

GRI content index

● ...Corporate Website
● ...Integrated Report 2025
● ...The 122nd Period Annual Securities Report (Japanese Only)
● ...People, Something New, Future vol.4 (our PR magazine) (Japanese Only)

Standard	Disclosures	Corresponding Sections
GRI 1: Foundation	The statement of use	Dainichiseika Color & Chemicals Mfg. Co., Ltd. has reported the information cited in this GRI content index for the period April 1, 2024 through March 31, 2025, with reference to the GRI Standards.
	GRI 1 used	GRI 1: Foundation 2021

Standards	Disclosures	Corresponding Sections	
1. The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> ● Company Profile ● Major Facilities (Domestic) ● Major Facilities (Overseas) ● P.82..... Company Profile ● P.83..... Basic Stock Information ● P.1-10..... Cover and Section 1 [Company Information]
	2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> ● Company Profile ● Major Facilities (Domestic) ● Major Facilities (Overseas) ● P.6..... Editorial policy ● Scope of reporting ● P.5-6..... 3 [Description of Business] ● P.7-8..... 4 [Subsidiaries and Other Affiliates]
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> ● Integrated Report 2025 ● P.6..... Reporting period ● Issued ● Back Cover: Inquiries ● Cover
	2-4	Restatements of information	—
	2-5	External assurance	● P.83..... Third-party verification
	Activities and workers		
	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> ● Four Developing markets ● P.15-16..... Value Creation Process ● P.32..... R&D Structure's Overall Strategy: Target Domains ● P.33-38..... Segment Information & Strategy ● P.5-6..... 3 [Description of Business] ● P.7-8..... 4 [Subsidiaries and Other Affiliates]
	2-7	Employees	<ul style="list-style-type: none"> ● Company Profile ● Company Profile (Recruitment) (Japanese Only) ● P.81..... Non-Financial Data (Human resource data) ● P.82..... Company Profile ● P.9-10..... 5 [Employees]
	2-8	Workers who are not employees	<ul style="list-style-type: none"> ● The respective policies of Dainichiseika Group ● P.51..... Supplier Relations ● P.53-54..... Respect for Human Rights ● P.9-10..... 5 [Employees]
	3. Governance		
2-9	Governance structure and composition	<ul style="list-style-type: none"> ● Corporate Governance ● Executive Team ● P.39..... Our Approach to CSR and ESG (Promotion System) ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance] 	
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance] 	
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> ● Corporate Governance ● Executive Team ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance] 	
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● Corporate Governance ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● P.39..... Our Approach to CSR and ESG ● P.40..... CSR and ESG Materiality (key issues) ● P.61-72..... Corporate Governance ● P.73..... Compliance ● P.74..... Risk Management ● P.31-35..... 3 [Business Risks] ● P.56-85..... 4 [Corporate Governance] 	
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● Environmental Initiatives ● Corporate Governance ● P.39..... Our Approach to CSR and ESG ● P.41-42..... CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.43-44..... Environmental Management ● P.53-54..... Respect for Human Rights ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance] 	
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> ● Corporate Governance (Corporate Governance Report) (Japanese Only) ● Integrated Report ● P.6..... Editorial policy ● P.7-12..... Top Message 	

