

**Materiality Response Plans (FY 2024)**

Materiality	Activity outline	Scope of application	FY 2024 targets		Final target (FY 2025)		Category	FY 2023 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"> <li>Fostered an ethical corporate culture by implementing compliance management</li> <li>Maintained stakeholder confidence by preventing the occurrence of compliance risks</li> </ul>
			Number of significant compliance violations	None	Number of significant compliance violations	None	Maintain	Number of significant compliance violations	None	None	
		Overseas	Achievement rate of compliance training plan	100%	Achievement rate of compliance training plan	100%	Maintain	Achievement rate of compliance training plan	100%	100%	
			Achievement rate of significant compliance violation risk response plan	100%	Achievement rate of significant compliance violation risk response plan	100%	Maintain	Achievement rate 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 rate of patent acquisition plans that contribute to the expansion of business	100%	Achievement rate of patent acquisition plans that contribute to the expansion of business	100%	Improve	Achievement rate of patent acquisition plans in the ASEAN region and China	100%	100%	Promotion of high value-added technological innovations
	Thorough avoidance of infringement third party intellectual property rights	Domestic	Number of incidents of third-party intellectual property rights infringements	None	Number of incidents of third-party intellectual property rights infringements	None	Maintain	---	---	---	<ul style="list-style-type: none"> <li>Provided high-quality, reliable products to consumers</li> <li>Secured opportunities to obtain appropriate compensation</li> </ul>
	Elimination of imitation products	Overseas	Number of websites shut down for selling imitation products	1,000	Number of sites selling imitation products shut down	1,000	Maintain	Number of investigations into imitation product manufacturing routes	2	2	
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"> <li>Prevented unauthorized use and theft of confidential information by implementing appropriate security measures and access control</li> <li>Maintained dominance over and competitiveness against competitors by protecting the Company's confidential information</li> <li>Maintained stakeholder confidence by strictly managing confidential information provided by customers and business partners</li> </ul>
		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 rate of human rights training plan	100%	Achievement rate of human rights training plan	100%	Maintain	Achievement rate of human rights training plan	100%	100%	Created a corporate culture of respecting human rights and eliminating discrimination and harassment
		Overseas	Achievement rate of harassment education plan	100%	Achievement rate of harassment education plan	100%	Maintain	Achievement rate of harassment education plan	100%	100%	
	Thorough management of human rights risks	Domestic	Harassment incident response ratio	100%	Harassment incident response ratio	100%	Maintain	Harassment incident response ratio	100%	100%	Protecting workers' rights by responding appropriately to harassment

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Respect for Diversity	Women's empowerment	Domestic	Ratio of women in management positions	5.0% 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%	Promotion of enhanced work motivation among female employees
			Ratio of women among new graduates recruited for career-track positions	30.0% or more	Ratio of women among new graduates recruited for career-track positions	30.0% or more	Improve, Maintain	Ratio of women among new graduates recruited for career-track positions	30.0% or more	26.7%	
			Ratio of female workers	16.0% or more	Ratio of female workers	17.0% or more	Improve	Ratio of female workers	15.0% or more	14.7%	
				Achievement rate of training plan for female senior managers	100%	Achievement rate of training plan for female senior managers	100%	Maintain	Achievement rate of training plan for female senior managers	100%	100%
	Promotion of the employment of persons with disabilities	Domestic	Employment ratio of persons with disabilities	2.70% or more	Employment ratio of persons with disabilities	2.70% or more	Improve	Employment ratio of persons with disabilities	2.65% or more	2.65%	Providing employment opportunities to persons who have the will and ability to work are able to work
Human resources development	Promotion of human resource development programs	Domestic	Achievement rate of training plan for development of autonomous-minded human resources	100%	Achievement rate of training plan for development of autonomous-minded human resources	100%	Maintain	Achievement rate of training plan for development of autonomous-minded human resources	100%	100%	Improved productivity in conjunction with reinforcement of employee problem-solving skills
			Achievement rate of next-generation manager education plan	100%	Achievement rate of next-generation manager education plan	100%	Maintain	Achievement rate of global human resources education plan	100%	100%	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%	Building of pleasant workplaces by ensuring safe and secure working environments
			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 rate of standard for number of days of paid leave taken annually	100%	Operational achievement rate of standard for number of days of paid leave taken annually	100%	Improve	Operational achievement rate of standard for number of days of paid leave taken annually	100%	99.9%	
		Overseas	Achievement rate of overtime work reduction target	100%	Achievement rate of overtime work reduction target	100%	Improve	Achievement rate of working hours management standards	100%	68%	
		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	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	None	
	Promotion of a work-life balance	Domestic	Job turnover of full-time employee	Less than 2.3%	Job turnover of full-time employee	Less than 2.3%	Maintain	Job turnover of full-time employee	Less than 2.3%	2.3%	Promotion of flexible work formats

