

Social

Message from Director in Charge of Human Resources

Proactive investment in HR development, HR acquisition, and HR measures to enhance and fully draw out the value of human capital

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Fostering flexible and robust human resources and organization through DE&I initiatives

Amid the volatile business environment, the Company recognizes the importance of enhancing and fully drawing out the value of human capital in order to achieve sustained growth and to continue supplying new value to society. Until now, out of the belief that it is precisely the frontlines that are the engine generating the Company's value, we have been promoting Frontline Capability Enhancement Activities to develop autonomous-minded human resources and creating workplaces where they can be fully active. In addition, by disseminating and practicing the perspective of diversity, equity, and inclusion (DE&I) throughout the Group, we will take maximum advantage of the diverse values, experience, knowledge, and skills possessed by everyone working in our workplaces, pool our wisdom, and continue to create new value. Also, we will foster flexible and robust human resources capable of enduring unexpected changes.

Implementation of organizational improvement activities through mentality management diagnosis as an initiative to enhance engagement

We believe that establishing an environment in which, through efforts to enhance employee engagement and mental health, employees can fully display their skills and continue working in a healthy and lively manner both physically and mentally contributes to the improvement of labor productivity, the creation of innovations, and the securing of human resources.

Since fiscal 2021, once a year we have been measuring the conditions of employees and the organization through mentality management diagnosis combining both engagement and mental health and, using the results of this diagnosis, promoting the plan-do-check-act (PDCA) cycle for organizational improvement activities. By understanding the actual condition

and issues of the organization as objective indexes, we aim to prevent mental health problems among employees, enhance engagement, and vitalize the organization through balanced improvement activities.

● Important management indexes of mentality management diagnosis (deviation value)*1

Item	Results (FY2022)	Target*2 (FY2025)
Employee engagement	49.0	53.9
Stress response	49.7	53.0
Work engagement	50.0	53.9
Mental toughness level*3	50.4	54.0

*1 Results for GS Yuasa International Ltd., including employees seconded to other companies and excluding employees seconded from other companies.

*2 Target figures are the top levels in the industry (manufacturing companies with 3,000 or more employees).

*3 This index correlates both stress response and engagement.

Developing autonomous-minded human resources and switching to an HR portfolio required for business reform

We will urge our employees to properly understand the impact of environmental changes, clarify their own career visions with a sense of ownership, and, by taking the initiative in managing their own careers, grow as needed human resources. We are promoting various efforts for this purpose, including the provision of career development training for each level and the introduction into personnel changes of in-house recruitment schemes, such as the Job Challenge Program.

In Vision 2035 the Company showed the way toward realizing our desired future image. Going forward, to realize a switch to an HR portfolio required for business reform, we will proactively invest in human resource development, human resource acquisition, and human resource measures.

Providing an environment that respects individual personalities and abilities and enables everyone to work with zeal and a sense of fulfillment

Promotion of DE&I

Building of flexible and robust human resources and organization so that diversity leads to enhanced added value

Linkage with management strategy

Switch to HR portfolio in line with business division policies

Building of setup toward optimization of corporate value

- 1. Enhancement of employee engagement**
(1) Implementation of mentality management diagnosis
(2) Promotion of PDCA cycle in organizational improvement activities
- 2. Fostering of autonomous-minded HR**
(1) Autonomous career formation support
(2) Introduction of career development training for each level
- 3. Introduction of in-house recruitment schemes**
(1) Increase of job-matching options
(2) Securing and retention of talented HR

Social Initiatives

Respect for Individuality

The GS Yuasa Group is aware that respect for human rights is at the foundation of business activities and that preventing the occurrence of human rights violations through decision-making and activities is a key element of management. Furthermore, since the Group engages in business on a global scale, we believe that appropriate management of human rights issues not only within GS Yuasa and its Group companies, but also in our transactional relationships with business partners including domestic and overseas suppliers is essential.