Standards	Disclosures	Corresponding Sections	
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	<ul style="list-style-type: none"> ● Corporate Governance ● Compliance (Japanese Only) ● P.61-72..... Corporate Governance ● P.73..... Compliance ● P.56-85..... 4 [Corporate Governance] ● P.128..... [Related Party Information]
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● Dialogue with Shareholders and Investors (Japanese Only) ● Inquiries related to IR (Japanese Only) ● P.73..... Compliance ● P.74..... Risk Management ● P.75..... Dialogue with Stakeholders ● P.76..... Dialogue with Shareholders and Investors ● P.56-85..... 4 [Corporate Governance]
	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance]
	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance]
	2-19	Remuneration policies	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance]
	2-20	Process to determine remuneration	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.56-85..... 4 [Corporate Governance]
	2-21	Annual total compensation ratio	<ul style="list-style-type: none"> ● Corporate Governance ● P.61-72..... Corporate Governance ● P.81..... Non-Financial Data (Human resource data) ● P.9-10..... 5 [Employees] ● P.56-85..... 4 [Corporate Governance]
	4. Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> ● Message from the President ● Corporate Philosophy ● Long-term Vision ● Our Approach to CSR and ESG (Japanese Only) ● P.7-12..... Top Message ● P.17-20..... Long-Term Vision and the Current Medium-Term Management Plan ● P.39..... Our Approach to CSR and ESG
	2-23	Policy commitments	<ul style="list-style-type: none"> ● Corporate Philosophy ● The respective policies of Dainichiseika Group ● Environmental Initiatives ● Human Asset Development & Utilization (Japanese Only) ● Occupational health and safety (Japanese Only) ● Compliance (Japanese Only) ● P.39..... Our Approach to CSR and ESG ● P.43-44..... Environmental Management ● P.53-54..... Respect for Human Rights ● P.55-57..... Human Asset Development & D&I ● P.58..... Occupational Health and Safety ● P.73..... Compliance
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> ● Environmental Initiatives ● Compliance (Japanese Only) ● Engagement with Business Partners (Japanese Only) ● Human Asset Development & Utilization (Japanese Only) ● Compliance (Japanese Only) ● P.43-44..... Environmental Management ● P.51..... Supplier Relations ● P.55-57..... Human Asset Development & D&I ● P.73..... Compliance
	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> ● Inquiries ● Engagement with Business Partners (Japanese Only) ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● P.51..... Supplier Relations ● P.53-54..... Respect for Human Rights ● P.73..... Compliance ● P.74..... Risk Management ● P.24-26..... Initiatives for Respecting Human Rights ● P.31-35..... 3 [Business Risks] ● P.56-85..... 4 [Corporate Governance]
	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● P.54..... Remedies ● P.73..... Compliance ● P.74..... Risk Management ● P.56-85..... 4 [Corporate Governance]
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> ● Environmental Initiatives ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● P.43-44..... Environmental Management ● P.73..... Compliance ● P.74..... Risk Management ● P.31-35..... 3 [Business Risks] ● P.56-85..... 4 [Corporate Governance] 	

Standards	Disclosures	Corresponding Sections
GRI 2: General Disclosures 2021	2-28 Membership associations	<ul style="list-style-type: none"> ● P.48..... Collaboration with the Supply Chain ● P.75..... Dialogue with Stakeholders ● P.83..... Organizational memberships
	5. Stakeholder engagement	
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Stakeholder communication) ● P.56..... Roundtable discussions between directors and young employees ● P.75..... Dialogue with Stakeholders
2-30 Collective bargaining agreements	<ul style="list-style-type: none"> ● Human Asset Development & Utilization (Japanese Only) ● P.56..... Labor-management council 	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● P.40..... CSR and ESG Materiality (key issues)
	3-2 List of material topics	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● P.40-42 CSR and ESG Materiality (key issues)
	3-3 Management of material topics	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● P.40-42 CSR and ESG Materiality (key issues)
GRI 101: Biodiversity 2024		
100	101-1 Policies to halt and reverse biodiversity loss	<ul style="list-style-type: none"> ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.47..... Preserving Biodiversity ● P.79-80 Non-Financial Data (Environment)
	101-2 Management of biodiversity impacts	<ul style="list-style-type: none"> ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.47..... Preserving Biodiversity ● P.79-80 Non-Financial Data (Environment)
	101-3 Access and benefit-sharing	<ul style="list-style-type: none"> ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.31-32 Technologies and R&D Behind Our Products ● P.47..... Preserving Biodiversity
	101-4 Identification of biodiversity impacts	<ul style="list-style-type: none"> ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.47..... Preserving Biodiversity ● P.79-80 Non-Financial Data (Environment)
	101-5 Locations with biodiversity impacts	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.43-44 Environmental Management ● P.47..... Preserving Biodiversity
	101-6 Direct drivers of biodiversity loss	<ul style="list-style-type: none"> ● Initiatives for Climate Change (TCFD) (Japanese Only) ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.31-32 Technologies and R&D Behind Our Products ● P.45-46 Initiatives for TCFD Recommendations ● P.47..... Preserving Biodiversity
	101-7 Changes to the state of biodiversity	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.43-44 Environmental Management ● P.47..... Preserving Biodiversity ● P.79-80 Non-Financial Data (Environment)
	101-8 Ecosystem services	<ul style="list-style-type: none"> ● Initiatives for Climate Change (TCFD) (Japanese Only) ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● P.45-46 Initiatives for TCFD Recommendations ● P.47..... Preserving Biodiversity
GRI 201: Economic Performance 2016		
200 Economic	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> ● P.77-78 Ten-Year Summary of Key Management Indicators (consolidated) ● P.81-82 Non-Financial Data (Human resource data) ● P.2-3 1 [Key Financial Data and Trends] ● P.9-10 5 [Employees] ● P.11-17 Section 2[Business Overview] ● P.55..... 3 [Dividend Policy] ● P.93-146 Section 5[Financial Information]
	201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> ● Initiatives for Climate Change (TCFD) (Japanese Only) ● Risk Management (Japanese Only) ● P.45-46 Initiatives for TCFD Recommendations ● P.74..... Risk Management ● P.31-35 3 [Business Risks] ● P.93-146 Section 5[Financial Information]
	201-3 Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> ● Human Asset Development & Utilization (Japanese Only) ● P.56..... Employee Benefits ● P.31-35 3 [Business Risks] ● P.93-146 Section 5[Financial Information]
	201-4 Financial assistance received from government	<ul style="list-style-type: none"> ● P.25-26 Special Feature 1 Pioneering New Business Domains Toward Establishing the "Fourth Pillar" ● P.44-46 6 [Research and Development Activities]
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	● P.81..... Non-Financial Data (Human resource data)	
202-2 Proportion of senior management hired from the local community	Not applicable	

