

T. Hasegawa GRI Standards Index

[Legend]

Sustainability Report: Sustainability Report 2025 (Issued June 2025)

ESG Databook: ESG Databook2025 (Issued June 2025)

Securities Report: FY2024 Annual Securities Report (Date submitted: Dec. 20, 2024)

CG Report: Corporate Governance Report (Date of update: Feb. 26, 2025) *

*The reference URL for the Corporate Governance Report is the URL run by the Japan Exchange Group (JPX).

| Number | Disclosure | Corresponding page |
|---|---|--|
| 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) Securities Report: Overview of affiliated entities (p. 8) Sustainability Report: About This Report (p. 1) ESG Databook: (The aggregation range for each piece of data is listed.) Sustainability Report: About This Report (p. 1) |
| 2-3 | Reporting period, frequency, and contact point | Sustainability Report: About This Report (p. 1) |
| 2-4 | Restatements of information | N/A |
| 2-5 | External assurance | ESG Databook: Greenhouse gas emission verification report at the end of document |
| Activities and workers | | |
| 2-6 | Activities, value chain, and other business relationships | Sustainability Report: CSR Policy 1: Procurement > Basic approach and policy and Governance and risk management (p. 15) |
| 2-7 | Employees | Securities Report: Information about employees (p. 9) T. Hasegawa Value Creation Story: #4 The Source of Value Creation (p. 5) Significant changes in the number of employees: None Top: Company Overview ESG Databook: Number of employees by employee type and region (Group) (p. 34) |
| 2-8 | Workers who are not employees | Securities Report: Information about employees (p. 9) T. Hasegawa Value Creation Story: #4 The Source of Value Creation (p. 5) Significant changes: None ESG Databook: Number of employees by employee type and region (Group) (p. 34) |
| Governance | | |
| 2-9 | Governance structure and composition | CG Report: Items related to organizational structure and operation (p. 5) Securities Report: Information about corporate governance, etc. (p. 45) Sustainability Report: Sustainability promotion system > Governance > Development of a sustainability promotion system (p. 9) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System (p. 46) |
| 2-10 | Nomination and selection of the highest governance body | Securities Report: Information about corporate governance, etc. (p. 45) CG Report: Corporate governance system (p. 16) Basic Policy on Corporate Governance: Appointment of Directors and Audit & Supervisory Board Members (p. 8) Basic Policy on Corporate Governance: Independent Outside Directors (p. 11) Basic Policy on Corporate Governance: Independence Criteria for Outside Officers (p. 15) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System > Diversity of directors and auditors (p. 47) |
| 2-11 | Chair of the highest governance body | CG Report: Items related to organizational structure and operation (p. 5) Securities Report: Information about corporate governance, etc. Overview of corporate governance system and reasons for adopting the system (p. 45) Securities Report: Information about corporate governance: Information about directors (and other officers) (p. 52) Notice of Convocation of the 63rd Annual General Meeting of Shareholders: Reasons for nomination as a candidate for Director, and special interests between the candidate and the Company (p. 5) |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Securities Report: Information about corporate governance: Status of development of the internal control system (p. 48) Securities Report: Information about corporate governance: Status of development of the risk management system (p. 50) CG Report: Basic policy and status of development of the internal control system (p. 13) CG Report: Status of development of the risk management system (p. 11) Sustainability Report: Sustainability promotion system > Governance > Development of a sustainability promotion system (p. 9) Sustainability Report: Sustainability promotion system > Stakeholder engagement (p. 12) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System (p. 46) |

