

**Materiality Response Plans (FY 2020, GS Yuasa Corporation)**

Materiality	Activity outline	Scope of application	FY 2020 plans		FY 2021 targets		FY 2019 results			
			KPI (key performance indicator)	Target	KPI (key performance indicator)	Target	KPI (key performance indicator)	Target	Results	Self-Assessment / Challenges
<b>Thoroughly fulfilling our CSR and ensuring compliance</b>	Provision of legal information and promotion of compliance training	Domestic	Number of times compliance education information disseminated annually	16 times	(Same as FY 2020)		Number of times compliance education information disseminated annually	16 times	18 times	The results of employee surveys regarding compliance education information were generally favorable, in which the provision of legal information was assessed as being effective. In the future, it is important to continually implement them.
			Number of compliance training implementation topics	2 topics or more	(Same as FY 2020)		Number of compliance training implementation topics	2 topics or more	2 topics	We conducted training for all employees in the form of meetings covering two or more of 15 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. It is important that such training be continued in the future.
		Overseas	Achievement ratio of compliance training plan	100%	(Same as FY 2020)		Progress ratio of plans for overseas deployment of domestic compliance training system	Creation of training materials and their overseas deployment	Creation of training materials and their overseas deployment	E-learning on anti-corruption was conducted at nine sites. It is important that compliance training be conducted at overseas Group companies in the future.
			Status of achievement of legal violation risk response plan	Implementation of legal violation risk countermeasures	Status of achievement of legal violation risk response plan	Grasp of legal violation risk response status	Status of achievement of legal violation risk response plan	Sharing of legal violation risk information	Sharing of legal violation risk information	We inspected that status of acquisition of approval and licenses necessary for the business operations of overseas Group companies. Going forward, we will continue to inspect that status and collaborate with risk management systems to manage the risks of legal violations by overseas Group companies.
<b>Respect and Protection for intellectual property</b>	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 2020)		Application implementation ratio of patent infringement surveys at the development stage	100%	100%	Implementation of patent infringement surveys is solidly established in the development stage, and sharing of patent information with local production sites in Turkey and India started in FY 2019. Going forward, we will promote sharing of patent information 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)	100%	(Same as FY 2020)		Achievement ratio of response plan to intellectual property infringement (imitation products)	100%	100%	We implemented our second 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.
<b>Strict management of confidential information</b>	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 2020)		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 2020)		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	94% or more	Ratio of employees passing information security proficiency test	95% or more	Ratio of employees passing information security proficiency test	100%	100%	The ratio of employees taking the test who pass has generally been at 100%, so in FY 2020 we changed the KPI to include employees who did not take the test. We will continuously implement activities to raise employee awareness concerning the importance of information security and take measures regarding employees who do not take the test.
<b>Respect for individuality</b>	Promotion of compliance training and thorough dissemination of hotline report system	Domestic	Achievement ratio of human rights training plan	100%	(Same as FY 2020)		Achievement ratio of human rights training plan	100%	100%	Based on the results of an analysis of records of training on human rights compliance conducted at all workplaces, we believe that employee awareness of human rights increased. It is important to continuously implement measures into the future.
		Overseas	Ratio of employees passing the harassment training proficiency test	100%	(Same as FY 2020)		Achievement ratio of plans for overseas deployment of domestic harassment training system	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.). It is important to strengthen harassment prevention measures in the future.
			Status of achievement of operational improvement plan for harassment report system	Operational improvements	Status of achievement of operational improvement plan for harassment report system	Operation and maintenance	Status of achievement of operational improvement plan for harassment report system	Revision of system content	Revision of system content	We confirmed the appropriateness of the details of systems at overseas Group companies that have introduced harassment report systems. In addition, we provided support for the introduction of such systems by overseas Group companies that have not done so. Going forward, effective operation of these systems will require raising employee awareness concerning the systems.

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	Comprehensive human rights risk management	Domestic	Status of achievement of human rights risk response plan	Establishment of a human rights risk response measures	Status of achievement of human rights risk response plan	Implementation of human rights risk countermeasures	Status of achievement of human rights risk response plan	Determination of significant human rights risks	Identification of human rights risk	We completed identification of human rights risks taking into account the value chain, but analysis and assessment of human rights risks is incomplete. It is necessary that we determine major human rights risks and investigate measures to reduce those risks.
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 2020)	(Same as FY 2020)	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. We also held 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 2020)	(Same as FY 2020)	Ratio of women among new graduates recruited for career-track positions	30% or more	20%	Of 56 recent graduates hired for career-track positions, 11 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 2020)	(Same as FY 2020)	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 2020)	(Same as FY 2020)	Achievement ratio of worksite education plan using skill map	100%	100%	Each division created a skill development education program to improve the skills needed for job performance. It is important to continue these activities into the future.
		Overseas	Achievement ratio of global human resources education plan	100%	(Same as FY 2020)	(Same as FY 2020)	Achievement ratio of educational plans for overseas site managers	100%	100%	We conducted training for overseas site managers based on the annual plan. We also formulated a global leader development and training plan for young employees. Going forward, we will also strengthen the development of young human resources who can be active as business leaders in diverse environments that span different countries, regions, and cultures.
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 2020)	(Same as FY 2020)	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 2020)	(Same as FY 2020)	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 2020)	(Same as FY 2020)	Operational achievement ratio of standard for number of days of paid leave taken annually (10 days/person or more)	100%	100%	We self-evaluate that the promotional activities for taking paid leave had a definite effect. The targets of these activities were expanded starting in FY 2019, and therefore, target management will be modified from general employees to also include managers. Also, we are taking measures based on the results of an interview survey of employees who took fewer than 10 days of paid leave annually.
	Overseas	Status of achievement of plan to reduce long working hours	Set self-management criteria	Status of achievement of plan to reduce long working hours	Improvement	Status of achievement of plan to reduce long working hours	Overseas Deployment	Overseas Deployment	Based on analysis of working hour survey data from overseas Group companies, we became aware that reducing long working hours is a top-priority issue. As a result, feedback on the analysis results was provided, and we conducted educational activities on reducing long working hours. It is necessary to take specific measures to reduce long working hours in the future.	
	Promotion of labor safety and health risk management	Domestic	Number of serious occupational accidents	None	(Same as FY 2020)	(Same as FY 2020)	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.

