

Legend:

SR2023: Sustainability Report2023
DB2023: ESG Databook 2023

Securities Report: FY2022 Annual Securities Report (Date submitted: Dec. 23, 2022) (Japanese language only)
CG Report: Corporate Governance Report (Date of update: Dec. 22, 2022) (Japanese language only)

The reference URL for the Corporate Governance Report in the text is the URL run by the Japan Exchange Group (JPX). [☞](#)

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
Universal Standards			
GRI2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Organizational details	Top: About Us > Company Overview Top: About Us > Domestic & Overseas Networks	—
2-2	Entities included in the organization's sustainability reporting	Securities Report : Description of business (p. 5) : Overview of affiliated entities (p. 8)	SR2023 : Editorial Policy (p. 2) DB2023 (The aggregation range for each piece of data is listed.)
2-3	Reporting period, frequency, and contact point	—	SR2023 : Editorial Policy (p. 2)
2-4	Restatements of information	N/A	—
2-5	External assurance	—	DB2023 : Greenhouse gas emission verification report at the end of document
Activities and workers			
2-6	Activities, value chain, and other business relationships	—	SR2023 : CSR Policy 1: Procurement > Basic approach > Relation with stakeholders > Overview of T. Hasegawa Group suppliers (p. 18)
2-7	Employees	Securities Report : Information about employees (p. 9) T. Hasegawa Value Creation Story : #04 The Source of Value Creation (p. 6) Significant changes in the number of employees: None	DB2023 : Number of employees by employee type and region (p. 15)
2-8	Workers who are not employees	Securities Report : Information about employees (p. 9) T. Hasegawa Value Creation Story : #04 The Source of Value Creation (p. 6) Significant changes: None	DB2023 : Number of employees by employee type and region (p. 15)
Governance			
2-9	Governance structure and composition	CG Report : 1. Items related to organizational structure and operation (p. 5) Securities Report : Information about corporate governance, etc. (p. 38)	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (2) Development of a sustainability promotion system (p. 10) : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance (p. 51)
2-10	Nomination and selection of the highest governance body	Securities Report : Overview of corporate governance (p. 38) CG Report : Corporate governance system (p. 16) Basic Policy on Corporate Governance : Appointment of Directors and Audit & Supervisory Board Members (p. 8) : Independent Outside Directors (p. 11) : Independence Criteria for Outside Officers (p. 15)	SR2023 : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance > Diversity of directors and auditors (p. 52)
2-11	Chair of the highest governance body	CG Report : 1. Items related to organizational structure and operation (p. 5) Securities Report : Overview of corporate governance system and reasons for adopting the system (p. 38) : Information about directors (and other officers) (p. 43) Notice of Convocation of the 61st Annual General Meeting of Shareholders : Reasons for nomination as a candidate for Director, and special interests between the candidate and the Company (p. 6)	—
2-12	Role of the highest governance body in overseeing the management of impacts	Securities Report : Status of development of the internal control system (p. 40) : Status of development of the risk management system (p. 42) CG Report : Basic policy and status of development of the internal control system (p. 13) : Status of development of the risk management system (p. 11)	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (2) Development of a sustainability promotion system (p. 10) : Stakeholder engagement (p. 12) : CSR Policy 5: Governance—Fair corporate activities > [Risk management] > Promotion system and governance (p. 61)
2-13	Delegation of responsibility for managing impacts	—	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (2) Development of a sustainability promotion system (p. 10) : CSR Policy 1: Procurement > Promotion system and governance (p. 18) : CSR Policy 2: Environment > Promotion system and governance (p. 23) : CSR Policy 3: Human rights and labor > Promotion system and governance (p. 30) : CSR Policy 4: Quality safety > Promotion system and governance (p. 41) : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance (p. 51) : CSR Policy 5: Governance—Fair corporate activities > [Compliance] > Promotion system and governance (p. 58) : CSR Policy 5: Governance—Fair corporate activities > [Risk management] > Promotion system and governance (p. 61) : CSR Policy 6: Innovation > Promotion system and governance (p. 68)
2-14	Role of the highest governance body in sustainability reporting	—	SR2023 : Editorial Policy (p. 2) : Sustainability promotion system of the T. Hasegawa Group (p. 8)
2-15	Conflicts of interest	Securities Report : Information about directors (and other officers) (p. 43) : Equity securities held (p. 55) : Notes - Related parties (p. 95) CG Report : Directors (p. 5) : Auditors (p. 7)	—
2-16	Communication of critical concerns	CG Report : Basic policy and status of development of the internal control system (p. 13)	—
2-17	Collective knowledge of the highest governance body	Basic Policy on Corporate Governance : Composition of the Board of Directors (p. 8) : Training of the Directors and the Audit & Supervisory Board Members (p. 13)	—

