Social Data – Headings and Indicators

Category	Theme	Data
Time-Series Data	Workforce Data	Number of employees, new hires, employee turnover, and turnover rate
	Diversity, Equity, and Inclusion	Status of female workforce, utilization of childcare and nursing care leave, employment of people with disabilities, reemployment of older workers, and gender pay gap
	Human Resources Development	Average training hours per employee and total training hours
	Labour	Annual working hours, paid leave utilization, minimum wage, corrective recommendations under the Labour Standards Act, occupational accidents, safety training participants, and employees covered by collective bargaining
	Health and Productivity Management	Presenteeism, absenteeism, work engagement, regular health checkup and stress check participation rates and results
	Quality Management	Number of serious product accidents, quality loss rate, number of product inquiries and complaints, number of participants in quality management training, number of QC certification holders
	Supply Chain CSR Management	Status of supplier CSR assessments and improvements to supply chain CSR issues
Single-Year Detailed Data	New Hires	Number and percentage of new hires by age group and gender
	Employee Turnover	Number and percentage of employee turnover by age group and gender
	Quality Management Training by Knowledge Level	Level of Quality Management Knowledge

Scope of Data Coverage

The scope of coverage in this document is as follows:

Term	Scope of Coverage
The Company	GS Yuasa Corporation
The GS Yuasa Group	All consolidated subsidiaries
Domestic Group Companies	All consolidated subsidiaries in Japan (including GS Yuasa International Ltd., the core operating subsidiary of the Group)
Overseas Group Companies	All consolidated subsidiaries outside Japan
Individual company names	When a specific company name is indicated, the scope covers that company only.

Note: Even when terms such as “the GS Yuasa Group,” “Domestic Group Companies,” or “Overseas Group Companies” are used, the scope of certain indicators may not include all consolidated subsidiaries due to differences in applicable laws and regulations, management systems, data availability, or other factors.

Scope of Covered Employees

- Regular employees are employees employed under an indefinite-term employment contract. Regular employees include those seconded to other companies, but do not include employees seconded from other companies. If a different definition is used, a note is provided in the relevant item.
- Fixed-term employees include contract employees, re-employed employees, and commissioned employees, but do not include temporary staff.

Social Data – Time-Series Data

Workforce Data			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered
Employees	Number of regular employees	Male	persons	2,945	2,924	3,108	3,130	3,229	GS Yuasa International Ltd.	Regular and fixed-term employees
		Female	persons	485	502	537	578	616		
		Total	persons	3,430	3,426	3,645	3,708	3,845		
	Number of fixed-term employees	Male	persons	192	221	284	300	325		
		Female	persons	25	25	27	20	27		
		Total	persons	217	246	311	320	352		
New Hires	Number of new graduate hires	Male	persons	80	66	70	82	123		
		Female	persons	27	20	25	27	32		
		Total	persons	107	86	95	109	155		
	Number of mid-career hires	Male	persons	39	67	86	90	114		
		Female	persons	12	11	19	27	30		
		Total	persons	51	78	105	117	144		
Employee Turnover*1	Number of employees who left the company	Male	persons	70	69	74	72	70		
		Female	persons	15	15	17	14	15		
		Total	persons	85	84	91	86	85		
	Turnover rate	Male	%	2.2	2.2	2.2	2.1	2.0		
		Female	%	2.9	2.8	3.0	2.3	2.3		
		Total	%	2.3	2.3	2.3	2.1	2.0		

*1 Figures related to employee turnover cover employees who left the company during the relevant fiscal year due to voluntary resignation or death. They exclude mandatory retirements and involuntary separations initiated by the company. The employee turnover rate is calculated by dividing the number of employees who left during the fiscal year by the number of employees at the end of the fiscal year.

Note: Detailed data on new hires and turnover for the most recent fiscal year are provided in the 'Single Year Detailed Data' section.

