

# Value Creation Foundation

## DX Promotion

**The shift from Single Item Business to Integrated Product-Service.**  
 We aim to realize a sales strategy with a market out approach utilizing data.



**Kaoru Hirose**

Senior Executive Officer, Chief Digital Officer,  
 ESG Promotion Officer

### Importance of DX Promotion and its Place in Business Model Transformation

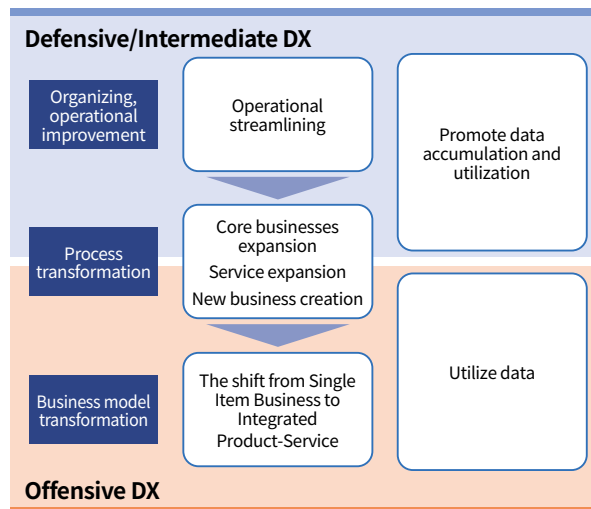
We believe DX promotion is vital for the business model transformation the YUASA TRADING Group is aiming to realize in the shift from single item business to integrated product-service.

Integrated product-service business means that we aggregate and analyze customer and market issues, needs, information, and data to provide TSUNAGU solutions, which combine products, services, and technology, and solve social issues.

In addition, there is an urgent need to reduce operating costs using IT technologies in the core businesses. We would also like to implement measures that can provide useful information using data analysis to YUASA Yamazumi Shareholding Association and YUASA TANKYOKAI.

Due to the nature of its business as a trading company, YUASA TRADING already has in place mechanisms for collecting information from manufacturers and markets. Utilizing DX, we hope to convert this information and YUASA TRADING's unique information into data and anticipate rapidly-changing market needs to realize a sales strategy with a market out approach that solves social issues through new mechanisms and solutions.

### Overview of Our DX Promotion



### Current Issues and Development

The current issue within the Group is that information is dispersed and master data management is not in place. This decentralization of information is because there are too many different, independent systems.

With the renewal of the core system scheduled for May 2025, we will aim to centralize management of information and strengthen the Group's management foundations.

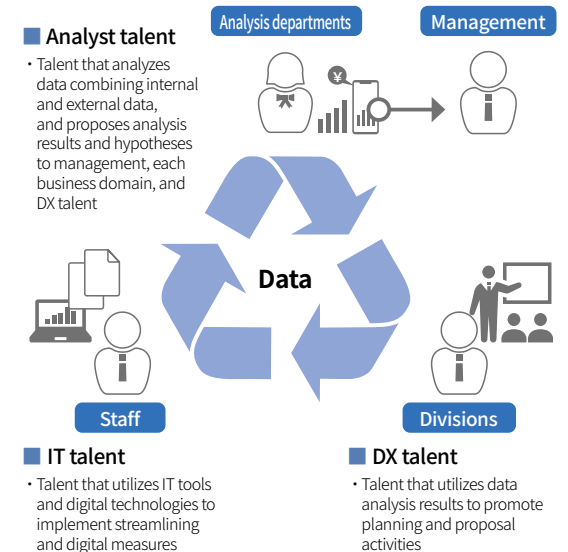
With regards to master data management, which will become more important with the renewal of the core system, we will assign specialist personnel as well as addressing operational aspects.

In addition, we launched training for all employees in FY2023 to develop digital talent in parallel with strengthening digital governance.

### Digital Talent Cultivation

To promote DX, we provide grade-specific training for all employees to develop digital talent in addition to support for Growing Together 2026 (the Medium-term Management Plan), we are enhancing corporate value through the creation of a new business model.

#### The Future After Digital Talent Cultivation



We have positioned FY2023 as our digital “dawn” in order to realize a digital “age of stability” from FY2026 onward. We are aiming to produce 100 talented IT personnel, in addition to providing IT basic training for the acquisition of basic IT knowledge, and training for DX and analyst talent.

Value Creation Foundation

# Environment

We will contribute to realizing a sustainable society both in our Group and in our business based on harmony with the global environment.

## Approach to the Environment

### Code of Conduct (excerpt)

The YUASA TRADING Group strives to meet the social needs of diverse consumers while providing safe and useful products and services, giving adequate consideration to product liability, resource and energy saving, and environmental problems and conservation. We also give due consideration to social responsibility in our handling of products and services.

### Environmental Policy

All people who work at the YUASA TRADING Group take positive and independent action and contribute widely to society based on the Environmental Policy to realize sustainable development which aims for harmony between the sound maintenance of the environment and economic growth.

