisons with international human rights standards.

In addition, we analyze and evaluate the results of those inspections and implement necessary countermeasures while taking into consideration the national and local culture and customs where we conduct business.

■ Main inspection items

- Presence of forced labor, child labor, discrimination
- Work hours and wage management
- Respect for diversity (employment of persons with disabilities, promoting women's roles, etc.)
- Humane treatment (harassment, internal whistleblower system, etc.)
- Freedom of association
- Occupational health and safety, health care
- Comfortable working environments (job turnover, etc.)
- Human resources development, fair evaluation and personnel treatment systems

■ Examples of responses to human rights issues (Fiscal 2020)

Comprehensive labor management

We conducted a survey on working hours and the status of wage management at overseas Group companies and shared information on problem areas relating to labor management by providing feedback of the survey results. We also take measures with the aim of creating mechanisms that enable overseas Group companies to practice appropriate labor management.

Harassment prevention

We distributed videos on Group human rights policies and social trends relating to harassment to overseas resident employees transferred from Japan. In the future, resident employees will conduct training on preventing harassment for local employees.

Prevention of health hazards

In order to prevent harm to health from the lead that is used as a raw material of products, we implemented work environment improvement measures based on the results of periodic measurements of employee blood lead concentrations (measures included improvement of production equipment used to handle lead and instruction on the proper methods of use of protective gear).

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 satisfaction, the Group moves to secure outstanding personnel, boost labor productivity and otherwise enhance its corporate competitiveness.

■ Number and ratio of new employees (FY2020, 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 | 30 | 5 | 17.5 | 2.9 | 30 | 5 | 0 | 0 |
| 20's | 74 | 22 | 43.3 | 12.9 | 45 | 15 | 29 | 7 |
| 30's | 27 | 4 | 15.8 | 2.3 | 0 | 0 | 27 | 4 |
| 40's | 5 | 2 | 2.9 | 1.2 | 0 | 0 | 5 | 2 |
| 50's | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 | 0 |
| 60's | 2 | 0 | 1.2 | 0.0 | 0 | 0 | 2 | 0 |
| Total | 138 | 33 | 80.7 | 19.3 | 75 | 20 | 63 | 13 |

■ Number of resignees and job turnover (FY2020, domestic companies)

| Age group | Number of resignees (person) | | Job turnover (%) | |
|-----------|------------------------------|--------|------------------|--------|
| | Male | Female | Male | Female |
| 10's | 0 | 0 | 0.0 | 0.0 |
| 20's | 12 | 6 | 2.2 | 4.2 |
| 30's | 13 | 1 | 1.8 | 0.8 |
| 40's | 3 | 0 | 0.4 | 0.0 |
| 50's | 1 | 2 | 0.1 | 1.8 |
| 60's | 3 | 0 | 1.9 | 0.0 |
| Total | 32 | 9 | 1.0 | 1.8 |

■ Number and Breakdown of Employees (FY 2020, domestic business companies)

| Types of employees | Number (persons) | | Ratio (%) | |
|-----------------------|------------------|--------|-----------|--------|
| | Male | Female | Male | Female |
| Fulltime employee | 2,972 | 467 | 86.4 | 13.6 |
| Fixed-term employment | 166 | 20 | 89.2 | 10.8 |
| Total | 3,138 | 487 | 86.6 | 13.4 |

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.

Conservation and Improvement of Safety and Health in Working Environments

Top-Management-Promoted Health and Safety Measures

The GS Yuasa Group promotes company-wide endeavors to build a corporate culture of safety. Based on the Health and Safety Declaration by the President, our uncompromising commitment is to protect all employees from injury, sickness and other workplace issues.

The Health and Safety Policy sets forth the Group's basic thinking on the optimum approaches in this domain. Our Occupational Safety and Health Division is instrumental in strengthening health and safety management at both domestic business sites and overseas Group companies. We established organizational structures and carry out safety and health measures centered on safety and health committees established in individual business divisions and companies.

Half of the overseas Group companies that manufacture storage batteries have acquired certification of their occupational health and safety management systems in compliance with international standards. By effectively using systematic mechanisms based on the PDCA cycle, we are continuously improving safety and health performance. Domestic business sites are currently working to acquire certification for their occupational health and safety management systems in compliance with international standards (ISO 45001) and seek to achieve effective management in order to carry out health and safety policies.

Health and safety policy

• Policy

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

• Action Agenda

Top management will promote activities in line with the health and safety policy by sharing the following action agenda applicable to all employees.

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.

■ Overview of Organizational Structure



Reducing Occupational Accident Risk

At all worksites of plants at domestic business sites, 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 indications made by periodic on-site safety patrol activities conducted under the leadership of the safety and health officer. In the event of an industrial accident, the cause of the occurrence is investigated and measures are taken to prevent recurrence. In addition, information on accident occurrence status is shared with all employees in a timely manner. By doing so, we implement activities to prevent the actualization of occupational accident risks. Further, even in workplaces dealing with hazardous substances, we take risk reduction measures utilizing risk assessment of chemical substances and regularly monitor the impact on the working environment and workers' health in accordance with laws and regulations. In 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" which is the top cause of industrial disasters.

We continuously reassess occupational accident risks and indicate sources of risk at the production plants of overseas Group companies based on the results of safety and health audits conducted by CSR promotion inspectors. When improvements concerning indications are made, information on domestic management criteria and operational processes is shared, leading to lower risk throughout the Group. In fiscal 2020, we suspended on-site audits of the Group's overseas production plants in order to prevent the spread of the novel coronavirus infection prevalent worldwide, but we continue to ascertain the management conditions of serious occupational accident risks through questionnaire surveys and other means. In addition, we share information on the risk countermeasures being implemented at each plant to prevent the occurrence of serious occupational accident risks. Also, by distributing teaching materials (such as examples of occupational accident countermeasures) created at our domestic business sites to all our plants, we provide support for the realization of more effective health and safety education.

■ Missed work frequency rate and rate of intensity (GS Yuasa International Ltd.)

| | FY 2016 | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
|---|---------|---------|---------|---------|---------|
| Missed work frequency rate ^{*1} | 0.85 | 0.45 | 0.47 | 0.62 | 0.55 |
| Average frequency rate in manufacturing industry | 1.15 | 1.02 | 1.20 | 1.20 | 1.21 |
| Rate of intensity ^{*2} | 0.01 | 0.01 | 0.00 | 0.01 | 0.00 |
| Average rate of intensity in manufacturing industry | 0.07 | 0.08 | 0.10 | 0.10 | 0.07 |

^{*1} Missed work frequency rate is the number of people missing work per 1,000,000 work hours, calculated as: Missed work frequency rate = (Number of people missing work / Total hours worked) x 1,000,000

^{*2} Rate of intensity is the number of lost days due to accidents per 1,000 work hours, calculated as: Rate of intensity = (Days missed / Total hours worked) x (300/365) x 1,000

Ensuring Safety During Travel Within Plant Sites

At domestic business sites, we create safe environments for travel within plant sites by installing soft poles to separate vehicles and pedestrians, optimizing the number and positions of crosswalks, setting one-way routes for vehicles, restricting bicycle access, and taking other measures.

At the Kyoto Plant, we have implemented radical measures to reduce the chances of contact between pedestrians and vehicles by relocating on-site vehicle and bicycle parking lots to places without pedestrian walkways. In addition, we ensure the safety of bicycles and pedestrians passing near site gates by taking measures to improve visibility on roads and sidewalks around the plant and installing automatic alarm devices to provide notice when vehicles enter and exit.

Besides, overseas Group companies are also working to create a safe environment within the business site premises. By displaying deceleration marks on the surface of roads within business site premises, we strive to ensure that the speed of vehicles moving around in the premises is reduced at Yuasa Battery (Thailand) Pub in Thailand.

We are committed to continued and thorough implementation of traffic safety measures and traffic rules to prevent accidents caused by movement within plants.



Separating vehicles and pedestrians by installation of soft poles (Kyoto Plant)



Roads surface with deceleration markspaint displayed (Yuasa Battery (Thailand) Pub)

Heatstroke Countermeasures

To respond to the recent increase in occupational accidents caused by heatstroke in our domestic business sites, we are working to prevent the occurrence of occupational accidents caused by heatstroke by informing workers about heatstroke countermeasure guidelines specifying measures for mitigating the adverse physical effects of working in a high-temperature, high-humidity environment, the timing of breaks, and other matters.

In fiscal 2020, we held regular heat countermeasure seminars in addition to raising banner-flags on the premises indicating the level of heatstroke alert for the day to alert employees. At work sites we have introduced work clothes that suppress rise in body temperature and have equipped work sites with emergency response kits (with salt supplements and ice packs) to mitigate the initial symptoms of heatstroke. In addition, at the Kyoto Plant, we have implemented measures to prevent employees from being exposed to direct sunlight outdoors by recommending the use of parasols when walking on the premises.



Banner-flag indicating the level of heatstroke alert

Raising Worker Awareness Concerning Safety

The GS Yuasa Group conduct activities intended to raise worker awareness of safety 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.

Examples of activities for raising safety awareness

- Posting statements of management intent concerning occupational safety at all worksites
- Distribution of site safety 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, holding a railing when climbing stairs, ensuring pointing and calling in places with poor visibility when walking.

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 for employees to gain first-hand understanding of the nearby risks at the worksite



Experience-based risk training (Kyoto Plant)



Experience-based risk training (P.T. GS Battery)

Ensuring Appropriate Working Hours

Optimizing Work Hours

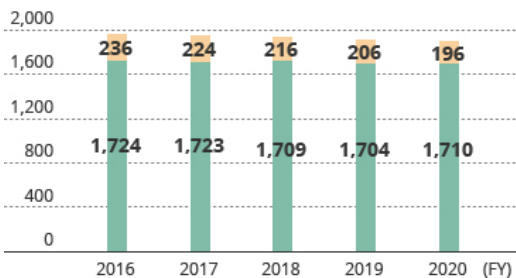
Aiming to be a workplace that protects the health of employees and enables them to work with peace of mind, the GS Yuasa Group is striving to ensure the most appropriate work hours through cooperation between labor and management. GS Yuasa International Ltd. has introduced and managed systems to accurately 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

- Average number of fixed hours worked annually by employees in Japan
- Average number of overtime hours worked by employees in Japan

(Hours)



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

* Number of annual prescribed workdays = prescribed work hours minus hours taken for leave and hours absent due to tardiness, leaving work early, etc.

* Period: January to December

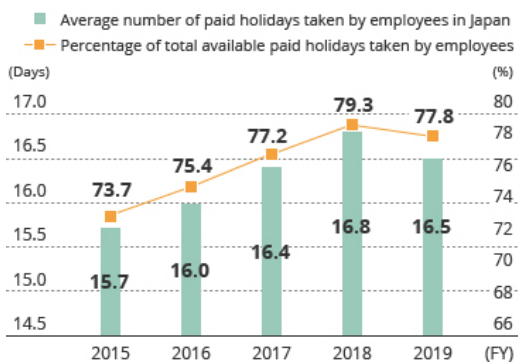
Work Style Reform

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
- Prohibiting two consecutive days of work on prescribed holidays
- Prohibiting overtime late at night (10 p.m. to 5 a.m.)
- 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

■ Percentage of Annual Paid Leave Taken



* 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 2021, GS Yuasa International Ltd.)

| Occupation | Ratio (average) |
|-----------------------------------|-----------------|
| Career-track positions | 137% |
| Manufacturing jobs, clerical work | 114% |

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

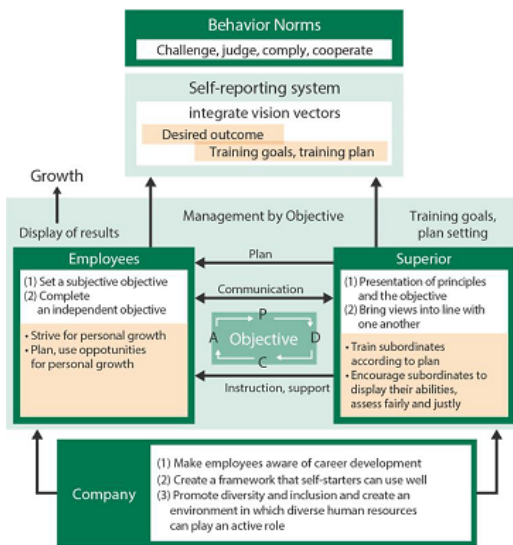
Mid to Long-term Human Resources Development and Appropriate Ability Assessment

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 implement career development and improve management skills. 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.

Besides, we promote diversity management that fosters an educational environment in which diverse human resources can play an active role and that enhances organizational strength by utilizing the diverse personalities of employees.

