

Materiality Response Plans (FY 2023)

Materiality	Activity outline	Scope of application	FY 2023 targets		Final target (FY 2025)		Category	FY 2022 results			Remarks
			KPI	Target Value/Reference Value	KPI	Target Value/Reference Value		KPI	Target Value/Reference Value	Result	
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	Number of times compliance education information disseminated annually	16 times	Maintain	Number of times compliance education information disseminated annually	16 times	16 times	<ul style="list-style-type: none"> Fostered an ethical corporate culture by implementing compliance management Maintained stakeholder confidence by preventing the occurrence of compliance risks
			Number of significant compliance violations	None	Number of significant compliance violations	None	Maintain	Number of significant compliance violations	None	None	
		Overseas	Achievement ratio of compliance training plan	100%	Achievement ratio of compliance training plan	100%	Maintain	Achievement ratio of compliance training plan	100%	100%	
			Achievement ratio of significant compliance violation risk response plan	100%	Achievement ratio of significant compliance violation risk response plan	100%	Maintain	Achievement ratio of significant compliance violation risk response plan	100%	100%	
Respect and protection for intellectual property	Promotion of the use of company intellectual property rights	Global	Achievement ratio of patent acquisition plans that contribute to the expansion of business	100%	Achievement ratio of patent acquisition plans that contribute to the expansion of business	100%	Improve	Achievement ratio of patent acquisition plans in the ASEAN region and China	100%	100%	<ul style="list-style-type: none"> Reviewed plan details for FY 2023 and later Promotion of high value-added technological innovations Secured opportunities to obtain appropriate compensation Provided high-quality, reliable products to consumers
	Elimination of infringing products	Overseas	Number of investigations into infringing product manufacturing routes	2	Number of orders to cease manufacturing against manufacturers of infringing products	2	Improve	Achievement ratio of response plan to intellectual property infringement (imitation products)	100%	100%	
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%	Cyberattack response ratio at time of detecting high security alerts	100%	Maintain	Cyberattack response ratio at time of detecting high security alerts	100%	100%	<ul style="list-style-type: none"> Prevented unauthorized use and theft of confidential information by implementing appropriate security measures and access control Maintained dominance over and competitiveness against competitors by protecting the Company's confidential information Maintained stakeholder confidence by strictly managing confidential information provided by customers and business partners
		Domestic	Information leak confirmation and response ratio at time of large data output	100%	Information leak confirmation and response ratio at time of large data output	100%	Maintain	Information leak 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	Ratio of employees passing information security proficiency test	95% or more	Maintain	Ratio of employees passing information security proficiency test	95% or more	96%	
Respect for individuality	Promotion of human rights education	Domestic	Achievement ratio of human rights training plan	100%	Achievement ratio of human rights training plan	100%	Maintain	Achievement ratio of human rights training plan	100%	100%	Created a corporate culture of respecting human rights and eliminating discrimination and harassment
		Overseas	Achievement ratio of harassment education plan	100%	Achievement ratio of harassment education plan	100%	Improve	Achievement ratio of harassment education plan	100%	68%	A review of educational plan management methods is needed as the educational plan achievement ratio for employees who will be stationed overseas is low
	Thorough management of human rights risks	Domestic	Harassment incident response ratio	100%	Harassment incident response ratio	100%	Maintain	---	---	---	Established a new maintenance and management plan in FY 2023 and later
		Overseas	---	---	---	---	---	Introduction ratio of harassment whistleblower system	100%	100%	Achieved the final target in FY 2022
		Global	Achievement ratio of foreign national employment risk response plan	100%	Achievement ratio of foreign national employment risk response plan	100%	Improve	---	---	---	Established a new improvement plan in FY 2023 and later

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Respect for Diversity	Women's empowerment	Domestic	Ratio of women in management positions	4.0% or more	Ratio of women in management positions	6.0% or more	Improve	Ratio of women in management positions	4.0% or more	3.9%	It is important to continuously provide opportunities for effectively promoting career advancement by female employees
			Ratio of women among new graduates recruited for career-track positions	30% or more	Ratio of women among new graduates recruited for career-track positions	30% or more	Improve, Maintain	Ratio of women among new graduates recruited for career-track positions	30% or more	21%	It is important to continuously conduct effective outreach for female jobseekers and expand workplaces where women can play active roles (FY 2023: improvement plan, FY 2024 and later: maintenance and management plan)
			Ratio of female workers	15% or more	Ratio of female workers	17% or more	Improve	---	---	---	Established a new improvement plan in FY 2023 and later
			Achievement ratio of training plan for female senior managers	100%	Achievement ratio of training plan for female senior managers	100%	Maintain	---	---	---	Established a new maintenance and management plan in FY 2023 and later
	Promotion of the employment of persons with disabilities	Domestic	Employment ratio of persons with disabilities	2.65% or more	Employment ratio of persons with disabilities	2.67% or more	Improve	Employment ratio of persons with disabilities	2.65% or more	2.59%	The statutory employment ratio is satisfied, but it is important to continuously implement measures to enhance opportunities for use of diverse skills
Human resources development	Promotion of human resource development programs	Domestic	Achievement ratio of training plan for development of autonomous-minded human resources	100%	Achievement ratio of training plan for development of autonomous-minded human resources	100%	Maintain	Achievement ratio of training plan for development of autonomous-minded human resources	100%	100%	Improved productivity in conjunction with reinforcement of employee problem-solving skills
			Achievement ratio of next-generation manager education plan	100%	Achievement ratio of next-generation manager education plan	100%	Maintain	Achievement ratio of global human resources education plan	100%	100%	<ul style="list-style-type: none"> Reviewed plan details for FY 2023 and later Secured leadership for achieving sustainable growth
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%	Response ratio to prevent the recurrence of long working hours	100%	Maintain	Response ratio to prevent the recurrence of long working hours	100%	100%	
			Annual frequency of labor-management consultations relating to working hours	12 times	Annual frequency of labor-management consultations relating to working hours	12 times	Maintain	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	100%	Operational achievement ratio of standard for number of days of paid leave taken annually	100%	Improve	Operational achievement ratio of standard for number of days of paid leave taken annually	100%	99.7%	Raising the rate of paid leave taken by managers is an issue
		Overseas	Achievement ratio of overtime work reduction target	100%	Achievement ratio of overtime work reduction target	100%	Improve	Achievement ratio of working hours management standards	100%	45%	It is important to continuously implement measures for enhancing the health and quality of life of employees
	Promotion of a work-life balance	Domestic	Job turnover of full-time employee	2.3% or less	Job turnover of full-time employee	2.3% or less	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
	Thorough implementation of appropriate employment management	Domestic	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
Promotion of health management	Domestic	Rate of high stress individuals	10% or less	Rate of high stress individuals	10% or less	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later	