#### Environmental Policy

<https://www.yuasa.co.jp/en/sustainability/environment/management/>



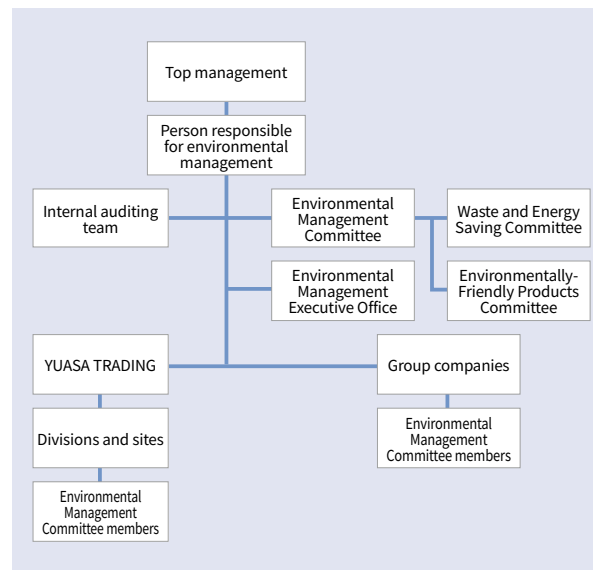
which consist of managing environmental hazards such as reducing power consumption, waste emissions, and vehicle fuel consumption, as well as managing environmental benefits, such as selling environmentally-friendly, energy-saving products. Led by the President, the Group makes concerted efforts to promote its business activities as “environmentally-friendly YUASA.”

#### Environmental Management

<https://www.yuasa.co.jp/csr/environment/activity1.html>



## Environmental Management Promotion System



## Environmental Management Promotion System

### Environmental Management

Based on the YUASA TRADING Group Environmental Policy, we are working to reduce the environmental burden of our organizational activities, products, and services to improve Group-wide environmental performance using ISO 14001 to implement continuous improvement activities based on the Plan-Do-Check-Act (PDCA) cycle.

The Group’s environmental activities focus on two areas,

### Topics

## Environmental Conservation Activities in Malaysia

In Malaysia, where our trading relationships in machine tools and timber span over 50 years, we are implementing environmental conservation activities in partnership with the Japan Malaysia Association with the aim of regenerating and protecting the country’s tropical rainforests. In FY2022, we planted about 1,000 mangrove trees grown from seedlings and maintained the planted trees.



Students from Universiti Sains Malaysia and local people planting trees

We also implemented an environmental education program for students in the surrounding area to learn about the need for conservation of mangrove forests. In FY2022, we held a painting competition for elementary school students of all grades at the activity site to draw the mangrove forest ecosystem making use of TSUNAGU, the slogan of the YUASA TRADING Group.



Some of the paintings and outstanding students from each grade

## Value Creation Foundation

# Environment

### Disclosure Based on TCFD Recommendations

The YUASA TRADING Group declared support for the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) in March 2022, and we have calculated CO<sub>2</sub> emissions and identified risks and opportunities. In June 2023, we decided to disclose information based on TCFD following approval by the Board of Directors.

### Governance and Risk Management

Viewing risks, opportunities, and impacts relating to climate change as important issues to do with business strategy and sustainability, the Board of Directors deliberates on these issues and decides on related strategies, etc. In October 2021, we established the Sustainability Promotion Committee chaired by the Representative Director in order to discuss about important sustainability issues, including climate change, and inquire and provide advice to the Board of Directors.

The Sustainability Promotion Committee evaluates risk management for sustainability overall, including climate change, and reports on the status of risk management to the Board of Directors as necessary in cooperation with the person who has overall responsibility for risk management. [P.23](#)

### Strategy

As a Service Integrated Shosha Group focused on the four key areas of manufacturing, home building, environment building, and town building, we handle a diverse range of products and services, and as a result the impacts of climate change and the related changes in the business environment present us with both risks and opportunities.

### < Risks and Opportunities of Climate Change >

In FY2022, we identified the risks and opportunities of climate change considered to be important. We are conducting discussions with representatives from business divisions and staff in charge of promoting sustainability in administrative departments. With regard to those businesses and fields that will be affected, besides making appropriate changes and