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	Promotion of health management	Domestic	Rate of high stress individuals	10% or less	Rate of high stress individuals	10% or less	Maintain	Rate of high stress individuals	10% or less	10%	Maintenance and improvement of employee health
	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	Promotion of safe and secure working environment
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	308	Prevention of deaths and illnesses due to exposure to harmful substances	
Domestic		Number of accidents resulting in missed work	3 or less	Number of accidents resulting in missed work	2 or less	Improve	Number of accidents resulting in missed work	4 or less	5	Promotion of safe and secure working environment	
Overseas		Number of accidents resulting in missed work	28 or less	Number of accidents resulting in missed work	26 or less	Improve	Number of accidents resulting in missed work	44 or less	30		
	Promotion of quality improvement and strengthening of quality communication	Global	Achievement rate of targets for claims and in-process defects	100%	Achievement rate of targets for claims and in-process defects	100%	Improve	Achievement rate of targets for claims and in-process defects	100%	92%	Reduction of unnecessary resource consumption and waste generation through reduction of the occurrence of defective products
	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	Development of a safe and secure society
Achievement rate of product safety-related incident reduction target			100%	Achievement rate of product safety-related incident reduction target	100%	Improve	Achievement rate of product safety-related incident reduction target	100%	65%		
Achievement rate of product safety education plan			100%	Achievement rate of product safety education plan	100%	Maintain	Achievement rate of product safety education plan	100%	50%		
	Reinforcement of service provision	Domestic	Achievement rate of service promotion project plan	100%	Achievement rate of service promotion project plan	100%	Improve	Achievement rate of operational management standards for product maintenance service systems	100%	100%	Creation of highly reliable and robust infrastructure
	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	14.0% 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)	13.0% or more	15.3%	Reduction of water intake through the promotion of water recycling
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	12.0% or more	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	15.0% or more	Improve	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	9.0% or more	13.7%	Reduction of CO <sub>2</sub> emissions through the efficient use of fossil-fuel-derived 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	Control emissions in the atmosphere, water, and soil by preventing environmental accidents
	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	67.0% or more	Ratio of recycled lead used as lead raw materials in lead-acid batteries	70.0% or more	Improve	Ratio of recycled lead used as lead raw materials in lead-acid batteries	65.0% or more	65.7%	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	42.0% or more	Ratio of environmentally considered products in total sales of all products	45.0% or more	Improve	Ratio of environmentally considered products in total sales of all products	39.0% or more	38.7%	Provided products and services that fulfill stakeholder needs relating to a decarbonized society
Responsible procurement promotion	Responses to responsible mineral procurement	Global	Achievement rate of responsible mineral survey plan	100%	Achievement rate of responsible mineral survey plan	100%	Maintain	Achievement rate 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 rate of supplier CSR issues improvement plan	100%	Achievement rate of supplier CSR issues improvement plan	100%	Maintain	Achievement rate of supplier CSR issues improvement plan	100%	100%	Realization of sustainable supply chain
		Domestic	Achievement rate of internal education plan concerning responsible procurement	100%	Achievement rate of internal education plan concerning responsible procurement	100%	Maintain	---	---	---	Established a new maintenance and management plan in FY 2024 and later
			Achievement rate of supplier education plan concerning responsible procurement	100%	Achievement rate of internal education plan concerning responsible procurement	100%	Maintain	---	---	---	

※ 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).