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<th>Disclosure Number</th>
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</tr>
</thead>
<tbody>
<tr>
<td>102-2</td>
<td>a. A description of the organization’s activities.</td>
<td>Business Fields <a href="https://www.daiwa-house.com/English/businessfield/">https://www.daiwa-house.com/English/businessfield/</a></td>
</tr>
<tr>
<td></td>
<td>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.</td>
<td>Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Business operations (URL) <a href="https://www.daiwa-house.com/ir/shouken/pdf/08/yuhou.pdf">https://www.daiwa-house.com/ir/shouken/pdf/08/yuhou.pdf</a></td>
</tr>
<tr>
<td>102-3</td>
<td>a. Location of the organization’s headquarters.</td>
<td>Sustainability Report 2019 / Summary of the Daiwa House Group (P191)</td>
</tr>
<tr>
<td>102-4</td>
<td>a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.</td>
<td>Sustainability Report 2019 / Major Group Companies (P193)</td>
</tr>
<tr>
<td>102-6</td>
<td>a. Markets served, including:</td>
<td>Sustainability Report 2019 / Major Group Companies (P193)</td>
</tr>
<tr>
<td></td>
<td>i. geographic locations where products and services are offered;</td>
<td>Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Business operations</td>
</tr>
<tr>
<td></td>
<td>ii. sectors served;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iii. types of customers and beneficiaries.</td>
<td></td>
</tr>
<tr>
<td>102-7</td>
<td>a. Scale of the organization, including:</td>
<td>Sustainability Report 2019 / Summary of the Daiwa House Group (P191)</td>
</tr>
<tr>
<td></td>
<td>i. total number of employees;</td>
<td>Sustainability Report 2019 / Highlight of Financial Results and Consolidated Financial Indicators (P194)</td>
</tr>
<tr>
<td></td>
<td>ii. total number of operations;</td>
<td>Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Consolidated financial statements</td>
</tr>
<tr>
<td></td>
<td>iii. net sales (for private sector organizations) or net revenues (for public sector organizations);</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv. total capitalization (for private sector organizations) broken down in terms of debt and equity;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>v. quantity of products or services provided.</td>
<td></td>
</tr>
<tr>
<td>102-8</td>
<td>a. Total number of employees by employment contract (permanent and temporary), by gender.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Creating Work Environments and Systems Where a Diverse Range of Employees Can Work Flexibly (P101-103)</td>
</tr>
<tr>
<td></td>
<td>b. Total number of employees by employment contract (permanent and temporary), by region.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Encouraging Business Partners in CSR Efforts (P106-109)</td>
</tr>
<tr>
<td></td>
<td>c. Total number of employees by employment type (full-time and part-time), by gender.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Encouraging Business Partners in CSR Efforts (P106-109)</td>
</tr>
<tr>
<td></td>
<td>d. Whether a significant portion of the organization’s activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing Employment Opportunities for Exceptional Human Resources (P198)</td>
</tr>
<tr>
<td></td>
<td>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing Employment Opportunities for Exceptional Human Resources (P198)</td>
</tr>
<tr>
<td></td>
<td>f. An explanation of how the data have been compiled, including any assumptions made.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing Employment Opportunities for Exceptional Human Resources (P198)</td>
</tr>
<tr>
<td>102-9</td>
<td>a. A description of the organization’s supply chain, including its main elements as they relate to the organization’s activities, primary brands, products, and services.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Business Partners / Commitment from the Executive Officer in Charge (P101-103)</td>
</tr>
<tr>
<td></td>
<td>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Supply Chain Management (Environment) (P150)</td>
</tr>
<tr>
<td></td>
<td>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</td>
<td></td>
</tr>
<tr>
<td>102-10</td>
<td>a. Significant changes to the organization’s size, structure, ownership, or supply chain, including:</td>
<td>&lt;Reasons / explanations for omission&gt; Not applicable: No significant changes</td>
</tr>
<tr>
<td></td>
<td>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</td>
<td></td>
</tr>
<tr>
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<td>ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations);</td>
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</tr>
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<td></td>
<td>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</td>
<td></td>
</tr>
<tr>
<td>102-11</td>
<td>a. Whether and how the organization applies the Precautionary Principle or approach.</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Risk Management (P52-53)</td>
</tr>
<tr>
<td></td>
<td>b. Major Group Companies (P193)</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Providing High Quality Products (P17-78)</td>
</tr>
<tr>
<td>102-12</td>
<td>a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P46-47)</td>
</tr>
<tr>
<td></td>
<td>b. Precautionary Principle or approach.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Creating Work Environments and Systems Where a Diverse Range of Employees Can Work Flexibly (P99)</td>
</tr>
<tr>
<td></td>
<td>c. A description of the organization’s activities.</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (Energy / Climate Change) (P154)</td>
</tr>
<tr>
<td></td>
<td>d. Significant changes to the organization and its supply chain, including:</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (Energy / Climate Change) (P154)</td>
</tr>
<tr>
<td></td>
<td>i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;</td>
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<td></td>
<td>iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.</td>
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</tr>
<tr>
<td>102-13</td>
<td>a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P47-48)</td>
</tr>
<tr>
<td></td>
<td>b. Membership of associations</td>
<td>Sustainability Report 2019 / Co-operating with Third Parties and Their Assessment (P183-184)</td>
</tr>
</tbody>
</table>
### 2. Strategy