### Risks and Opportunities of Climate Change

Categories		Main content
Transition risks	Policy and legal	<ul style="list-style-type: none"> <li>● Cost increases caused by government regulations, such as introduction of carbon tax</li> <li>● Cost increases due to strengthening of environmental regulations for products</li> </ul>
	Technology	<ul style="list-style-type: none"> <li>● Decrease in demand for existing products due to low carbon technology</li> </ul>
	Market and reputation	<ul style="list-style-type: none"> <li>● Cost increases due to soaring prices of raw materials, etc. and rising energy prices due to decarbonization</li> <li>● Decline in external reputation and lower supply chain competitiveness due to delays in taking action and inadequate information disclosure</li> </ul>
Physical risks	Acute	<ul style="list-style-type: none"> <li>● Disruption of Group sites and the supply chain due to large-scale natural disasters</li> </ul>
	Chronic	<ul style="list-style-type: none"> <li>● Stagnation of production activities due to water and power shortages</li> </ul>
Opportunities	Products and services	<ul style="list-style-type: none"> <li>● Expansion in demand for products with high energy efficiency</li> <li>● Expansion in demand for products related to resilience</li> <li>● Expansion in demand for products related to resource recycling</li> </ul>
		Market

implementing risk management, we are also working proactively to exploit business opportunities during the transition period that arise from changes in government policies, regulations and the market environment, with the aim of realizing sustainable growth.

### < Strengthening Initiatives to Seize Opportunities >

In 2009, the Group established a dedicated energy saving consulting team. In addition to providing support for the introduction of energy-saving equipment and renewable energy at suppliers' manufacturing plants, the team promoted proposal and sale of energy-saving and decarbonization-related products to reduce CO<sub>2</sub> emissions during product use by buyers and their customers. At present, we are strengthening initiatives related to energy saving and decarbonization for overseas markets. To contribute to reducing environmental impact right around the world, we are holding seminars on carbon neutrality and promoting energy-saving proposals utilizing the Joint Crediting Mechanism (JCM).

We are also developing the Resilience & Security Business to address the physical risks of climate change, which include

intensifying natural disasters. Besides working to promote products and services that lead to the resilience of social infrastructure based on the keywords of disaster prevention and mitigation and BCP, we are developing new solutions to tackle social issues, such as increasingly severe natural disasters and infectious diseases.

### Indicators and Targets

Besides aiming to make the YUASA TRADING Group as a whole carbon neutral by FY2030, we will also be striving to reduce the environmental burden throughout the supply chain. As the first step toward making the Group carbon neutral, we are aiming for a 30% reduction in CO<sub>2</sub> emissions compared with the fiscal year ended March 31, 2023, by the fiscal year ending March 31, 2026, the final year of the Medium-term Management Plan.

Starting from FY2022, we have been calculating CO<sub>2</sub> emissions for each Group company, both domestic and overseas, and we have begun implementing various measures aimed at reducing emissions. Furthermore, in order to drive a reduction in overall emissions in the entire supply chain through our business, we have also been calculating Scope 3 emissions.

### YUASA TRADING Group's CO<sub>2</sub> emissions (FY2022)

Unit: t-CO<sub>2</sub>

Scope 1&2	Non-consolidated <sup>1</sup>	Group companies <sup>1</sup>	Total
Scope 1	1,025	3,020	4,045
Scope 2	1,232	1,405	2,637
Scope 1&2	2,257	4,425	6,682

<sup>1</sup> Non-consolidated includes YUASA TRADING CO., LTD. only. The Group companies include subsidiaries and associates (except for those companies not accounted for using the equity method).

Unit: t-CO<sub>2</sub>

Scope 3	YUASA TRADING CO., LTD. (non-consolidated)
Distribution-related emissions <sup>2</sup>	500
Data center-related emissions <sup>3</sup>	139

<sup>2</sup> Calculated based on the power and fuel consumption of the main warehouses to which the company outsources distribution operations.

<sup>3</sup> Calculated based on the power consumption at data centers to which the company outsources operations.

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Environment

Initiatives to Achieve Carbon Neutrality

Holding Overseas Seminars on Carbon Neutrality

As a global trend toward achieving carbon neutrality, reductions in CO<sub>2</sub> emissions are required throughout the supply chain, including outside Japan. Besides Thailand and Vietnam, where we have been promoting energy-saving projects for some time, we also held seminars in Indonesia, Mexico, the Philippines, and Malaysia, where we conduct business, to gain the understanding of methods for reducing CO<sub>2</sub> emissions, including utilization of the Joint Crediting Mechanism (JCM), an international framework for achieving reductions.

The YUASA TRADING Group has been striving to improve the global environment by conducting initiatives that utilize the JCM system, which contributes to the reduction of greenhouse gases in developing countries. In addition to using the seminars as an opportunity for promoting the overseas expansion of our environmentally-friendly businesses more strongly, we will contribute to both economic development and environmental conservation in the partner developing countries through our JCM project structuring services.