Standards	Disclosures	Corresponding Sections
GRI 203: Indirect Economic Impacts 2016		
200 Economic	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> ● P.20..... Summary of the first year (FY2025) of the medium-term capital expenditure plan (FY2025–FY2027) and progress on growth investments ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Stakeholder communication) ● P.75..... Dialogue with Stakeholders
	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● Initiatives for Biodiversity (TNFD) (Japanese Only) ● Circular Economy Promotion (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations ● P.47..... Preserving Biodiversity ● P.48..... Circular Economy Promotion
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> ● Purchasing Policy ● CSR Procurement Guidelines ● Engagement with Business Partners (Japanese Only) ● P.51..... Supplier Relations 	
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
GRI 206: Anti-competitive Behavior 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
GRI 207: Tax 2019		
207-1 Approach to tax	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
207-2 Tax governance, control, and risk management	<ul style="list-style-type: none"> ● Corporate Governance ● Compliance (Japanese Only) ● P.61-72 Corporate Governance ● P.73..... Compliance 	
207-3 Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> ● Compliance (Japanese Only) ● P.73..... Compliance 	
207-4 Country-by-country reporting	—	
GRI 301: Materials 2016		
300 Environmental	301-1 Materials used by weight or volume	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management ● P.79-80 Non-Financial Data (Environment)
	301-2 Recycled input materials used	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management ● P.79-80 Non-Financial Data (Environment)
	301-3 Reclaimed products and their packaging materials	—
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.46..... Initiatives for TCFD Recommendations (Metrics, targets, and progress) ● P.12-13 ESG Management Initiatives 	
302-2 Energy consumption outside of the organization	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management 	
302-3 Energy intensity	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management 	
302-4 Reduction of energy consumption	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations 	
302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations 	
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.44..... Environmental Management (Water consumption, Effluent volume) ● P.79-80 Non-Financial Data (Environment) 	