<table>
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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
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</tr>
</thead>
</table>
| 102-14            | Statement from senior decision-maker                                             | Sustainability Report 2019 / Message from the Chairman (P7-10)  
Sustainability Report 2019 / Message from the President (P11-14)  
Integrated Report 2018 / Message from the CEO (P8-11)  
Integrated Report 2018 / Message from the CEO (P13-14) |
| 102-15            | Key impacts, risks, and opportunities                                            | Integrated Report 2018 / Changes in the Operating Environment - Opportunities and Risks (P13-34)  
Sustainability Report 2019 / Framework for Management Implementation (P15-22)  
Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (Energy / Climate Change) (P163-164) |

- For impacts, risks and opportunities to stakeholders, see commitment from individual executive officers in charge in Sustainability Report 2019 (P59, 69, 87, 103, 115, 130, 155, 165, 171, 177)

### 3. Ethics and integrity

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<tr>
<td>102-16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Sustainability Report 2019 / Business Philosophy Guided by Our Founder’s Spirit / Organizational structure and matters concerning organizational management (P15-22)</td>
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- For values, principles, standards, and norms of behavior, see Sustainability Report 2019 / Foundation of CSR Management (P52-58)

### 4. Governance

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<tr>
<th>Disclosure Number</th>
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</table>
| 102-18            | Governance structure                                                             | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44)  
Basic Policy and Guidelines regarding Corporate Governance / Principles of Corporate Ethics (URL) |

