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GRI CONTENT INDEX

General Disclosures

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
Organizational profile			
102-1	Name of the organization	Outline of Company	
102-2	Activities, brands, products, and services	P193	
102-3	Location of headquarters	P193	
102-4	Location of operations	Facilities in Japan Facilities Overseas	
102-5	Ownership and legal form	Outline of Company	
102-6	Markets served	P194	
102-7	Scale of the organization	P193 , P194 , P217	
102-8	Information on employees and other workers	P217	
102-9	Supply chain	P133 , P138	
102-10	Significant changes to the organization and its supply chain	Not applicable	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
102-11	Precautionary Principle or approach	P002 , P017 , P034 , P036 , P063 , P099 , P160	
102-12	External initiatives	P010 , P016 , P027 , P034 , P098 , P145	
102-13	Membership of associations	P093 , P145	
Strategy			
102-14	Statement from senior decision-maker	P003 , P006 , P009	
102-15	Key impacts, risks, and opportunities	P002 , P034 , P036 , P095 , P096 , P138 , P165	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	P002 , P012 , P025 , P096 , P165 , P182	
102-17	Mechanisms for advice and concerns about ethics	P098 , P184	
Governance			
102-18	Governance structure	P166	
102-19	Delegating authority	P177	
102-20	Executive-level responsibility for economic, environmental, and social topics	P006 , P019 , P029	

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GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
102-21	Consulting stakeholders on economic, environmental, and social topics	P013 , P020 , P091	
102-22	Composition of the highest governance body and its committees	P166 , P217 , P223	
102-23	Chair of the highest governance body	P009 , P166 , P170	
102-24	Nominating and selecting the highest governance body	P170 , P172	
102-25	Conflicts of interest	P178	
102-26	Role of highest governance body in setting purpose, values, and strategy	P019 , P166	
102-27	Collective knowledge of highest governance body	P019 , P168	
102-28	Evaluating the highest governance body's performance	P009 , P019 , P166 , P173	
102-29	Identifying and managing economic, environmental, and social impacts	P012 , P017 , P026 , P031 , P034 , P036 , P099 , P165 , P179	
102-30	Effectiveness of risk management processes	P174 , P179	
102-31	Review of economic, environmental, and social topics	P019 , P028 , P031	
102-32	Highest governance body's role in sustainability reporting	P019	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
102-33	Communicating critical concerns	P165 , P179	
102-35	Remuneration policies	P019 , P173	
102-36	Process for determining remuneration	Corporate Governance Report P019	
102-37	Stakeholders' involvement in remuneration	Corporate Governance Report	
Stakeholder engagement			
102-40	List of stakeholder groups	P020 , P091	
102-41	Collective bargaining agreements	P217	
102-42	Identifying and selecting stakeholders	P020 , P091	
102-43	Approach to stakeholder engagement	P012 , P020 , P091	
102-44	Key topics and concerns raised	P020 , P093	
Reporting practice			
102-45	Entities included in the consolidated financial statements	P224	
102-46	Defining report content and topic Boundaries	P224	
102-47	List of material topics	P012	
102-48	Restatements of information	P225	

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GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
102-49	Changes in reporting	P198, P204	
102-50	Reporting period	P224	
102-51	Date of most recent report	P224	
102-52	Reporting cycle	P224	
102-53	Contact point for questions regarding the report	P225	
102-54	Claims of reporting in accordance with the GRI Standards	P224	
102-55	GRI content index	P229	
102-56	External assurance	P083, P224	

Economic

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 103 : Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	P012, P034, P037, P133, P138, P165, P179	
103-2	The management approach and its components	P017, P020, P029, P041, P098, P136, P138, P179, P184, P187	
103-3	Evaluation of the management approach	P019, P026, P033, P099, P136, P138	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 201 : Economic Performance 2016			
201-1	Direct economic value generated and distributed	P162, P222	
201-2	Financial implications and other risks and opportunities due to climate change	P034, P036, P037	
201-3	Defined benefit plan obligations and other retirement plans	Financial Information as of March 31, 2022 : P107	
GRI 203 : Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	P034, P039, P160	
203-2	Significant indirect economic impacts	P034, P039, P162, P222	
GRI 205 : Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	P183	
205-2	Communication and training about anti-corruption policies and procedures	P184	
GRI 207 : Tax 2019			
207-1	Approach to tax	P189	
207-2	Tax governance, control, and risk management	P189	
207-3	Stakeholder engagement and management of concerns related to tax	P189	