| Number | Disclosure | Corresponding page |
|-----------------------------------|---|--|
| 2-13 | Delegation of responsibility for managing impacts | Sustainability Report: Sustainability promotion system > Governance > Development of a sustainability promotion system (p. 9) |
| | | Sustainability Report: CSR Policy 1: Procurement > Governance and risk management (p. 15) |
| | | Sustainability Report: CSR Policy 2: Environment ~Environmental management~ > Governance and risk management > Promotion system (p. 19) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human capital~ > Governance and risk management > Promotion system (p. 30) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 34) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Governance and risk management > Promotion system (p. 37) |
| | | Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Our quality assurance system (p. 39) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Corporate governance~ > System (p. 46) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Compliance~ > System (p. 51) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Risk management~ > System (p. 53) |
| 2-14 | Role of the highest governance body in sustainability reporting | Sustainability Report: CSR Policy 6: Innovation > Governance and risk management (p. 56) |
| | | Sustainability Report: About this report (p. 1) |
| 2-15 | Conflicts of interest | Sustainability Report: Sustainability promotion system > Governance > Development of a sustainability promotion system (p. 9) |
| | | Securities Report: Information about corporate governance: Information about directors (and other officers) (p. 52) |
| | | Securities Report: Equity securities held (p. 66) |
| | | Securities Report: Notes - Related parties (p. 108) |
| | | CG Report: Directors (p. 5) |
| 2-16 | Communication of critical concerns | CG Report: Auditors (p. 7) |
| | | 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) |
| | | Basic Policy on Corporate Governance: Training of the Directors and the Audit & Supervisory Board Members (p. 13) |
| 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) |
| | | Sustainability Report: Sustainability promotion system > Indicator and targets (p. 11) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Corporate governance~ > System > Evaluation of the effectiveness of the Board of Directors (p. 48) |
| 2-19 | Remuneration policies | Securities Report: Information about corporate governance: Remuneration, etc., for directors (and other officers) (p. 63) |
| | | CG Report: Remuneration for directors (p. 9) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Corporate governance~ > Basic approach and policy > Approach to executive compensation (p. 45) |
| 2-20 | Process to determine remuneration | Sustainability Report: Information about corporate governance: Compensation Committee (p. 45) |
| | | Securities Report: Information about corporate governance: Remuneration, etc., for directors (and other officers) (p. 63) |
| | | CG Report: Remuneration for directors (p. 9) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Corporate governance~ > Basic approach and policy > Approach to executive compensation (p. 45) |
| 2-21 | Annual total compensation ratio | — |
| Strategy, policies, and practices | | |
| 2-22 | Statement on sustainable development strategy | Top: Sustainability > Message from the President |
| | | Sustainability Report: Message from the President (p. 3) |
| 2-23 | Policy commitments | Sustainability Report: Value creation story (p. 5) |
| | | Top: Sustainability > Corporate Code of Conduct and list of key policies > T. Hasegawa Corporate Code of Conduct |
| | | Top: Sustainability > Corporate Code of Conduct and list of key policies > CSR Policy |
| | | Top: Sustainability > Environment > Environmental management > Environmental Philosophy |
| | | Top: Sustainability > Environment > Environmental management > Environmental Safety Activity Policy |
| | | Top: Sustainability > Environment > Environmental management > ISO 14001 Environmental Policy |
| | | Top: Sustainability > Society > Procurement > T. Hasegawa Procurement Policy |
| | | Top: Sustainability > Society > Procurement > T. Hasegawa Group Supplier Guidelines (PDF/465KB) |
| | | Top: Sustainability > Society > Procurement > T. Hasegawa Group Supplier Selection Criteria (PDF/433KB) |
| | | Top: Sustainability > Society > Human rights > Basic Policy on Human Rights |
| | | Top: Sustainability > Society > Occupational safety and health > Occupational Health and Safety and Health Promotion Policy |
| | | Top: Sustainability > Society > Quality safety > Quality & Food Safety Policy |
| | | Top: Sustainability > Governance > Corporate governance > Basic Policy on Corporate Governance (PDF/177KB) |
| | | Top: Sustainability > Governance > Corporate governance > Policy on decisions regarding the remuneration, etc., of individual directors |
| | | Top: Sustainability > Governance > Compliance > T. Hasegawa Group Policy on Bribery and Corruption |
| | | Top: Sustainability > Governance > Compliance > T. Hasegawa Group Tax Policy |