■ Basics of Human Resource Development



■ Training System

| Classification | Training name |
|-----------------------------------|--|
| Rank | ●New division manager training, ●New manager training, ●New leader training, ●Career advancement training(sixth year), training(sixth year), ●Skills improvement training(third year), ●Logical communication skills training(second year), ●New employee training, ●Mentor training |
| Business Skills | ●Logical communication training, ●Facilitation training, ●Time management training, ●Project management training, ●English email writing training, ●Skills training(external) |
| Personal Development | ●Online language lessons, ●Distance learning, ●Online courses, ●The Japan Business Law Examination(external), ●Business Accounting Examination(external) |
| Global Human Resource Development | ●Overseas practical training program(Training of candidates for overseas assignments), ●Pre-overseas assignment training(language, management skills, etc) |
| Women's empowerment | ●Women's career design training, ●Management training for managers with female subordinate, ●Leadership enhancement program |

■ Average annual human resources development training hours per employee (FY2020, GS Yuasa International Ltd.)

| Item | Classification | Average training hours |
|--------------------|----------------------------|------------------------|
| Gender | Male | 3.9 |
| | Female | 6.1 |
| Types of employees | Indefinite-term employment | 4.4 |
| | Fixed-term employment | 0.5 |

Respect for Individual Work-Life Balance

Promoting Women's Roles

The GS Yuasa Group believes that providing the environment and opportunity for women's roles will enable every woman to shine, which in turn will help us achieve the "innovation and growth" stated in our philosophy in an effort to do so, the Group is taking steps to promote women's roles with the aim of enabling them to maximize their potential in whatever they do. By raising motivation for self-growth and increasing the number of active roles for female employees through the synergistic effects of the three L's, we aim to be a company where every female employee can shine in her own unique way.

President's Message

GS Yuasa actualizes a variety of employee roles through activities that are bright, fun and affirming.

■ The "three Ls"



Action Plan Promoting Women's Roles (April 1, 2019 to March 31, 2022)

- Objective 1 Raise ratio of women among new graduates recruited for career-track positions every year to over 30%
- Objective 2 Raise understanding of childcare support systems to encourage male employees to participate in childcare
- Objective 3 Raise the maximum limit on use of half-day paid leave

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

| Classification | Objectives (FY2024) | Results (FY2020) |
|---|---------------------|------------------|
| Ratio of women among new graduates recruited for career-track positions | 30.0 | 27.4 |
| Percentage of women among workers | 15.0 | 13.6 |
| Percentage of women in managerial positions | 4.0 | 2.8 |
| Percentage of women at assistant managers rank | 10.0 | 9.9 |
| Men's rate of taking childcare leave | 5.0 | 9.1 |

 TOPICS

Conducting Surveys on the Awareness of Promoting Active Participation of Women

In order to create an environment where women can play active roles, GS Yuasa International Ltd. has conducted awareness surveys targeting all employees on the status of the promotion of active participation of women.

What was particularly noteworthy in the survey results was that 50% of the women and slightly less than 20% of the men felt an unconscious bias, and the higher the age the lower was the percentage. Further, both men and women also felt unconscious bias the most for roles in the workplace and for work sharing. In order to alleviate and eliminate unconscious bias, it is important for each employee to recognize its existence first. We believe that this survey was the catalyst for a radical change in employee awareness.

 TOPICS

Conducting Exchange Meetings between Women Directors and Women Managers

In May 2021, we held the Group's first exchange meeting between women directors and women managers.

On this occasion, the participants shared information about their current situation with each other while discussing specific issues faced by them. In addition, through various exchange of opinions, the meeting served as an opportunity to once again confirm the direction of the Group to nurture respect for diversity through the promotion of active participation of women and going beyond to foster respect for all diversity.

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, 2021, 2.56% of employees were people with disabilities, which exceeds 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.

Rehiring of Elderly Employees

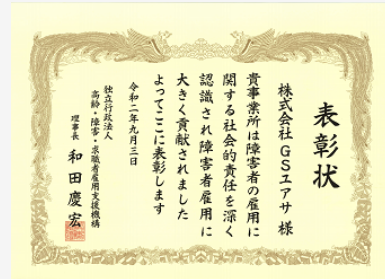
Our Group operates a rehiring system by which employees who have reached mandatory retirement age can continue to work and utilize their wealth of experience and high-level skills and abilities. If an employee who has reached mandatory retirement age wishes to extend his or her employment with us, appropriate 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.

TOPICS

External Evaluation of Employment of Persons with Disabilities

GS Yuasa International Ltd. has been conferred the Employment Support Organization President Award from the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers as an enterprise (excellent enterprise for employment of persons with disabilities) that has actively employed people with disabilities in order to promote employment and job security for people with disabilities. We aim to continue promoting the employment of people with disabilities in collaboration with our special subsidiary GS Yuasa Socie Co., Ltd.



State of Rehiring of Elderly Employees (FY2020, domestic companies)

| Classification | Number of rehired employees (persons) | Rehiring ratio (%) | Employment ratio of rehire applicants (%) |
|----------------|---------------------------------------|--------------------|---|
| Male | 26 | 83.8 | 100 |
| Female | 5 | 100.0 | 100 |
| Total | 31 | 86.1 | 100 |

* Rehiring ratio: Ratio of rehired employees to retirees.

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

Supporting Work Alongside Childcare/Nursing Care

GS Yuasa International Ltd. formulated an action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children as a joint labor-management program. We are involved in activities to achieve the objectives of the plan, with the aim of creating an environment that makes it easy for employees to participate in childcare. We have also set up an in-house electronic message board called Supporting a Work and Childcare Balance where we disseminate information on childcare-related systems to employees. In addition, in order to promote the utilization of support systems related to childbirth, childcare, and nursing care, 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.

■ 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 |
| 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 (%) |
| 2016 | 7 | 100.0 | 88.9 | 2 | 3.0 | 50.0 |
| 2017 | 8 | 100.0 | 87.5 | 1 | 1.2 | 100.0 |
| 2018 | 15 | 100.0 | 91.0 | 2 | 2.8 | 100.0 |
| 2019 | 18 | 100.0 | 100.0 | 3 | 2.7 | 100.0 |
| 2020 | 14 | 100.0 | 100.0 | 9 | 9.1 | 100.0 |

*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) |
| 2016 | 1 | 100.0 | 10 | 30.0 |
| 2017 | 1 | 100.0 | 14 | 63.5 |
| 2018 | 2 | 100.0 | 23 | 103.0 |
| 2019 | 1 | 0.0 | 23 | 99.0 |
| 2020 | 1 | 0.0 | — | — |

*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 will continue its efforts to a company that continuously supports childcare by enabling employees to strike a good balance between work and childcare with confidence.



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 employees to perform their duties while maintaining good physical and mental health so as to achieve maximum performance.

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 nursing staffers 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

1. Prevention of lifestyle-related diseases

- Confirmation of medical examination and follow ups for persons with abnormal findings in regular health checkups
- Recommendations of thorough medical examinations to persons who have to get secondary health checks (including health check-ups utilizing workers' compensation insurance)
- Regular distribution of our "Health Mail Magazine" aimed at promoting the health of employees through collaboration between our company and health insurance society
- Implementation of quit-smoking measures and measures against passive smoking
- Implementation of health consultations and education for new graduates and mid-career employees to improve health literacy in early stages
- Conducting health events (including walking events twice a year)

2. Early detection and treatment of mental disorders

- An enhanced system of consultation and counseling with occupational health physicians and nursing staffers
- Encourage nursing staffer consultations for all employees identified as high risk through stress tests
- Continued access to "line care (care by supervisors)" and "self-care (care based on the awareness of individuals)" training sessions

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)

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
- Establish monthly overtime work hour limits
- 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

5. Promotion of awareness of various health issues specific to women

- Conducting health care seminars for women
- Introduction of e-learning on the theme of health management and women's health care

■ Objectives and Results for "health promotion"

| Items(%) | Objectives(%) | Results(%) | | | |
|--|---------------|------------|--------|--------|--------|
| | | FY2017 | FY2018 | FY2019 | FY2020 |
| Consultation rate of regular health checkups | 100 | 100 | 100 | 100 | 100 |
| Consultation rate of medical re-examination of persons with abnormal findings in regular health checkups | 70 | 57 | 59 | 63 | 59 |
| Consultation rate of stress checks | 100 | 84 | 93 | 94 | 94 |
| Rate of smoking | 20 | 24 | 23 | 22 | 22 |
| Consultation rate of gynecological examinations | 100 | 58 | 55 | 58 | 62 |
| Consultation rate of colorectal cancer screenings | 100 | 65 | 65 | 67 | 67 |

TOPICS

External Evaluation Related to Health Management

GS Yuasa International Ltd. and four Group companies were each designated as a Company with Excellent Health Management 2018 in a program run by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, for the five years in a row.

Under this system, corporations that implement particularly excellent health management in terms of initiatives to deal with health issues in local communities and health promotion suggested by Nippon Kenko Kaigi are publicly honored.

Aiming to create a working environment in which employees can enjoy good health and work with vigor, we will continue to promote health management.



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 empowerment of women, work style reforms, employment of persons with disabilities and foreign nationals, and more.

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 \(in Japanese\)](#)

 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

We introduced 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.

In cases where employees 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 are allowing employees to use their accumulated leave. In some cases, 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 new employees

The 2021 entrance ceremony and training for new employees were held scattered at the offices where new employees were assigned, and conducted online with the headquarters as the main venue. In addition, at each venue measures were implemented to prevent the spread of the novel coronavirus infection (including temperature inspection and disinfection using alcohol before entry, ventilation of the venue, ensuring sufficient space between seats, and no face-to-face seating arrangements).

Measures concerning recruiting

Recruiting events (such as company briefings and social gatherings) and job matching consultations (interviews) are all 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.

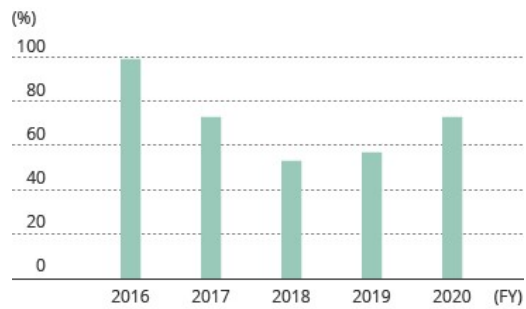
*'Monozukuri':

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



*The fiscal 2015 quality loss index is set at 100, indicating the changes in the quality loss rate over five years.

(The quality loss rate is the loss ratio occurring during product manufacturing and sales.)

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.

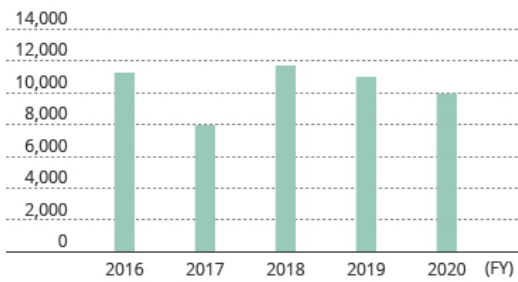
Promoting Greater Customer Satisfaction

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 Customer Consultation Office. 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.

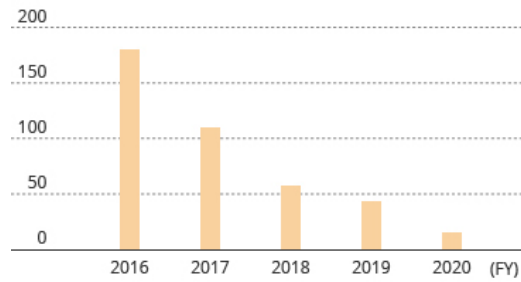
The number of complaints received from customers has tended to decline.

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

■ **Number of inquiries to the Customer Consultation Office**



■ **Number of Customer Complaints**



GS Yuasa Customer Consultation Office

(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 and Swift Dissemination of Information

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.

We created a companywide organization centered on the Product Safety Management Committee to undertake measures for ensuring product safety. We promote developments in business divisions after assessing conformity with product safety standards as well as the safety of products as they are used, age and deteriorate. For this reason, we are strengthening our product realization procedures using know-how gained from case studies of failures, failure mode and effect analysis (FMEA), design review based on failure mode (DRBFM), and fault tree analysis (FTA). In addition, we gather information on issues with product safety and provide this to top management without delay as part of a system that we have established and are operating to ensure a swift response.

■ **GS Yuasa Product Safety Action Flow**

| Flow | Details of activities | Process, mechanism |
|--|---|---|
| <div style="display: flex; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); background-color: #006666; color: white; padding: 5px; font-weight: bold;">Feedback on Information</div> <div style="margin-left: 10px;"> <div style="border: 1px solid #006666; padding: 5px; width: fit-content;">Product Safety Management Committee</div> <div style="text-align: center; margin: 5px 0;">↓</div> <div style="border: 1px solid #006666; padding: 5px; width: fit-content;">Product safety activities</div> <div style="text-align: center; margin: 5px 0;">↓</div> <div style="border: 1px solid #006666; padding: 5px; width: fit-content;">Gather information on products and services</div> <div style="text-align: center; margin: 5px 0;">↓</div> <div style="border: 1px solid #006666; padding: 5px; width: fit-content;">Examine information and take appropriate steps</div> </div> </div> | <ul style="list-style-type: none"> Formulate policy on product safety activities Debate issues related to product safety Respond by setting up the crisis management headquarters | Risk Management Rules GS Yuasa Quality Management System Regulations on management of product safety |
| | <ul style="list-style-type: none"> Formulate policies on product safety in business divisions Ensure product safety in product realization process | Divisional policy book Quality-related manual for business divisions |
| | <ul style="list-style-type: none"> Gather information on product safety Gather information on complaints, defects and accidents for our products and services | Claims information system and Customer Service Center GS Yuasa website Daily quality report |
| | <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 | Quality-related manual for business divisions Manual on crisis management concerning product-related accidents and quality-related claims Manual for implementing product recalls |

Improving Employees' Awareness of Quality

The GS Yuasa Group educates employees about quality to instill a "culture of quality" throughout the organization based on our Quality Policy.

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. 202 passed from Grade 1 to Grade 4 in fiscal 2020 with a cumulative total of 3,014 people passing the exam company-wide up to fiscal 2020.

