

[Legend]

Sustainability Report: Sustainability Report 2024 (Issued May 2024)

ESG Databook: ESG Databook2024 (Issued May 2024)

Securities Report: FY2023 Annual Securities Report (Date submitted: Dec. 22, 2023)

CG Report: Corporate Governance Report (Date of update: Dec. 21, 2023) *

*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: Editorial Policy (p. 1) ESG Databook: (The aggregation range for each piece of data is listed.)
2-3	Reporting period, frequency, and contact point	Sustainability Report: Editorial Policy (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. 14) Securities Report: Information about employees (p.9)
2-7	Employees	T.Hasegawa Value Creation Story: #04 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 (p. 16)
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. 5) Significant changes: None ESG Databook: Number of employees by employee type and region (p. 16)
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. 44) Sustainability Report: Sustainability of the T.Hasegawa Group > Governance > Development of a sustainability promotion system (p. 9) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System (p. 38)
2-10	Nomination and selection of the highest governance body	Securities Report: Overview of corporate governance (p. 44) CG Report: Corporate governance system (p. 16) Basic Policy on Corporate Governance: Appointment of Directors and Audit & Supervisory Board Members (p. 7) Basic Policy on Corporate Governance: Independent Outside Directors (p. 9) Basic Policy on Corporate Governance: Independence Criteria for Outside Officers (p. 12) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System > Diversity of directors and auditors (p. 39)
2-11	Chair of the highest governance body	CG Report: Items related to organizational structure and operation (p. 5) Securities Report: Overview of corporate governance system and reasons for adopting the system (p. 44) Securities Report: Information about directors (and other officers) (p. 45) Notice of Convocation of the 62nd 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. 46) Securities Report: Status of development of the risk management system (p. 48) 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 of the T.Hasegawa Group > Governance > Development of a sustainability promotion system (p. 9) Sustainability Report: Sustainability of the T.Hasegawa Group > Stakeholder engagement (p. 12) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46) Sustainability Report: Sustainability of the T.Hasegawa Group > Governance > Development of a sustainability promotion system (p. 9)
2-13	Delegation of responsibility for managing impacts	Sustainability Report: CSR Policy 1: Procurement > Governance and risk management (p. 14) Sustainability Report: CSR Policy 2: Environment > Governance and risk management > Promotion system (p. 18) Sustainability Report: CSR Policy 3: Human rights and labor ~Human capital~ > Governance and risk management > Promotion system (p. 23) Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 27)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Governance and risk management > Promotion system (p. 30) Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Our quality assurance system (p. 32) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System (p. 38) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Compliance~ > System (p. 44) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46) Sustainability Report: CSR Policy 6: Innovation > Governance (p. 49)
2-15	Conflicts of interest	Sustainability Report: About this report (p. 1) Sustainability Report: Sustainability of the T.Hasegawa Group > Governance > Development of a sustainability promotion system (p. 9) Securities Report: Information about directors (and other officers) (p. 45) Securities Report: Equity securities held (p. 63) Securities Report: Notes - Related parties (p. 102) CG Report: Directors (p. 5) CG Report: 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. 6) Basic Policy on Corporate Governance: Training of the Directors and the Audit & Supervisory Board Members (P. 10) 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)
2-18	Evaluation of the performance of the highest governance body	Sustainability Report: Sustainability promotion system of the T.Hasegawa Group > 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. 40)
2-19	Remuneration policies	Securities Report: Remuneration, etc., for directors (and other officers) (p. 60) CG Report: Remuneration for directors (p. 9) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System > Officer remuneration (p. 40)
2-20	Process to determine remuneration	Securities Report: Compensation Committee (p. 44) Securities Report: Remuneration, etc., for directors (and other officers) (p. 60) CG Report: Remuneration for directors (p. 9)
2-21	Annual total compensation ratio	Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System > Officer remuneration (p. 40) ---