Diversity, Equity, and Inclusion			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered
Women's Empowerment	Percentage of women among new graduate hires for career-track positions		%	27.4	21.2	25.4	27.0	18.6	GS Yuasa International Ltd.	Regular employees
	Percentage of women in managerial positions *2		%	3.5	3.9	3.7	4.6	5.0		
	Percentage of women at the assistant manager level *2		%	8.9	9.7	9.3	9.1	9.3		
	Percentage of women in the workforce		%	14.1	14.7	14.7	15.6	16.0	GS Yuasa International Ltd.	Regular employees
			%	11.1	10.6	9.7	9.9	9.8	The GS Yuasa Group	Regular and fixed-term employees
Childcare Leave	Number of employees taking childcare leave	Male	persons	27	49	84	87	112	GS Yuasa International Ltd.	Regular and fixed-term employees
		Female	persons	21	15	21	23	32		
	Childcare leave utilization rate	Male	%	22.5	45.4	63.6	71.3	80.0		
		Female	%	100	93.8	100	100	100		
	Return-to-work rate	Male	%	100	100	100	100	100		
		Female	%	100	100	100	100	100		
Nursing Care Leave (Short-Term)	Number of users		persons	23	40	43	74	92	GS Yuasa International Ltd.	Regular and fixed-term employees
	Total Number of days		day	70.1	161.5	129.0	292.0	358.0		
Nursing Care Leave (Long-Term)	Number of users		persons	1	3	4	1	1	GS Yuasa International Ltd.	Regular and fixed-term employees
	Return-to-work rate		%	0	33.3	100	0	100		
Employment of People with Disabilities	Employment rate for persons with disabilities (as of April 1)		%	2.56	2.68	2.52	2.64	2.97	GS Yuasa International Ltd., GS Yuasa Socie Ltd., GS Yuasa Battery Ltd.*3	Regular and fixed-term employees

Social Data – Time-Series Data

Diversity, Equity, and Inclusion			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered
Employment of Older Workers	Number of rehired employees	Male	persons	73	65	76	58	67	GS Yuasa International Ltd.	Fixed-term employees
		Female	persons	7	3	10	3	10		
		Total	persons	80	68	86	61	77		
	Reemployment rate	Male	%	80.2	78.0	83.5	73.4	88.2	GS Yuasa International Ltd.	Fixed-term employees
		Female	%	100.0	100.0	71.4	100.0	100.0		
		Total	%	81.6	80.0	81.9	74.3	89.5		
	Employment rate among reemployment applicants	Male	%	100.0	100.0	100.0	100.0	100.0	GS Yuasa International Ltd.	Regular employees
		Female	%	100.0	100.0	100.0	100.0	100.0		
		Total	%	100.0	100.0	100.0	100.0	100.0		
Gender Pay Gap[*4]	Regular employees		%	—	75.8	72.7	72.9	71.6	GS Yuasa International Ltd.	Regular and fixed-term employees
	Fixed-term employees		%	—	77.7	78.9	84.0	81.1		
	Total		%	—	76.3	73.7	74.5	73.1		

*2 The percentage of women in managerial positions and the percentage of women at assistant managers level are calculated based on the provisions of the “Act on the Promotion of Women's Active Engagement in Professional Life.”
*3 Figures for FY2021 through FY2024 represent the actual results for all workers at GS Yuasa International Ltd. and GS Yuasa Socie Ltd.
*4 Wages include base salary, overtime pay, and bonuses, but exclude commuting allowances and retirement benefits.

Human Resources Development				Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered
Employee Training	Average training hours per employee	Employment type	Regular employees	hours	6.31	5.85	7.06	7.62	7.98	GS Yuasa International Ltd.	Regular and fixed-term employees
			Fixed-term employees	hours	0.35	0.15	0.85	0.53	0.43		
		Gender	Male	hours	5.47	5.09	6.18	6.66	6.86		
			Female	hours	8.97	7.75	8.93	9.30	10.00		
		Total		hours	5.96	5.47	6.57	7.05	7.34		
	Total training hours	Employment type	Regular employees	hours	21,657	20,054	25,732	28,238	30,669	GS Yuasa International Ltd.	Regular and fixed-term employees
			Fixed-term employees	hours	77	36	263	171	153		
		Gender	Male	hours	17,160	16,005	20,959	22,849	24,391		
			Female	hours	4,574	4,085	5,036	5,560	6,431		
		Total		hours	21,734	20,090	25,995	28,409	30,822		