The Group's fundamental approach regarding respect for human rights is expressed in the CSR Policy, and we make employees aware of this policy. In addition, we undertake human rights risk management by conducting human rights due diligence in accordance with the Guiding Principles on Business and Human Rights, international norms on human rights. To ensure respect for human rights within the Group, the organization that undertakes group-wide sustainability activities has supervisory responsibility, and important matters relating to the promotion of respect for human rights are determined by resolution of the Board of Directors.

processes. In the future, we will deploy this process at domestic and overseas Group companies as well.

To undertake human rights risk management in the supply chain, we administer a questionnaire survey of suppliers to confirm the status of their responses regarding human rights issues, and when necessary, request that suppliers take human rights risk countermeasures. We collaborate with a variety of stakeholders in the mineral supply chain and undertake activities to avoid being complicit in human rights violations in mineral procurement.

● Human rights issues to be addressed with priority (GS Yuasa International Ltd.)

Issue	Human rights risk	Persons subject to impact
Unsafe or unhealthy work environment	Risk that employees will not be able to work healthily due to inappropriate labor health and safety management	Employees
Harm to health from environmental pollution	Risk that the lives or health of local residents will be harmed due to atmospheric pollution or water contamination resulting from	Local residents

Identification of human rights risks

We identify human rights issues that pose human rights risk in collaboration with outside experts so that we can conduct proper management of those risks.

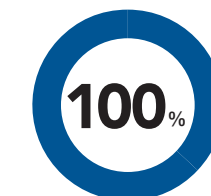
Matters taken into consideration when identifying human rights issues

- Human rights issues that require management by a manufacturing business that is active on a global scale
- Setting the scope of application to persons subject to impact on human rights throughout the value chain (not limited to employees, but also including supplier workers, local residents, customers, users, and others)
- Complicity in human rights violations that occur in the supply chain (contributing to human rights violations)
- Examples of human rights risks that have occurred in other companies

Promoting human rights education

Informative and education initiatives help employees to grasp various human rights issues and the importance of business activities keyed to human rights. When necessary, personnel participate in human rights management training sessions, nurturing and expanding knowledge vital in properly recognizing and evaluating human rights risks and their negative effects.

● Human rights worksite training implementation rate (FY2022)



● Average implementation time of human rights worksite training (FY2022)



Scope: 363 GS Yuasa worksites and 149 domestic Group companies

TOPIC

Implementation of Worksite Training on Diversity

In fiscal 2022, we set "diversity (psychological safety)" as an essential topic of human rights education conducted on the form of meetings for all employees. Through discussions based on workplace case studies, employees are made aware that respect for diversity and awareness of unconscious bias led to psychological safety.

Human Resource Development/Respect for Diversity

At the Group, we believe that front-line workplaces are the engines that generate corporate value, and the lead players in those workplaces are employees. Thus, we encourage the development of "autonomous-minded human resources" who can think independently, work proactively, and generate results at their day-to-day work sites, which are the best places for developing human resources. In addition, in order to nurture a culture in which diverse human resources can grow together and play an active role, we undertake diversity management so that we can fully utilize the diverse individuality of employees and strengthen organizational capabilities.

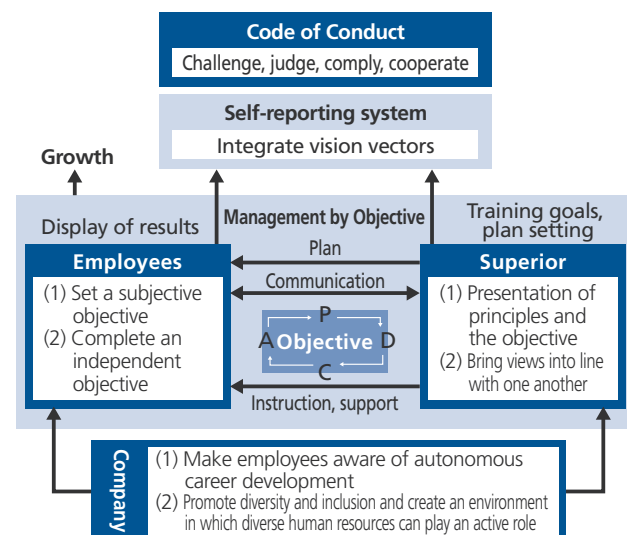
Fostering autonomous-minded human resources

