

GRI 300 : Environment					
GRI Standards		Disclosures		Location	
GRI 301 : Materials 2016					
	301-1	Materials used by weight or volume			
	301-2	Recycled input materials used			
	301-3	Reclaimed products and their packaging materials			
GRI 302 : Energy 2016					
	302-1	Energy consumption within the organization		Initiatives for Environmental Impact Reduction ESG Data Collection	
	302-2	Energy consumption outside of the organization			
	302-3	Energy intensity			
	302-4	Reduction of energy consumption		Initiatives for Environmental Impact Reduction	
	302-5	Reductions in energy requirements of products and services			
GRI 303 : Water and Effluents 2018					
	303-1	Interactions with water as a shared resource			
	303-2	Management of water discharge-related impacts			
	303-3	Water withdrawal		Initiatives for Environmental Impact Reduction	
	303-4	Water discharge		Initiatives for Environmental Impact Reduction	
	303-5	Water consumption		Initiatives for Environmental Impact Reduction ESG Data Collection	
GRI 304 : Biodiversity 2016					
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Information Disclosure in Line with TCFD and TNFD Recommendations	
	304-2	Significant impacts of activities, products and services on biodiversity		Information Disclosure in Line with TCFD and TNFD Recommendations	
	304-3	Habitats protected or restored		Information Disclosure in Line with TCFD and TNFD Recommendations	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Information Disclosure in Line with TCFD and TNFD Recommendations	
GRI 305 : Emissions 2016					
	305-1	Direct (Scope 1) GHG emissions		Information Disclosure in Line with TCFD and TNFD Recommendations ESG Data Collection	
	305-2	Energy indirect (Scope 2) GHG emissions		Information Disclosure in Line with TCFD and TNFD Recommendations ESG Data Collection	
	305-3	Other indirect (Scope 3) GHG emissions		Information Disclosure in Line with TCFD and TNFD Recommendations ESG Data Collection	
	305-4	GHG emissions intensity			
	305-5	Reduction of GHG emissions		Information Disclosure in Line with TCFD and TNFD Recommendations	
	305-6	Emissions of ozone-depleting substances (ODS)			
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Initiatives for Environmental Impact Reduction ESG Data Collection	
GRI 306 : Waste 2020					
	306-1	Waste generation and significant waste-related impacts		Initiatives for Environmental Impact Reduction	
	306-2	Management of significant waste-related impacts		Initiatives for Environmental Impact Reduction	
	306-3	Waste generated		Initiatives for Environmental Impact Reduction ESG Data Collection	
	306-4	Waste diverted from disposal		Initiatives for Environmental Impact Reduction	
	306-5	Waste directed to disposal		Initiatives for Environmental Impact Reduction ESG Data Collection	
GRI 307 : Environmental Compliance 2016					
	307-1	Non-compliance with environmental laws and regulations		There were no applicable instances.	
GRI 308 : Supplier Environmental Assessment 2016					
	308-1	New suppliers that were screened using environmental criteria		Sustainable Procurement	
	308-2	Negative environmental impacts in the supply chain and actions taken			

GRI 400 : Society					
GRI Standards		Disclosures		Location	
GRI 401 : Employment 2016					
	401-1	New employee hires and employee turnover			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Securities Report for the 167th Fiscal Year (Japanese Only)	
	401-3	Parental leave		Human Capital	
GRI 402 : Labor/Management Relations 2016					
	402-1	Minimum notice periods regarding operational changes			
GRI 403 : Occupational Health and Safety 2018					
	403-1	Occupational health and safety management system		RC Management	
	403-2	Hazard identification, risk assessment, and incident investigation		Human Capital	
	403-3	Occupational health services		Human Capital	
	403-4	Worker participation, consultation, and communication on occupational health and safety		Human Capital	
	403-5	Worker training on occupational health and safety		RC Management	
	403-6	Promotion of worker health		Human Capital	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		RC Management	
	403-8	Workers covered by an occupational health and safety management system		RC Management	
	403-9	Work-related injuries		RC Management	
	403-10	Work-related ill health		RC Management	
GRI 404 : Training and Education 2016					
	404-1	Average hours of training per year per employee			
	404-2	Programs for upgrading employee skills and transition assistance programs		Human Capital ESG Data Collection	
	404-3	Percentage of employees receiving regular performance and career development reviews			
GRI 405 : Diversity and Equal Opportunity 2016					
	405-1	Diversity of governance bodies and employees		Skill Matrix Human Capital	
	405-2	Ratio of basic salary and remuneration of women to men		There is no difference in base salary between men and women.	
GRI 406 : Non-discrimination 2016					
	406-1	Incidents of discrimination and corrective actions taken		There were no applicable instances.	
GRI 407 : Freedom of Association and Collective Bargaining 2016					
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Sustainable Procurement Human Rights Policy	
GRI 408 : Child Labor 2016					
	408-1	Operations and suppliers at significant risk for incidents of child labor		Sustainable Procurement Human Rights Policy	
GRI 409 : Forced or Compulsory Labor 2016					
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Sustainable Procurement Human Rights Policy	
GRI 410 : Security Practices 2016					
	410-1	Security personnel trained in human rights policies or procedures			
GRI 411 : Rights of Indigenous Peoples 2016					
	411-1	Incidents of violations involving rights of indigenous peoples			
GRI 412 : Human Rights Assessment 2016					
	412-1	Operations that have been subject to human rights reviews or impact assessments			
	412-2	Employee training on human rights policies or procedures			
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening			
GRI 413 : Local Communities 2016					
	413-1	Operations with local community engagement, impact assessments, and development programs		RC Management Biodiversity	
	413-2	Operations with significant actual and potential negative impacts on local communities		There were no applicable instances.	
GRI 414 : Supplier Social Assessment 2016					
	414-1	New suppliers that were screened using social criteria		Sustainable Procurement ESG Data Collection	
	414-2	Negative social impacts in the supply chain and actions taken		There were no applicable instances.	
GRI 415 : Public Policy 2016					
	415-1	Political contributions			
GRI 416 : Customer Health and Safety 2016					
	416-1	Assessment of the health and safety impacts of product and service categories		Quality Assurance and Value Chain	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		There were no instances of fines or penalties relating to any regulatory violation.	
GRI 417 : Marketing and Labeling 2016					
	417-1	Requirements for product and service information and labeling		Quality Assurance and Value Chain SDS	
	417-2	Incidents of non-compliance concerning product and service information and labeling		There were no instances of fines or penalties relating to any regulatory violation.	
	417-3	Incidents of non-compliance concerning marketing communications		There were no instances of fines or penalties relating to any regulatory violation.	
GRI 418 : Customer Privacy 2016					
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		There were no applicable instances.	
GRI 419 : Socioeconomic Compliance 2016					
	419-1	Non-compliance with laws and regulations in the social and economic area		There were no applicable instances.	