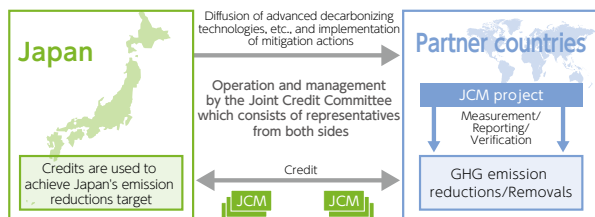


A seminar on carbon neutrality in Thailand



Seminars already held in six countries (Thailand, Indonesia, the Philippines, Vietnam, Malaysia, and Mexico)

Diagram Outlining the JCM System (Joint Crediting Mechanism)

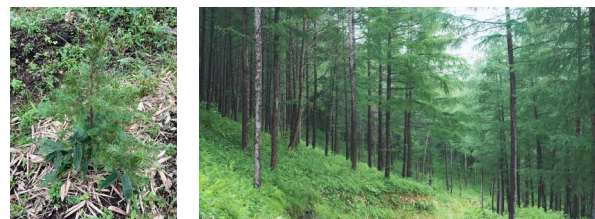


Obtaining Certification under the J-Credit System (YUASA LUMBER CO., LTD.)

Our Group company, YUASA LUMBER CO., LTD., owns approximately 100 hectares of forests in Hokkaido and has managed renewable forest resources in cooperation with local people. Appropriate maintenance (tree thinning and planting) encourages the growth of forests and increases absorption of the CO<sub>2</sub> in the atmosphere. YUASA LUMBER has developed a “forest management activity project” to quantitatively evaluate CO<sub>2</sub> absorption in its past and future maintenance, and it has received certification under the Japanese government’s J-Credit System\* for the tree thinning and planting practiced in some of the forests it owns. In FY2022, emission reductions are expected to be approximately 100 tons, and total absorption is expected to be approximately 2,800 tons by FY2037.

Going forward, YUASA LUMBER will collaborate with local government, universities, research organizations, and other groups in efforts to utilize the unused timber created by tree thinning, including the thin timber from tree thinning that cannot be used for lumber manufacturing and branches.

\* Reductions of CO<sub>2</sub> and other emissions through the introduction of energy-saving equipment and use of renewable energy or absorption of CO<sub>2</sub>, etc. through appropriate forest management



The company-owned forest in Hokkaido that tree thinning was conducted for forest restoration

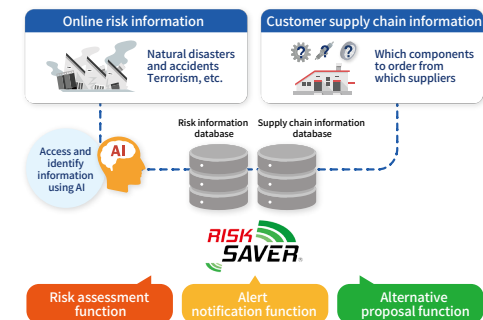
Initiatives to Increase Resilience

Developing “RISK SAVER” Supply Chain Risk Visualization System

Over the past few years, supply chain risks have occurred in quick succession, including unforeseen natural disasters, the spread of infectious disease, shortages of semiconductors, and human rights problems. In order to identify these risks and achieve a rapid response when they occur, our Group company YUASA SYSTEM SOLUTIONS Co., Ltd. and JX PRESS CORPORATION jointly developed “RISK SAVER,” a supply chain risk visualization system.

RISK SAVER is Japan’s first system with the ability to identify supply chain risks in real time. The system automatically picks up on supply chain risks by using AI to monitor online risk information, such as information on natural disasters disseminated through social media and news reports, and links it to a company’s own supply chain information. It instantly displays information that includes the kind of work assigned to a supplier affected by a disaster and specific alternative production sites.

This enables preparation for calmly continuing production even in a highly-charged disaster situation, providing support for promotion of sustainable procurement.



RISK SAVER introductory video  
<https://www.youtube.com/watch?v=nRaWpkaKS2c>



**Value Creation Foundation**

# Society

In order to contribute to a sustainable society, we will promote reform of corporate culture centered on management that regard for the individual and build a culture that normalizes innovation.

## Reforming Corporate Culture to Strengthen Human Resource Capabilities

### Code of Conduct (excerpt)

The YUASA TRADING Group will create prosperity and comfort for the people working at the Group and ensure a safe environment with ease of employee work in addition to realizing a corporate culture that gives maximum respect to personality and individuality and enables employees to exercise free and open-minded creativity.

### Overview of the Corporate Culture Reform

Regarding its employees as human resources (human talent), the equivalent of capital, The YUASA TRADING Group pursues entrepreneurial spirit and revolutionary ideas and focuses on shaping the workplace environment based on the organization and rules founded on concepts of mutual trust and a mindset of collaboration.

In order to promote the “Total Coordination Skills,” “Challenging Spirit,” and “Communication,” which are the keywords, there are now various systems already in place out of which new solutions for social issues are created.

We have launched the YUASA PRIDE Project, an all-employee participation-based personnel reform project with the commitment of top management and led by the Human Resources Department to attain further evolution over the three years to FY2025, which is the harvest stage for the achievement of YUASA VISION 360.

We will increase employee work satisfaction and ease of employee work through this project.