Through on-the-job training (OJT) that focuses on the management by objective system, we are working on fostering autonomous-minded human resources. In addition, off-the-job training (Off-JT) which includes rank-specific training and open-to-all training, is used to improve leadership and management skills and promote career development.

With respect to career development, we promote career management using a self-assessment system whereby employees take the initiative in setting goals and thinking about their vision of work by implementing annual reviews relating to career development.

We conduct career development training on each level to encourage career development by employees. In 2021, we introduced a new employee training program that provides opportunities for employees to confirm that performing their work with enthusiasm, gaining experience, knowledge, and abilities and enhancing skills will lead to a career in the future. Going forward, we will take additional measures to support independent career development including the introduction of an open recruiting system and providing support for improving and expanding career interviews.

Basics of human resource development



HR development training times (FY2022)**

Items	Categories	Total training time (hours)
Gender	Male	16,005
	Female	4,085
	Total	20,090

*1 Training conducted within GS Yuasa by the Human Resources Division
 Period: April 2022–March 2023
 Scope: All employees (regular and fixed-term employees)

Promoting diversity (diversity, equity, and inclusion)

We are actively promoting diversity, equity, and inclusion (DE&I) as one of its management issues. In 2018, the Company launched the "GY Mirai Project" to actively recruit diverse human resources and continuously develop an environment that allows each individual to make the most of their individuality and abilities, and to create a workplace where each individual can continue to work with enthusiasm and fulfillment.

Career development

We are working to build a system that enables early identification of candidates for directors and managerial positions.

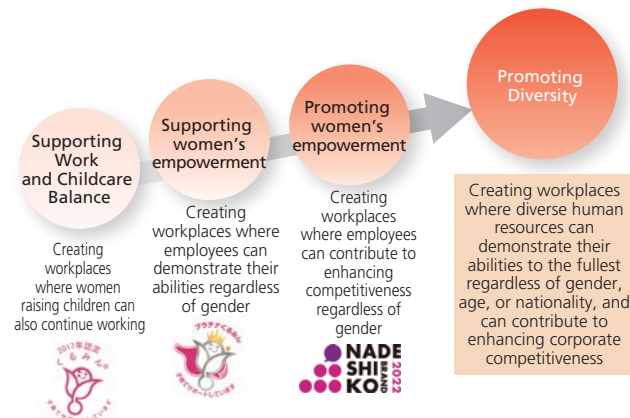
Main initiatives

- Conducting training on the theme of career advancement for female employees and their superiors
- Proactive dispatch for external leadership training
- Encouraging employees to take training to foster next-generation management

Promoting women's empowerment

The Group is committed to increasing opportunities for female employees to play an active role by supporting the two axes of "career development" and "support for work-life balance."

Roadmap for promoting women's empowerment



TOPIC

Conducting Career Advancement Training for Female Assistant Managers

In July 2023, GS Yuasa conducted training targeting female employees at the assistant managers rank with the aim of enabling them to face the challenges and anxieties of balancing life events with career development for positive career advancement. While providing opportunities to recognize individual qualities and strengths by using diagnostic tools, and to learn how to leverage one's strengths to demonstrate leadership based on one's own individual style, we also held panel discussions featuring female managers and guest lecturers, to foster familiarization with managerial positions. We believe this has led to the nurturing of a career vision among female employees that focuses on managerial positions.