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300 Environmental	303-2	Management of water discharge-related impacts	<ul style="list-style-type: none"> ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.46..... Initiatives for TCFD Recommendations (Dealing with water risks and making effective use of water resources) ● P.80..... Non-Financial Data (Environment)(Targets and results of major waste management initiatives (domestic Group))
	303-3	Water withdrawal	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.44..... Environmental Management (Water consumption, Effluent volume) ● P.46..... Initiatives for TCFD Recommendations (Dealing with water risks and making effective use of water resources) ● P.79-80 Non-Financial Data (Environment)
	303-4	Water discharge	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.44..... Environmental Management (Effluent volume) ● P.46..... Initiatives for TCFD Recommendations (Dealing with water risks and making effective use of water resources) ● P.79-80 Non-Financial Data (Environment)
	303-5	Water consumption	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.44..... Environmental Management (Water consumption, Effluent volume) ● P.79-80 Non-Financial Data (Environment)
	GRI 305: Emissions 2016		
	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations
	305-4	GHG emissions intensity	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations
	305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations
	305-6	Emissions of ozone-depleting substances (ODS)	● P.79..... Non-Financial Data (Environment) (CFC leakage (CO ₂ equivalent) (domestic Group))
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	● P.79..... Non-Financial Data (Environment) (Nitrogen oxide (NOx)/Sulfur oxide (SOx) emissions (air pollutants) (domestic Group))
	GRI 306: Waste 2020		
	306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Circular economy promotion) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations ● P.48..... Circular Economy Promotion ● P.80..... Non-Financial Data (Environment) (Targets and results of major waste management initiatives (domestic Group), Total waste (hazardous + non-hazardous) (domestic Group))
	306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Circular economy promotion) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations ● P.48..... Circular Economy Promotion ● P.80..... Non-Financial Data (Environment) (Targets and results of major waste management initiatives (domestic Group), Total waste (hazardous + non-hazardous) (domestic Group))
306-3	Waste generated	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Circular economy promotion) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations ● P.80..... Non-Financial Data (Environment) (Targets and results of major waste management initiatives (domestic Group), Total waste (hazardous + non-hazardous) (domestic Group)) 	
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> ● Environmental Initiatives ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year (Circular economy promotion) ● P.43-44 Environmental Management ● P.45-46 Initiatives for TCFD Recommendations ● P.80..... Non-Financial Data (Environment) (Targets and results of major waste management initiatives (domestic Group), Total waste (hazardous + non-hazardous) (domestic Group)) 	

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300 Environmental	306-5	Waste directed to disposal	● P.80..... Non-Financial Data (Environment) (Targets and results of major waste management initiatives (domestic Group), Total waste (hazardous + non-hazardous) (domestic Group))
	GRI 307: Environmental Compliance 2016		
	307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> ● Environmental Initiatives ● P.43-44 Environmental Management (Promotion system)
	GRI 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	<ul style="list-style-type: none"> ● Purchasing Policy ● Engagement with Business Partners (Japanese Only) ● P.51..... Supplier Relations 	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	● P.81..... Non-Financial Data (Human resource data)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	
401-3	Parental leave	● P.81..... Non-Financial Data (Human resource data)	
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> ● Human Asset Development & Utilization (Japanese Only) ● P.56..... Labor-management council 	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● Human Asset Development & Utilization (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● P.39..... Our Approach to CSR and ESG (Promotion system) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.56..... Comfortable work environment ● P.58..... Occupational Health and Safety 	
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● Human Asset Development & Utilization (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● Risk Management (Japanese Only) ● P.39..... Our Approach to CSR and ESG (Promotion system) ● P.40..... CSR and ESG Materiality (key issues) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.56..... Comfortable work environment ● P.58..... Occupational Health and Safety ● P.74..... Risk Management 	
403-3	Occupational health services	<ul style="list-style-type: none"> ● Occupational Health and Safety (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.58..... Occupational Health and Safety 	
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> ● Human Asset Development & Utilization (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.56..... Labor-management council ● P.58..... Occupational Health and Safety 	
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> ● Human Asset Development & Utilization (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.56..... Labor-management council ● P.58..... Occupational Health and Safety 	
403-6	Promotion of worker health	<ul style="list-style-type: none"> ● Health Management Policy ● Health Management (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.59-60 Health Management ● P.58..... Occupational Health and Safety 	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> ● Occupational Health and Safety (Japanese Only) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.58..... Occupational Health and Safety 	
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> ● Our Approach to CSR and ESG (Japanese Only) ● Human Asset Development & Utilization (Japanese Only) ● Occupational Health and Safety (Japanese Only) ● Risk Management (Japanese Only) ● P.39..... Our Approach to CSR and ESG (Promotion system) ● P.40..... CSR and ESG Materiality (key issues) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.56..... Comfortable work environment ● P.58..... Occupational Health and Safety ● P.74..... Risk Management 	
403-9	Work-related injuries	<ul style="list-style-type: none"> ● Occupational Health and Safety (Japanese Only) ● P.58..... Occupational Health and Safety ● P.80..... Non-Financial Data (Social) 	
403-10	Work-related ill health	<ul style="list-style-type: none"> ● Occupational Health and Safety (Japanese Only) ● P.58..... Occupational Health and Safety ● P.80..... Non-Financial Data (Social) 	