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
2-18	Evaluation of the performance of the highest governance body	CG Report : Supplementary Principle 4-11 (3): Preconditions for ensuring the effectiveness of the Board of Directors and the Audit and Supervisory Board (p. 2)	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (3) Formulation of KPIs (p. 11) : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance > Evaluation of the effectiveness of the Board of Directors (p. 54)
2-19	Remuneration policies	Securities Report : Remuneration, etc., for directors (and other officers) (p. 52) CG Report : Remuneration for directors (p. 8)	SR2023 : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance > Officer remuneration (p. 53)
2-20	Process to determine remuneration	Securities Report : Compensation Committee (p. 38) : Remuneration, etc., for directors (and other officers) (p. 52) CG Report : Remuneration for directors (p. 8)	SR2023 : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance > Officer remuneration (p. 53)
2-21	Annual total compensation ratio	—	—
Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	Top: Sustainability > Message from the President	SR2023 : Message from the President (p. 3)
2-23	Policy commitments	—	SR2023 : T. Hasegawa Group's purpose (p. 5) : T. Hasegawa Corporate Code of Conduct (p. 15) : CSR Policy 1: Procurement > Basic approach > T. Hasegawa Procurement Policy (p. 17) : CSR Policy 3: Human rights and labor > Basic approach > Basic Policy on Human Rights (p. 30)
2-24	Embedding policy commitments	—	SR2023 : CSR Policy 1: Procurement > Promotion system and governance (p. 18) : CSR Policy 3: Human rights and labor > Promotion system and governance (p. 30) : CSR Policy 5: Governance—Fair corporate activities > [Corporate governance] > Promotion system and governance (p. 51) : CSR Policy 5: Governance—Fair corporate activities > [Compliance] > Promotion system and governance (p. 58) : CSR Policy 5: Governance—Fair corporate activities > [Risk management] > Promotion system and governance (p. 61)
2-25	Processes to remediate negative impacts	—	SR2023 : CSR Policy 3: Human rights and labor > Promotion system and governance (p. 30)
2-26	Mechanisms for seeking advice and raising concerns	CG Report : 1. Basic policy and status of development of the internal control system (p. 13)	SR2023 : CSR Policy 3: Human rights and labor > Promotion system and governance (p. 30)
2-27	Compliance with laws and regulations	Serious violations of laws and regulations: None	DB2023 : Compliance (p. 27)
2-28	Membership associations	—	SR2023 : Groups and initiatives that we support and participate in (p. 13)
Stakeholder engagement			
2-29	Approach to stakeholder engagement	—	SR2023 : Stakeholder engagement (p. 12)
2-30	Collective bargaining agreements	—	DB2023: Labor-management relations (p. 20)
GRI3: Material Topics 2021			
Disclosures on material topics			
3-1	Process to determine material topics	—	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (1) Formulation of a CSR Policy (p. 8)
3-2	List of material topics	—	SR2023 : Sustainability promotion system of the T. Hasegawa Group > (1) Formulation of a CSR Policy > [CSR Policy] (p. 9)
3-3	Management of material topics	—	SR2023 : Sustainability promotion system of the T. Hasegawa Group (p. 8)

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
Topic Standards			
201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Securities Report : Financial information (p. 59)	—
201-2	Financial implications and other risks and opportunities due to climate change	Securities Report : Business risks (p. 12) Climate change risk analysis of the T. Hasegawa Group	SR2023 : CSR Policy 5: Governance—Fair corporate activities > [Risk management] > Promotion system and governance > Main risks and initiatives (p. 62)
201-3	Defined benefit plan obligations and other retirement plans	Securities Report : Notes - Retirement benefits (p. 83)	—
201-4	Financial assistance received from government	Financial assistance received from government: N/A	—
202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	DB2023: Salary of new employees (p. 21)
202-2	Proportion of senior management hired from the local community	—	DB2023: Appointment of local hires and proportion of senior management hired from the local community (p. 19)
203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Infrastructure investments and services supported: N/A	—
203-2	Significant indirect economic impacts	—	—
204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	—	SR2023 : CSR Policy 1: Procurement > Basic approach > Relation with stakeholders > Overview of T. Hasegawa Group suppliers (p. 18)
205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	None	—
205-2	Communication and training about anti-corruption policies and procedures	We have established the “T. Hasegawa Policy on Bribery and Corruption” and disseminated it to all officers and employees.	—
205-3	Confirmed incidents of corruption and actions taken	Confirmed corruption cases: None	—
206: Anti-competitive Behaviour 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No particular cases	—
207: Tax 2019			
207-1	Approach to tax	—	SR2023 : CSR Policy 5: Governance—Fair corporate activities > [Compliance] > Basic approach > Establishment of a tax policy (p. 57) : CSR Policy 5: Governance—Fair corporate activities > [Risk management] > Promotion system and governance (p. 61)
207-2	Tax governance, control, and risk management	—	Same as above
207-3	Stakeholder engagement and management of concerns related to tax	Approach to tax policy (tax system) advocacy activities: None in particular	Same as above
207-4	Country-by-country reporting	—	—
301: Materials 2016			
301-1	Materials used by weight or volume	Non-renewable and renewable raw materials used: Not disclosed because it includes confidential business information	DB2023 : Environmental impact of business activities: FY2022 (p. 2)
301-2	Recycled input materials used	Not disclosed because it includes confidential business information	—
301-3	Reclaimed products and their packaging materials	Not disclosed because it includes confidential business information	—
302: Energy 2016			
302-1	Energy consumption within the organization	Heating consumption, cooling consumption, steam consumption, electricity sold, heating sold, cooling sold and steam sold: None	DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
302-2	Energy consumption outside of the organization	—	—
302-3	Energy intensity	—	DB2023 : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
302-4	Reduction of energy consumption	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Energy use (p. 26) DB2023 : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
302-5	Reductions in energy requirements of products and services	The information is difficult to obtain. (Due to the production process, individual calculations are currently difficult.)	—