Key indicator concerning the promoting women's empowerment (regular employees of GS Yuasa only)

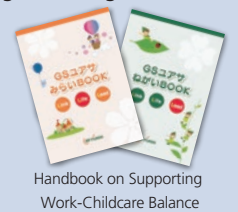
Indicator	FY2022 result	FY2025 target
Percentage of women in managerial positions	3.9%	6% or more
Achieved a new record high. Ongoing efforts will be made to achieve targets in the future.		
Percentage of women among workers	14.7%	17% or more
We are actively recruiting women from among new graduates, and the percentage of women among all workers is increasing every year.		
Percentage of women among new graduates recruited for career-track positions	21.2%	At least 30% each year
We hold recruiting events that focus on women, raising awareness of the Company, and we plan to continue these events in the future.		
Percentage of women at the assistant managers rank	9.7%	12% or more
The percentage increased 0.4% from fiscal 2021 and is steadily increasing each year.		
Men's rate of taking childcare leave	45.4%	100%
The rate increased dramatically, up 22.9% compared to fiscal 2021. A substantial increase in the past three years.		

Support for work-life balance

With the aim of "creating an environment that makes it is easy for employees to participate in childcare," we have established a support system for childbirth and childcare, etc. In addition, we are working to ensure that both men and women can use the system, such as by establishing an Expert Committee on the Development of Future Generations that holds consultations between the labor union and the Company.

Main initiatives

- Babysitter fee subsidy program*2
- Sharing information on support systems using the in-house intranet
- Conducting information exchange meetings for work-childcare balance
- Published and distributed the Handbook on Supporting Work-Childcare Balance
- Implementing a Questionnaire on Balancing Work and Nursing Care and utilizing it to further understanding of the current situation and consider countermeasures



*2 Applies to the babysitter dispatch services provided by the All Japan Childcare Services Association commissioned by the Cabinet Office.

Indicators concerning use of the childcare support system (FY2022)



Promotion of diversity initiatives in management

We are incorporating and promoting DE&I initiatives into our management targets.

Main initiatives

- Establishing a roadmap and targets, and publicize the details of initiatives and results both internally and externally
- Discussing initiatives and issues at meetings attended by senior management, and report plans and implementation status at Board of Directors meetings
- Establishing an item on diversity as part of director's priority issues

Initiatives to improve engagement

In fiscal 2021, the Group introduced mentality management diagnosis to measure employees' mental health and engagement (enthusiasm for work and for the organization). By understanding of the status of employees and organizations from the perspectives of mental health and engagement, we can recognize current organizational issues and use the information in measures for improving and revitalizing organizations.

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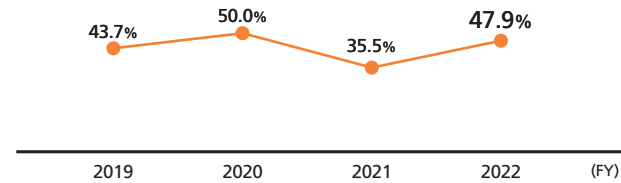
Reinforcing mid-career recruitment

GS Yuasa actively conducts mid-career recruitment. To promote the formation of workplaces where employees hired mid-career can demonstrate their diverse skills at an early stage, we conduct training for such employees to facilitate interaction among human resources and adaptation to the environment within the company, and improve engagement.



A training session for mid-career employees

Percentage of mid-career employees among newly hired employees (GS Yuasa)*3

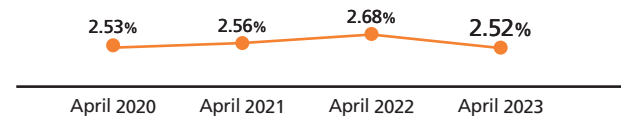


*3 Scope: All employees (regular and fixed-term employees)

Promoting employment of persons with disabilities

GS Yuasa Socie Ltd., a special subsidiary of GS Yuasa, actively employs persons with disabilities. Since 2016, the company has introduced a system to ensure safe and stable employment by designating all employees as "regular employees" with indefinite-term employment regardless of whether they have a disability or not.

