

Conservation and Improvement of Adequate Working Environment

We respect diversity and strive to create environments that enable all people to work without difficulty by making use of individual characteristics and to maintain and improve workplace environments where employees can perform their jobs with enthusiasm.

Human Capital Management

Responses to Human Capital and Diversity

The GS Yuasa Group believes that it is important to take advantage of the diverse values, experience, knowledge, and skills possessed by everyone working in our workplaces, pool our wisdom, and continue to create new value. The Group is working to reinforce its organizational capabilities and enhance human capital so that we can raise our corporate competitiveness over the medium to long term and continuously secure flexibility and resilience to withstand unexpected changes. In addition, we are working to provide a work environment that respects individual personalities and abilities and enables everyone to work with passion and a sense of fulfillment.

In order to undertake management that draws out the maximum value of human resources and leads to increased corporate value over the medium to long term, the Group's core business company (GS Yuasa International Ltd.) formulates and implements plans in response to issues relating to human capital and diversity, and the Company's Board of Directors supervises the Group as a whole including the provision of necessary guidance in response to the details of periodic progress reports from the core business company. The Sustainability Promotion Committee, a body established within the core business company to deliberate on, propose, and implement measures relating to sustainability issues overall, discusses policies, strategies, and key issues relating to human capital and diversity and reports to the Corporate Executive management meeting, which is under the authority of the president.

■ Number and ratio of newly hired employees (Fiscal 2024, GS Yuasa International Ltd.)

| Age group | Number of newly hired employees (person) | | Ratio (%) | | Breakdown of newly hired employees (person) | | | |
|-----------|------------------------------------------|--------|-----------|--------|---------------------------------------------|--------|----------------------|--------|
| | | | | | New graduates | | Mid-career employees | |
| | Male | Female | Male | Female | Male | Female | Male | Female |
| 10's | 26 | 2 | 11.5 | 0.9 | 26 | 2 | 0 | 0 |
| 20's | 94 | 40 | 41.6 | 17.7 | 56 | 25 | 38 | 15 |
| 30's | 42 | 10 | 18.6 | 4.4 | 0 | 0 | 42 | 10 |
| 40's | 7 | 2 | 3.1 | 0.9 | 0 | 0 | 7 | 2 |
| 50's | 2 | 0 | 0.9 | 0.0 | 0 | 0 | 2 | 0 |
| 60's | 1 | 0 | 0.4 | 0.0 | 0 | 0 | 1 | 0 |
| Total | 172 | 54 | 76.1 | 23.9 | 82 | 27 | 90 | 27 |

■ Number of resignees and job turnover (Fiscal 2024, GS Yuasa International Ltd.)

| Age group | Number of resignees (person) | | Job turnover (%) | | |
|-----------|------------------------------|--------|------------------|--------|-------|
| | Male | Female | Male | Female | Total |
| 10's | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 20's | 16 | 3 | 2.8 | 1.6 | 2.5 |
| 30's | 31 | 7 | 3.6 | 4.3 | 3.7 |
| 40's | 7 | 2 | 1.1 | 2.4 | 1.3 |
| 50's | 8 | 0 | 0.7 | 0.0 | 0.7 |
| 60's | 10 | 2 | 3.4 | 10.5 | 3.8 |
| Total | 72 | 14 | 2.1 | 2.3 | 2.1 |

■ Number and Breakdown of Employees (Fiscal 2024, GS Yuasa International Ltd.)

| Types of employees | Number (persons) | | Gender ratio by category (%) | |
|----------------------|------------------|--------|------------------------------|--------|
| | Male | Female | Male | Female |
| Regular employee | 3,130 | 578 | 84.4 | 15.6 |
| Fixed-term employee* | 300 | 20 | 93.7 | 6.3 |
| Total | 3,430 | 598 | 85.2 | 14.8 |

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

■ Ratio of female employees to all employees

| Scope of application | Eligible employees | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 |
|-----------------------------|------------------------------------------|---------|---------|---------|---------|---------|
| GS Yuasa International Ltd. | Regular employee | 13.6 | 14.1 | 14.7 | 14.7 | 15.6 |
| Entire Group | Regular employee and fixed-term employee | 11.2 | 11.1 | 10.6 | 9.7 | 9.9 |

■ Recommendations for Corrective Action Pursuant to the Labor Standards Act

| Scope of application | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 |
|-----------------------------|---------|---------|---------|---------|---------|
| GS Yuasa International Ltd. | 0 | 0 | 0 | 0 | 0 |
| Entire Group | 0 | 0 | 1 | 0 | 0 |

TOPICS

Special Website on Diversity Established

In April 2020, GS Yuasa International Ltd. 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 our measures for the targets, results, and initiatives associated with diversity and work style reforms, including the promotion of women's empowerment.

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



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

TOPICS

Introduction of GLTD Program

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

 TOPICS

Introduction of the Employee Stock Purchase Plan

As part of its employee benefits programs, the GS Yuasa Group has introduced the Employee Stock Purchase Plan for all employees, including fixed-term employees. Under this system, employees can enroll for as little as 1,000 yen, with contributions deducted from their wages. Furthermore, by subsidizing 10% of the contributions, the system allows employees to purchase Company stock and reduces their financial burdens, thereby supporting long-term asset building. Through this system, we deepen the attachment and sense of connection which employees feel toward the Company and aim to achieve sustainable growth by bringing the Company and its employees together.