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			Missed work frequency ratio	0.8 or less	(Same as FY 2020)		Missed work frequency ratio	0.8 or less	0.8	Incidents involving mechanical equipment (crushing of a body part, entanglement of the body, laceration, scraping, etc.) are trending downward, but the number of incidents relating to back pain and heatstroke is increasing. It is necessary to take workplace measures to address work that imposes physical burdens on workers and hazards.		
			Number of workers not meeting our blood lead concentration management standards	None	(Same as FY 2020)		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 2020)		Number of worksites in work management category III	None	2	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.		
		Overseas	Number of serious occupational accidents	None	(Same as FY 2020)		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.		
			Missed work frequency ratio	2.4 or less	(Same as FY 2020)		Missed work frequency ratio	2.0 or less	2.4	The annual number of occupational accidents is decreasing at many worksites, but occupational accidents at newly established worksites is prominent. It is necessary to take priority measures for the prevention of occupational accidents at new worksites.		
			Achievement ratio of plans for overseas deployment of blood lead management	100%	Number of workers not meeting our blood lead concentration management standards	None	Achievement ratio of plans for overseas deployment of blood lead management	100%	100%	To support blood lead management at overseas Group companies, we shared information on domestic operational management processes and other topics. As a result, some overseas Group companies improved the ratios of employees in conformity with the management standards. Going forward, we will continuously analyze and assess blood lead concentrations at overseas Group companies in order to improve performance concerning blood lead concentrations.		
		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 2020)		Achievement ratio of targets for claims and in-process defects	100%	95%	Quality loss targets were generally met at overseas production plants, but the targets were not met in Japan. In FY 2020, we will seek to achieve the quality loss targets by implementing further quality improvement measures.
			Strengthening of maintenance service setup	Domestic	Progress ratio of product maintenance service system operational plan	Operational implementation	Progress ratio of product maintenance service system operational plan	Achievement of operational management standards	Progress ratio of product maintenance service system operational plan	System building	System building	We completed construction of a system to provide timely and appropriate product maintenance service and began operation of the system. In the future, it will be necessary to raise the operating rate of the system and laterally deploy the system to distributors and others.
			Promotion of product safety education	Global	Number of serious product accidents	None	(Same as FY 2020)		Number of serious product accidents	None	None	In FY 2019, 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 future, we will continuously improve product safety management by carrying out the voluntary product safety management action plans established by individual departments.
Promoting environmental protection	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	6% or more	Ratio of reduction of water use (compared with FY 2018)	8% or more	Ratio of reduction of water use (compared with FY 2018)	3% or more	2%	Overseas Group companies achieved water use reduction targets, but domestic business sites did not achieve the targets due to problems with water circulation facilities and other factors. In the future, we will continuously undertake activities to promote the reuse of water.		
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	4% or more	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	6% or more	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	2% or more	2%	The target was achieved as a result of energy-saving measures in production processes including storage battery charging processes and parts manufacturing processes. It is important to take measures to reduce greenhouse gas emissions through activities that improve operational efficiency into the future.		

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	Prevention of environmental pollution	Global	Number of major environmental accidents	None	(Same as FY 2020)		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% or more	(Same as FY 2020)		Ratio of recycled lead used as lead raw materials in lead-acid batteries	31% or more	42%	The rate of use of recycled lead by overseas Group companies has increased rapidly in recent years, resulting in the amount of recycled lead used in lead-acid batteries greatly exceeding initial expectations. 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% or more	Percentage of environmentally considered products in total sales of all products	35% or more	Percentage of environmentally considered products in total sales of all products	28% or more	34%	The target was achieved as a result of higher sales of vehicles with start-stop systems, which reduce fuel consumption, and products subject to generating systems that use renewable energy. Going forward, we will continue to provide products that meet market needs in relation to global warming.
	Development of products enhancing environmental performance	Domestic	Compliance ratios by lithium-ion batteries with life span performance standards	100%	(Same as FY 2020)		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.
CSR procurement promotion	Responses to responsible mineral procurement	Domestic	Achievement ratio of responsible mineral survey plan	100%	(Same as FY 2020)		Achievement ratio of conflict mineral survey plan	100%	100%	All matters concerning surveys of conflict minerals based on customer needs were handled by cooperating with suppliers. We also started operation of a cobalt survey. In the future, we will establish a Responsible Mineral Procurement Policy that can respond to changes in minerals subject to survey and risks and undertake measures that respond appropriately to various CSR procurement risks in the mineral supply chain.
	Management of supplier CSR risks	Global	Achievement ratio of supplier CSR issues improvement plan	100%	(Same as FY 2020)		Achievement ratio of supplier CSR issues improvement plan	100%	100%	We performed supplier audits relating to supply chain CSR issues identified based on the results of a supplier CSR survey. We confirmed documents and conducted on-site observations based on the Group's CSR Procurement Guidelines, investigated responsive measures to address the relevant issues with suppliers, and implemented operational improvements. In the future, we will reduce CSR procurement risks even further by conducting surveys with an expanded scope of application.

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

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