Labour			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered	Note
Annual Working Hours	Average annual scheduled working hours [*5]		hours	1,685	1,689	1,677	1,701	1,692	GS Yuasa International Ltd.	Regular employees (excluding managers, on leave, transferred overseas)	Period: April to March
	Average annual overtime hours		hours	200	203	189	176	166			
	Total annual working hours		hours	1,885	1,892	1,866	1,877	1,858			
Annual Paid Leave	Annual paid leave utilization rate		%	83.3	84.3	85.8	87.3	(To be disclosed in the next fiscal year)	GS Yuasa International Ltd.	Regular employees (excluding managers, on leave, transferred overseas)	● Period: September to August ● FY2024 data: Scheduled to be disclosed in next fiscal year
	Annual paid leave utilization rate against statutory entitlement		%	98.2	100.9	99.2	101.7				
	Average number of days of annual paid leave taken per employee		days	17.8	18	18.4	18.6				
Minimum Wage	Ratio of average starting salary for new employees to the local minimum wage	Career-track positions	—	137	136	139	145	150	GS Yuasa International Ltd.	Regular employees	Salary level relative to the regional minimum wage, with the regional minimum wage set at 100
		Manufacturing jobs, clerical work	—	114	114	117	123	127			

Social Data – Time-Series Data

Labour			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered	Note
Labour Union	Percentage of employees covered by collective bargaining agreements		%	79	79	79	78	79	GS Yuasa International Ltd.	Regular and fixed-term employees	
Labour Standards Compliance	Number of corrective recommendations issued under the Labour Standards Act		cases	0	0	0	0	0	GS Yuasa International Ltd.	—	
			cases	0	1	0	0	0	Domestic group companies		
Occupational Accidents	Lost-time injury frequency rate	Number of lost-time injuries per 1,000,000 working hours	—	0.30	0.60	0.36	0.58	0.58	GS Yuasa International Ltd.	All employees (including contract workers)	
	Lost-time injury severity rate	Number of lost days due to occupational injuries per 1,000 working hours	—	0.00	0.01	0.01	0.02	0.04			
	Number of lost-time injuries		cases	56	54	35	41	44	The GS Yuasa Group	All employees (including contract workers)	
	Number of serious occupational accidents		cases	1	0	0	0	0			
Health and Safety Training	Hazard simulation training		persons	640	967	1,905	2,459	1,987	Domestic group companies.	All employees (including contract workers) and suppliers	
	General risk assessment training		persons	176	36	47	89	67			
	Hazard prediction training		persons	54	50	86	36	173			

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

Health and Productivity Management		Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Employees covered	Note
Final Targets of the Health and Productivity Management Strategy*6	Presenteeism*7	score	—	—	64.9	66.2	65.8	GS Yuasa International Ltd.	Regular and fixed-term employees	
	Absenteeism*8	days	—	—	3.9	3.9	4.3			
	Work Engagement*9	deviation score	50.7	50.0	50.3	51.0	50.9			
Regular Health Checkups	Examination rate	%	99.9	100.0	100.0	100.0	100.0			
	Follow-up examination rate	%	—	—	59.7	61.0	62.4			
	Percentage of employees with poorly controlled health conditions	%	1.1	1.0	0.9	1.1	0.8			
	Percentage of employees requiring medical treatment	%	5.0	5.4	5.9	5.9	4.8			
Stress Checks	Examination rate	%	93.3	92.0	93.1	92.2	93.2			
	Rate of highly stressed individuals	%	7.8	9.5	9.8	9.2	8.5			
	Overall health risk*10	score	83	83	84	82	81			
	Mental toughness level*11	deviation score	50.9	50.4	50.4	51.0	51.1			

*6 The FY2025 actual results for presenteeism and work engagement were surveyed among 3,964 employees, with a response rate of 92.2%.

*7 Presenteeism is an indicator of reduced work performance or productivity resulting from employees' poor physical health or other health-related conditions.

*8 Absenteeism is an indicator of lost working time resulting from employees' absence from work due to illness.

*9 Work engagement is an indicator of employees' psychological state of being motivated and fulfilled in their work.

*10 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.

*11 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.

