

Sustainability Management

Message from the Chair of the Sustainability Committee

In Vision 2035, we declared our commitment to making significant contributions to the realization of a de-carbonized society in the fields of mobility and public infrastructure through technological innovation in storage batteries, which are the Group's principal products. Practicing our corporate philosophy of "Innovation and Growth" and promoting the integration of financial and non-financial areas through our business activities is the foundation of the Group's sustainability management.

To reinforce sustainability management even further, in October 2024 we established the Sustainability Committee as a higher-level committee to the Sustainability Promotion Committee. The Sustainability Committee, comprised of members of the Management Meeting, which is chaired by the Representative Director, improves governance by performing the roles of a steering committee, invigorating deliberation in management, and strengthening collaboration with the Board of Directors.

Under an environment that is undergoing substantial change including changes in sustainability-related laws, ESG issues, and customer needs, we are increasing the Company's non-financial value and corporate value and meeting the diverse needs of stakeholders by responding to sustainability issues appropriately and promptly.



Vice President and Representative Director, GS Yuasa Corporation
Vice President and Representative Director, GS Yuasa International Ltd.
Masahiro Shibutani

Sustainability Promotion Process

The Group aims to enhance corporate value and stakeholder satisfaction by implementing a sustainability promotion process based on the corporate philosophy reflecting the Group's enduring values. To practice the corporate philosophy, the Group has created the Sustainability Management Policy, which determines its future direction for realizing a sustainable society and enhancing corporate value. This policy indicates the Group's commitment to emphasize dialogue with stakeholders, contribute to solving sustainability issues, and maintain a strong business foundation.

Sustainability Management Policy
▶ <https://www.gs-yuasa.com/en/company/philosophy.php>
Promotion of Sustainability Management
▶ <https://www.gs-yuasa.com/en/csr/structure.php>

Overview of the sustainability promotion process



Sustainability Promotion Framework

The Group has in place a governance framework centering on the Sustainability Promotion Committee under the supervision of the Board of Directors, to promote sustainability initiatives by the entire Group from a medium- to long-term and multilateral perspective. In October 2024, the Group also established a new "Sustainability Committee" comprised of members of the Management Meeting of GS Yuasa International Ltd., its core operating subsidiary, and chaired by a Representative Director. Using these means, the Group is further enhancing its framework for the promotion of sustainability management under the leadership of the highest levels of management.

In this framework, the Company's President supervises group-wide sustainability activities as the "Chief Commanding Officer for Sustainability Promotion," and its corporate governance framework centering on the Board of Directors supervises and manages the appropriateness of sustainability management of the entire Group. In addition, GS Yuasa International Ltd. has established a Sustainability Promotion Committee to serve as a conference body responsible for deliberating on sustainability issues, and planning and promoting sustainability-related initiatives, to promote sustainability management throughout the Group.