YUASA PRIDE Project workshop

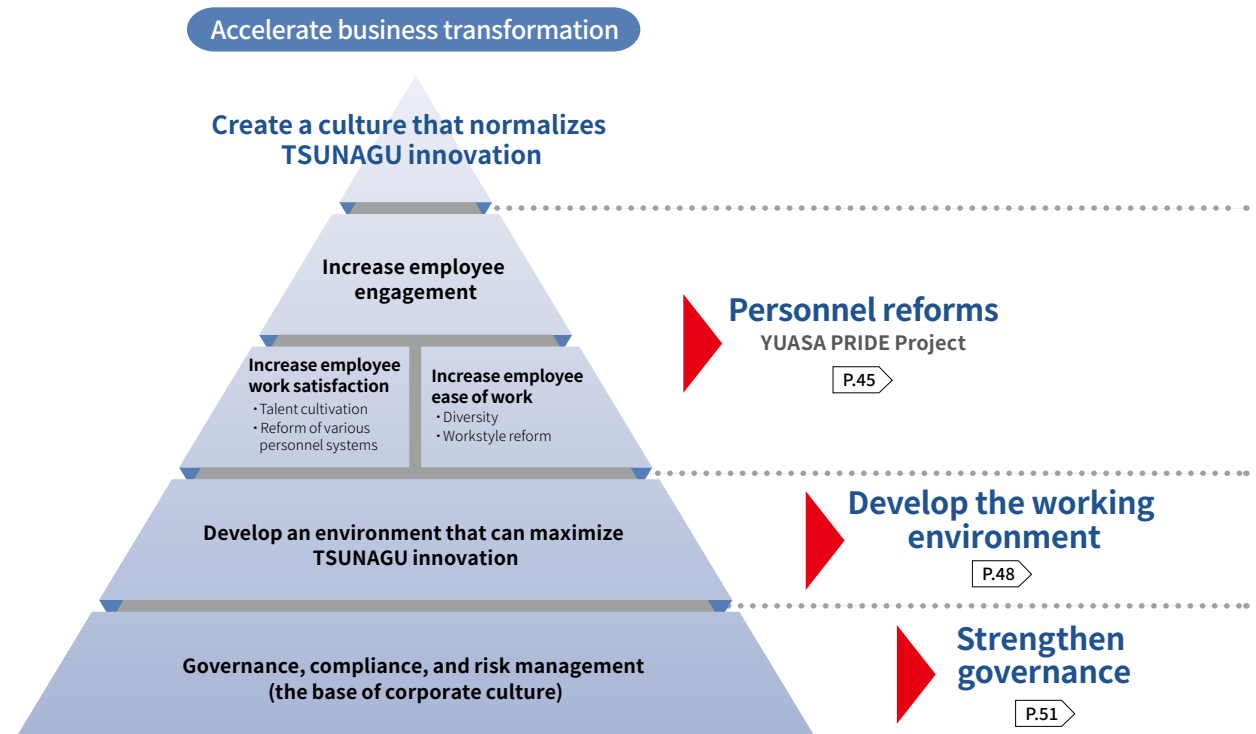
### Objective of Corporate Culture Reform

We will foster a culture which normalizes TSUNAGU innovation through personnel reforms, developing the working environment, and strengthening governance.

### Connection to the Medium-term Management Plan

By normalizing TSUNAGU innovation, we will accelerate business transformation with the aim of solving social issues.