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Water use (p. 27) : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Wastewater treatment (p. 27) : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Air pollution and water resources (Non-consolidated basis) (p. 9) : Air pollution and water resources (Consolidated basis in Japan) (p. 10)
303-2	Management of water discharge-related impacts	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Wastewater treatment (p. 27)
303-3	Water withdrawal	Total amount of water withdrawn from all areas associated with sea water, produced water, third-party water, and water stress: None	DB2023 : Air pollution and water resources (Non-consolidated basis) (p. 9) : Air pollution and water resources (Consolidated basis in Japan) (p. 10)
303-4	Waste discharge	Waste water discharged to areas associated with water stress: None	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Water use (p. 27) : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Wastewater treatment (p. 27) : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Air pollution and water resources (Non-consolidated basis) (p. 9) : Air pollution and water resources (Consolidated basis in Japan) (p. 10)
303-5	Water consumption	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Water use (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Air pollution and water resources (Non-consolidated basis) (p. 9) : Air pollution and water resources (Consolidated basis in Japan) (p. 10)
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	—	—
304-2	Significant impacts of activities, products, and services on biodiversity	—	—
304-3	Habitats protected or restored	—	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—
305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Biological CO ₂ emissions: None	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > CO ₂ emissions (p. 26) : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
305-2	Energy indirect (Scope 2) GHG emissions	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > CO ₂ emissions (p. 26) : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
305-3	Other indirect (Scope 3) GHG emissions	Biological CO ₂ emissions: None	DB2023 : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 6) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 8)
305-4	GHG emissions intensity	—	DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Energy use and CO ₂ emissions (Non-consolidated basis) (p. 5) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 7)
305-5	Reduction of GHG emissions	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > CO ₂ emissions (p. 26) : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Energy use and CO ₂ emissions (Non-consolidated basis) (pp. 5-6) : Energy use and CO ₂ emissions (Consolidated basis in Japan) (pp. 7-8)
305-6	Emissions of ozone-depleting substances (ODS)	None	—

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (4) Environmental targets and results (p. 29) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Air pollution and water resources (Non-consolidated basis) (p. 9) : Air pollution and water resources (Consolidated basis in Japan) (p. 10)
306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Effective use of waste products (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Outline of waste generated through the value chain (p. 11)
306-2	Management of significant waste-related impacts	—	SR2023 : CSR Policy 2: Environment > Promotion system and governance (p. 23) : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Effective use of waste products (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Outline of waste generated through the value chain (p. 11) : Waste (Non-consolidated basis) (p. 12) : Waste (Consolidated basis in Japan) (p. 13)
306-3	Waste generated	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Effective use of waste products (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Outline of waste generated through the value chain (p. 11) : Waste (Non-consolidated basis) (p. 12) : Waste (Consolidated basis in Japan) (p. 13)
306-4	Waste diverted from disposal	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Effective use of waste products (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Outline of waste generated through the value chain (p. 11) : Waste (Non-consolidated basis) (p. 12) : Waste (Consolidated basis in Japan) (p. 13)
306-5	Waste directed to disposal	—	SR2023 : CSR Policy 2: Environment > Main FY2022 initiatives > (3) Initiatives for mitigating environmental impact > Effective use of waste products (p. 27) DB2023 : Environmental impact of business activities: FY2022 (p. 2) : Outline of waste generated through the value chain (p. 11) : Waste (Non-consolidated basis) (p. 12) : Waste (Consolidated basis in Japan) (p. 13)
308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	—	—
308-2	Negative environmental impacts in the supply chain and actions taken	—	—
401: Employment 2016			
401-1	New employee hires and employee turnover	—	DB2023 : Status of hiring, retention, and turnover (p. 18)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > Fair treatment and evaluation of non-full-time employees (p. 38)
401-3	Parental leave	—	DB2023 : Childcare support (p. 22)
402: Labor Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	In principle, the relevant employee is notified of any transfer requiring relocation at least one month in advance.	—
403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > Occupational health and safety initiatives (p. 38) : CSR Policy 4: Quality safety > Promotion system and governance > Laws related to chemical substances and our compliance (p. 43) : CSR Policy 4: Quality safety > Promotion system and governance > Product risk assessment (Risk assessment of chemical substances) (p. 45)
403-2	Hazard identification, risk assessment, and incident investigation	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > System for hazard identification, risk assessment, and incident investigation (p. 38) : CSR Policy 4: Quality safety > Promotion system and governance > Product risk assessment (Risk assessment of chemical substances) (p. 45)
403-3	Occupational health services	—	—
403-4	Worker participation, consultation, and communication on occupational health and safety	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > Occupational health and safety initiatives (p. 38) : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > System for employees to report on danger (p. 39)