Number	Disclosure	Corresponding page
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: T.Hasegawa Group's purpose (p. 5) Sustainability Report: T.Hasegawa Corporate Code of Conduct (p. 7) Sustainability Report: CSR Policy 1: Procurement > Basic approach and policy > T.Hasegawa Procurement Policy (p. 14) Sustainability Report : CSR Policy 2: Environment > Basic approach and policy > Environmental Safety Activity Policy, ISO 14001 Environmental Policy (p. 17) Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Basic approach and policy > Basic Policy on Human Rights (p. 27) Sustainability Report: CSR Policy 4: Quality safety > Basic approach and policy > Quality & Food Safety Policy (p. 32)
2-24	Embedding policy commitments	Sustainability Report: CSR Policy 1: Procurement > Strategies (p. 15) Sustainability Report: CSR Policy 2: Environment > Governance and risk management > Promotion system (p. 18) Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Strategies > Risks (p. 28) Sustainability Report: CSR Policy 4: Quality safety > Governance and risk management > Our quality assurance system (p. 32) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Corporate governance~ > System (p. 38) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Compliance~ > System (p. 44) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46)
2-25	Processes to remediate negative impacts	Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Strategies > Risks (p. 28) Sustainability Report: CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 27)
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~ > Strategies > Risks (p. 28) Sustainability Report : CSR Policy 3: Human rights and labor ~Human rights~ > Governance and risk management > Promotion system (p. 27)
2-27	Compliance with laws and regulations	Serious violations of laws and regulations: None ESG Databook: Governance-related data > Compliance (p. 30)
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. 21)
GRI3: Material Topics 2021		
Disclosures on material topics		
3-1	Process to determine material topics	Sustainability Report: Sustainability of the T.Hasegawa Group > Basic approach and policy > Formulation of a CSR Policy (p. 8)
3-2	List of material topics	Sustainability Report: Sustainability of the T.Hasegawa Group > Strategies > Relationship between the CSR Policy, risks, opportunities, and business strategies (p. 10)
3-3	Management of material topics	Sustainability Report: Sustainability of the T.Hasegawa Group > 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. 67)
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 Top: Climate change risk analysis of the T.Hasegawa Group > Governance and risk management
201-3	Defined benefit plan obligations and other retirement plans	Securities Report: Notes - Retirement benefits (p. 91)
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. 22)
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. 20)
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. 14)
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 > Basic approach and policy > Bribery and corruption prevention initiatives (p. 43)
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	Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Compliance~ > Basic approach and policy > Establishment of a tax policy (p. 43) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46)
207-2	Tax governance, control, and risk management	Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46) Approach to tax policy (tax system) advocacy activities: None in particular
207-3	Stakeholder engagement and management of concerns related to tax	Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Compliance~ > Basic approach and policy > Establishment of a tax policy (p. 43) Sustainability Report: CSR Policy 5: Governance -- Fair corporate activities > ~Risk management~ > System (p. 46)
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: FY2023 (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: FY2023 (p. 3) ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 8)
302-2	Energy consumption outside of the organization	—
302-3	Energy intensity	ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 8)
302-4	Reduction of energy consumption	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Energy use (p. 19) ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 8)
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 > Strategies > Initiatives for mitigating environmental impact > Water use (p. 19) Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Wastewater treatment (p. 20) Sustainability Report: CSR Policy 2: Environment > Indicator and targets (p. 22) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Air pollution and water resources (Non-consolidated basis) (p. 10) ESG Databook: Air pollution and water resources (Consolidated basis in Japan) (p. 11)
303-2	Management of water discharge-related impacts	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Wastewater treatment (p.20)
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 ESG Databook: Air pollution and water resources (Non-consolidated basis) (p. 10) ESG Databook: Air pollution and water resources (Consolidated basis in Japan) (p. 11)
303-4	Waste discharge	Waste water discharged to areas associated with water stress: None Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Water use (p.19) Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Wastewater treatment (p. 20) Sustainability Report: CSR Policy 2: Environment > Indicator and targets (p. 22) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Air pollution and water resources (Non-consolidated basis) (p. 10) ESG Databook: Air pollution and water resources (Consolidated basis in Japan) (p. 11)
303-5	Water consumption	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Water use (p. 19) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Air pollution and water resources (Non-consolidated basis) (p. 10) ESG Databook: Air pollution and water resources (Consolidated basis in Japan) (p. 11)
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	—