The GS Yuasa Group will promote activities contributing to a reduction in quality-related losses by positioning the raising of employees' awareness of quality and the attainment of knowledge as important issues.

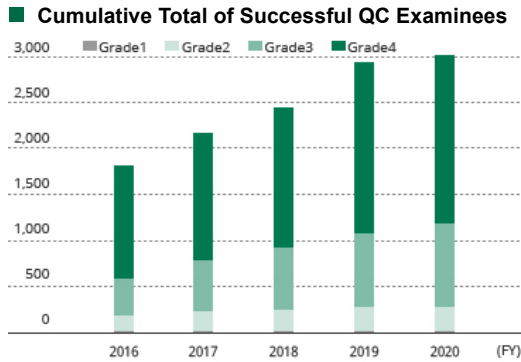
■ Quality-related Education

| Quality Management Knowledge Level | Quality Education Course | | | | | | External Seminars, etc. | | Target Ranks and Job Types (Guidelines) | Reference Level for QC Examination |
|------------------------------------|---|--|--|---|------|---|--|---|--|------------------------------------|
| | | | | | | | Quality Control Symposium | Quality Management Seminar for Officers | | |
| 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, First Session: Fundamentals; Second Session: Practice) | | | | | | | | Technological development section Quality management section | Level 1 |
| | Internal Quality Auditor Training | Basic Knowledge of Statistical Quality Control | Estimation and Testing of statistical hypothesis | DRBFM | FMEA | Product Safety (Methods) | Quality Management Correspondence Education (Preparation course for QC Examination Level 2) | | Managerial positions, section managers, leaders (Technological Development Section, Quality Management Section) | Level 2 |
| | Quality Management System Requirements | Sampling and sampling Inspection | | Basic Knowledge of statistical dispersion | | Product Safety (Outline) | | | | |
| Basic Knowledge of Quality Control | Seven New QC tools | Basic Knowledge of Control Charts (Practical Training) | | Basic Knowledge of Statistics | | Support for Taking QC Examination Level 3 | Quality Management Correspondence Education (Equivalent to QC Examination Level 3) | | All employees who entered the company 2 or more years ago | Level 3 |
| | "Why-why analysis" | | | | | | | | | |
| Introduction to Quality Control | QC Story Method, Seven QC tools | | | | | | | | New employees | Level 4 |
| | Basic quality (compulsory for new entrants, general) | | | | | | | | | |

Note: QC Exam levels are for reference only.

■ Number of Quality Education Courses and Participants (FY2020)

| Level of quality management knowledge | Number of courses | Number of participants |
|---------------------------------------|-------------------|------------------------|
| Introductory | 11 | 194 |
| Basic | 13 | 224 |
| Applied | 28 | 416 |
| Total | 52 | 834 |



Period: April to March of the following year

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 2020. Every year a large number of employees, including overseas Group companies, participate at the venue, but this fiscal year 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.

■ Examples of themes in fiscal 2020

- Reducing work man-hours to half through the creation of a data organization program for element composition analysis
- Reducing work man-hours for duties related to recruitment of new graduates
- Reducing in-process defects by applying multivariate analysis
- Improving sales forecasting accuracy using AI
- Efficient management of reagents through introduction of a system for management of chemicals
- Improving telecommuting implementation rates through effective use of communication tools
- Improving productivity in the printing process of molded items



During the presentation (July 2020)



During the presentation (December 2020)

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 2020, the critical quality problem example exhibition was held at the Kyoto Plant, one of our Group companies, and 287 employees participated in this exhibition. This year 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 onsite 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



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



Environmental Management Systems



Environmental Performance and
Environmental Accounting



Activity to Decrease Environmental Burdens



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

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

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 innovation and growth of our employees and business entities. We will apply the advanced energy-related technologies we have built up through battery research and development work to help form a carbon-neutral circular economy and bring about a sustainable society.

- Action Agenda

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 load

To contribute to the prevention of global warming, we will reduce greenhouse gas emissions and water consumption levels across our entire supply chain.

3. Efficient utilization of natural resources

To contribute to the creation of a circular economy, we will minimize the amount of natural resources we use through a range of means, including reducing raw material usage, using recycled materials, and reducing wastage.

4. Environment-friendly products

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

5. Disclosure

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

6. 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.

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 addition, we have set long-term CO₂ emission reduction targets for fiscal 2021, taking into account the trends in the international community toward transition to a decarbonized society and the carbon neutral targets of domestic governments. Going forward, the Group will continue to actively promote initiatives to mitigate climate change and aim to achieve the long-term environmental goals.

■ Medium-term environmental goals (FY2019-2022)

| Items | Objectives (fiscal 2022) | Objectives (fiscal 2020) | Results (fiscal 2020) | Self-Assessment / Challenges |
|--|--|--|-----------------------|--|
| CO ₂ emissions | 6.0% reduction compared with fiscal 2018 | 4.0% reduction compared with fiscal 2018 | 5.7% reduction | We believe that a major factor why the target was achieved was the decrease in production volume due to effects of the novel coronavirus. We are encouraging activities to save energy and procuring renewable energy. In the future, it will remain important to continuously take measures in order to achieve the target. |
| Water consumption | 8.0% reduction compared with fiscal 2018 | 6.0% reduction compared with fiscal 2018 | 9.1% reduction | We believe that a major factor why the target was achieved was the decrease in production volume due to effects of the novel coronavirus. Going forward, we will continuously undertake measures to reduce water use (including reuse of water). |
| Percentage of environmentally considered products in total sales of all products | 35.0% or more | 34.0% or more | 34.8% | Product sales were impacted by the novel coronavirus, but there has been a gradual recovery since the second half of fiscal 2020. Even under these circumstances, we were able to steadily increase sales of environmentally considered products. Going forward, we will undertake activities to provide products that meet the needs of a decarbonized society. |
| Ratio of recycled lead used as lead raw materials in lead-acid batteries | 35.0% or more | 35.0% or more | 44.5% | The rate of use of recycled lead increased at some overseas Group companies in Turkey, Indonesia, and Thailand, and as a result, the result improved by 2.8 points compared to the previous fiscal year. Going forward, we aim to continue our efforts to maintain and improve these levels. |

* Scope: Seven domestic business sites, twenty overseas business companies

* Due to effects of the novel coronavirus, the final year of the Group's Mid-Term Management Plan was changed from fiscal 2021 to fiscal 2022, and consequently, this plan also was extended to fiscal 2022.

■ Long-term environmental goals (FY2030)

| Item | Objectives (fiscal 2030) | Base year | Scope |
|---------------------------|-----------------------------|-----------|--|
| CO ₂ emissions | Reduction of 30% or more | FY2018 | 7 plants in Japan and 20 overseas group companies |

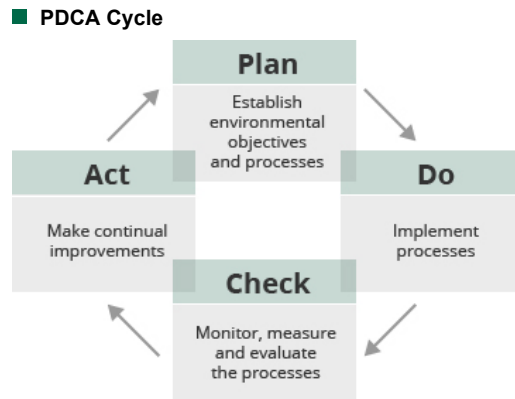
Environmental Management Systems

GS Yuasa operates environmental management systems that comply with international standards.

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.



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



*Seven domestic business sites have obtained integrated ISO 14001 certification

*Among our overseas Group companies, 19 production sites have obtained ISO 14001 certification for systems currently in use

ISO certification acquisition rate at domestic and overseas production sites

96%

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 business site 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

Employee education

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 2020.

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 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 2020 there were no instances of emergencies directly related to environmental pollution at any of our business locations.

Initiatives for the Task Force on Climate-related Financial Disclosures (TCFD)^{*1}

Since the Group recognizes that climate-related issues are one of the important management issues, in December 2019, we announced its support for the TCFD recommendations and is working on climate-related information disclosure based on the TCFD framework.

In fiscal 2020, we analyzed climate change risks and opportunities based on the below 2°C^{*2} and 4°C^{*3} scenarios. The following table lists the climate-related risks and opportunities that we are currently considering. In particular, trends in the automotive market affecting the automotive battery business, that is our principal business, are considered important in terms of both risks and opportunities. In addition, the spread of renewable energy on a global scale is being seen as a major opportunity to expand sales of storage battery systems. In light of recent international conditions, we are also considering analysis in the 1.5°C scenario.

In fiscal 2021, we launched a project to integrate climate-related risks and opportunities into our future business plans. In this project, risks and opportunities based on climate change scenarios are analyzed for each business field, and activities aimed at reflecting our business and financial strategies and achieving timely information disclosure are conducted. The climate change scenarios utilized for analysis of fiscal 2021 adopt the 1.5°C scenario^{*4} and the stated policies scenario^{*5} (equivalent to the 3°C scenario) taking into account the latest international conditions. In addition, when considering such strategies, we plan to take into account the short-term (fiscal 2025), medium-term (fiscal 2030) and long-term (fiscal 2040 and fiscal 2050) timeline.

Going forward, the Group will continue to promote initiatives to address climate-related issues using TCFD and strive for appropriate information disclosure.

- *1 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
- *2 A climate change scenario in case of a successful transition to a low-carbon society (assuming a temperature increase limited to less than 2°C)
- *3 A climate change scenario in case transition to a low-carbon society is unsuccessful (assuming a temperature increase of 4°C)
- *4 A climate change scenario when carbon neutrality is achieved in 2050 (assuming temperature rise is reduced to 1.5°C)
- *5 A climate change scenario when all policies to achieve the currently announced global greenhouse gases mitigation targets are implemented (assuming a 3°C temperature rise)

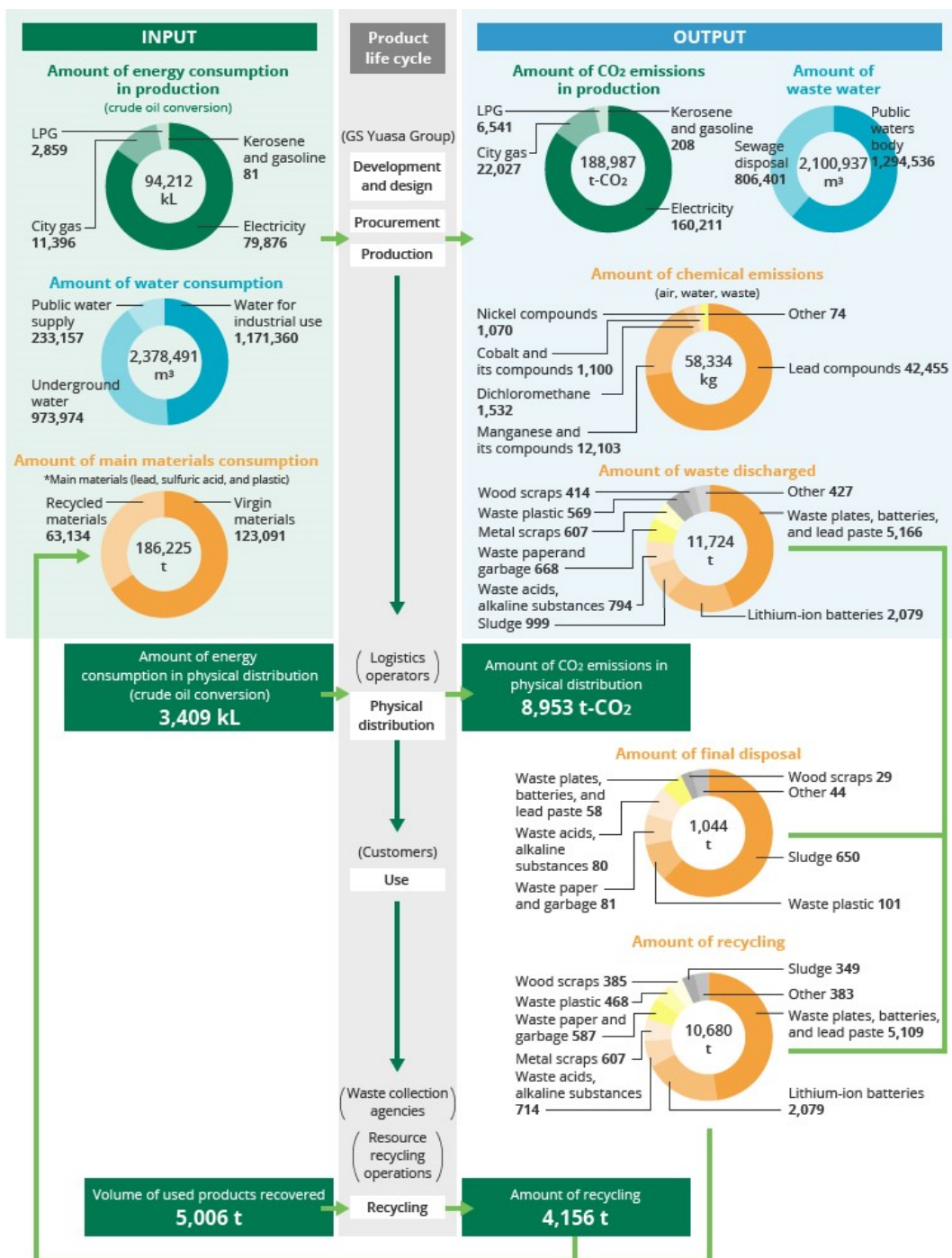
Climate-related risks and opportunities examined as potential candidates (fiscal 2020)

| Classification | Area | Value Chain Stage | Content |
|------------------|-----------------------|--------------------------------|---|
| Opportunities | Products and Services | Sales | With the spread of renewable energy, it is expected that there will be an increase in the demand for large-scale storage batteries for power storage facilities necessary for supply stabilization. Sales are expected to increase through the development of power storage systems and product development that meet market needs. |
| | Products and Services | Sales | The below 2°C and the 2°C scenarios suggest that the market for gasoline cars will expand in the medium-term and hybrid and electric vehicles will become popular in the long-term. By launching products that meet the market needs at the right time, we expect to see an increase in market share. |
| Transition Risks | Regulations | Procurement | The 2°C scenario suggests that carbon taxes will be increased to meet each country's CO ₂ emission reduction targets and costs of procurement of energy from fossil fuels will increase. Additional initiatives for energy conservation and use of renewable energy will become important. |
| | Market | Sales | Considering the implications of below 2°C and 2°C scenarios, as well as regulatory planning conditions including for gasoline vehicles in Europe, it is expected that the gasoline vehicle market will shrink significantly in the long-term. It is necessary to transform business models to respond to market changes. |
| Physical Risks | Acute Risks | Direct Operations, Procurement | There are concerns about suspension of operations at our company plants and disruption of the supply chain due to flood damage caused by abnormal weather. A survey to analyze and evaluate losses caused by flood damage at our company plants has been conducted from fiscal 2019. |
| | Chronic Risks | Direct Operations | Some overseas affiliated companies have concerns about the future risk of drought in a 4°C scenario. It is necessary to adopt measures including reduction in the amount of water used and promoting water reuse to ensure sufficient water for business activities. |