| Number | Disclosure | Corresponding page |
|--------------------------------|--|--|
| 2-24 | Embedding policy commitments | Sustainability Report: CSR Policy 1: Procurement > Strategies (p. 16) |
| | | Sustainability Report: CSR Policy 2: Environment ~Environmental management~ > Governance and risk management > Promotion system (p. 19) |
| | | Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Governance and risk management > Governance and risk management system (p. 21) |
| | | Sustainability Report: CSR Policy 2: Environment ~Biodiversity~ > Governance and risk management > Governance and risk management system (p. 23) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance / Strategies > Promotion system / Risks (p. 34-35) |
| | | Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Our quality assurance system (p. 39) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Corporate governance~ > System (p. 46) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Compliance~ > System (p. 51) |
| | | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Risk management~ > System (p. 53) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 34) |
| 2-25 | Processes to remediate negative impacts | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Strategies > Risks (p. 35) |
| 2-26 | Mechanisms for seeking advice and raising concerns | CG Report: Basic policy and status of development of the internal control system (p. 13) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 34) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Strategies > Risks (p. 35) |
| 2-27 | Compliance with laws and regulations | Serious violations of laws and regulations: None ESG Databook: Governance-related data > Compliance (p. 48) |
| 2-28 | Membership associations | Sustainability Report: Supporting and participating groups and global initiatives (p. 13) |
| Stakeholder engagement | | |
| 2-29 | Approach to stakeholder engagement | Sustainability Report: Stakeholder engagement (p. 12) |
| 2-30 | Collective bargaining agreements | ESG Databook: Human rights and labor-related data > Labor-management relations (p. 31) |
| GRI3: Material Topics 2021 | | |
| Disclosures on material topics | | |
| 3-1 | Process to determine material topics | Sustainability Report: Sustainability promotion system > Basic approach and policy > Formulation of a CSR Policy (p. 8) |
| 3-2 | List of material topics | Sustainability Report: Sustainability promotion system > Strategies > Relationship between the CSR Policy, risks, opportunities, and business strategies (p. 10) |
| 3-3 | Management of material topics | Sustainability Report: Sustainability promotion system > Governance > Development of a sustainability promotion system (p. 9) |

| Number | Disclosure | Corresponding page |
|--|---|---|
| Topic Standards | | |
| 201: Economic Performance 2016 | | |
| 201-1 | Direct economic value generated and distributed | Securities Report: Financial information (p. 70) |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Securities Report: 2 Sustainability perspectives and initiatives > (2) Response to climate change (initiatives for TCFD recommendations) > ① Governance and risk management (p. 14) Top: Sustainability > Environment > Climate change > Governance and risk management |
| 201-3 | Defined benefit plan obligations and other retirement plans | Securities Report: Notes - Retirement benefits (p. 95) |
| 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 | ESG Databook: Salary of new employees (p. 38) |
| 202-2 | Proportion of senior management hired from the local community | ESG Databook: Appointment of local hires and proportion of senior management hired from the local community (p. 37) |
| 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 | Sustainability Report: CSR Policy 1: Procurement > Governance and risk management (p. 15) |
| 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 | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Compliance~ > Basic approach and policy > Establishment of a policy on bribery and corruption (p. 49) |
| 205-3 | Confirmed incidents of corruption and actions taken | Confirmed corruption cases: None |
| 206: Anti-competitive Behavior 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 | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Compliance~ > Basic approach and policy > Establishment of a tax policy (p. 50) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Risk management~ > System (p. 53) |
| 207-2 | Tax governance, control, and risk management | Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Risk management~ > System (p. 53) |
| 207-3 | Stakeholder engagement and management of concerns related to tax | Approach to tax policy (tax system) advocacy activities: None in particular Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Compliance~ > Basic approach and policy > Establishment of a tax policy (p. 50) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities ~Risk management~ > System (p. 53) |
| 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 ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| 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 ESG Databook: Environmental impact of business activities: FY2024 (p. 3) ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| 302-2 | Energy consumption outside of the organization | — |
| 302-3 | Energy intensity | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| 302-4 | Reduction of energy consumption | Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Strategies > Reduction of energy consumption (p. 21) ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| 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.) |
| 303: Water and Effluents 2018 | | |
| 303-1 | Interactions with water as a shared resource | Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Reduction of water usage (p. 29) Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Wastewater treatment (p. 29) ESG Databook: Environment-related indicators and targets (p. 2) ESG Databook: Environmental impact of business activities: FY2024 (p. 3) ESG Databook: Water resources (Non-consolidated basis) (p. 22) ESG Databook: Water resources (Consolidated basis in Japan) (p. 23) ESG Databook: Water resources (Group) (p. 24) ESG Databook: Water resource management (Group), Activities in water-stressed areas, Water usage per unit output (p. 25) |
| 303-2 | Management of water discharge-related impacts | Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Wastewater treatment (p. 29) |
| 303-3 | Water withdrawal | ESG Databook: Water resources (Non-consolidated basis) (p. 22) ESG Databook: Water resources (Consolidated basis in Japan) (p. 23) ESG Databook: Water resources (Group) (p. 24) ESG Databook: Water resource management (Group), Activities in water-stressed areas (p. 25) |

