

Materiality Response Plans (FY 2025)

Materiality	Activity outline	Scope of application	FY 2025		FY 2024	FY 2023	Category	Remarks
			KPI	Target Value / Reference Value	Result	Result		
Ensuring compliance	Provision of legal information and promotion of compliance training	Global	Number of significant compliance violations	None	None	None	Maintain	
		Domestic	Number of times compliance education information disseminated annually	16 times	16 times	16 times	Maintain	
		Overseas	Achievement rate of compliance training plan	100%	100%	100%	Maintain	
			Achievement rate for the significant compliance risk response plan	100%	100%	100%	Maintain	
Respect and protection for intellectual property	Promotion of the use of company intellectual property rights	Global	Achievement ratio of plan for acquisition of patents that contribute to business growth and new business creation	100%	100%	100%	Improve	
	Thorough avoidance of infringement third party intellectual property rights	Domestic	Number of incidents of third-party intellectual property rights infringements	None	None	---	Maintain	Established a new maintenance and management plan in FY 2024 and later
	Elimination of counterfeit products	Overseas	Number of websites shut down for selling counterfeit products	1,000	1,000	( 2 )	Improve	KPI changed starting in FY 2024 (Previous KPI: Number of investigations into infringing product manufacturing routes)
		Global	Number of civil lawsuits filed against makers and sellers of counterfeit products	100	---	---	Improve	Established a new maintenance and management plan in FY 2025 and later
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%	100%	100%	Maintain	
		Domestic	Information leak confirmation and response ratio at time of large data output	100%	100%	100%	Maintain	
	Promotion of information security training	Domestic	Ratio of employees passing information security proficiency test	95% or more	96%	96%	Maintain	
Respect for individuality	Promotion of human rights education	Domestic	Achievement rate of human rights training plan	100%	100%	100%	Maintain	
		Overseas	Achievement rate of harassment education plan	100%	100%	100%	Maintain	
	Thorough management of human rights risks	Domestic	Harassment incident response ratio	100%	100%	100%	Maintain	
Respect for Diversity	Women's empowerment	Domestic	Ratio of women in managerial positions	6.0% or more	4.6%	3.7%	Improve	
			Ratio of women in new graduates hired for career-track positions	30.0% or more	27.0%	25.4%	Improve, Maintain	
			Ratio of women in the workforce	17.0% or more	15.6%	14.7%	Improve	
			Achievement rate of training plan for female senior managers	100%	100%	100%	Maintain	
	Promotion of the employment of persons with disabilities	Domestic	Employment ratio of persons with disabilities (average over the fiscal year)	2.70% or more	2.83%	2.65%	Improve	
Human resources development	Promotion of human resource development programs	Domestic	Achievement rate of training plan for development of autonomous-minded human resources	100%	100%	100%	Maintain	
			Achievement rate of next-generation manager education plan	100%	100%	100%	Maintain	
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%	100%	100%	Maintain	
			Annual frequency of labor-management consultations relating to working hours	12 times	12 times	12 times	Maintain	
			Operational achievement rate of standard for number of days of paid leave taken annually	100%	99.4%	99.9%	Improve	
		Overseas	Number of instances of overtime work in excess of the statutory limit	None	( 67% )	( 68% )	Improve	KPI changed starting in FY 2024 (Achievement rate of overtime work reduction target)
	Thorough implementation of appropriate employment management	Domestic	Number of corrective recommendations from the Labor Standards Inspection Office based on spot inspections	None	None	None	Maintain	
	Promotion of a work-life balance	Domestic	Job turnover of full-time employee	2.3% Less than	2.1%	2.3%	Maintain	

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	Promotion of health management	Domestic	Rate of high stress individuals	10% or less	9%	10%	Maintain	
	Promotion of occupational health and safety risk management	Global	Number of serious occupational accidents	None	None	None	Maintain	
			Number of workers not meeting internal blood lead concentration management standards	None	420	328	Improve	
			Number of accidents resulting in missed work	28 or less	41	35	Improve	
Provision of high-quality products	Promotion of quality improvement and strengthening of quality communication	Global	Achievement rate of targets for claims and in-process defects	100%	105%	92%	Improve	
	Reinforcement of product safety management	Global	Number of serious product accidents	None	None	None	Maintain	
			Achievement rate of product safety-related incident reduction target	100%	37%	65%	Maintain	
			Achievement rate of product safety education plan	100%	70%	50%	Maintain	
	Reinforcement of service provision	Domestic	Achievement rate of service promotion project plan	100%	100%	100%	Improve	
Promoting environmental protection	Promotion of effective use of water resources	Global	Ratio of reduction of water use (compared with FY 2018)	15.0% or more	14.8%	15.3%	Improve	
	Contribution to realization of low-carbon society	Global	Ratio of reduction of CO <sub>2</sub> emissions (compared with FY 2018)	15.0% or more	16.9%	13.7%	Improve	
	Prevention of environmental pollution	Global	Number of major environmental accidents	None	None	None	Maintain	
	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	70.0% or more	72.4%	65.7%	Improve	
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	45.0% or more	36.7%	38.7%	Improve	
Responsible procurement promotion	Responses to responsible mineral procurement	Global	Achievement rate of responsible mineral survey plan	100%	100%	100%	Maintain	
	Management of supply chain CSR risks	Global	Achievement rate of supplier CSR issues improvement plan	100%	100%	100%	Maintain	
		Domestic	Achievement rate of internal education plan concerning responsible procurement	100%	100%	---	Maintain	Established a new maintenance and management plan in FY 2024 and later
			Achievement rate of internal education plan concerning responsible procurement	100%	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).