Environmental Performance and Environmental Accounting

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

Flow of Materials in the Product Life Cycle



Remarks

1. Data came from seven sites in Japan in fiscal 2020: GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Odawara Plants), GS Yuasa Energy Co., Ltd., Lithium Energy Japan and GS Yuasa Ibaraki Co., Ltd.
2. Figures for energy consumption and CO₂ emissions during transportation are solely from GS Yuasa International Ltd.
3. Figures for the volume of used products recovered and resources recycled are solely from industrial batteries and power supplies.
4. The conversion factor for calculating CO₂ emissions for power consumption uses the CO₂ emissions intensity data issued by the Electric Power Council for a Low Carbon Society (ELCS).

Reduction of CO₂ Emissions and Water Consumption at Production Sites Worldwide

The Group promotes initiatives that contribute to a low-carbon, sustainable society as part of our business strategy by incorporating CO₂ emissions and water consumption reduction targets in production activities around the world in the Group's Mid-Term Management Plan.

In particular, with regard to the reduction of greenhouse gas emissions, we have set a CO₂ emissions reduction target* (30% or above compared to fiscal 2018) with fiscal 2030 as the final year, and are promoting a long-term greenhouse gas reduction plan to achieve these goals. In April 2021, we launched a project to formulate and promote a Group-wide energy strategy with the aim of transitioning to a decarbonized society.

This project aims to achieve the long-term CO₂ emissions reduction target by further promoting energy conservation activities and effective procurement of renewable energy. 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.

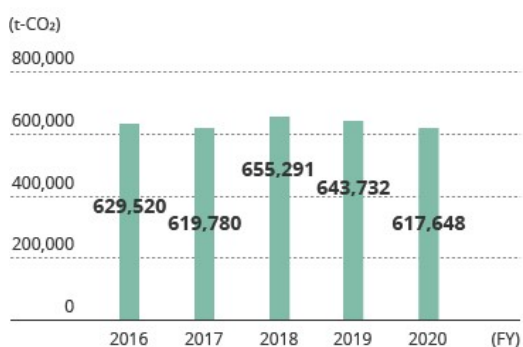
■ CO₂ emissions and water consumption by country(FY 2020)

| Country | CO ₂ Emissions (t-CO ₂) | Water Consumption (m ³) |
|----------------|--|-------------------------------------|
| Japan | 188,990 | 2,378,491 |
| China | 76,815 | 433,626 |
| Taiwan | 74,290 | 348,139 |
| Vietnam | 13,474 | 256,718 |
| Malaysia | 1,810 | 53,868 |
| Indonesia | 107,182 | 552,677 |
| Thailand | 46,951 | 660,464 |
| India | 18,368 | 88,177 |
| Pakistan | 21,376 | 344,101 |
| Turkey | 33,049 | 769,828 |
| United Kingdom | 11,455 | 64,895 |
| United States | 9,907 | 69,821 |
| Australia | 13,833 | 39,915 |
| Hungary | 147 | 314 |
| Total | 617,648 | 6,059,784 |

■ CO₂ emissions and water consumption by production sites for the Group(FY 2020)

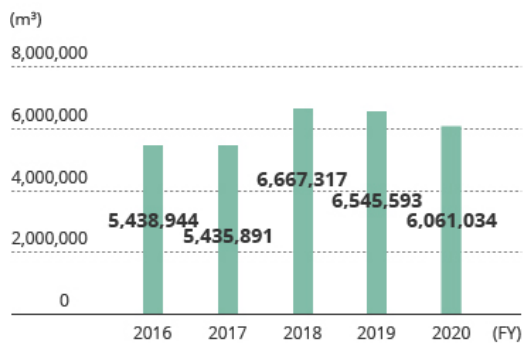
| Country | Production site | CO ₂ Emissions (t-CO ₂) | Water Consumption (m ³) |
|----------------|--|--|-------------------------------------|
| Japan | GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Odawara Plants) | 126,684 | 1,210,631 |
| | GS Yuasa Energy Co., Ltd. | 30,457 | 921,354 |
| | Lithium Energy Japan Ltd. | 27,309 | 83,274 |
| | GS Yuasa Ibaraki Co., Ltd. | 4,540 | 163,232 |
| China | Tianjin GS Battery Co., Ltd. | 43,442 | 248,119 |
| | Yuasa Battery (Shunde) Co., Ltd. | 26,302 | 169,627 |
| | GS Battery (China) Co., Ltd. | 7,072 | 15,880 |
| Taiwan | Taiwan Yuasa Battery Co., Ltd. | 53,183 | 242,382 |
| | GS Battery Taiwan Co., Ltd. | 21,107 | 105,757 |
| Vietnam | GS Battery Vietnam Co., Ltd. | 13,474 | 256,718 |
| Malaysia | GS Yuasa Battery Malaysia Sdn. Bhd. | 1,810 | 53,868 |
| Indonesia | PT. GS Battery | 55,413 | 312,429 |
| | PT. Trimitra Baterai Prakasa | 28,385 | 126,908 |
| | PT. Yuasa Battery Indonesia | 23,385 | 113,340 |
| Thailand | Siam GS Battery Co., Ltd. | 30,824 | 479,942 |
| | Yuasa Battery (Thailand) Pub. Co., Ltd. | 11,241 | 151,022 |
| | GS Yuasa Siam Industry Ltd. | 4,886 | 29,500 |
| India | Tata AutoComp GY Batteries Private Limited | 18,368 | 88,177 |
| Pakistan | Atlas Battery Ltd. | 21,376 | 344,101 |
| Turkey | Inci GS Yuasa Aku Sanayi ve Ticaret Anonim Sirketi | 33,049 | 769,828 |
| United Kingdom | GS Yuasa Battery Manufacturing UK Limited | 11,455 | 64,895 |
| United States | Yuasa Battery, Inc. | 9,907 | 69,821 |
| Australia | Century Yuasa Batteries Pty. Limited | 13,833 | 39,915 |
| Hungary | GS Yuasa Hungary Ltd. | 147 | 314 |

■ Changes in the CO₂ emissions for the Group



*We have been expanding the scope of application since fiscal 2018.

■ Changes in the water consumption for the Group



*We have been expanding the scope of application since fiscal 2018.

* As a result of reviewing the values in this graph, actual figures for fiscal 2018 and fiscal 2019 were revised from the original published figures.

*The CO₂ conversion factor in the calculation of CO₂ emissions associated with power usage uses the following published values.

Japan: The primary unit of CO₂ emissions of the Electric Power Council for a Low Carbon Society (ELCS)

Outside of Japan: Individual country-based GHG protocol factors

Appropriate Environmental Information Disclosure

The Group conducts information disclosure in response to the CDP. The CDP requires companies to disclose information of environmental strategies based on the needs of institutional investors and customers.

For the volume of greenhouse gas emissions, we disclose information for which authenticity of data has been secured through third-party verification^{*}. We are also promoting disclosure of information on 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.

^{*}We have received third-party verification from SGS Japan Inc.

 [Statement on third-party verification \(FY2020\)](#)

Environmental Performance Data

Scope of calculations related to environmental performance

1. This data summarizes the environmental performance of six and seven sites of affiliated companies in Japan. However, energy consumption and CO₂ emissions in physical distribution and figures for the volume of used products recovered and resources recycled, are values for GS Yuasa International Ltd.

| Scope of application | Target organization |
|----------------------|---|
| Six sites | GS Yuasa International Ltd. (Kyoto, Osadano, Gunma and Odawara Plants), Lithium Energy Japan and GS Yuasa Ibaraki Co., Ltd. |
| Seven sites | Six sites, GS Yuasa Energy Co., Ltd. |
| GY | GS Yuasa International Ltd. |

2. The period covered by this data is from fiscal 2016 to 2020. However, since for GS Yuasa Energy Co., Ltd., data compilation began in 2018, data from the seven sites prior to 2018 is not disclosed. All data was reviewed prior to disclosed.
3. The CO₂ conversion factor for calculating CO₂ emissions for power consumption uses emission intensity data for fiscal 2016 from the Electric Power Council for a Low Carbon Society (ELCS) (0.52 t-CO₂/MWh).

| Category | Items | Unit | Scope of application | fiscal 2016 | fiscal 2017 | fiscal 2018 | fiscal 2019 | fiscal 2020 |
|--|---|-------------------|----------------------|-------------|-------------|-------------|-------------|-------------|
| INPUT | Amount of main materials consumption | t | Six sites | 128,237 | 137,701 | 139,704 | 134,837 | 130,094 |
| | | | Seven sites | - | - | 200,486 | 197,972 | 186,225 |
| | Amount of water consumption | m ³ | Six sites | 1,391,797 | 1,409,366 | 1,367,172 | 1,381,683 | 1,443,674 |
| | | | Seven sites | - | - | 2,366,429 | 2,393,768 | 2,378,491 |
| | Amount of energy consumption in production (crude oil conversion) | kL | Six sites | 75,444 | 76,540 | 79,975 | 76,747 | 75,932 |
| | | | Seven sites | - | - | 95,805 | 95,047 | 94,212 |
| Amount of energy consumption in physical distribution (crude oil conversion) | kL | GY | 3,079 | 3,140 | 3,078 | 3,411 | 3,409 | |
| Volume of used products recovered | t | GY | 4,963 | 4,505 | 4,276 | 4,294 | 5,006 | |
| OUTPUT | Amount of waste discharged | t | Six sites | 8,823 | 8,977 | 8,957 | 9,069 | 9,528 |
| | | | Seven sites | - | - | 10,609 | 13,333 | 11,724 |
| | Amount of recycling | t | Six sites | 8,726 | 8,889 | 8,801 | 8,674 | 9,111 |
| | | | Seven sites | - | - | 9,913 | 12,372 | 10,680 |
| | Amount of wastewater | m ³ | Six sites | 1,134,686 | 1,134,131 | 1,092,148 | 1,121,287 | 1,188,768 |
| | | | Seven sites | - | - | 1,937,866 | 2,041,969 | 2,100,937 |
| | Amount of CO ₂ emissions in production | t-CO ₂ | Six sites | 154,309 | 147,746 | 154,635 | 153,434 | 151,808 |
| Seven sites | | | - | - | 192,175 | 190,636 | 188,990 | |
| Amount of CO ₂ emissions in physical distribution | t-CO ₂ | GY | 7,933 | 8,119 | 7,970 | 8,931 | 8,953 | |
| Volume of used products recycling | t | GY | 4,107 | 3,740 | 3,559 | 3,566 | 4,156 | |

Environmental Accounting

■ Scope of calculations for environmental accounting

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

Period covered April 1, 2020 - March 31, 2021

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) | | | 1,396,033 |
| Breakdown | Pollution prevention costs | Efforts to prevent air, water and soil pollution | 909,564 |
| | Global environmental conservation costs | Efforts to reduce greenhouse gas emissions | 143,354 |
| | Resource recycling costs | Efforts to ensure suitable disposal of waste | 343,115 |
| Upstream and downstream costs ^{*1} | | Additional efforts to reduce environmental burden | 28 |
| Management activity costs ^{*2} | | Employee education and ISO 14001 maintenance and management | 4,590 |
| Research and development costs | | Research and development efforts in consideration of the environment | 11,202,000 |
| Social activity costs | | Environmental volunteer efforts | 3,930 |
| Environmental remediation costs ^{*3} | | Efforts related to soil pollution measures | 746 |
| Total | | | 12,607,327 |

■ 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} | -26,033 |
| Energy conservation effects | Cost reductions for electricity, heavy oil and gas (city gas, LNG, LPG) ^{*3} | 476,982 |
| Waste reduction effects | Cost reduction for industrial waste treatment ^{*3} | -91,004 |
| Resource recycling effects | Profit from recycling and reusing waste | 292,935 |

■ Effect of environmental conservation

| Category | Key items | Material amount |
|--|---|-------------------------|
| Effects related to resources used in business activities | Amount of recycled water used | 1,090,660m ³ |
| | Amount of reduction in water use ^{*3} | 15,276m ³ |
| | Amount of energy saved (crude oil conversion) ^{*3} | 835kL |
| Effects related to environmental burden and waste from business activities | Amount of CO ₂ reduced ^{*3} | 1,646t-CO ₂ |
| | Amount of waste reduced (final disposal volume) ^{*3} | -82ton |
| | Amount of wastewater reduced ^{*3} | -58,968m ³ |
| | Amount of waste recycled | 10,680ton |
| | Recycling rate ^{*4} | 91% |
| | [Water quality] Amount of lead discharged | 30kg |
| | [Air] Amount of lead emitted | 151kg |

^{*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

Activity to Decrease Environmental Burdens

The GS Yuasa Group is working to lessen the Group's environmental burden not only at the manufacturing stage but also throughout the product life cycle.