GS Yuasa's "Value Creation"
- Steady Evolution Generates Value

"Company-Wide Strategy"
for Value Creation

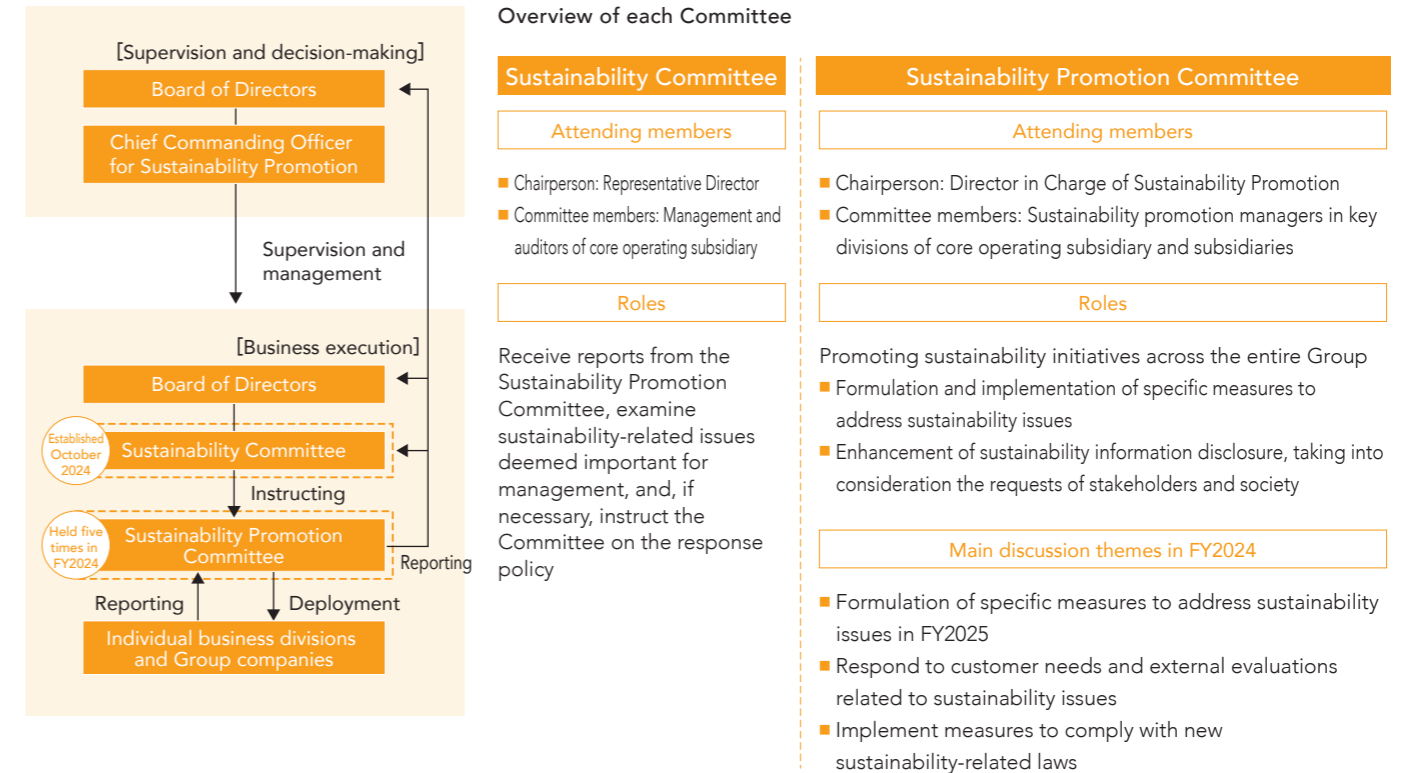
"Business and Technical Strategies"
for Value Creation

"Foundations" of Value Creation

Corporate Data

The Sustainability Committee discusses important matters deliberated at the meetings of the Sustainability Promotion Committee and provides feedback to the Sustainability Promotion Committee on guidelines for implementing effective sustainability management. The Sustainability Promotion Committee utilizes this feedback as the basis for determining response measures and management resources, which are then subject to resolutions at the Boards of Directors of the Company and GS Yuasa International Ltd. before deployment throughout the Group. When the Group discloses its sustainability information externally, the Sustainability Promotion Committee first reviews the information, followed by a final review and approval by the Board of Directors to ensure the transparency and reliability of the information to be disclosed.

Sustainability promotion framework



TOPICS

Efforts to embed sustainability within the Company

- Employee training aimed at promoting understanding of sustainability issues -

1 Implementation of workplace meetings on sustainability

With the aim of deepening each employee's understanding of important tasks related to sustainability, we conduct meeting-style training programs at workplace sites on sustainability issues.

Sustainability workplace meeting themes (FY2024)

- Contribution to the SDGs through the Practice of Our Corporate Philosophy
- Environmental education (climate change)
- Respect for diversity
- Preventing intentional wrongdoing
- Handling confidential information
- Subcontracting laws
- Personal information protection
- Security trade controls
- Harassment
- Management of working hours
- Occupational health and safety
- Manufacturing process and product safety

2 Introducing sustainability issues in rank-based training

We incorporate content related to sustainability issues into rank-based training so that employees can raise their knowledge and awareness of sustainability and apply it to their work.

List of rank-based training courses with lectures on sustainability issues

- New division manager / manager / assistant manager training
- Career advancement training (6 years since joining)
- Skills improvement training (3 years since joining)
- Power-up training (4 years since graduating high school)
- New employee training
- Management training (5th year as manager)