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Promotion of occupational health and safety risk management		Global	Number of serious occupational accidents	None	Number of serious occupational accidents	None	Maintain	Number of serious occupational accidents	None	None	<ul style="list-style-type: none"> There were no serious occupational accidents, but there were many workers who exceeded internal blood lead concentration management standards as a result of setting much stricter voluntary management reference values in FY 2022 It is necessary to implement priority improvement measures at sites with many workers whose internal blood lead concentrations exceed management standards
			Number of workers not meeting internal blood lead concentration management standards	None	Number of workers not meeting internal blood lead concentration management standards	None	Improve	Number of workers not meeting internal blood lead concentration management standards	None	285	
		Overseas	Number of accidents resulting in missed work	4 or less	Number of accidents resulting in missed work	2 or less	Improve	Missed work frequency ratio	0.3 or less	0.6	<ul style="list-style-type: none"> There were no serious occupational accidents, but it is important to continuously implement measures to reduce the risk of occupational accidents Reviewed the details of plans for FY 2023 and later
		Domestic	Number of accidents resulting in missed work	44 or less	Number of accidents resulting in missed work	39 or less	Improve	Missed work frequency ratio	1.8 or less	1.8	
Provision of high-quality products	Promotion of quality improvement and strengthening of quality communication	Global	Achievement ratio of targets for claims and in-process defects	100%	Achievement ratio of targets for claims and in-process defects	100%	Improve	Achievement ratio of targets for claims and in-process defects	100%	69%	It is important to take corrective action addressing the causes of non-achievement of targets and to continuously improve measures for controlling losses that occur in conjunction with quality defects
	Reinforcement of product safety management	Global	Number of serious product accidents	None	Number of serious product accidents	None	Maintain	Number of serious product accidents	None	None	Implemented measures to ensure customer safety
			Achievement ratio of product safety-related incident reduction target	100%	Achievement ratio of product safety-related incident reduction target	100%	Improve	---	---	---	Established a new improvement plan for FY 2023 and later
			Achievement ratio of product safety education plan	100%	Achievement ratio of product safety education plan	100%	Maintain	---	---	---	Established a new maintenance and management plan for FY 2023 and later
Reinforcement of service provision	Domestic	Achievement ratio of service promotion project plan	100%	Achievement ratio of service promotion project plan	100%	Improve	Achievement ratio of operational management standards for product maintenance service systems	100%	100%	Achieved the final target FY 2022, and consequently, reviewed the plan details for FY 2023 and later	
Promoting environmental protection	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	13.0% or more	Ratio of reduction of water use (compared with FY 2018)	15.0% or more	Improve	Ratio of reduction of water use (compared with FY 2018)	8.0% or more	15.6%	Promoted water conservation and recycling water
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	9.0% or more	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	15.0% or more	Improve	Ratio of reduction of CO ₂ emissions (compared with FY 2018)	6.0% or more	14.8%	Implemented energy-saving measures and promoted use of renewable energy
	Prevention of environmental pollution	Global	Number of major environmental accidents	None	Number of major environmental accidents	None	Maintain	Number of major environmental accidents	None	None	Promoted environmental risk management using voluntary management standards that are stricter than those set in environmental laws and regulations
	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	65% or more	Ratio of recycled lead used as lead raw materials in lead-acid batteries	70% or more	Improve	Ratio of recycled lead used as lead raw materials in lead-acid batteries	35% or more	53%	Provided products that curtail use of natural resources and the generation of waste

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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	39% or more	Ratio of environmentally considered products in total sales of all products	45% or more	Improve	Ratio of environmentally considered products in total sales of all products	35% or more	36%	Provided products and services that fulfill stakeholder needs relating to a decarbonized society
Responsible procurement promotion	Responses to responsible mineral procurement	Global	Achievement ratio of responsible mineral survey plan	100%	Achievement ratio of responsible mineral survey plan	100%	Maintain	Achievement ratio of responsible mineral survey plan	100%	100%	It is important to continuously procure minerals that are not complicit in armed conflict or human rights violations
	Management of supply chain CSR risks	Global	Achievement ratio of supplier CSR issues improvement plan	100%	Achievement ratio of supplier CSR issues improvement plan	100%	Maintain	Achievement ratio of supplier CSR issues improvement plan	100%	100%	Conducted a supplier survey on the status of CSR responses by suppliers and took measures to improve CSR issues

※ 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.

※ Items in the "Improve" category indicate improvement plans with set targets (indicators and target values).

※ Items in the "Maintain" category indicate maintenance and management plans with set operational management standards (indicators and reference values).