Development and design

Designing environmentally conscious products

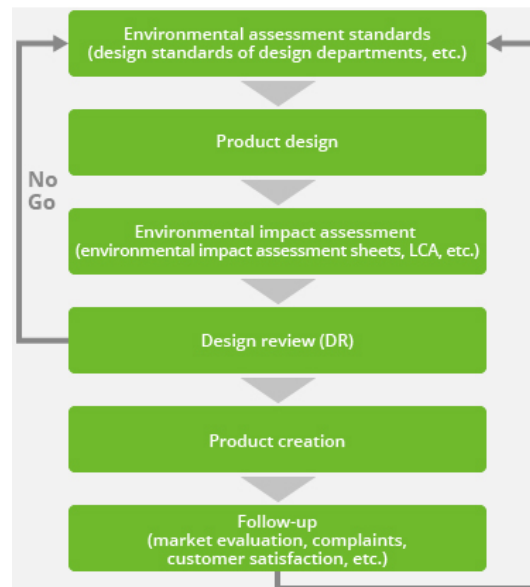
The GS Yuasa Group's products have some impact on the environment during every stage of the product life cycle, from procurement and manufacturing to transportation, use and disposal. In order to reduce the environmental burden throughout the product life-cycle caused by the consumption of resources 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 business partners 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.

In fiscal 2019 we started incorporating 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

Production

Identifying chemical substance emissions

Today, among the chemicals used in GS Yuasa Group plants, the following substances are subject 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.

■ Status of release and transfer of substances subject to the PRTR Law

(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 | 62.0 | 0.0 | 3.1 | 36,000.0 | 36,065.1 |
| | Osadano | 34.0 | 0.0 | 12.0 | 3,000.0 | 3,046.0 |
| | Gunma | 29.0 | 3.2 | 0.0 | 24.0 | 56.2 |
| | GS Yuasa Energy | 11.0 | 6.8 | 0.0 | 3,200.0 | 3,217.8 |
| | GS Yuasa Ibaraki Co., Ltd. | 15.0 | 4.5 | 0.0 | 50.0 | 69.5 |
| Arsenic and its inorganic compounds * | Kyoto | 2.8 | 0.0 | 0.3 | 3.3 | 6.4 |
| | Gunma | 0.0 | 0.6 | 0.0 | 0.0 | 0.6 |
| | GS Yuasa Energy | 0.0 | 0.0 | 0.0 | 0.4 | 0.4 |
| Antimony and its compounds | Kyoto | 9.7 | 0.0 | 0.3 | 50.0 | 60.0 |
| | Osadano | 0.0 | 0.0 | 4.1 | 0.0 | 4.1 |
| | Gunma | 0.0 | 1.7 | 0.0 | 0.0 | 1.7 |
| | GS Yuasa Energy | 0.0 | 0.2 | 0.0 | 0.2 | 0.4 |
| Manganese and its compounds | Kyoto | 0.0 | 0.0 | 0.0 | 1,100.0 | 1,100.0 |
| | Osadano | 3.3 | 0.0 | 0.0 | 0.1 | 3.4 |
| | Lithium Energy Japan | 0.0 | 0.0 | 0.0 | 11,000.0 | 11,000.0 |
| Nickel compounds * | Kyoto | 0.0 | 0.0 | 0.0 | 210.0 | 210.0 |
| | Osadano | 0.3 | 0.0 | 0.0 | 0.1 | 0.4 |
| | Odawara | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Lithium Energy Japan | 0.0 | 0.0 | 0.0 | 860.0 | 860.0 |
| Cobalt and its compounds | Kyoto | 0.0 | 0.0 | 0.0 | 240.0 | 240.0 |
| | Osadano | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Lithium Energy Japan | 0.0 | 0.0 | 0.0 | 860.0 | 860.0 |
| Dichloromethane | GS Yuasa Ibaraki Co., Ltd. | 1,500.0 | 0.0 | 0.0 | 32.0 | 1,532.0 |
| Cadmium and its compounds * | Odawara | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Triethylenetetramine | GS Yuasa Ibaraki Co., Ltd. | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Total | | 1,667.1 | 17.0 | 19.8 | 56,630.1 | 58,334.0 |

* : Production of Specific Class I Designated Chemical Substances

Reducing waste emissions

In addition to reduction of waste (including lead-containing sludge and waste alkali) that contains hazardous substances generated during the production process, the Group is also actively working on reducing the generation of non-hazardous waste (such as wood scraps and waste plastic).

At the Gunma Plant, we were able to reduce the consumption of stretch film by altering stretch film used for packing products to a highly elastic material. As a result, the amount of waste generation associated with the use of stretch film was reduced by approximately 380 kg. Further, GS Yuasa Ibaraki Co., Ltd has been able to reduce the generation of waste wooden pallets by approximately 5.5 tons by miniaturizing the wooden pallets used at the time of product shipment to match the product size. In both cases parts used in production activities are optimized so as to reduce waste generation.

The Group promotes recycling of waste and also focuses on activities to reduce waste generation.



Product packaging using stretch film



Miniaturized wooden pallets

Energy conservation activities

The Group promotes efficient use of energy through improvement activities aimed at enhancing productivity (including efficient use of production facilities and updating to energy-saving equipment), as well as energy-saving activities by using LED lighting equipment and renovating plant buildings.

At the Kyoto Plant, the energy consumption of air conditioning equipment was reduced through control of temperature rise in the room by painting the roof of the plant building with thermal insulation coating. In plant buildings where thermal insulation coating was implemented in fiscal 2019, power consumption could be reduced by approximately 170 MWh, which is equivalent to a power-saving effect of about 10% of the electricity used in the building.

In addition, the Group has set long-term greenhouse gas emission reduction targets (reductions of 30% or more by fiscal 2030 in comparison to fiscal 2018) associated with its business activities, and has started projects aimed at achieving this target. In these projects, we aim to formulate and promote energy strategies with an eye to transitioning to a decarbonized society by strengthening energy conservation activities and procuring renewable energy.



Factory roof before thermal insulation coating



Factory roof after thermal insulation coating

Operation of wastewater treatment assuming abnormal weather

As hazardous substances (such as lead) are used to manufacture storage batteries, the Group is continuously engaged in activities to minimize the adverse effects on the environment around the plant. In addition, we have adopted preparatory measures that conform to regulatory standards for discharge of wastewater off-site, in the event of abnormal weather (such as heavy rainfall) caused by climatic changes.

At the Osadano Plant, roof deposits (including hazardous materials) are regularly cleaned by the sprinkler system installed on the roof of the factory. The wash water from the artificial sprinkling is released after conducting proper wastewater treatment. We are committed to working on stabilization of the water quality of wastewater by adopting regular countermeasures to deal with heavy rainfall.



Sprinkler system installed on the factory roof (Osadano Plant)

Transportation

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 five 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

Resource recycling

Resource Recycling of Used Product

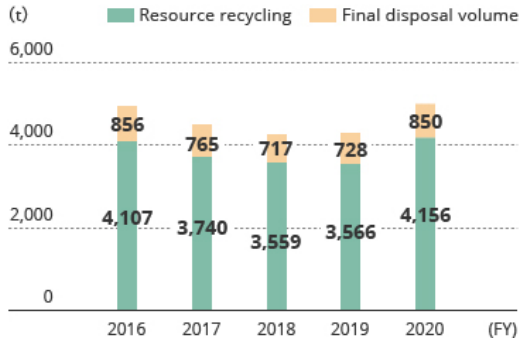
The GS Yuasa Group believes in the importance of creating and operating a system for recycling resources from our used products to help create a recycling-oriented society. To achieve this goal, the Group is promoting initiatives for processing used products and resource recycling by using the wide area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

■ Amounts Handled under the Wide-Area Certification System (Industrial Batteries, Power Supplies)




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.

In fiscal 2019 we started taking 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.

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 here for information on our efforts to contribute to the SDGs with Group products and services.

Refer here for information on the Group's contribution to SDGs through its response to materiality.

 [Refer here 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, and donated 14 storage batteries in fiscal 2020. 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.

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, and has donated 48 storage batteries by fiscal 2020. 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.

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 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 Toritouchi 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](#)

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 Shiki Theatre Company's "Kokoro no Gekijo (Theatre of the Heart)"

The GS Yuasa Group supports some of the twelve performances in Kyoto Prefecture of "Kokoro no Gekijo" (Theatre of the Heart), sponsored by the Shiki Theatre Company and Performing Arts Centre Foundation. "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.

The 2020 performance was cancelled to prevent the spread of the novel coronavirus infection, but it was decided that it will be held online in fiscal 2021.

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



Shiki Theatre Company's family musical
"The Story of a Seagull and the Cat Who Taught Her to Fly"
(Photograph: Takashi Uehara)
(September 2019)



Volunteers assisting with the production
(September 2019)

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 Business Partners

Building Better Partnerships

The GS Yuasa Group believes that all suppliers are important business partners. By providing support for improving mutual development with suppliers, support for quality control and health and safety management, as well as working on education and guidance on compliance and CSR, we aim to strengthen our business foundation together with our 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 created a system for granting awards to business partners that have made outstanding contributions to quality, price, delivery deadlines, and social contribution.

In fiscal 2021, we aim to focus on key themes such as enhancing competitiveness throughout the supply chain and formulating responsible procurement guiding principle to respond to stakeholder requests.



Procurement policy briefing for suppliers
(Held online in April 2021)



Awards to suppliers

Basic Procurement Policy

We intend to boost the results of our business partners and the GS Yuasa Group by working to create better partnerships based on mutual understanding and relationships of trust.

Concept 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.

Promotion of Responsible Procurement

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. 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.

In the case of new transactions, we select business partners that conform to the Guidelines.

■ Overview of requirements for business partners

| 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 whistleblowing system • Transparent information disclosure |
| Product Safety | <ul style="list-style-type: none"> • Ensuring product safety • Providing safety information concerning products and services |

 [Responsible Procurement Guidelines \(557KB, 14page\)](#)

Investigation of CSR Response Status in the Supply Chain

In order to realize a sustainable supply chain, the Group surveys suppliers' compliance with requirements listed in Responsible Procurement Guidelines.

In fiscal 2020, we conducted questionnaire surveys with 449 suppliers (298 domestic and 151 overseas) to identify CSR issues in the supply chain. In fiscal 2021, we aim to continue implementing improvement activities for CSR issues.

■ Overview of the supplier CSR survey process

| Plan | Do | Check | Act |
|--|--|---|---|
| <ul style="list-style-type: none"> • Selection of suppliers targeted for surveys • Creating questionnaires • Formulating survey schedules | <ul style="list-style-type: none"> • Request to suppliers for surveys • Distribution of questionnaires • Collection of questionnaire response results | <ul style="list-style-type: none"> • Analysis and evaluation of response results (identifying CSR issues) • Feedback of evaluation results to suppliers • Audits (including site inspections, as required) | <ul style="list-style-type: none"> • Request for improvements to suppliers for whom CSR issues have been identified • Review of the survey plan |

Ensuring Quality and Health/Safety

To promote activities that raise quality and enhance health and safety, including for business partners who supply parts and raw materials, the GS Yuasa Group provides guidance on quality reflecting the needs of our business partners as well as health and safety patrols, if required. In programs that raise quality, we share with business partners 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 our partners. We also provide support for the quality enhancement measures of business partners such as by conducting quality improvement lectures and holding quality improvement events where business partners conduct plant tours for one another.

Health and safety patrols that perform safety inspections at business partner plants point out potential hazards and propose measures to mitigate those hazards depending on the scale of the risks. We provide support for business partners 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 business partner 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 business partners.



Business partner plant tour



Quality improvement lectures



Experience-based training

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, and we strive to conduct responsible mineral procurement with an emphasis on internationally certified frameworks.

Therefore, we have formulated a policy on responsible mineral procurement and we undertake comprehensive operations and management in accordance with that policy so that we can collaborate with business partners and various other stakeholders to undertake activities without being complicit in armed conflict or human rights abuses.

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.](#)

Green Procurement

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

Requirements for Business Partners

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 business partners 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 business partners concerning green procurement by checking and auditing the status of their response. When selecting new business partners, we apply business partner selection criteria relating to environmental management. In fiscal 2020, all business partners that entered into new agreements satisfied those criteria.

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

Business partner 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

Reduction of CO₂ Emissions and Water Consumption in Supply Chains

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 global warming and water resource issues in particular, we request that business partners 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.