| Number | Disclosure | Corresponding page |
|------------------------|---|---|
| 303-4 | Wastewater | Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Reduction of water usage (p. 29) |
| | | Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Wastewater treatment (p. 29) |
| | | ESG Databook: Environment-related indicators and targets (p. 2) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Water resources (Non-consolidated basis) (p. 22) |
| | | ESG Databook: Water resources (Consolidated basis in Japan) (p. 23) |
| | | ESG Databook: Water resources (Group) (p. 24) |
| 303-5 | Water consumption | ESG Databook: Water resource management (Group), Activities in water-stressed areas (p. 25) |
| | | Sustainability Report: CSR Policy 2: Environment ~Water resources~ > Strategies > Reduction of water usage (p. 29) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Water resources (Non-consolidated basis) (p. 22) |
| | | ESG Databook: Water resources (Consolidated basis in Japan) (p. 23) |
| | | ESG Databook: Water resources (Group) (p. 24) |
| | | ESG Databook: Water usage per unit output (p. 25) |
| | | |
| 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 GHG emissions: None |
| | | Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Strategies > Reduction of GHG emissions (p. 22) |
| | | ESG Databook: Environment-related indicators and targets (p. 2) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) |
| | | ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| | | ESG Databook: Energy use and GHG emissions (Group) (p. 11) |
| | | Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Strategies > Reduction of GHG emissions (p. 22) |
| | | ESG Databook: Environment-related indicators and targets (p. 2) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| | | ESG Databook: Energy use and GHG emissions (Group) (p. 11) |
| | | Biological GHG emissions: Included in the data below |
| | | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 8) |
| 305-3 | Other indirect (Scope 3) GHG emissions | ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 10) |
| | | ESG Databook: Energy use and GHG emissions (Group) (p. 12) |
| 305-4 | GHG emissions intensity | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7) |
| | | ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9) |
| | | ESG Databook: Energy use and GHG emissions (Group) (p. 11) |
| | | Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Strategies > Reduction of GHG emissions (p. 22) |
| 305-5 | Reduction of GHG emissions | ESG Databook: Environment-related indicators and targets (p. 2) |
| | | ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7, 8) |
| | | ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 9, 10) |
| | | ESG Databook: Energy use and GHG emissions (Group) (p. 11, 12) |
| 305-6 | Emissions of ozone-depleting substances (ODS) | None |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Air pollution (Non-consolidated basis, Consolidated basis in Japan) (p. 16) |
| 306: Waste 2020 | | |
| 306-1 | Waste generation and significant waste-related impacts | Sustainability Report: CSR Policy 2: Environment ~Pollution and Waste~ > Strategies > Effective use of waste products (p. 27) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Outline of waste generated through the value chain (p. 17) |
| 306-2 | Management of significant waste-related impacts | Sustainability Report: CSR Policy 2: Environment ~Environmental management~ > Governance and risk management > Promotion system (p. 19) |
| | | Sustainability Report: CSR Policy 2: Environment ~Pollution and Waste~ > Strategies > Effective use of waste products (p. 27) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Outline of waste generated through the value chain (p. 17) |
| | | ESG Databook: Waste (Non-consolidated basis) (p. 18) |
| | | ESG Databook: Waste (Consolidated basis in Japan) (p. 19) |
| 306-3 | Waste generated | Sustainability Report: CSR Policy 2: Environment ~Pollution and Waste~ > Strategies > Effective use of waste products (p. 27) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Outline of waste generated through the value chain (p. 17) |
| | | ESG Databook: Waste (Non-consolidated basis) (p. 18) |
| | | ESG Databook: Waste (Consolidated basis in Japan) (p. 19) |

