

ESG Data (S : Social)

Employee Statistics			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	Eligible employees
Employees	Number of permanent employees	Male	person	2,972	2,945	2,924	3,108	3,130	GS Yuasa International Ltd.	Regular / Fixed-term employees (incl. contract, re-hired, commissioned; excl. dispatched)
		Female	person	467	485	502	537	578		
		Total	person	3,439	3,430	3,426	3,645	3,708		
	Number of fixed-term employees	Male	person	166	192	221	284	300		
		Female	person	20	25	25	27	20		
		Total	person	186	217	246	311	320		
New hires	Number of new graduate hires	Male	person	75	80	66	70	82		
		Female	person	20	27	20	25	27		
		Total	person	95	107	86	95	109		
	Number of mid-career hires	Male	person	63	39	67	86	90		
		Female	person	13	12	11	19	27		
		Total	person	76	51	78	105	117		
Resignations	Number of resignees	Male	person	32	70	69	74	72		
		Female	person	9	15	15	17	14		
		Total	person	41	85	84	91	86		
	Job turnover	Male	%	1.0	2.2	2.2	2.2	2.1		
		Female	%	1.8	2.9	2.8	3.0	2.3		
		Total	%	—	2.3	2.3	2.3	2.1		

Diversity, Equity, and Inclusion			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	Eligible employees
Women's empowerment	Ratio of women in new graduates hired for career-track positions		%	19.6	27.4	21.2	25.4	27.0	GS Yuasa International Ltd.	Regular employees
	Ratio of women in the workforce		%	13.6	14.1	14.7	14.7	15.6		
	Ratio of women in managerial positions *1		%	2.8	3.5	3.9	3.7	4.6		
	Ratio of women at assistant managers rank *1		%	9.9	8.9	9.7	9.3	9.1		
	Ratio of male employees' taking childcare leave		%	9.1	22.5	45.4	63.6	71.3		
Childcare leave	Number of users	Male	person	9	27	49	84	87	GS Yuasa International Ltd.	Regular employees
		Female	person	14	21	15	21	23		
	Usage rate	Male	%	9.1	22.5	45.4	63.6	71.3		
		Female	%	100	100	93.8	100	100		
	Return-to-work rate	Male	%	100	100	100	100	100		
		Female	%	100	100	100	100	100		
Nursing care leave	Number of users		person	1	1	3	4	1	GS Yuasa International Ltd.	Regular employees
	Return-to-work rate		%	0	0	33.3	100	0		
Employment of people with disabilities	Employment rate for persons with disabilities (As of April 1)		%	2.53	2.56	2.68	2.52	2.64	GS Yuasa International Ltd., GS Yuasa Socie Ltd.	Regular / Fixed-term employees (incl. contract, re-hired, commissioned; excl. dispatched)
Rehiring of elderly employees	Number of rehired employees	Male	person	26	73	65	76	58	GS Yuasa International Ltd.	Regular employees
		Female	person	5	7	3	10	3		
		Total	person	31	80	68	86	61		
	Rehiring ratio	Male	%	83.8	80.2	78.0	83.5	73.4		
		Female	%	100	100	100	71.4	100		
		Total	%	86.1	81.6	80.0	81.9	74.3		

*1 The percentage of women in managerial positions and the percentage of women at assistant managers rank are calculated based on the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life."

ESG Data (S : Social)

Human Resources Development			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	Eligible employees
Personnel training	Average training hours	Male	hours/person	3.90	5.47	5.09	6.18	6.66	GS Yuasa International Ltd.	Regular / Fixed-term employees (incl. contract, re-hired, commissioned; excl. dispatched)
		Female	hours/person	6.10	8.97	7.75	8.93	9.30		
		Total	hours/person	—	—	5.47	6.57	7.05		
	Total training hours	Male	hours	—	17,160	16,005	20,959	22,849		
		Female	hours	—	4,574	4,085	5,036	5,560		
		Total	hours	—	21,734	20,090	25,995	28,409		