- For corporate governance structure, see Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44)  
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</table>
| 102-25            | Conflicts of interest | a. Processes for the highest governance body to ensure conflicts of interest are avoided.  
 b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:  
 i. Cross-board membership;  
 ii. Cross-shareholding with suppliers and other stakeholders;  
 iii. Existence of controlling shareholder;  
 iv. Related party disclosures.  
 | Corporate governance report / Items related to organizational structure and organizational management |
| 102-26            | Role of highest governance body in setting purpose, values, and strategy | a. Highest governance body’s and senior executives’ roles in the development, approval, and updating of the organization’s purpose, values or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.  
 | Sustainability Report 2019 / Foundation of CSR Management / CSR Management (P63-65)  
 Corporate governance report / Matters related to functions such as business execution, auditing and supervision, nominations, remuneration decisions, etc.  
 Corporate governance report / Reasons for selecting the current corporate governance system. |
| 102-27            | Collective knowledge of highest governance body | a. Measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental, and social topics.  
 | Corporate governance report / Matters related to business execution, auditing and supervision, nominations, remuneration decisions, etc.  
 Corporate governance report / Policy on training directors and auditors. |
| 102-28            | Evaluating the highest governance body’s performance | a. Processes for evaluating the highest governance body’s performance with respect to governance of economic, environmental, and social topics.  
 b. Whether such evaluation is independent or not, and its frequency.  
 c. Whether such evaluation is a self-assessment.  
 d. Actions taken in response to evaluation of the highest governance body’s performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.  
 Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44) |
| 102-29            | Identifying and managing economic, environmental, and social impacts | a. Highest governance body’s role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.  
 b. Whether stakeholder consultation is used to support the highest governance body’s identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44) |
| 102-30            | Effectiveness of risk management processes | a. Highest governance body’s role in reviewing the effectiveness of the organization’s risk management processes for economic, environmental, and social topics.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44)  
 Sustainability Report 2019 / Foundation of CSR Management / Risk Management (P52-53) |
| 102-31            | Review of economic, environmental, and social topics | a. Frequency of the highest governance body’s review of economic, environmental, and social topics and their impacts, risks, and opportunities.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44)  
 Sustainability Report 2019 / Foundation of CSR Management / Risk Management (P52-53)  
 Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Environmental Management (P151) |
| 102-32            | Highest governance body’s role in sustainability reporting | a. The highest committee or position that formally reviews and approves the organization’s sustainability report and ensures that all material topics are covered.  
 | Reported to the GED and all representative directors. |
| 102-33            | Communicating critical concerns | a. Process for communicating critical concerns to the highest governance body.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P41-44) |
| 102-34            | Nature and total number of critical concerns | a. Total number and nature of critical concerns that were communicated to the highest governance body.  
 b. Mechanism(s) used to address and resolve critical concerns.  
 | Sustainability Report 2019 / Foundation of CSR Management / Risk Management (P52-56)  
 * “Inequalities at our joint venture in China” and “Off-specification components in and remedial work on Daiwa House single-family house and apartments” have been reported to the Board of Directors and response is being deliberated. |
| 102-35            | Remuneration policies | a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:  
 i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;  
 ii. Sign-on bonuses or recruitment incentive payments;  
 iii. Termination payments;  
 iv. Clawbacks;  
 v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P43, 45)  
 Corporate governance report / Board of Directors’ policy and procedures that apply to decisions on remuneration for executives and directors  
 Corporate governance report / Incentives  
 Corporate governance report / Director remunerations |
 b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.  
 c. Any other relationships that the remuneration consultants have with the organization.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P43, 45)  
 Corporate governance report / Board of Directors’ policy and procedures that apply to decisions on remuneration for executives and directors  
 * No remuneration consultant participated. |
| 102-37            | Stakeholders’ involvement in remuneration | a. How stakeholders’ views are sought and taken into account regarding remuneration.  
 b. If applicable, the results of votes on remuneration policies and proposals.  
 | Sustainability Report 2019 / Foundation of CSR Management / Corporate Governance (P43, 45)  
 Corporate governance report / Incentives  
 Corporate governance report / Director remunerations  
### 5. Stakeholder engagement

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons (reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-41</td>
<td>Collective bargaining agreements</td>
<td>&lt;Reasons / explanations for omission&gt; Not applicable: The company permits “freedom of association” as stipulated by law but there is no union.</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>Disclosure Title</th>
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<tbody>
<tr>
<td>a. Ratio of the annual total compensation for the organization’s highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</td>
<td>&lt;Reasons / explanations for omission&gt; Information unavailable: Information regarding this item is unavailable at this moment. Employee salary and director compensation are disclosed below. Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Employee salary and director compensation</td>
</tr>
<tr>
<td>a. Ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.</td>
<td>&lt;Reasons / explanations for omission&gt; Information unavailable: Information regarding this item is unavailable at this moment. Employee salary and director compensation are disclosed below. Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Employee salary and director compensation</td>
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6. Reporting practice

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
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<tbody>
<tr>
<td>102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td>a. A list of all entities included in the organization’s consolidated financial statements or equivalent documents; b. Whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.</td>
</tr>
<tr>
<td>102-46</td>
<td>Defining report content and topic Boundaries</td>
<td>a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.</td>
</tr>
<tr>
<td>102-47</td>
<td>List of material topics</td>
<td>a. A list of the material topics identified in the process for defining report content.</td>
</tr>
<tr>
<td>102-48</td>
<td>Restatements of information</td>
<td>a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.</td>
</tr>
<tr>
<td>102-49</td>
<td>Changes in reporting</td>
<td>a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.</td>
</tr>
<tr>
<td>102-50</td>
<td>Reporting period</td>
<td>a. Reporting period for the information provided.</td>
</tr>
<tr>
<td>102-51</td>
<td>Date of most recent report</td>
<td>a. If applicable, the date of the most recent previous report.</td>
</tr>
<tr>
<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td>a. The contact point for questions regarding the report or its contents.</td>
</tr>
<tr>
<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. ‘This report has been prepared in accordance with the GRI Standards: Core option’; ii. ‘This report has been prepared in accordance with the GRI Standards: Comprehensive option’.</td>
</tr>
<tr>
<td>102-55</td>
<td>GRI content index</td>
<td>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</td>
</tr>
<tr>
<td>102-56</td>
<td>External assurance</td>
<td>a. A description of the organization’s policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization’s sustainability report.</td>
</tr>
</tbody>
</table>

GRI Standards Cross-Reference Table [this table] *This report has been prepared in accordance with the GRI Standards: Core option

GRI Standards Cross-Reference Table [this table]
## GRI 103: Management Approach

Our Group recognizes the following ten material issues in regard to GRI 103.