| Number | Disclosure | Corresponding page |
|---|---|---|
| 306-4 | Waste diverted from disposal | Sustainability Report: CSR Policy 2: Environment ~Pollution and Waste~ > Strategies > Effective use of waste products (p. 27) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Outline of waste generated through the value chain (p. 17) |
| | | ESG Databook: Waste (Non-consolidated basis) (p. 18) |
| | | ESG Databook: Waste (Consolidated basis in Japan) (p. 19) |
| 306-5 | Waste directed to disposal | Sustainability Report: CSR Policy 2: Environment ~Pollution and Waste~ > Strategies > Effective use of waste products (p. 27) |
| | | ESG Databook: Environmental impact of business activities: FY2024 (p. 3) |
| | | ESG Databook: Outline of waste generated through the value chain (p. 17) |
| | | ESG Databook: Waste (Non-consolidated basis) (p. 18) |
| | | ESG Databook: Waste (Consolidated basis in Japan) (p. 19) |
| 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 | ESG Databook: New hires, Retention and turnover (p. 36) |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Sustainability Report: CSR Policy 3: Human rights and labor ~Human capital~ > Strategies > <Respecting diversity and creating a comfortable workplace> > Fair treatment and evaluation of non-full-time employees (p. 33) |
| 401-3 | Parental leave | ESG Databook: Childcare support (p. 28) |
| | | Securities Report: Information about employees > Percentage of female workers in management positions, percentage of male workers taking childcare leave, and differences in wages between male and female workers (p. 9) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Human capital~ > Strategies > <Respecting diversity and creating a comfortable workplace> > Initiatives for developing a comfortable work environment (p. 33) |
| | | |
| 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 | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Increase in business opportunities (p. 37) |
| | | Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Laws related to chemical substances and our compliance (p. 40) |
| | | Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Product risk assessment (risk assessment of chemical substances) (p. 41) |
| | | ESG Databook: Number of employees by site and presence or absence of the Occupational Safety and Health Committee (as of the end of FY2024) (p. 30) |
| 403-2 | Hazard identification, risk assessment, and incident investigation | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > System for hazard identification, risk assessment and incident investigation (p. 37) |
| | | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > System to improve a series of processes (p. 38) |
| | | Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Product risk assessment (risk assessment of chemical substances) (p. 41) |
| | | |
| 403-3 | Occupational health services | — |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > System for employees to report on danger (p. 38) |
| 403-5 | Worker training on occupational health and safety | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Providing training on safety and health to employees (p. 38) |
| 403-6 | Promotion of worker health | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Employee health care (p. 38) |
| | | ESG Databook: Health (p. 30) |
| 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 | ESG Databook: Occupational accidents (p. 29) |
| | | ESG Databook: Number of employees by site and presence or absence of the Occupational Safety and Health Committee (as of the end of FY2024) (p. 30) |
| 403-9 | Work-related injuries | Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > System for hazard identification, risk assessment and incident investigation (p. 37) |
| 403-10 | Work-related ill health | ESG Databook: Occupational accidents (p. 29) |
| | | ESG Databook: Occupational accidents (p. 29) |
| 404: Training and Education 2016 | | |
| 404-1 | Average hours of training per year per employee | ESG Databook: Training hours (p. 39) |
| 404-2 | Programs for improving employee skills and transition assistance programs | Sustainability Report: CSR Policy 3: Human rights and labor ~Human capital~ > Strategies > Human capital improvement initiatives > Promotion of career development (p. 32) |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | ESG Databook: Percentage of employees receiving regular performance and career development reviews (p. 39) |
| 405: Diversity and Equal Opportunity 2016 | | |
| 405-1 | Diversity of governance bodies and employees | Securities Report: Information about employees > Percentage of female workers in management positions, percentage of male workers taking childcare leave, and differences in wages between male and female workers (p. 9) |
| | | Securities Report: Information about directors (and other officers) > List of directors and executive officers (p. 52) |
| | | CG Report: Supplementary principle 2-4 (1): Ensure diversity in the appointment of core personnel, etc. > Voluntary and measurable goals and status of ensuring diversity (p. 1) |
| | | ESG Databook: Number of employees by sex (p. 33) |
| | | ESG Databook: Appointment of women (p. 37) |
| | | ESG Databook: Hiring of people with disabilities (p. 37) |

| Number | Disclosure | Corresponding page |
|--------|--|---|
| 405-2 | Ratio of basic salary and remuneration of women to men | Securities Report: Information about employees > Differences in wages between male and female workers (p. 9) |
| | | ESG Databook: Salary of employees in Japan by sex (p. 38) |

| Number | Disclosure | Corresponding page |
|---|--|--|
| 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 | Sustainability Report: CSR Policy 1: Procurement > Strategies > Implementation of supplier assessment (p. 16) |
| 408: Child Labor 2016 | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Sustainability Report: CSR Policy 1: Procurement > Strategies > Implementation of supplier assessment (p. 16) |
| 409: Forced or Compulsory Labor 2016 | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Sustainability Report: CSR Policy 1: Procurement > Strategies > Implementation of supplier assessment (p. 16) |
| 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 > Society > Social Contribution Sustainability Report: Sustainability promotion system > Social Contribution (p. 14) |
| 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 | ESG Databook: Compliance (p. 48) |
| 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 health and safety impact assessment is performed to make improvements: 100% Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Our quality assurance system (p. 39) Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Quality control from raw materials to products (p. 40) |
| 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. Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Communication with customers (p. 39) Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Laws related to chemical substances and our compliance (p. 40) |
| 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 |