

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.