Labor			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	Eligible employees	note
Average annual total working hours	Average annual fixed working hours *2		hours	1,710	1,697	1,687	1,690	1,697	GS Yuasa International Ltd.	Regular / Fixed-term employees (excl. managers, on leave, working overseas)	Period: January to December
	Average annual overtime working hours		hours	196	198	205	192	179			
	Total		hours	1,906	1,895	1,892	1,882	1,876			
Annual paid leave	Ratio of taking annual paid leave		%	79.2	83.3	84.3	85.8		GS Yuasa International Ltd.	Regular employees (excl. managers, on leave, transferred overseas)	<ul style="list-style-type: none"> ● Period : September to August ● FY2024 data: Scheduled to be disclosed in next fiscal year
	Rate of acquisition for the number of statutory days granted		%	94.2	98.2	100.9	99.2				
	Average number of days of annual paid leave take		days	16.8	17.8	18.0	18.4				
Minimum wage	Comparison of standard newcomer salary to local minimum wage	Career-track positions	%	—	137	136	139	145	GS Yuasa International Ltd.	Regular employees	Calculated based on data on status of minimum wage revisions by region (Ministry of Health, Labour, and Welfare)
		Manufacturing jobs, clerical work	%	—	114	114	117	123			
Occupational accidents	Missed work frequency rate		—	0.55	0.30	0.60	0.36	0.58	GS Yuasa International Ltd.		
	Rate of intensity		—	0.00	0.00	0.01	0.01	0.02			

*2 The hours refer to those calculated by deducting holiday hours and hours of absence (late arrivals, early departures, etc.) from fixed working hours.

Health Management			Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	Eligible employees	note
Final targets in health management strategy	Presenteeism *3		score	—	—	—	64.9	66.2	GS Yuasa International Ltd.	Regular / Fixed-term employees (incl. contract, re-hired, commissioned; excl. on leave, working overseas)	Actual values regarding presenteeism and work engagement in FY2024 were surveyed for 3,837 employees, with a response rate of 90.2%
	Absenteeism *4		days	—	—	—	3.9	3.9			
	Work Engagement *5		deviation	—	—	—	50.3	51.0			
Regular health checkups	Examination rate		%	100	100	100	100	100			
	Re-examination rate *6		%	59	66	68	60	61			
	Percentage of employees with poorly controlled health conditions		%	1.2	1.1	1.0	0.9	1.1			
	Percentage of employees requiring medical treatment		%	4.7	5.0	5.4	5.9	5.9			
Stress checks	Examination rate		%	94	93	90	93	92			
	Rate of highly stressed individuals		%	8	8	10	10	9			
	Overall health risk *7		score	86	83	83	84	82			
	Mental toughness level *8		deviation	—	50.9	50.4	50.4	51.0			
Measures against smoking	Ratio of smokers		%	22	21	20	19	19			
Gynecological examinations	Examination rate		%	62	56	60	55	52			
Colorectal cancer screening	Examination rate		%	67	80	77	78	78			

*3 Presenteeism is an indicator for ascertaining a state of employees' diminished work performance capability or productivity resulting from poor physical health, etc.

*4 Absenteeism is an indicator for measuring labor loss arising from employees' work absence or work leave resulting from illness.

*5 Work engagement is an indicator for visualizing employees' psychological state of engaging in their work duties with a sense of motivation and fulfillment.

*6 The re-examination rate in regular health checkups includes only data from the Kyoto business site.

*7 Overall health risk is an indicator that measures how much current stress levels affect employees' health. The national average is set at 100, and a lower score indicates a lower level of health risk.

*8 Mental toughness level is an indicator that correlates with both stress response and work engagement. An increase in mental toughness level helps improve stress resistance and work engagement.

ESG Data (S : Social)

Quality Management		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	note
Quality loss for domestic business	Quality loss index (compared to fiscal 2019)	%	129	125	117	159	103	Domestic business sites	
Response to customer feedback	Number of inquiries	cases	11,766	12,672	11,374	11,300	11,709		
	Number of complaints	cases	15	21	10	2	7		
Quality-related education	Number of participants	person	834	893	1,169	1,218	1,154		
Quality control examinees	Cumulative Total of Successful	person	3,014	3,270	3,546	3,918	4,266		

Supply chains Management		Unit	FY2020	FY2021	FY2022	FY2023	FY2024	Scope of application	note
Responsible procurement survey of suppliers	Number of companies surveyed	companies	449	—	382	—	386	The GS Yuasa Group	Operational improvements in the next fiscal year based on the results of a biennial survey
	Number of companies targeted for improvement	companies	—	76	—	34	—		
	Improvement measure completion rate	%	—	100	—	100	—		