### Overall Picture of Corporate Culture Reform



Value Creation Foundation

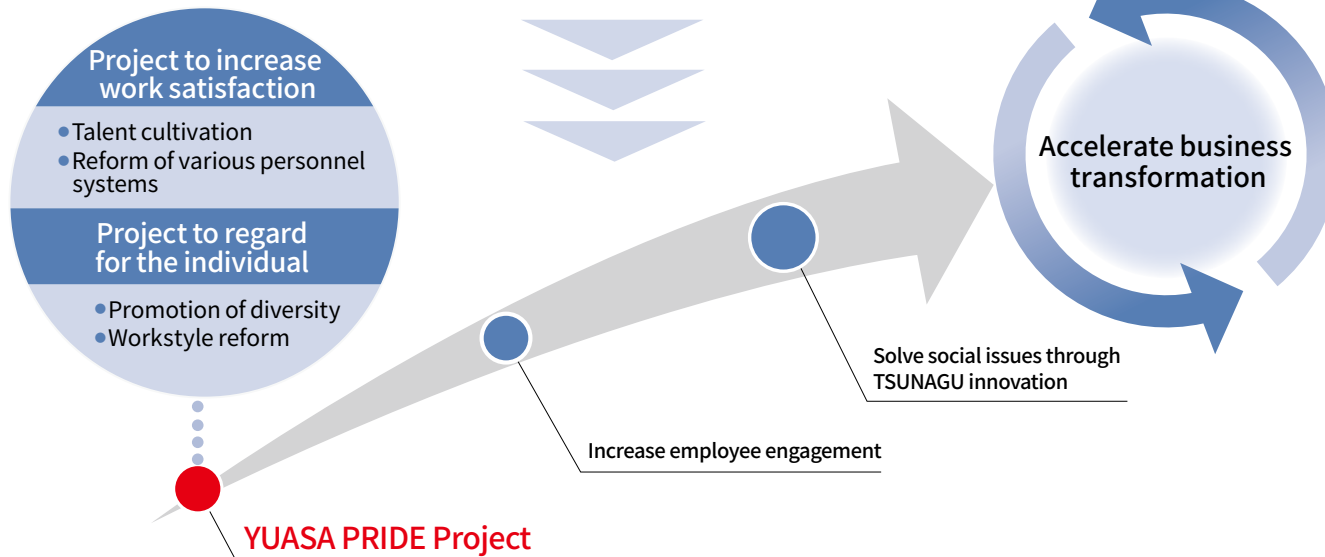
Society

Personnel Reforms “YUASA PRIDE Project”

Objective of Personnel Reforms

In order to accelerate business transformation, we will increase employee engagement and strive to develop human talent with the ability to solve social issues through TSUNAGU innovation. As one of the initiatives for achieving this, we have launched the “YUASA PRIDE Project,” an all-employee participation-based personnel reform project to improve employee work satisfaction and ease of work. Under the project, we will consider new personnel systems and promote talent cultivation.

Overall Picture of Personnel Reform



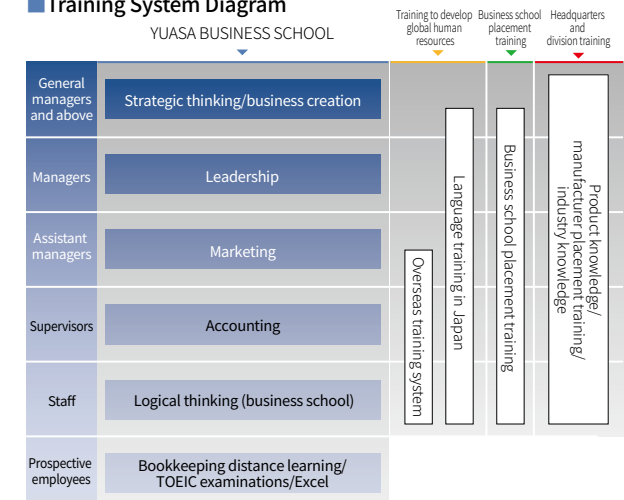
Talent Cultivation

Basic Philosophy

The Group considers the training of management human resources to be an important part of talent cultivation. Based on this, we will revise our training system with management beings defined as “organizational management,” “business creation,” and “solving the management issues of business partners.”

More specifically, we will offer management skills training, including business school and support for obtaining qualifications, professional skills training, including headquarters training and support for obtaining industry qualifications, digital skills training, including digital transformation (DX) training, and global skills training, including an overseas training system and language training.

Training System Diagram



< Cultivation of Human Talent to Be Strengthened from April 2023 Onward >

- Enhancement of management skills  
First, we will provide management skills training using business schools for all managers, which will be extended to mid-level and general employees.
- Cultivation of global human talent
- Cultivation of digital transformation (DX) human talent

## Value Creation Foundation

# Society

## Personnel System

### Basic Philosophy

The Group aims to develop a personnel system that can demonstrate the “Total Coordination Skills,” “Challenging Spirit,” and “Communication,” which are the keywords. Moreover, we consider the training of management human resources to be an important part of human talent cultivation.

To this end, we have launched the all-employee participation-based YUASA PRIDE Project, and we will establish a variety of personnel systems through the project.

Through the project, we will also consider “revision of the seniority system,” “performance-based systems that are appropriate for YUASA TRADING,” and “realizing diversity” and make necessary reforms to our various personnel systems.

### Challenge Evaluation System

#### < Points for Contributions from Other Departments >

This is a system which adds points in HR evaluations based on the results of contributions from other departments for the purpose of fostering a corporate culture with active cross-departmental and Group-wide contributions.

Incentive points called “Thanks Point” are added not only for employees who have made contributions to other departments but also to employees who have requested incentive points for their cooperation.

#### Points for Contributions from Other Departments

Mastery points	Points are added for internally announcing (registering) areas of expertise
Success points	Points are added for success based on cross-departmental cooperation
Incentive points	Points are added for cross-departmental contributions

#### < Challenge Career Points >

This is a system that adds points in HR evaluations for employees who have selected their own career in order to foster a culture of taking on challenges in new areas.

#### Challenge Career System

Internal FA system	System for employees to submit requests for voluntary transfers across headquarters
Internal recruiting system	A system in which the company publishes open positions, and employees who want to be assigned apply for them
Career pass system	A system in which the company transfers high achievers across headquarters
Overseas assignment system	A system for employees to request an overseas transfer

#### < New Business Proposal Points >

Employees who have made a new business proposal receive points on their HR evaluations to provide motivation for new business proposals from employees.

