



**First listing on the MSCI Japan Empowering Women Index (WIN)
Selected for inclusion in all ESG indices adopted by GPIF for Japanese
equities**

GS Yuasa Corporation (Tokyo Stock Exchange: 6674, “GS Yuasa”) has for the first time been selected as a constituent of the MSCI Japan Empowering Women Index (WIN)^{*1}, an index developed by Morgan Stanley Capital International Inc. (hereinafter “MSCI”) which recognizes companies that demonstrate excellence in gender diversity. This index is one of the indices for ESG investment adopted by the Government Pension Investment Fund (GPIF), which manages and invests Japan’s pension reserve funds.

In addition, GS Yuasa has been selected as a constituent of the MSCI Japan ESG Select Leaders Index^{*2}, an ESG index for domestic equities adopted by GPIF; the FTSE Blossom Japan Index^{*3} and FTSE Blossom Japan Sector Relative Index^{*4}, indices compiled by the global index provider FTSE Russell; and the S&P/JPX Carbon Efficient Index^{*5}, which was jointly developed by S&P Dow Jones Index and the Tokyo Stock Exchange. With GS Yuasa’s inclusion in the MSCI Japan Empowering Women Index (WIN), the company has now been selected as a constituent in all ESG indices adopted by GPIF for domestic equities.^{*6}

Through the company’s corporate philosophy of being “committed to people, society and the global environment through innovation and growth of our employees and business entities,” GS Yuasa is committed to contributing to solving social issues through business to be a company that can be trusted by stakeholders and achieve sustainable growth.

^{*1} An index of companies selected from each business sector with excellence in gender diversity.

^{*2} An index of companies selected from each business sector with high ESG ratings.

^{*3} An index of Japanese companies recognized for their outstanding ESG initiatives.

^{*4} An index that reflects the relative performance in various sectors of Japanese companies excelling in ESG.

^{*5} An index of companies with sufficient disclosure of environment information and carbon efficiency (carbon emissions to revenue).

^{*6} As of June 2022.

■ Important management indicators regarding measures to promote the active participation of women in GS Yuasa

| Classification | Results | | |
|--|---------|--------|--------|
| | FY2019 | FY2020 | FY2021 |
| Percentage of women among new graduates recruited for career-track positions | 24.1% | 19.6% | 27.4% |
| Percentage of women among workers | 13.5% | 13.6% | 14.1% |
| Percentage of women in managerial positions | 2.5% | 2.8% | 3.5% |
| Percentage of women at assistant manager rank | 9.1% | 9.9% | 8.9% |
| Percentage of men taking childcare leave | 2.7% | 9.1% | 22.5% |

■ Diversity initiatives

GS Yuasa has established an action plan to advance women in the workforce and is engaged in a number of initiatives to promote diversity. For more details, please refer to the website below. (in Japanese)

<https://www.gs-yuasa.com/jp/diversity/actionplan.html>

■ Sustainability initiatives

In May 2017, GS Yuasa established the CSR Policy and Code of Conduct, which defined the company's corporate philosophy, and in April 2018, signed the United Nations Global Compact (hereinafter "UNGC"), which shares the same values as the company's CSR Policy. In order to meet the demands of the UNGC's ten principles covering the four areas of human rights, labour, environment and anti-corruption, the Sustainable Development Goals (SDGs) established by the UN and the company's own CSR Policy, GS Yuasa has established CSR committees at its operating companies and is committed to contributing to a sustainable society through business activities. For more details, please refer to the website below.

<https://www.gs-yuasa.com/en/csr/>

2022 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

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