Number	Disclosure	Corresponding page
305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Biological CO ₂ emissions: None Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > GHG emissions (p. 19) Sustainability Report: CSR Policy 2: Environment > Indicator and targets (p. 22) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Energy use and CO ₂ emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 8)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > GHG emissions (p. 19) Sustainability Report: CSR Policy 2: Environment > Indicator and targets (p. 22) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Energy use and CO ₂ emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 8)
305-3	Other indirect (Scope 3) GHG emissions	Biological CO ₂ emissions: None ESG Databook: Energy use and CO ₂ emissions (Non-consolidated basis) (p. 9) ESG Databook: Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 11)
305-4	GHG emissions intensity	ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Energy use and CO ₂ emissions (Non-consolidated basis) (p. 6) ESG Databook: Energy use and CO ₂ emissions (Consolidated basis in Japan) (p. 8)
305-5	Reduction of GHG emissions	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > GHG emissions (p. 19) Sustainability Report: CSR Policy 2: Environment > Indicator and targets (p. 22) ESG Databook: Energy use and CO ₂ emissions (Non-consolidated basis) (pp. 6-7) ESG Databook: Energy use and CO ₂ emissions (Consolidated basis in Japan) (pp. 8-9)
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: FY2023 (p. 3) ESG Databook: Air pollution and water resources (Non-consolidated basis) (p. 10) ESG Databook: Air pollution and water resources (Consolidated basis in Japan) (p. 11)
306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Effective use of waste products (p. 20) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Outline of waste generated through the value chain (p. 12)
306-2	Management of significant waste-related impacts	Sustainability Report: CSR Policy 2: Environment > Governance and risk management (p. 18) Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Effective use of waste products (p. 20) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Outline of waste generated through the value chain (p. 12) ESG Databook: Waste (Non-consolidated basis) (p. 13) ESG Databook: Waste (Consolidated basis in Japan) (p. 14)
306-3	Waste generated	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Effective use of waste products (p. 20) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Outline of waste generated through the value chain (p. 12) ESG Databook: Waste (Non-consolidated basis) (p. 13) ESG Databook: Waste (Consolidated basis in Japan) (p. 14)
306-4	Waste diverted from disposal	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Effective use of waste products (p. 20) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Outline of waste generated through the value chain (p. 12) ESG Databook: Waste (Non-consolidated basis) (p. 13) ESG Databook: Waste (Consolidated basis in Japan) (p. 14)
306-5	Waste directed to disposal	Sustainability Report: CSR Policy 2: Environment > Strategies > Initiatives for mitigating environmental impact > Effective use of waste products (p. 20) ESG Databook: Environmental impact of business activities: FY2023 (p. 3) ESG Databook: Outline of waste generated through the value chain (p. 12) ESG Databook: Waste (Non-consolidated basis) (p. 13) ESG Databook: Waste (Consolidated basis in Japan) (p. 14)
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. 19)
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 > Human resources system reform > Fair treatment and evaluation of non-full-time employees (p. 25) ESG Databook: Childcare support (p. 23)
401-3	Parental leave	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 > Human resources system reform > Initiatives for developing a comfortable work environment (p. 26)
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 > Opportunities (p. 30) Sustainability Report: CSR Policy 4: Quality safety > Laws related to chemical substances and our compliance (p. 33) Sustainability Report: CSR Policy 4: Quality safety > Product risk assessment (risk assessment of chemical substances) (p. 34) ESG Databook: Number of employees by site and presence or absence of the Occupational Safety and Health Committee (as of the end of FY2023) (p. 25)
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Opportunities > System for hazard identification, risk assessment and incident investigation (p. 30) Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Opportunities > System to improve a series of processes (p. 30) Sustainability Report: CSR Policy 4: Quality safety > Product risk assessment (risk assessment of chemical substances) (p. 34)
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 > Opportunities > System for employees to report on danger (p. 30)
403-5	Worker training on occupational health and safety	Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Opportunities > Providing training on safety and health to employees (p. 30)
403-6	Promotion of worker health	Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Opportunities > Employee health care (p. 31) ESG Databook: Human rights and labor-related data> Health (p. 25)
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. 24) ESG Databook: Number of employees by site and presence or absence of the Occupational Safety and Health Committee (as of the end of FY2023) (p. 25)
403-9	Work-related injuries	Sustainability Report: CSR Policy 3: Human rights and labor ~Occupational health and safety~ > Strategies > Opportunities > System for hazard identification, risk assessment and incident investigation (p. 30)

Number	Disclosure	Corresponding page
403-10	Work-related ill health	ESG Databook: Occupational accidents (p. 24)
404-1	Average hours of training per year per employee	ESG Databook: Occupational accidents (p. 24)
404-1	Average hours of training per year per employee	ESG Databook: Training hours (p. 26)
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. 25)
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. 26)

Number	Disclosure	Corresponding page
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. 50) 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. 17) ESG Databook: Appointment of women (p. 20) ESG Databook: Hiring of people with disabilities (p. 21)
405-2	Ratio of basic salary and remuneration of women to men	ESG Databook: Salary of employees in Japan by sex (p. 22)
405-1	Diversity of governance bodies and employees	Securities Report: Information about directors (and other officers) (p. 45) ESG Databook: Human rights and labor-related data > Number of employees by sex (p. 17) ESG Databook: Governance-related data > Governance (p. 29)
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: Human rights and labor-related data > Salary of employees in Japan by sex (p. 22)
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. 15)
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. 15)
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. 15)
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” Sustainability Report: CSR Policy 6: Innovation > Strategies > Social action through the flavor and fragrance business (p. 52)
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 health and safety impact assessment is performed to make improvements: 100% Sustainability Report: CSR Policy 4: Quality safety > Our quality assurance system (p. 32) Sustainability Report: CSR Policy 4: Quality safety > Quality control from raw materials to products (p. 33)
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 > Promotion system and governance > Communication with customers (p. 32) Sustainability Report: CSR Policy 4: Quality safety > Promotion system and governance > Laws related to chemical substances and our compliance (p. 33)
417-2	Incidents of non-compliance concerning marketing communications	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