Applications are open to all Group employees in the categories of “new business,” “new function,” and “new product” and “new market.” Employees whose proposals advance to the final selection are given the opportunity to present their proposals to the company’s board members.

#### Number of Proposals in the New Business Proposal System

FY2019	60
FY2020	70
FY2021	51
FY2022	57

Approximately half of the 57 proposals in FY2022 were in the “new business” category. Some of these proposals are being considered for concrete commercialization.



Presentations for the new business proposal system

#### Topics

### Holding round table meetings with the President

Since 2017, we have been holding round table meetings with the President for face-to-face, direct communication by the President with the employees at each site, including the Group companies, with the aim of deepening mutual understanding and fostering an open corporate culture through direct dialogue with representatives. In FY2023, round table meetings are planned for all sites and all Group companies in Japan.

The round table meetings with the President, which enable the President and employees to act toward the same purpose through direct dialogue, are positioned as an important initiative for stimulating communication, which is one of the Group’s keywords, and we will continue to hold them in the future.



A round table meeting with the President with the employees at the Group company, NAKAGAWA KINZOKU CO., LTD.

#### < YUASA Labor Union >

YUASA TRADING and the YUASA Labor Union stand on an equal footing with each other and have entered into a labor agreement based on impartial understanding and trust. The aim is to promote sound corporate development and improvement of the working conditions and environment of employees.

Value Creation Foundation

Society

Diversity

Basic Philosophy

Based on a spirit of “Regard for the Individual” the YUASA TRADING Group has respect for the individuality and rights of employees, and we have continued to engage in business activities while putting value on entrepreneurship and innovative ideas.

Henceforth, employees with more diverse backgrounds than ever before in terms of gender, age, nationality, disability, and various lifestyles and values will foster an environment of respect for each other’s values and cooperation.

We will also seek to enhance corporate value by encouraging a transformation in the mindset and behavior of each and every employee, creating an employee-friendly environment, and implementing diversity management throughout the Group.

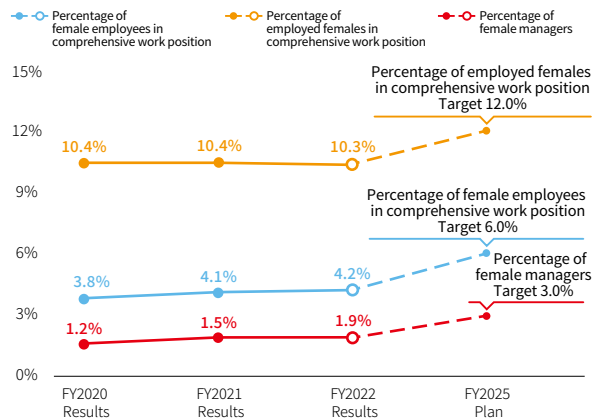
**YUASA TRADING Group Diversity Policy**  
<https://www.yuasa.co.jp/en/sustainability/society/diversity/>



Indicators and Targets

< Diversity >

KPI for Medium-term Management Plan “Growing Together 2026”\*



< Workstyle Reform >

KPI for Medium-term Management Plan “Growing Together 2026”\*

	FY2021 Results	FY2022 Results	FY2025 Plan
Percentage of male employee taking childcare leave and leave for the purpose of childcare	34.3%	78.1%	90%
Percentage of taking paid leave	56.2%	62.8%	70%
Average hours of labor	1,977 hours	1,955 hours	1,920 hours

Initiatives to Support Raising the Next Generation\*

	FY2021	FY2022
Employees working shortened hours	35	46
Female employees balancing work and raising of children (female employees with pre-elementary school aged children)	81	90

Specific Initiatives

< Career Track Transfer System >

In order to promote women’s empowerment, we have implemented a system for employees to transfer their career track from general office work positions to comprehensive work positions.

Trend\*

	FY2021 Results	FY2022 Results	FY2023 Plan
Special service positions (in transfer trial period*1)	3	7	8
Comprehensive work position transfers	1	2	0 <sup>2</sup>

\*1 There is a two-year trial period for a career track transfer from general office work positions to comprehensive work positions (position = special service position).

\*2 Five employees are scheduled to transfer to comprehensive work positions in April 2024.

We held training for employees who are transferring from general office work positions to comprehensive work positions.



Held in January 2023  
 Training for employees transferring to comprehensive work positions

Health and Productivity Management

Basic Philosophy

In health and productivity management, maintaining and promoting the safety and mental and physical health of employees is very important for each and every employee to maximize his or her individual skills. We have made a commitment to health and productivity management in order to realize the sustainable enhancement of corporate value.

Health Management Declaration

[https://www.yuasa.co.jp/corporate/health\\_management.html](https://www.yuasa.co.jp/corporate/health_management.html)



Promotion System

The Supervisory Manager of Management Administration (Senior Managing Director) is the chief executive for employee health management, and reports on the status of measures and initiatives promoted jointly by the Personnel Department and the health insurance association at important management meetings.