Change in employment rate for persons with disabilities (GS Yuasa)*4

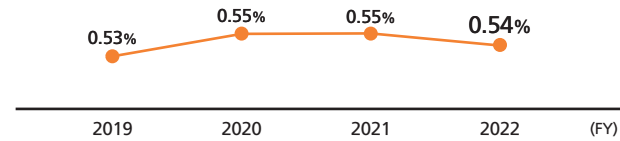


*4 Results are as of April 1 of each fiscal year

Measures to hire foreign employees

We take measures to hire foreign nationals who possess skills and specialized knowledge, regardless of nationality. We believe that understanding and respecting the customs, cultural values, religions, and so on of each country will lead to the building of good relationships as well as effective business operations.

Changes in percentage of foreign nationals employed (GS Yuasa)*5

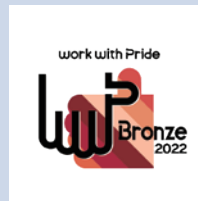


*5 Results are as of March 31 of each fiscal year

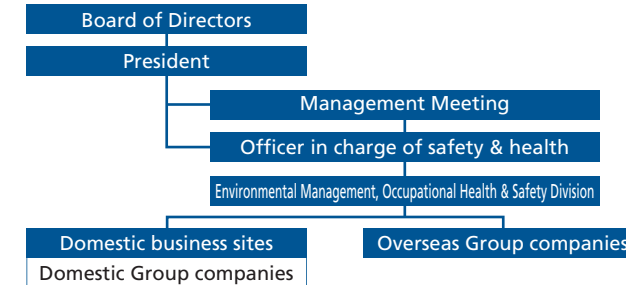
TOPIC

Receives Bronze Award in PRIDE Index 2022

The Group was awarded the Bronze Medal in the PRIDE Index 2022 in recognition of its initiatives for sexual minorities (LGBTQ+). The Pride Index, established by work with Pride, a voluntary organization, is an index established in 2016 for evaluating company initiatives for LGBTQ+ in organizations that originated in Japan. We will continue to actively implement these initiatives in the future with the aim of creating a work environment where each and every employee can work with enthusiasm and a sense of satisfaction through diversity.



Health and safety organizational structure overview



Reducing occupational accident risk

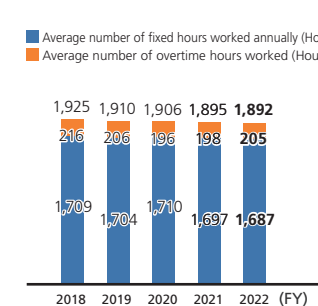
At domestic business sites and domestic Group companies, we use risk assessment techniques to identify potential hazard sources by conducting general inspections and take mitigation measures according to the scale of the risk. Similar measures are also taken concerning safety patrol activities conducted under the leadership of the safety and health officer.

Personnel responsible for the promotion of health and safety have been providing support for the improvement of health and safety management at the production plants of overseas Group companies. In fiscal 2022, safety audits were conducted at our production factories in Indonesia, Thailand, Vietnam, Australia, and Taiwan, to further the mitigation of occupational accident risks at overseas Group companies.

Work style reform

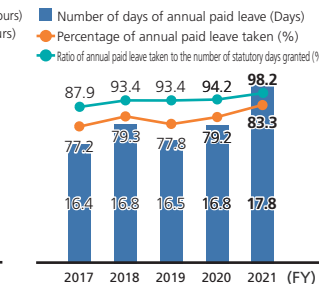
The Group is striving to ensure the most appropriate work hours through cooperation between labor and management. GS Yuasa has introduced and managed systems to accurately understand and manage work hours (attendance management system and access control system). Based on this data, an expert committee combining labor and management is held monthly, and we check the condition of employees working long hours. Education at the workplace sites to improve awareness of employees and managers also addresses the theme of appropriate management of working hours. In addition, as initiatives aimed at creating a balanced working style, we are promoting improvement activities that contribute to the enhancement of work efficiency and creativity and the optimization of work allocation and taking other measures.