● ...Corporate Website
 ● ...The 122nd Period Annual Securities Report (Japanese Only)
 ● ...Integrated Report 2025
 ● ...People, Something New, Future vol.4 (our PR magazine) (Japanese Only)

Standards	Disclosures	Corresponding Sections
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	● Human Asset Development & Utilization (Japanese Only)
404-2	Programs for upgrading employee skills and transition assistance programs	● Human Asset Development & Utilization (Japanese Only) ● P.55-57 Human Asset Development & D&I
404-3	Percentage of employees receiving regular performance and career development reviews	● Human Asset Development & Utilization (Japanese Only) ● P.55-57 Human Asset Development & D&I
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	● Human Asset Development & Utilization (Japanese Only) Corporate Governance ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.55-57 Human Asset Development & D&I ● P.61-72 Corporate Governance ● P.81 Non-Financial Data (Human resource data)
405-2	Ratio of basic salary and remuneration of women to men	● P.81 Non-Financial Data (Human resource data) *No difference between men and women in the system
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	There were no applicable cases in the current fiscal year.
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	—
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	● Human Rights Policy ● CSR Procurement Guidelines ● P.51 Supplier Relations ● P.53-54 Respect for Human Rights
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	● Human Rights Policy ● CSR Procurement Guidelines ● Supplier Relations (Japanese Only) ● P.51 Supplier Relations ● P.53-54 Respect for Human Rights
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
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	Not applicable
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	● Our Approach to CSR and ESG (Japanese Only) ● Initiatives for Climate Change (TCFD) (Japanese Only) ● P.40 CSR and ESG Materiality (key issues) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.45-46 Initiatives for TCFD Recommendations
413-2	Operations with significant actual and potential negative impacts on local communities	—
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	● CSR Procurement Guidelines ● Engagement with Business Partners (Japanese Only) ● P.51 Supplier Relations
414-2	Negative social impacts in the supply chain and actions taken	● CSR Procurement Guidelines ● Multi-stakeholder Policy (Declaration of Partnership Building) ● Engagement with Business Partners (Japanese Only) ● P.51 Supplier Relations
GRI 415: Public Policy 2016		
415-1	Political contributions	● P.75 Dialogue with Stakeholders
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	● Quality Policy ● Quality Assurance ● P.50 Quality Assurance

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Standards	Disclosures	Corresponding Sections
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	● Quality Policy ● Quality Assurance ● P.50 Quality Assurance
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	● Our Approach to CSR and ESG (Japanese Only) ● Environmental Initiatives ● Engagement with Business Partners (Japanese Only) ● P.33-38 Segment Information & Strategy ● P.40 CSR and ESG Materiality (key issues) ● P.41-42 CSR and ESG Activity Evaluation and Targets for the Next Fiscal Year ● P.43-44 Environmental Management ● P.51 Supplier Relations
417-2	Incidents of non-compliance concerning product and service information and labeling	● Quality Policy ● Quality Assurance ● Compliance (Japanese Only) ● P.50 Quality Assurance ● P.73 Compliance
417-3	Incidents of non-compliance concerning marketing communications	● Compliance (Japanese Only) ● P.73 Compliance
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no customer privacy invasion complaints. ● Our Approach to CSR and ESG (Japanese Only) ● Risk Management (Japanese Only) ● P.40 CSR and ESG Materiality (key issues) ● P.74 Risk Management
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	● Corporate Governance ● Compliance (Japanese Only) ● Risk Management (Japanese Only) ● P.61-72 Corporate Governance ● P.73 Compliance ● P.74 Risk Management

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