Managing Business Continuity Risks in the Supply Chain

The GS Yuasa Group conducts periodic surveys to determine the status of business continuity of business partners so that we can ensure stable supplies of purchased parts and materials even in the event of unexpected circumstances including the occurrence of a natural disaster or accident.

If a disaster or other incident occurs, we use the information gathered from earlier surveys to respond promptly. After assessing the status of damage to business partners, we investigate appropriate response measures and so on.

Going forward, we will collaborate with business partners and take measures to ensure business continuity even in the face of unexpected circumstances.

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 ESG Select Leaders Index

This index was developed by Morgan Stanley Capital International (MSCI). For the index, companies with high ESG evaluation 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.

The Company has been selected for this index by acquiring "A" rating (seven investment ratings: AAA, AA, A, BBB, BB, B and CCC). (As of March 2021)

FTSE4Good Index Series

The Company has been selected for inclusion in global representative ESG investment indices developed by FTSE Russell, a subsidiary of the London Stock Exchange. The FTSE4Good Index series is a series of stock market indices made up of corporations that satisfy global criteria for ESG management and performance. (As of June 2020)

FTSE Blossom Japan Index

The Company has been selected by FTSE Russell, a subsidiary of the London Stock Exchange, for inclusion in the FTSE Blossom Japan Index, a stock market index made up of Japanese corporations with outstanding ESG practices. This index was adopted for ESG investment management by the Government Pension Investment Fund (GPIF), which manages and invests pension funds in Japan. (As of June 2020)

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). (As of November 2020)

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

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 "silver rank" certification level (Four ranks: Platinum, gold, silver and bronze).(As of September 2020)

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" in 2018.

"Company with Excellent Health Management 2021"

"Company with Excellent Health Management" means a system under which the Ministry of Economy, Trade and Industry (METI) and The Nippon Kenko Kaigi jointly confer companies that carry out particularly excellent health management, based on activities to deal with local health issues and initiatives for health improvement promoted by The Nippon Kenko Kaigi. The Company has been selected as a certified company of this system.

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. GS Yuasa is classified in the B rank 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 and 2) in FY 2020".

 [Statement on third-party verification by SGS Japan Inc. \(FY2020\)](#)

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 | | | | |
| 102 | Organizational profile | 102-1 | Name of the organization | Corporate Profile [Corporate Name] |
| | | 102-2 | Activities, brands, products, and services | Products |
| | | 102-3 | Location of headquarters | Corporate Profile [Head Office] |
| | | 102-4 | Location of operations | Group Companies & Links |
| | | 102-5 | Ownership and legal form | Stock Data |
| | | 102-6 | Markets served | Securities Report [Securities Report(PDF)](Japanese only) |
| | | 102-7 | Scale of the organization | Corporate Profile [Number of Employee] Location Financial Highlights [Sales] Financial > Chart Generator [Financial Position] |
| | | 102-8 | Information on employees and other workers | Provision of Comfortable Working Environment |
| | | 102-9 | Supply chain | Ensuring Social Responsibility within Our Supply Chain |
| | | 102-10 | Significant changes to the organization and its supply chain | News Release |
| | | 102-11 | Precautionary Principle or approach | Risk Management |
| | | 102-12 | External initiatives | UN Global Compact Keidanren Charter of Corporate Behavior Task Force on Climate-related Financial Disclosures |
| | | 102-13 | Membership of associations | - |
| | Strategy | 102-14 | Statement from senior decision-maker | President's Message CSR Policy and Code of Conduct |
| | | 102-15 | Key impacts, risks, and opportunities | Risk Information |
| | Ethics and integrity | 102-16 | Values, principles, standards, and norms of behavior | Philosophy CSR Policy & Code of Conduct |
| | | 102-17 | Mechanisms for advice and concerns about ethics | GS Yuasa Group Corporate Ethics Hotline |

| GRI Standards | Disclosure Title | References |
|---|--|---|
| General Disclosures | | |
| Governance | 102-18 Governance structure | Corporate Governance > Approach and Governance System |
| | 102-19 Delegating authority | CSR Promotion Framework |
| | 102-20 Executive-level responsibility for economic, environmental, and social topics | CSR Promotion Framework |
| | 102-21 Consulting stakeholders on economic, environmental, and social topics | IR Calendar |
| | 102-22 Composition of the highest governance body and its committees | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-23 Chair of the highest governance body | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-24 Nominating and selecting the highest governance body | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-25 Conflicts of interest | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-26 Role of highest governance body in setting purpose, values, and strategy | Corporate Governance |
| | 102-27 Collective knowledge of highest governance body | Evaluating the Effectiveness of the Board of Directors Policy on the Independence of Outside Directors |
| | 102-28 Evaluating the highest governance body's performance | Evaluating the Effectiveness of the Board of Directors |
| | 102-29 Identifying and managing economic, environmental, and social impacts | CSR Promotion Framework Materiality Specification Process |
| | 102-30 Effectiveness of risk management processes | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-31 Review of economic, environmental, and social topics | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-32 Highest governance body's role in sustainability reporting | CSR Promotion Framework |
| | 102-33 Communicating critical concerns | GS Yuasa Group Corporate Ethics Hotline |
| | 102-34 Nature and total number of critical concerns | GS Yuasa Group Corporate Ethics Hotline |
| | 102-35 Remuneration policies | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-36 Process for determining remuneration | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| | 102-37 Stakeholders' involvement in remuneration | Corporate Governance [CORPORATE GOVERNANCE(PDF)](Japanese only) |
| 102-38 Annual total compensation ratio | - | |
| 102-39 Percentage increase in annual total compensation ratio | - | |

| GRI Standards | | Disclosure Title | | References |
|---------------------|------------------------|------------------|--|---|
| General Disclosures | | | | |
| | Stakeholder engagement | 102-40 | List of stakeholder groups | Analyst Coverage |
| | | 102-41 | Collective bargaining agreements | Respect for Labor Rights |
| | | 102-42 | Identifying and selecting stakeholders | - |
| | | 102-43 | Approach to stakeholder engagement | Communication with stakeholders |
| | | 102-44 | Key topics and concerns raised | - |
| | Reporting practice | 102-45 | Entities included in the consolidated financial statements | Securities Report [Securities Report(PDF)](Japanese only) |
| | | 102-46 | Defining report content and topic Boundaries | Editorial Policy |
| | | 102-47 | List of material topics | Materiality and Response Plan |
| | | 102-48 | Restatements of information | Editorial Policy [Material changes] |
| | | 102-49 | Changes in reporting | Editorial Policy [Material changes] |
| | | 102-50 | Reporting period | Editorial Policy [Period covered] |
| | | 102-51 | Date of most recent report | September 2020 |
| | | 102-52 | Reporting cycle | Annually (Scheduled to be disclosed in September 2022) |
| | | 102-53 | Contact point for questions regarding the report | Inquiries to GS Yuasa Corporation |
| | | 102-54 | Claims of reporting in accordance with the GRI Standards | - |
| | | 102-55 | GRI content index | GRI Content Index |
| | | 102-56 | 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.) |
| Economic | | | | |
| 201 | Economic Performance | 103 | Management Approach | Incorporating Materiality (Key CSR Issues) into Group Business Strategy |
| | | 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 | - |
| | | 201-3 | Defined benefit plan obligations and other retirement plans | Securities Report [Securities Report(PDF)](Japanese only) |
| | | 201-4 | Financial assistance received from government | - |

| GRI Standards | | Disclosure Title | | References |
|---------------------|---------------------------|------------------|---|---|
| General Disclosures | | | | |
| 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 | - |
| 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 | - |
| | | 204-1 | Proportion of spending on local suppliers | - |
| 205 | Anti-corruption | 103 | Management Approach | - |
| | | 205-1 | Operations assessed for risks related to corruption | - |
| | | 205-2 | Communication and training about anti-corruption policies and procedures | Workplace Meetings on CSR |
| | | 205-3 | Confirmed incidents of corruption and actions taken | No cases |
| 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 | Materiality [Promoting environmental protection] Resource recycling |
| | | 301-1 | Materials used by weight or volume | Environmental Mid-to Long-term Plans [Ratio of recycled lead used as lead raw materials in lead-acid batteries] |
| | | 301-2 | Recycled input materials used | Flow of Materials in the Product Life Cycle [Amount of main materials consumption] |
| | | 301-3 | Reclaimed products and their packaging materials | Flow of Materials in the Product Life Cycle [Amount of recycling] |

| GRI Standards | | Disclosure Title | | References |
|---------------------|---------------------|------------------|---|--|
| General Disclosures | | | | |
| 302 | Energy | 103 | Management Approach | Materiality [Promoting environmental protection] Activity to Decrease Environmental Burdens > Transportation Activity to Decrease Environmental Burdens > Development and design |
| | | 302-1 | Energy consumption within the organization | Flow of Materials in the Product Life Cycle [Amount of energy consumption in production] |
| | | 302-2 | Energy consumption outside of the organization | Flow of Materials in the Product Life Cycle [Amount of energy consumption in 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 | Reduction of CO₂ Emissions and Water Consumption at Production Sites Worldwide |
| | | 303-2 | Management of water discharge-related impacts | Environmental Risk Management |
| | | 303-3 | Water withdrawal | Flow of Materials in the Product Life Cycle [Amount of water consumption] |
| | | 303-4 | Water discharge | Flow of Materials in the Product Life Cycle [Amount of waste water] Identifying chemical substance emissions |
| | | 303-5 | Water consumption | - |
| 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 | - |

| GRI Standards | | Disclosure Title | | References |
|---------------------|--------------------------|------------------|---|---|
| General Disclosures | | | | |
| 305 | Emissions | 103 | Management Approach | Materiality [Promoting environmental protection] Reduction of CO₂ Emissions and Water Consumption at Production Sites Worldwide Identifying chemical substance emissions |
| | | 305-1 | Direct (Scope 1) GHG emissions | Flow of Materials in the Product Life Cycle [Amount of CO ₂ emissions in production] |
| | | 305-2 | Energy indirect (Scope 2) GHG emissions | Flow of Materials in the Product Life Cycle [Amount of CO ₂ emissions in production] |
| | | 305-3 | Other indirect (Scope 3) GHG emissions | Flow of Materials in the Product Life Cycle [Amount of CO ₂ emissions in physical distribution] |
| | | 305-4 | GHG emissions intensity | Reduction of CO₂ Emissions and Water Consumption at Production Sites Worldwide |
| | | 305-5 | Reduction of GHG emissions | Effect of environmental conservation [Amount of CO ₂ reduced] |
| | | 305-6 | Emissions of ozone-depleting substances (ODS) | No cases |
| | | 305-7 | Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions | Identifying chemical substance emissions [Status of release and transfer of substances subject to the PRTR Law (Released into the air)] |
| 306 | Waste | 306-1 | Waste generation and significant waste-related impacts | Flow of Materials in the Product Life Cycle |
| | | 306-2 | Management of significant waste-related impacts | Resource Recycling of Used Product |
| | | 306-3 | Waste generated | Flow of Materials in the Product Life Cycle [Amount of waste discharged] |
| | | 306-4 | Waste diverted from disposal | Flow of Materials in the Product Life Cycle [Amount of recycling] |
| | | 306-5 | Waste directed to disposal | Flow of Materials in the Product Life Cycle [Amount of disposal] |
| 307 | Environmental Compliance | 103 | Management Approach | Materiality [Promoting environmental protection] Environmental Compliance Management |
| | | 307-1 | Non-compliance with environmental laws and regulations | Environmental Compliance Management |

| GRI Standards | | Disclosure Title | | References |
|---------------------|-----------------------------------|------------------|---|---|
| General Disclosures | | | | |
| 308 | Supplier Environmental Assessment | 103 | Management Approach | Materiality [Responsible Procurement promotion] Green Procurement |
| | | 308-1 | New suppliers that were screened using environmental criteria | Green Procurement |
| | | 308-2 | Negative environmental impacts in the supply chain and actions taken | Reduction of CO₂ Emissions and Water Consumption in Supply Chains |
| 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 |
| 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 | Top-Management-Promoted Health and Safety Measures |
| | | 403-2 | Hazard identification, risk assessment, and incident investigation | Reducing Occupational Accident Risk Top-Management-Promoted Health and Safety Measures |
| | | 403-3 | Occupational health services | Reducing Occupational Accident Risk Health Management Initiatives |
| | | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Top-Management-Promoted Health and Safety Measures 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 | Ensuring Quality and Health/Safety |
| | | 403-8 | Workers covered by an occupational health and safety management system | - |
| | | 403-9 | Work-related injuries | Materiality [Enhancement of work environments and occupational health and safety] Reducing Occupational Accident Risk Optimizing Work Hours |

| GRI Standards | | Disclosure Title | | References |
|---------------------|--|------------------|--|--|
| General Disclosures | | | | |
| | | 403-10 | Work-related ill health | Materiality [Enhancement of work environments and occupational health and safety] |
| 404 | Training and Education | 103 | Management Approach | Materiality [Human resources development] Reducing Occupational Accident Risk |
| | | 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 | Employment of People with Disabilities |
| | | 405-2 | Ratio of basic salary and remuneration of women to men | - |
| 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 | Prohibition of 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 | Prohibition of Forced Labor and Child Labor |
| | | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | - |
| 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 | - |

| GRI Standards | | Disclosure Title | | References |
|---------------------|----------------------------|------------------|--|--|
| General Disclosures | | | | |
| 412 | Human Rights Assessment | 103 | Management Approach | Management That Takes Human Rights into Consideration |
| | | 412-1 | Improvement of Priority Human Rights Issues | Improvement of Priority Human Rights Issues |
| | | 412-2 | Employee training on human rights policies or procedures | Promoting Human Rights Education |
| | | 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | - |
| 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 | Materiality [Responsible Procurement promotion] 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 | Investigation of CSR Response Status in the Supply Chain |
| 415 | Public Policy | 103 | Management Approach | - |
| | | 415-1 | Political contributions | No cases |
| 416 | Customer Health and Safety | 103 | Management Approach | Materiality [Provision of high-quality products] Focus on Safety and Quality |
| | | 416-1 | Assessment of the health and safety impacts of product and service categories | Initiatives for Product Safety and Swift Dissemination of Information |
| | | 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 |

| GRI Standards | | Disclosure Title | | References |
|---------------------|--------------------------|------------------|---|---|
| General Disclosures | | | | |
| | | 417-3 | Incidents of non-compliance concerning marketing communications | No cases |
| 418 | Customer Privacy | 103 | Management Approach | Materiality [Strict management of confidential information] Information Security |
| | | 418-1 | Substantiated complaints regarding breaches of customer privacy and losses of customer data | No cases |
| 419 | Socioeconomic Compliance | 103 | Management Approach | Materiality [Thoroughly fulfilling our CSR and ensuring compliance] Compliance with Laws, etc. |
| | | 419-1 | Non-compliance with laws and regulations in the social and economic area | No major fines or penalties were imposed |

Editorial Policy



Editorial Policy

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

Period covered

We disclose information centering on CSR activities in fiscal 2020 (April 1, 2020 to March 31, 2021).