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
403-5	Worker training on occupational health and safety	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > Providing training on safety and health to employees (p. 39)
403-6	Promotion of worker health	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Main FY2022 initiatives > Occupational health and safety initiatives (p. 40)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—	—
403-8	Workers covered by an occupational health and safety management system	—	—
403-9	Work-related injuries	—	SR2023 : CSR Policy 3: Human rights and labor > [Creating safe and rewarding workplaces] > Risks, opportunities, and strategies > Strategies > System for hazard identification, risk assessment, and incident investigation (p. 38) DB2023 : Occupational accidents (p. 23)
403-10	Work-related ill health	—	DB2023 : Occupational accidents (p. 23)
404: Training and Education 2016			
404-1	Average hours of training per year per employee	—	DB2023 : Training hours (p. 25)
404-2	Programs for improving employee skills and transition assistance programs	—	SR2023 : CSR Policy 3: Human rights and labor > [Human resources development] > Risks, opportunities, and strategies > Education system (p. 33) : CSR Policy 2: Human rights and labor > [Human resources development] > Main FY2022 initiatives (p. 33)
404-3	Percentage of employees receiving regular performance and career development reviews	—	DB2023 : Percentage of employees receiving regular performance and career development reviews (p. 25)

Number	Disclosure	Corresponding page (Other than SR2023 and DB2023) Related information	Corresponding pages of SR2023 and DB2023
405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Securities Report : Information about officers (p. 43)	DB2023 : Number of employees by sex (p. 16) : Governance (p. 27)
405-2	Ratio of basic salary and remuneration of women to men	—	DB2023 : Salary of employees in Japan by sex (p. 21)
406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	—	—
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	—	SR2023 : CSR Policy 1: Procurement > Main FY2022 initiatives > Implementation of supplier assessment (p. 19)
408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	—	SR2023 : CSR Policy 1: Procurement > Main FY2022 initiatives > Implementation of supplier assessment (p. 19)
409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—	SR2023 : CSR Policy 1: Procurement > Main FY2022 initiatives > Implementation of supplier assessment (p. 19)
410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	—	—
411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	—	—
413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Top: Sustainability > Social Contribution > "Harumeki Foundation"	SR2023 : CSR Policy 6: Innovation > Main FY2022 initiatives > Social action through the flavor and fragrance business (p. 70)
413-2	Operations with significant actual and potential negative impacts on local communities	—	—
414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Applicable suppliers: None	—
414-2	Negative social impacts in the supply chain and actions taken	—	—
415: Public Policy 2016			
415-1	Political contributions	None	—
416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Percentage of important product and service categories for which a safety & health impact assessment is performed to make improvements: 100%	SR2023 : CSR Policy 4: Quality safety > Promotion system and governance > Quality control from raw materials to products (p. 42) : CSR Policy 4: Quality safety > Promotion system and governance > Quality Control Center (p. 46)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Case of violation: None	—
417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	Percentage of important product and service categories that are subject to the procedures defined by the organization and for which compliance with the procedures is evaluated: 100% For products for food (marketed within Japan), information on allergens is provided on the product label.	SR2023 : CSR Policy 4: Quality safety > Promotion system and governance > Communication with customers (p. 42) : CSR Policy 4: Quality safety > Promotion system and governance > Laws related to chemical substances and our compliance (p. 43)
417-2	Incidents of non-compliance concerning product and service information and labeling	Case of violation: None	—
417-3	Incidents of non-compliance concerning marketing communications	Case of violation: None	—
418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Appeals: None	—