Annual working hours



Employees do not include personnel on leave or those transferred to workplaces overseas. Period: January to December. Average number of fixed hours worked annually: the prescribed work hours minus hours taken for leave and hours absent due to tardiness, leaving work early, etc. Average number of overtime hours worked annually: Monthly average number of overtime hours worked: 17.1 hours (FY2022)

Number of days and percentage of annual paid leave taken

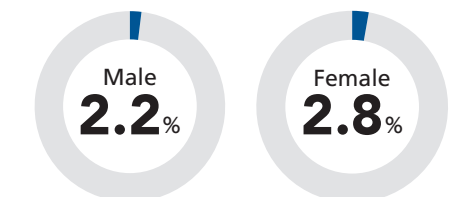


Employees do not include personnel on leave or those transferred to workplaces overseas. Period: September to August

Examples of initiatives to provide variation in work style

- Setting one "no overtime" day a week
- Making it compulsory to take at least 10 days of annual paid leave
- Setting Work-life synergy leave (consecutive paid leave is recommended)
- Prohibiting two consecutive days of work on prescribed holidays
- In principle, prohibiting late-night overtime work (10 p.m. to 5 a.m.)
- Postponing the start-time next day in case of overtime work till late night (securing rest time)
- Introducing a system to monitor employees working in excess of the standard hours, and providing advice to supervisors on how to deal with overtime issues
- Promoting improvement activities that contribute to the enhancement of work efficiency and creativity and the optimization of work allocation
- Implementing a commendation system for improvement activities that have enhanced workability and productivity beyond a certain level

Job turnover (FY2022)



Scope: Domestic business companies

Wage disparity between male and female workers

	Wage disparity between male and female workers*7		
	All workers	Regular workers	Fixed-term workers
GS Yuasa	76.3%	75.8%	77.7%
GS Yuasa Fieldings Ltd.	73.7%	76.9%	125.4%

*7 Period: April 2022 – March 2023. GS Yuasa wages include base pay, overtime wages, and bonuses; commuting allowances and severance pay are not included. GS Yuasa Fieldings wages include base pay, overtime wages, bonuses, and commuting allowances; severance pay is not included. Regular workers include employees seconded to other companies and exclude employees seconded from other companies. Fixed-term workers include contract employees, re-hired employees, and part-time employees and do not include dispatch (temporary) employees. The wage disparity between male and female employees indicates the ratio of women's wages to men's wages. There are no differences in wages for the same qualifications, rank, or position, and the disparity is due to differences in the composition of personnel for each qualification, rank, and position.

Health management initiatives

In order to realize the corporate philosophy of "innovation and growth of our employees and business entities," the Group believes that it is important to prepare the foundation to enable our employees to perform their duties while maintaining good physical and mental health so as to achieve maximum performance. The Group promotes company-wide health management of our

Enhancement of Work Environments and Occupational Health and Safety

The GS Yuasa Group believes that securing the health and safety of its workers is the paramount priority in doing business and has established the Group Policy (The Fundamental Health and Safety Policy*6) for the promotion of company-wide endeavors to build a corporate culture of safety. Furthermore, to ensure the health and safety of all employees who work for the Group directly or indirectly including subcontractors and temp workers, we have appointed an organization to conduct group-wide integrated management of health and safety. This has been instrumental in strengthening health and safety management at both domestic and overseas business sites and Group companies. In addition, we are undertaking initiatives based on our Fundamental Health and Safety Policy by creating organizational structures centered on safety and health committees established in business divisions and companies.

*6 Our Fundamental Health and Safety Policy is available on our website. https://www.gs-yuasa.com/en/csr/working_env.php

Operation of occupational health and safety management systems

Our Group's domestic business sites have obtained the certification of their occupational health and safety management systems in compliance with international standards (ISO 45001), and a majority of the production companies of overseas Group companies have also obtained ISO 45001 certification. Group companies in Japan are currently working to acquire ISO 45001 certification and seek to achieve effective management aimed at Group-wide attainment of the Fundamental Health and Safety Policy.



employees and their families based on the Health Management Policy*8 established by the president of the company who constitutes the top management.