In order to report the GS Yuasa Group's latest CSR activities, we disclose information on activities after fiscal 2020 whenever appropriate.

With respect to some performance data, we disclose information before fiscal 2019 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 Public 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 here for GRI Content Index.](#)

Final update

January 14, 2022

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 | Total Number of Pages | Related Section | Related pages |
|-----|---|--|-----------------------|--|---------------|
| 1 | Materiality Response Plans | Information Indicating the Details of the Group's Materiality (Key CSR Issues) Response Plans (Targets and Results) | 3 | Materiality and Response Plan | P12 |
| 2 | Contribution to Achieving SDGs Through Materiality Response | Information Indicating the Relationship between the Group's Materiality (Key CSR Issues) Response Plans and the SDGs | 3 | Contribution to the SDGs through Our Business Activities | P73 |
| 3 | Contributing to the SDGs through Products and Services | Information Indicating the Relationships between Group Products/Services and the SDGs | 3 | Contribution to the SDGs through Our Business Activities | P73 |

Materiality Response Plans (FY 2021)

| Materiality | Activity outline | Scope of application | FY 2021 plans | | FY 2022 targets | | FY 2020 results | | | |
|--|---|----------------------|---|---|------------------------------------|---|--|--|--|------------------------------|
| | | | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | Results | Self-Assessment / Challenges |
| 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 | (Same as FY 2021) | Number of times compliance education information disseminated annually | 16 times | 18 times | We issued an educational email magazine on compliance that covers primarily legal issues that are anticipated as a result of effects of COVID-19. Since the results of employee surveys were positive, we made the self-assessment that this is an effective means of education. In the future, it is important to continually implement them. | |
| | | | Number of significant compliance violations | None | (Same as FY 2021) | Number of compliance training implementation topics | 2 topics or more | 2 topics | We conducted training for all employees in the form of meetings covering topics relating to CSR policies. Many employees engaged in active exchanges of opinions and evaluated that training to be an effective program for raising employee awareness of CSR including compliance. We will continuously conduct this training in the future and assess the appropriateness of compliance management by changing KPI to indicate the status of legal violations starting in the following fiscal year. | |
| | | Overseas | Achievement ratio of compliance training plan | 100% | (Same as FY 2021) | Achievement ratio of compliance training plan | 100% | 100% | We conducted e-learning on competition law at 19 sites. A total of 194 employees participated (the course attendance rate was 98%), and the average score on a proficiency test was 92 points. We believe that this training served to deepen the understanding not only of management, but also on-site employees. It is important that we investigate the topics of and tools for training in the next fiscal year and continuously undertake training to raise compliance awareness. | |
| | | | Status of achievement of legal violation risk response plan | Status of achievement of legal violation risk response plan | (Same as FY 2021) | Status of achievement of legal violation risk response plan | Implementation of legal violation risk countermeasures | Implementation of legal violation risk countermeasures | We confirmed the presence of business risks at overseas Group companies on a monthly basis. In addition, we shared with all sites risk response information collected through a questionnaire survey of overseas Group companies concerning risks (including health and safety risks and compliance risks) with a high likelihood of occurrence and took action to prevent those risks from occurring. Going forward, continuously overseeing risk management (including compliance) of overseas Group companies will remain important. | |
| Respect and Protection for intellectual property | Thorough avoidance of infringement third-party intellectual property rights, promotion of the use of company intellectual property rights | Domestic | Achievement ratio of patent use plans in the ASEAN region and China | 100% | (Same as FY 2021) | Achievement ratio of patent use plans in the ASEAN region and China | 100% | 100% | In order to build a patent network and exercise patent rights in the ASEAN region and China, we began creating a mechanism for monitoring the patents of other companies. To maintain market dominance in the future, it is crucial that we continuously take action to appropriately and strategically acquire and use intellectual property rights relating to proprietary technologies. | |
| | Promotion of the enforcement against infringement products (expansion of access channels to overseas organizations, etc.) | Overseas | Achievement ratio of response plan to intellectual property infringement (imitation products) | 100% | (Same as FY 2021) | Achievement ratio of response plan to intellectual property infringement (imitation products) | 100% | 100% | We implemented the imitation product survey of countries monitored for imitation products. In addition, we worked with government officials in Vietnam, Indonesia, and Laos on exposing imitation products. It is important to continuously implement measures against imitation products in the future. | |
| 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% | (Same as FY 2021) | Cyberattack response ratio at time of detecting high security alerts | 100% | 100% | There have been no critical confidential information leakage accidents. It is important to continually strive to enhance our information security measures into the future. | |
| | | Domestic | Information leakage confirmation and response ratio at time of large data output | 100% | (Same as FY 2021) | Information leakage 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 | (Same as FY 2021) | Ratio of employees passing information security proficiency test | 94% or more | 96% | This fiscal year we changed the KPI to the pass rate for employees including employees who have not taken the test, and we were able to achieve the target. We took action to increase the ratio of employees who take the test, and we believe that this led to us achieving the target. Considering that there are uncertain elements in the KPI, we will set target values starting in the next fiscal year. It will remain important in the future to continuously undertake activities in order to raise employee awareness regarding the importance of information security. | |

Materiality Response Plans (FY 2021)

| Materiality | Activity outline | Scope of application | FY 2021 plans | | FY 2022 targets | | FY 2020 results | | | |
|-----------------------------|--|----------------------|--|---|------------------------------------|---|--|---|---|------------------------------|
| | | | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | Results | Self-Assessment / Challenges |
| Respect for individuality | Promotion of compliance training and thorough dissemination of hotline report system | Domestic | Achievement ratio of human rights training plan | 100% | (Same as FY 2021) | Achievement ratio of human rights training plan | 100% | 100% | Based on the results of an analysis of records of training conducted at all workplaces, we believe that employee awareness of human rights increased. It is important to continuously implement measures into the future. | |
| | | Overseas | Achievement ratio of harassment education plan | 100% | (Same as FY 2021) | Achievement ratio of harassment education plan | 100% | 100% | We proposed training plans for employees transferred overseas taking into account the harassment regulations of each country. In addition, we completed advance preparations for harassment training (preparation of training materials, etc.). We will conduct ongoing training concerning harassment starting in the following fiscal year. | |
| | | | Establishment ratio of harassment report system | 100% | ---- | Establishment ratio of harassment report system | 100% | 70% | For those overseas Group companies that do not have internal report systems regarding harassment, we planned to provide support for the introduction of such systems, but on-site visits were not possible due to COVID-19, and this program was suspended. It is necessary that we continue to take measures to prevent harassment in the future and provide ongoing support for the introduction of systems so that we can reliably operate support mechanisms for individuals who have been subjected to harassment. | |
| | Thorough human rights risk management in value chain | Domestic | Status of achievement of human rights risk response plan | Implementation of human rights risk countermeasures | (Same as FY 2021) | Status of achievement of human rights risk response plan | Establishment of a human rights risk countermeasures | Implementation of human rights risk countermeasures | We conducted analysis and assessment of human rights risks that take into account value chains and identified human rights risk that warrant priority responses. The relevant risks have been integrated into existing business processes and countermeasures to address human rights risk are being taken. Going forward, it will be necessary to deploy those processes at domestic and overseas Group subsidiaries. | |
| Respect for Diversity | Women's empowerment | Domestic | Number of training sessions held to promote the empowerment of women in our organization | 1 time or more | (Same as FY 2021) | Number of training sessions held to promote the empowerment of women in our organization. | 1 time or more | 2 times | We held a workshop for female employees on designing their own career paths through the course of understanding one's perspectives, values, and aspirations towards work, and a training program for managers on supporting female employees' career development. Going forward, we acknowledge the importance of taking account of the results of the "Survey on awareness of promoting empowerment of female employees" to advance our plan on women's empowerment. | |
| | | | Ratio of women among new graduates recruited for career-track positions | 30% or more | (Same as FY 2021) | Ratio of women among new graduates recruited for career-track positions | 30% or more | 27% | Of 73 recent graduates hired for career-track positions, 20 were women. It is important to continuously and actively undertake public relations targeting female job seekers and to take measures such as expanding workplaces where women can play active roles into the future. | |
| Human resources development | Promotion of human resource development programs | Domestic | Achievement ratio of training plan to support employee growth | 100% | (Same as FY 2021) | Achievement ratio of training plan to support employee growth | 100% | 100% | We implemented training by rank and quality education based on the annual plan. In the future, it is important to not only improve the self-analysis skills of the employees but also to promote activities that support their future career development | |
| | | | Achievement ratio of worksite education plan using skill map | 100% | (Same as FY 2021) | Achievement ratio of worksite education plan using skill map | 100% | 100% | Each division took action to enhance the skills of personnel necessary to carry out business in accordance with a skill development education plan. In the future, it will be important to expand and enhance educational content and online educational services. | |
| | | Overseas | Achievement ratio of global human resources education plan | 100% | (Same as FY 2021) | Achievement ratio of global human resources education plan | 100% | 100% | An educational program for managers at overseas sites was implemented for 14 employees in accordance with the annual plan. In addition, a global leader's development and training plan was conducted for eight young employees who are candidates to become managers in the future. We will continue to undertake measures for the development of global human resources who serve as business leaders in diverse environments that cross countries, regions, and culture. | |

Materiality Response Plans (FY 2021)

| Materiality | Activity outline | Scope of application | FY 2021 plans | | FY 2022 targets | | FY 2020 results | | | | | |
|---|---|----------------------|--|---|---|-------------------|--|---|---|--|--|---|
| | | | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | Results | Self-Assessment / Challenges | | |
| 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% | (Same as FY 2021) | | Response ratio to prevent the recurrence of long working hours | 100% | 100% | After monitoring the overtime working hours of general employees, there has not been long working hours in violation of the labor-management agreement on overtime work. In addition, it was confirmed every month at labor-management consultations that there had not been violations of the agreement and that appropriate working hours management had been enforced. It is important to continue these activities in order to maintain a comfortable working environment into the future. | | |
| | | | Annual frequency of labor-management consultations relating to working hours | 12 times | (Same as FY 2021) | | 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 (10 days/person or more) | 100% | (Same as FY 2021) | | Operational achievement ratio of standard for number of days of paid leave taken annually (10 days/person or more) | 100% | 99% | | Starting this fiscal year, we changed target management to expand the scope of application, but the target was not achieved. General employees achieved the target, but managerial employees, who were added to the scope of application, did not achieve the target. Nonetheless, the percentage of managerial employees who took paid leave increased substantially from the previous year, up from 73% to 96%, and consequently, we believe that measures encouraging employees to take paid leave have been effective to a certain degree. Going forward, we will analyze the conditions concerning the unachieved target and take ongoing measures to achieve the target. | |
| | | Overseas | Achievement ratio of working hours management standards | 100% | (Same as FY 2021) | | Status of achievement of plan to reduce long working hours | Set self-management criteria | Set self-management criteria | We analyzed data from periodic working hour surveys of overseas Group companies, provided feedback to each Group company regarding the analysis results, and called on them to curtail long working hours. Starting in the following fiscal year, we will continuously conduct working hour management with working hours in the previous fiscal year as self-management criteria. | | |
| | Promotion of labor safety and health risk management | Global | Global | Number of serious occupational accidents | None | (Same as FY 2021) | | Number of serious occupational accidents | None | None | We achieved the target by taking occupational accident prevention measures using risk assessment methods that identify and evaluate potential hazards in the workplace. It is important that we undertake training to raise employee awareness of safety and continuously improve measures to prevent occupational accidents. | |
| | | | | Domestic | Missed work frequency ratio | 0.8 or less | Missed work frequency ratio | 0.7 or less | Missed work frequency ratio | 0.8 or less | 1.0 | We believe that countermeasures to address heatstroke and back pain were effective to a certain degree, but measures regarding accidents involving mechanical equipment (crushing of a body part, entanglement of the body, laceration, scraping, and so on) were not improved from the previous fiscal year. It is necessary that we thoroughly implement safety management work procedures and take budgetary measures to promote engineering countermeasures addressing crushing and entanglement incidents. |
| | | Domestic | Domestic | Number of workers not meeting our blood lead concentration management standards | None | (Same as FY 2021) | | Number of workers not meeting our blood lead concentration management standards | None | 1 | Starting in FY 2019, we set strict internal management standards for blood lead concentration of workers who work with lead and conducted operation in accordance with those standards, but there was one worker who did not meet the new management standards. It is necessary that we continuously improve the work environment where work involving lead is performed into the future. | |
| | | | | Number of worksites in work management category III | None | (Same as FY 2021) | | Number of worksites in work management category III | None | 6 | There was a workplace in which the changes from the usage of a spot cooling system due to intense heat had an effect on the work environment. In conjunction with corrective actions for this case, it is important to seek drastic improvements. We plan to launch a project to improve exhaust capacity in workplaces where work involving lead is performed in order to improve the work environment starting in the next fiscal year. | |
| | | Overseas | Overseas | Overseas | Missed work frequency ratio | 2.1 or less | Missed work frequency ratio | 2.0 or less | Missed work frequency ratio | 2.4 or less | 1.9 | The annual number of occupational accidents has been trending downward at multiple worksites, but the number of occupational accidents at production plants in Europe and the Americas is relatively high. Occupational accidents are particularly conspicuous at production plants that opened in recent years. It is necessary to implement priority measures to prevent occupational accidents at worksites that were recently established. |
| | | | | | Number of workers not meeting our blood lead concentration management standards | None | (Same as FY 2021) | | Achievement ratio of plans for overseas deployment of blood lead management | 100% | 100% | We began managing blood lead levels in accordance with self-management criteria at all production sites of overseas Group companies. We made necessary operational improvements so that the new management standards are met at all production sites. Starting in the next fiscal year, we will change the KPI from the status of operational improvements to the status of compliance with management standards and evaluate the appropriateness of blood lead management. |

