

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. 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. 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)

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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. 6)
		Basic Policy on Corporate Governance: Training of the Directors and the Audit & Supervisory Board Members (p. 10)
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/565KB)
		Top: Sustainability > Society > Procurement > T. Hasegawa Group Supplier Selection Criteria (PDF/335KB)
		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/267KB)
		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

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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)

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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)

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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)
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)
305-2	Energy indirect (Scope 2) GHG emissions	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)
305-3	Other indirect (Scope 3) 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)
305-4	GHG emissions intensity	ESG Databook: Energy use and GHG emissions (Consolidated basis in Japan) (p. 10)
		ESG Databook: Energy use and GHG emissions (Group) (p. 12)
		ESG Databook: Environmental impact of business activities: FY2024 (p. 3)
		ESG Databook: Energy use and GHG emissions (Non-consolidated basis) (p. 7)
305-5	Reduction of 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)
		Sustainability Report: CSR Policy 2: Environment ~Climate change~ > Strategies > Reduction of GHG emissions (p. 22)
		ESG Databook: Environment-related indicators and targets (p. 2)
305-6	Emissions of ozone-depleting substances (ODS)	None
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	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)
306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	ESG Databook: Energy use and GHG emissions (Group) (p. 11, 12)
		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)
306-2	Management of significant waste-related impacts	ESG Databook: Outline of waste generated through the value chain (p. 17)
		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)
306-3	Waste generated	ESG Databook: Waste (Consolidated basis in Japan) (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)

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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)

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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)

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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