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Environmental

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 103 : Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	P012 , P013 , P014 , P027 , P034 , P039 , P051 , P063 , P067 , P078	
103-2	The management approach and its components	P017 , P019 , P029 , P041 , P052 , P063 , P064 , P068 , P079 , P085	
103-3	Evaluation of the management approach	P019 , P041 , P052 , P065 , P077 , P079 , P085	
GRI 301 : Materials 2016			
301-1	Materials used by weight or volume	P215	
301-2	Recycled input materials used	P066 , P207	
301-3	Reclaimed products and their packaging materials	P066 , P207	
GRI 302 : Energy 2016			
302-1	Energy consumption within the organization	P051 , P053 , P200 , P201 , P215	
302-2	Energy consumption outside of the organization	P060 , P203 , P204	
302-3	Energy intensity	P200 , P201	
302-4	Reduction of energy consumption	P051 , P053 , P200 , P201	
302-5	Reductions in energy requirements of products and services	P039 , P040 , P051 , P195	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 303 : Water and Effluents 2018			
303-1	Interactions with water as a shared resource	P078 , P079	
303-2	Management of water discharge-related impacts	P079 , P081	
303-3	Water withdrawal	P080 , P081 , P210	
303-4	Water discharge	P081 , P210 , P211	
305-5	Water consumption	P081 , P211	
GRI 304 : Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P027	
304-2	Significant impacts of activities, products, and services on biodiversity	P027	
304-3	Habitats protected or restored	P027	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	P027	

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GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 305 : Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	P054 , P201	
305-2	Energy indirect (Scope 2) GHG emissions	P054 , P201	
305-3	Other indirect (Scope 3) GHG emissions	P054 , P201 , P204	
305-4	GHG emissions intensity	P054 , P202	
305-5	Reduction of GHG emissions	P039 , P051 , P052 , P201	
305-6	Emissions of ozone-depleting substances (ODS)		Information unavailable: We have not collected the data requested.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P065 , P090 , P205 , P214	
GRI 306 : Waste 2020			
306-1	Waste generation and significant waste-related impacts	P068 , P076	
306-2	Management of significant waste-related impacts	P067 , P068	
306-3	Waste generated	P077 , P208	
306-4	Waste diverted from disposal	P077 , P207 , P208	
306-5	Waste directed to disposal	P077 , P208 , P209	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 307 : Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	P087	
GRI 308 : Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	P091 , P133 , P136	
308-2	Negative environmental impacts in the supply chain and actions taken	P091	

Social

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 103 : Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	P012 , P013 , P014 , P095 , P096 , P102 , P108 , P109 , P124 , P125 , P140 , P145 , P147 , P151 , P160	
103-2	The management approach and its components	P017 , P019 , P095 , P098 , P102 , P109 , P125 , P140 , P145 , P148 , P152 , P161	
103-3	Evaluation of the management approach	P019 , P098 , P103 , P109 , P111 , P125 , P136 , P140 , P146 , P148 , P153 , P162 , P220	
GRI 401 : Employment 2016			
401-1	New employee hires and employee turnover	P217	

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GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 402 : Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	P145	
GRI 403 : Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	P152	
403-2	Hazard identification, risk assessment, and incident investigation	P152, P153	
403-3	Occupational health services	P152, P153	
403-4	Worker participation, consultation, and communication on occupational health and safety	P151, P152	
403-5	Worker training on occupational health and safety	P153	
403-6	Promotion of worker health	P152, P153	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P153	
403-9	Work-related injuries	P153	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 404 : Training and Education 2016			
404-1	Average hours of training per year per employee	P144, P221	
404-2	Programs for upgrading employee skills and transition assistance programs	P140	
404-3	Percentage of employees receiving regular performance and career development reviews	P140	
GRI 405 : Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	P108, P170, P217, P219, P223	
405-2	Ratio of basic salary and remuneration of women to men	P217	
GRI 406 : Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken		No report applicable to 2021
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		No report applicable to 2021
GRI 408 : Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor		No report applicable to 2021

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GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 409 : Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No report applicable to 2021
GRI 411 : Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples		No report applicable to 2021
GRI 412 : Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	P099 , P100	
412-2	Employee training on human rights policies or procedures	P101	
GRI 413 : Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs		Information unavailable: We have not collected the data requested.
413-2	Operations with significant actual and potential negative impacts on local communities		Information unavailable: We have not collected the data requested.
GRI 414 : Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	P133 , P136 , P138	

GRI Standard	Disclosure	Reference	Reason for Omission / Explanation
GRI 416 : Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	P103 , P125 , P218 , P219 , P221	
GRI 417 : Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	P103	
GRI 418 : Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P181	
GRI 419 : Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	P182 , P183 , P184 , P187 , P189	