The Group appoints a general occupational health physician (a contracted occupational health physician) at the head office and occupational health physicians at its major offices, with 11 full-time nurses and public health nurses nationwide. In addition, in collaboration with the health insurance society, the Group conducts health management promotion meetings attended by the health management officer (concurrently serving as chairperson of health insurance society) and labor union executives to promote

measures for employee health issues.

Also, data about employee health checkups and stress checks is analyzed to identify health issues of employees in conjunction with measures such as work style reform and promotion of women's empowerment. For issues that are identified, we adopt measures for promoting health, and formulate plans to resolve the issues after verifying the effectiveness of the measures. In this way, we ensure effective health promotion by addressing employee health issues using the PDCA cycle.

*8 Our Health Management Policy is available on our website.
▶ https://www.gs-yuasa.com/en/csr/working_env.php

Provision of High-quality Products

The GS Yuasa Group believes that it is important that we approach manufacturing activities and strive to enhance quality of products and services from the customer's perspective so that we can remain a manufacturer trusted by customers at all times. We are aware that since the Group's products store, control, and convert electrical energy, product safety is of paramount importance.

Implementation of quality management system

We undertake group-wide activities aimed at improving the quality of products and services provided to customers based on our Quality Policy.*9 To this end, the Group has formulated, the GS Yuasa Quality Management System based on the ISO 9001 standard, under the leadership of top management. The aim is to promote a quality management system that crosses business divisions. The quality of our products and services is discussed every month by the Quality Management Committee, which is chaired by the executive officer in charge of quality, to enable us to enhance quality on an ongoing basis.

We are also making utmost efforts to bolster the awareness of quality among employees and to boost their understanding and skills related to quality management through quality-related education courses to all employees and team activities for improvement company-wide, thereby enhancing the quality of our products and services.

*9 Our Quality Policy is available on our website.
▶ https://www.gs-yuasa.com/en/csr/quality_index.php

Initiatives for product safety

We created a companywide organization centered on the Product Safety Management Committee to undertake measures for ensuring product safety. We promote

Responsible Procurement Promotion

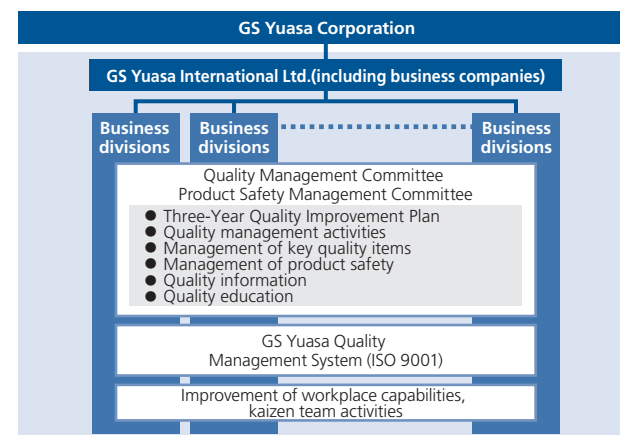
The Group advances materials procurement based on awareness of such international social issues as forced labor,

developments in business divisions after assessing conformity with product safety standards as well as the safety of products as they are used, age and deteriorate. For this reason, we use results of product safety risk assessments and utilize know-how gained from case studies of failures and so on. In addition, we make note of product unsafe events on a daily basis, and provide our customers with appropriate product safety information.

In the unlikely event that a product accident which may harm the customer occurs, we implement a system in which we immediately confirm the facts and investigate the cause, and respond to emergencies (prompt and appropriate information provision, first aid measures to prevent the occurrence and spread of harm, measures to prevent recurrence, and so on), as necessary.

In addition, to continuously improve product safety management, we leverage information such as points for improving product safety obtained through periodic internal audits and external inspection.

