

# Human Rights Initiatives

## 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, in partnership with diverse stakeholders, we have established the YUASA TRADING Group Transaction Policy. Under this 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

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



### Promotion System

The YUASA TRADING Group has established a sub-committee, the members of which include representatives of the General Affairs Dept.'s IR・Sustainability Promotion Dept. and of the Legal Affairs Dept., the Credit Dept., and the Internal Auditing Office. The sub-committee formulates draft policies relating to human rights, implements human rights due diligence, performs risk and impact assessment, implements related training, and formulates implementation plans. When necessary, the sub-committee liaises with the Ethics and Compliance Committee, to implement human rights risk management for the Group as a whole.

The contents of the sub-committee's discussions are reported to the Sustainability Promotion Committee, which functions as an advisory body for the Board of Directors. The Sustainability Promotion Committee reports and deliberates on human rights related measures in the Group and on risks that are of high importance and submits regular reports to the Board of Directors. The Board of Directors decides on response measures and strategies in relation to human rights risks that are a particularly high priority.

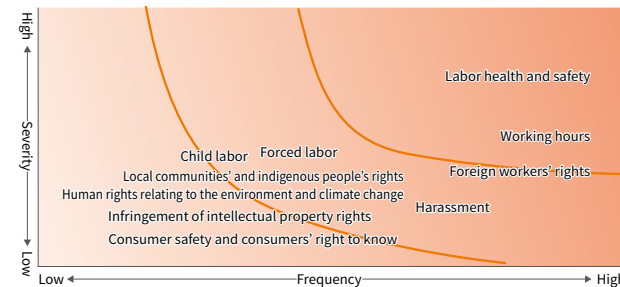
## Human Rights Due Diligence

### Methods for Identifying and Assessing Risks

To identify human rights risks throughout the entirety of the Group's business activities, information is collected both within and outside the Company, and an internal sub-committee discusses which kinds of human rights risks are present in relation to the industry characteristics of major products and the product value chain as a whole. The sub-committee then evaluates the frequency with which these risks emerge and their severity.

When assessing human rights risk by industry sector, we have referred to the Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains released by Japan's Ministry of Economy, Trade and Industry in 2023, and has implemented assessment based on a questionnaire survey administered to the Group's business partners.

### Human Rights Risk Mapping in Relation to the YUASA TRADING Group's Value Chain



### Risk Assessment Results (In Relation to Risks of Particularly High Significance)

Based on the human rights risk assessment results, it was determined that there was a possibility of the following types of risk emerging:

- The possibility of labor health and safety issues and issues relating to working hours, etc. in relation to the manufacturing of some of the products that the Company handles
- The possibility of labor issues (forced labor and/or child labor) in relation to raw materials production or product manufacturing for some of the products that the Company handles
- The possibility of issues relating to working hours or other matters within our Group

## Preventing and Mitigating Negative Impacts, and Periodic Monitoring

### [Addition of Human Rights Clause to the Buying and Selling Basic Agreement]

Since April 2023, we have added clauses related to human rights, such as environmental protection and occupational safety, to the basic agreement (company format) that is exchanged with new trading partners. Not only the YUASA TRADING Group, but also all the YUASA TRADING Group business partners, are working to reduce human rights risk.

### [Establishment of an Employee Hotline]

See [P.49], “Ethics and Compliance”

### [Implementation of Training]

To enhance human rights risk awareness within the Group, over the period January–June 2024 we implemented the “Project to Regard for the Individual” as an initiative to address unconscious bias\*, with all employees taking part. The aim was to enhance employees' knowledge of the relationship between business and human rights, and reduce unconscious bias. In addition to this, in January 2025, harassment prevention training was implemented for all YUASA TRADING Group employees.

Going forward, we will continue to implement training aimed at enhancing awareness and understanding the relationship between “Business and Human Rights” throughout the entire Group on an ongoing basis.

\* “Unconscious bias” is bias or prejudice that a person has without being aware of it.

### [Implementation of a Business Partner Survey]

Besides promoting the Group Transaction Policy throughout the value chain, starting from FY2024 the Group has also been administering a survey to business partners to verify how they are responding to sustainability requirements and to human rights risks, in order to promote effective risk management across the entirety of the Group's business operations. In the first year of survey implementation (FY2024), the survey was administered to suppliers accounting for approximately 80% of the total transaction volume of YUASA TRADING on a non-consolidated basis.