Social Data – Time-Series Data

Quality Management			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Note
Number of serious product accidents			cases	0	0	0	0	0	The GS Yuasa Group	
Quality Loss in Domestic Operations	Quality loss Index (FY2020 = 100)		—	97	91	121	82	84	Domestic group companies	
Response to Customer Feedback	Number of inquiries		cases	12,672	11,374	15,698	15,574	14,824	Domestic group companies	From FY2023 onward, the scope of covered product groups has been expanded to include a portion of power supply systems.
	Number of complaints		cases	21	10	2	7	4		
Quality management training	Number of participants		persons	893	1,209	1,218	1,154	1,350	Domestic group companies	
Quality Control Certification	Number of QC certification holders	Grade 1	persons	5	5	7	8	8	Domestic group companies	● Includes certification holders since FY2006 (excluding retired employees). ● For employees holding multiple certifications, only the highest grade is counted.
		Grade Pre-1	persons	3	3	4	5	5		
		Grade 2	persons	183	202	222	242	266		
		Grade 3	persons	641	718	896	1,053	1,211		
		Grade 4	persons	657	725	789	880	1,018		
		Total	persons	1,489	1,653	1,918	2,188	2,508		

Note: Detailed data on quality-related training for the most recent fiscal year are provided in the ‘Single Year Detailed Data’ section.

Supply Chain CSR Management			Unit	FY2021	FY2022	FY2023	FY2024	FY2025	Scope of coverage	Note
Status of Supplier CSR Assessments	Number of companies assessed	Suppliers of domestic group companies	companies	—	220	—	260	—	The GS Yuasa Group	Improvements are implemented in the fiscal year following the biennial survey based on the survey results.
		Suppliers of overseas group companies	companies	—	162	—	126	—		
		Total	companies	—	382	—	386	—		
Status of Improvements to Supply Chain CSR Issues	Number of companies targeted for improvement	Suppliers of domestic group companies	companies	53	—	20	—	25		
		Suppliers of overseas group companies	companies	23	—	14	—	10		
		Total	companies	76	—	34	—	35		
	Number of issues	Labour	issues	14	—	7	—	14		
		Health and Safety	issues	20	—	33	—	27		
		Environment	issues	4	—	3	—	0		
		Corporate Ethics	issues	12	—	4	—	6		
		Product Safety	issues	1	—	0	—	0		
		Total	issues	51	—	47	—	47		
	Improvement completion rate	Suppliers of domestic group companies	%	100	—	100	—	100		
		Suppliers of overseas group companies	%	100	—	100	—	93		
		Total	%	100	—	100	—	98		

Employee Statistics (FY2025)

New Hires by Age Group	Number of new hires (persons)		Ratio (%)		Breakdown of new hires (persons)				Scope of coverage	Employees covered
					New graduates		Mid-career employees			
	Male	Female	Male	Female	Male	Female	Male	Female		
Ages 10–19	40	6	13.4	2.0	40	6	0	0	GS Yuasa International Ltd.	Regular and fixed-term employees
Ages 20–29	118	37	39.5	12.4	83	26	35	11		
Ages 30–39	61	13	20.4	4.3	0	0	61	13		
Ages 40–49	15	6	5.0	2.0	0	0	15	6		
Ages 50–59	1	0	0.3	0	0	0	1	0		
Ages 60–69	2	0	0.7	0	0	0	2	0		
Total	237	62	79.3	20.7	123	32	114	30		

Employee Turnover by Age Group	Number of employees who left the company (persons)			Turnover rate (%)			Scope of coverage	Employees covered
	Male	Female	Total	Male	Female	Total		
Ages 10–19	1	0	1	2.6	0	2.3	GS Yuasa International Ltd.	Regular and fixed-term employees
Ages 20–29	20	6	26	3.3	3.2	3.3		
Ages 30–39	18	7	25	2.0	3.7	2.3		
Ages 40–49	8	1	9	1.2	1.1	1.2		
Ages 50–59	9	1	10	0.9	0.7	0.8		
Ages 60–69	14	0	14	4.3	0	4.0		
Total	70	15	85	2.0	2.3	2.0		

Quality Management (FY2025)

Quality Management Training by Knowledge Level	Number of training courses	Number of participants	Scope of coverage	Employees covered
Introductory	3	233	GS Yuasa International Ltd.	All employees (training applicants)
Basic and TQM	12	648		
Applied	17	469		
Total	32	1,350		