< Recognized as the “2023 Certified Health & Productivity Management Outstanding Organization” >

Continuing from last year, YUASA TRADING was recognized for the fifth time as a “Certified Health & Productivity Management Outstanding Organization” in a system that awards major companies who execute excellent health and productivity management. This is awarded by the Ministry of Economy, Trade and Industry of Japan to promote the spread of health and productivity management.



Major Initiative: Expansion of the Wellness Promotion Center (WPC)

The number of interview rooms have been increased, and a full-time public health nurse was employed in November 2022.

Health and Productivity Initiatives (FY2022)\*

Regular health checkup rate	100%
Stress check rate	100%

\*Indicators for YUASA TRADING (non-consolidated)



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Society

Development of the Working Environment

Objective of Working Environment Development

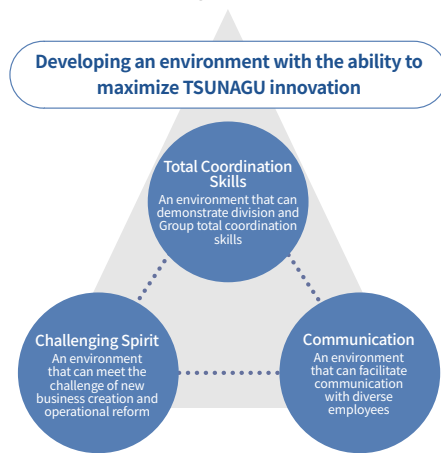
We aim for a Group-wide office environment with the ability to promote “Total Coordination Skills,” “Challenging Spirit,” and “Communication.”

We believe the “workplace environment” is as important as system reform in order to increase employee “work satisfaction” and “ease of work.”

We will accelerate business transformation by developing an environment with open communication regardless of division, Group, job title, age, and other factors to create innovation.

We will also maximize individual performance to realize workstyle reform.

Development of the Working Environment We Are Aiming For



Topics New head office building

We will build a new head office building as a base that will consolidate the YUASA TRADING Group sites in the Tokyo metropolitan area, which are currently dispersed across several locations, to be able to create vigorous communication and challenging spirit and demonstrate total coordination skills.

Topics

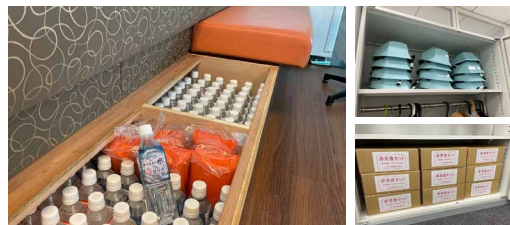
Occupational safety - disaster countermeasures to keep employees safe

The YUASA TRADING Group puts employee safety first and has introduced systems for storing stockpiles and confirming safety at each site and the Group company as countermeasures in the event of an emergency.

At the head office and Kanto branch of YUASA TRADING, we store a stockpile equivalent to three days' worth of supplies for all employees working at the offices in line with ordinance of the Tokyo Metropolitan Government as a measure to deal with stranded commuters in the event of a disaster. As storage space is limited inside the offices, besides the stockpile store room, we also utilize dead space effectively to secure and disperse storage areas, such as above and below wardrobes, in business meeting spaces, and under the seating in break rooms.

A safety confirmation system that can confirm the safety of employees as quickly as possible has been introduced at all Group companies in Japan, and we run regular drills.

Moreover, from the perspective of managing various risks in a disaster, we have distributed the Group's original “Disaster Prevention Handbook” to all employees, in addition to commencing development of the “Disaster Initial Response Manual” in FY2022. The manual compiling the safety countermeasures to be prepared in advanced and what to do in terms of initial actions in the event of a disaster will be distributed to all employees during FY2023.



Stockpile storage (Left: Under seating in a break room; Right: In empty space in wardrobes)

Sustainable Procurement

Basic Philosophy

Based on the mindset of “service with good products” that has been passed down from the founding of the Group, we conduct fair, honest, and reliable commercial transactions. In order to promote management that values sustainability, including harmony with the global environment, in partnership with diverse stakeholders, we have established the YUASA TRADING Group Transaction Policy. Under the policy, we pay due attention to human rights, labor practices, environmental conservation, quality, safety, and security in the supply chain, and carry out regular checks.

YUASA TRADING Group Transaction Policy  
<https://www.yuasa.co.jp/en/sustainability/society/supply-chain/>



Respect for Human Rights

Compliance with Human Rights Policy

Respect for human rights is one of the important elements of the YUASA TRADING Group's business activities. Based on the YUASA TRADING Group Human Rights Policy, all officers and employees of the Group companies practice the policy throughout our business activities. In terms of specific initiatives, besides the implementation of human rights due diligence, we also engage in dialogue with stakeholders and will continue to strengthen our measures aimed at respect for human rights.

YUASA TRADING Group Human Rights Policy  
<https://www.yuasa.co.jp/en/sustainability/society/human-rights/>