Quality management organization



conventional supply demands, it is also essential to promote procurement activities with the highest priority on CSR elements (including human rights, working conditions, and the global environment). For this, rather than engaging only in in-house CSR activities, we aim to continue implementing responsible procurement that responds to social issues in cooperation with suppliers. We believe that engaging in responsible procurement will enhance the corporate value of both the Group and our suppliers, and enable the realization of mutual prosperity throughout the entire supply chain.

Implementation of responsible procurement

In fiscal 2018, the Group published Responsible Procurement Guidelines and issued it to suppliers to better clarify the practices of responsible procurement. The Guidelines seek to support a sustainable society through the partnership linking the Group to all suppliers. By ensuring that all parties in global supply chains are fully aware of the Guidelines, we work to raise suppliers' awareness regarding the importance of responses to CSR issues in supply chains (such as human rights issues of workers). The key goal is to reduce business risks capable of negatively impacting improvements in mutual performance and sustainability, with supplier briefings held to raise awareness of the spirit and key points of these new parameters throughout the supply chain.

In addition, we are working to further deepen our awareness of the results of Responsible procurement by obtaining the consent of suppliers to cooperate with the content of these guidelines. When commencing transactions with new suppliers, we select suppliers that consent to the Guidelines and conclude contracts that include provisions on compliance with social standards (environmental preservation, compliance, respect for human rights, fair trade, exclusion of antisocial forces, and so on). We also educate procurement personnel to enable them to appropriately implement responsible procurement. Also, while nurturing a greater understanding of Responsible Procurement Guidelines, we also foster greater awareness of the importance of preventing CSR risks that may affect the business continuity throughout the supply chain.



Procurement policy briefing for suppliers

Responsible procurement survey of suppliers

To create a sustainable supply chain, we periodically survey our major suppliers concerning their compliance with the requirements in the Responsible Procurement Guidelines. We are working in collaboration with our suppliers to resolve the CSR issues in the supply chain in order to strengthen our business foundation.

Overview of supplier CSR survey items (FY2022)

Category	Number of questions	Example question items
Labor	12	Forced labor, child labor, working hours, wages, inhumane behavior, discrimination
Health and safety	10	Occupational safety management, preparedness for emergency situations, industrial health, machinery and equipment
Environment	6	Environmental permits, pollution control, hazardous substances, waste, atmospheric emissions, wastewater
Ethics	7	Legal compliance, bribery, intellectual property, unfair trade, internal whistleblower systems, information security
Product safety	1	Ensuring product safety

Results of the supplier CSR survey (FY2022)

Items	Suppliers of domestic business sites	Suppliers of overseas business sites	Total
Number of companies surveyed	220	162	382
Number of companies targeted for improvement	20	14	34

TOPIC

Health and Safety Measures Targeting Suppliers

The Group considers occurrence of occupational accidents on the part of suppliers as occupational accidents of the Group, and is committed to working with our suppliers to adopt measures based on safety-first. Health and safety patrols that perform safety inspections at supplier plants point out potential hazards and propose measures to mitigate those hazards depending on the scale of the risks. We provide support for suppliers to identify workplace risks that pose hazards to workers and take appropriate action including monitoring of hazards and formulation of safe working procedures.

Responsible mineral procurement

The Group believes that addressing social issues (armed conflict, human rights violations, etc.) that may arise during the extraction, transport, and trading of minerals used in our products is crucial in the global mineral supply chain. In our promotion of responsible mineral procurement, we have established a policy that sets out our basic approach based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, an international framework for ensuring the responsible procurement of minerals throughout the supply chain. We also further efforts to ensure transparency in the mineral procurement process making active use of the practical guidance developed by the Responsible Minerals Initiative (RMI), an international initiative to promote responsible mineral procurement.

We are engaging with risk management in mineral procurement based on our Responsible Mineral Procurement Policy to ensure that we can collaborate with suppliers and various other stakeholders to undertake activities without being complicit in armed conflict or human rights abuses.