Materiality Response Plans (FY 2021)

| Materiality | Activity outline | Scope of application | FY 2021 plans | | FY 2022 targets | | FY 2020 results | | | | |
|---|---|----------------------|--|---------------|--|---------------|--|---|--------------------|---|---|
| | | | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | KPI (key performance indicator) | Target | Results | Self-Assessment / Challenges | |
| Provision of high-quality products | Promotion of quality improvement and strengthening of quality communication (utilization of quality management system) | Global | Achievement ratio of targets for claims and in-process defects | 100% | (Same as FY 2021) | | | Achievement ratio of targets for claims and in-process defects | 100% | 95% | Quality loss targets were generally met at overseas production plants, but in Japan, the targets for claims and in-process defects were not achieved. We believe that uncertain elements (such as fluctuations in production due to effects of COVID-19) were a factor in the failure to achieve targets. In the next fiscal year, we will prioritize achieving targets for in-process defects that both domestic and overseas sites. |
| | Strengthening of maintenance service setup | Domestic | Achievement ratio of product maintenance service operation management standards | 100% | (Same as FY 2021) | | | Status of achievement of product maintenance service system operational plan | Start of operation | Start of operation | We completed construction of a system to provide timely and appropriate product maintenance service and began operation of the system. Going forward, we will implement sales activities that ensure the maintenance of products with appropriate quality by implementing operational management that sets KPI for responding to all maintenance matters covered by this system. |
| | Promotion of product safety education | Global | Number of serious product accidents | None | (Same as FY 2021) | | | Number of serious product accidents | None | None | In FY 2020, we implemented priority product safety education (a product risk assessment course for engineers, an introductory product safety course for managers, and other programs). In the next fiscal year, we will continuously reinforce product safety management by carrying out voluntary action plan regarding product safety at overseas Group companies. |
| Promoting environmental protection | Promotion of effective use of water resources | Global | Ratio of reduction of water use (compared with FY 2018) | 6.0% or more | Ratio of reduction of water use (compared with FY 2018) | 8.0% or more | Ratio of reduction of water use (compared with FY 2018) | 6.0% or more | 9.1% | We believe that a major factor why the target was achieved was the decrease in production volume due to effects of COVID-19. Going forward, we will continuously undertake measures to reduce water use (including reuse of water). | |
| | Contribution to realization of low-carbon society | Global | Ratio of reduction of CO ₂ emissions (compared with FY 2018) | 4.0% or more | Ratio of reduction of CO ₂ emissions (compared with FY 2018) | 6.0% or more | Ratio of reduction of CO ₂ emissions (compared with FY 2018) | 4.0% or more | 5.7% | We believe that a major factor why the target was achieved was the decrease in production volume due to effects of COVID-19. We are encouraging activities to save energy and procuring renewable energy. In the future, it will remain important to continuously take measures in order to achieve the target. | |
| | Prevention of environmental pollution | Global | Number of major environmental accidents | None | (Same as FY 2021) | | | Number of major environmental accidents | None | None | There were no major environmental accidents as a result of operational management in accordance with strict voluntary management standards pursuant to environmental regulations. It is important that we continuously improve environmental risk management into the future. |
| | 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 | 35.0% or more | (Same as FY 2021) | | | Ratio of recycled lead used as lead raw materials in lead-acid batteries | 35.0% or more | 44.5% | The rate of use of recycled lead increased at some overseas Group companies in Turkey, Indonesia, and Thailand, and as a result, the result improved by 2.8 points compared to the previous fiscal year. Going forward, we will continue efforts to maintain and improve these levels. |
| Developing and popularizing environmentally considered products | Market expansion for our products contained in environmentally considered products (for use in low-emission vehicles, etc.) | Global | Percentage of environmentally considered products in total sales of all products | 34.0% or more | Percentage of environmentally considered products in total sales of all products | 35.0% or more | Percentage of environmentally considered products in total sales of all products | 34.0% or more | 34.8% | Product sales were impacted by COVID-19, but there has been a gradual recovery since the second half of FY 2020. Even under these circumstances, we were able to steadily increase sales of environmentally considered products. Going forward, we will undertake activities to provide products that meet the needs of a decarbonized society. | |
| | Development of products enhancing environmental performance | Domestic | Compliance ratios by lithium-ion batteries with life span performance standards | 100% | (Same as FY 2021) | | | Compliance ratios by lithium-ion batteries with life span performance standards | 100% | 100% | All types for which a design review was conducted at the development stage of lithium-ion batteries complied with life span performance standards. It is important to continually implement product designs which consider the product life cycle into the future. |
| Responsible procurement promotion | Responses to responsible mineral procurement | Domestic | Achievement ratio of responsible mineral survey plan | 100% | (Same as FY 2021) | | | Achievement ratio of responsible mineral survey plan | 100% | 100% | All matters regarding customer-need based mineral procurement surveys are conducted in cooperation with suppliers to ensure that we are not complicit in armed conflict or human rights abuses (the minerals covered are gold, tantalum, tungsten, tin, and cobalt). We also established a Responsible Mineral Procurement Policy that can respond to changes in the covered minerals and risks. Starting in the next fiscal year, we will work with stakeholders in the mineral supply chain and reinforce measures for responding appropriately to CSR risk in mineral procurement. |
| | Management of supplier CSR risks | Global | Achievement ratio of supplier CSR issues improvement plan | 100% | (Same as FY 2021) | | | Achievement ratio of supplier CSR issues improvement plan | 100% | 100% | We administered a survey on the status of CSR responses to 449 companies (298 in Japan and 151 overseas) and identified CSR issues in the supply chain. In the next fiscal year, we will undertake improvement measures to address those issues. In addition to a written survey, we will also conduct on-site checks and take other measures to examine efforts to ensure the appropriateness of those issues. |

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

※ Due to effects of COVID-19, the final year of the Group's Mid-Term Management Plan was changed from FY 2021 to FY 2022, and consequently, this plan also was extended to FY 2022.

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

Contribution to Achieving SDGs Through Materiality Response (FY 2021)

| Materiality | Response Plans | | | Corresponding Social Issues | Supplement | Relevant SDGs | | | | | | | | | | | Scope of impact | | | | | |
|---|---|---|--|---|--|---------------|--------------|---------------|----------------|-----------------|-------------------|----------------|----------------|------------------|------------------|----------------------|-----------------|-----------------|----------------|------|--|--|
| | Activity outline | Scope of application | KPI (key performance indicator) | | | 1 人やひと | 3 気候変動 気候リスク | 4 質の高い教育をみんなに | 5 ジェンダー平等を推進する | 6 清潔な水とトイレを世界中に | 7 再生可能エネルギーを普及させる | 8 働きがい、経済成長、雇用 | 9 産業、中小企業、インフラ | 10 人やひとへの公平な富の分配 | 11 住み続けられるまちづくりを | 12 つくばない、かき減らす、リサイクル | | 13 気候変動に具体的な対策を | 16 平和と公正な社会を築く | | | |
| | | | | Prevention of air pollution | Promotion of environmental risk management to control the dispersal and leakage of harmful substances and volatile organic compounds | | | | | | | | | | 11.6 | | | | | | | |
| | 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 | Responses to natural resource depletion | | | | | | | | | | | | 12.2 | | | Pos | | | |
| | | | | Reducing waste generation | Reduction of landfill disposal through the recycling of waste | | | | | | | | | | | | | 12.5 | | | | |
| 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 | Improvement in energy efficiency | Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy | | | | | | 7.3 | | | | | | | | | | | |
| | | | | Responses to natural resource depletion | Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy | | | | | | | | 9.4 | | | | | | | | | |
| | | | | | Reduction of CO ₂ emissions through the efficient use of fossil-fuel-derived energy | | | | | | | | | | | | 12.2 | | | | | |
| | Climate change mitigation | | | | | | | | | | | | | | | 13.3 | | | | | | |
| Development of products enhancing environmental performance | Domestic | Compliance ratios by lithium-ion batteries with life span performance standards | Improvement of resource efficiency | Reduction of product material consumption by extending the lifespan of products | | | | | | | | | | | 9.4 | | | | | | | |
| | | | Reduction of waste generation | Reduction of used product disposal by extending the lifespan of products | | | | | | | | | | | | | 12.5 | | | | | |
| Responsible procurement promotion | Responses to responsible mineral procurement | Global | 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 | | | | | | | | | | |
| | | | | Reduction of deaths due to violence | Avoidance of the procurement of minerals supporting human rights violations by armed groups | | | | | | | | | | | | | | 16.1 | | | |
| | | | | 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 | | |
| | | | | Eradication of bribery | Avoidance of the procurement of minerals involving the payment of bribes or commission to armed groups | | | | | | | | | | | | | | | 16.5 | | |
| | CSR risk management in global supply chain | Global | Achievement ratio of supplier CSR issues improvement plan | Realization of sustainable supply chain | | | | | | | | | | | | 12.7 | | | | Neg | | |













※Scope of application: "Domestic" means plans of Group companies in Japan; "overseas" means plans of Group companies outside Japan; "global" means plans of Group companies both in Japan and overseas.

※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 2021)

■ Content of Relevant Sustainable Development Goals and Targets

| Goals | | Targets | |
|--|---|---------|--|
| No. | Content | No. | Content |
|  1 | END POVERTY IN ALL ITS FORMS EVERYWHERE | 1.2 | By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions |
|  3 | 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 |
|  4 | ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL | 4.1 | By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes |
| | | 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 |
|  5 | ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS | 5.1 | End all forms of discrimination against all women and girls everywhere |
| | | 5.2 | Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation |
| | | 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 |
|  6 | 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 |
| | | 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 |
|  7 | ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL | 7.3 | By 2030, double the global rate of improvement in energy efficiency |
|  8 | PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL | 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 |
|  9 | BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION | 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 |
|  10 | REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES | 10.3 | Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard |
|  11 | MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE | 11.3 | By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries |
| | | 11.6 | By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management |
|  12 | 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 |
| | | 12.7 | Promote public procurement practices that are sustainable, in accordance with national policies and priorities |
|  13 | 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 |
|  16 | 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 |
| | | 16.5 | Substantially reduce corruption and bribery in all their forms |
| | | 16.7 | Ensure responsive, inclusive, participatory and representative decision-making at all levels |

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 GOOD HEALTH AND WELL-BEING | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | | |
| 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 GOOD HEALTH AND WELL-BEING | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | | |
| 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 | | | | | |
| | | Diffusion of railway systems curbing greenhouse gas emissions through the utilization of regenerated energy | Climate change mitigation | | | | | | | | | 13.3 | |
| | Charging and Discharging Devices for Vehicle-to-Everything (V2X) Systems That Supply Electric Power from Electric Vehicle Storage Batteries | Stable electricity supplies to facilities and housing 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 automotive batteries) | Sustainable urbanization | | | | | | 11.3 | | | | |
| Maintenance Service | | Early restoration of energy infrastructure damaged at times of natural disaster (flooding, earthquake, etc.) | Decreased damage caused by disasters | | | | | | 11.5 | | | | |
| | Adaptation to climate change | | | | | | | | | | 13.1 | | |
| Industrial Membrane Products | Membrane Sheets and Wastewater Treatment Units for Sewage, Waste, Combined Septic Tanks, and Industrial Wastewater | 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 | | |
| 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 | | | | | | | | | |
| | | | 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 | | | | | | |
| | | | Reducing waste generation | | | | | | | 12.5 | | | |
| Disaster Prevention Rechargeable LED Solar Lights | Reduction of electricity consumption through the use of highly energy-efficient lighting equipment | 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 | Adaptation to climate change | | | | | | | | | 13.1 |
| | | | 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 |