1. Co-creating a Brighter Future with Our Customers
2. Co-creating a Brighter Future with Our Employees
3. Co-creating a Brighter Future with Our Business Partners
4. Co-creating a Brighter Future with Our Local Communities
5. Co-creating a Brighter Future with Our Shareholders
6. Prevention of Global Warming (Energy / Climate Change)
7. Harmony with the Natural Environment (Preservation of Biodiversity)
9. Prevention of Chemical Pollution
10. Foundation of CSR Management

*The 2019 Sustainability Report follows the outline of the former plan (Medium-Term CSR Plan for fiscal 2016-2018) and thus defines above as material issues. Therefore, these differ from the material issues listed on P17-22 of this report according to the new plan (fiscal 2019-2021).*

### Disclosure Title: Explanation of the material topic and its Boundary

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1</td>
<td>a. An explanation of why the topic is material.</td>
<td>Sustainability Report 2019 / Message from the Chairman [P7-10]</td>
</tr>
<tr>
<td></td>
<td>b. The Boundary for the material topic, which includes a description of:</td>
<td>Sustainability Report 2019 / Message from the President [P11-14]</td>
</tr>
<tr>
<td></td>
<td>i. where the impacts occur;</td>
<td>Sustainability Report 2019 / Framework for Management Implementation [P19-22]</td>
</tr>
<tr>
<td></td>
<td>ii. the organization’s involvement with the impacts. For example, whether the</td>
<td>Sustainability Report 2019 / Implementation Report [P29-33]</td>
</tr>
<tr>
<td></td>
<td>organization has caused or contributed to the impacts, or is directly linked to</td>
<td>Sustainability Report 2019 / Commitment from the Executive Officer in Charge</td>
</tr>
<tr>
<td></td>
<td>the impacts through its business relationships.</td>
<td>Foundation of CSR Management [P39-40], Customers [P69-70],</td>
</tr>
<tr>
<td></td>
<td>c. Any specific limitation regarding the topic Boundary.</td>
<td>Employees [P77-88], Business Partners [P103-104], Local Communities [P115-116], Shareholders [P135-136], Employees [P87-88], Business Partners [P103-104], Local Communities [P115-116], Shareholders [P135-136], The Environment [P141-143]</td>
</tr>
</tbody>
</table>

### Disclosure Title: The management approach and its components

<table>
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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td></td>
<td>c. A description of the following, if the management approach includes that component:</td>
<td>Sustainability Report 2019 / Commitment from the Executive Officer in Charge</td>
</tr>
<tr>
<td></td>
<td>i. Policies</td>
<td>Foundation of CSR Management [P39-40], Customers [P69-70],</td>
</tr>
<tr>
<td></td>
<td>ii. Commitments</td>
<td>Employees [P77-88], Business Partners [P103-104], Local Communities [P115-116], Shareholders [P135-136], The Environment [P141-143]</td>
</tr>
<tr>
<td></td>
<td>iii. Goals and targets</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / CSR Management [P63-65]</td>
</tr>
<tr>
<td></td>
<td>iv. Responsibilities</td>
<td>Sustainability Report 2019 / The Environment: Long-Term Environmental Vision [P144-146]</td>
</tr>
<tr>
<td></td>
<td>vi. Specific actions, such as processes, projects, programs and initiatives</td>
<td>Sustainability Report 2019 / The Environment: Long-Term Environmental Vision [P144-146], Action Plan for the Environment (Endless Green Program) [P147-150], Environmental Management [P151-152], Cooperation with TCFD [P163-164], Supply Chain Management (Environment) [P153-154], Prevention of Global Warming [P155-160], Harmony with the Natural Environment [P165-170], Conservation of Natural Resources [P171-176], Prevention of Chemical Pollution [P177]</td>
</tr>
</tbody>
</table>

### Disclosure Title: Evaluation of the management approach

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-3</td>
<td>a. An explanation of how the organization evaluates the management approach, including:</td>
<td>Sustainability Report 2019 / Commitment from the Executive Officer in Charge</td>
</tr>
<tr>
<td></td>
<td>i. the mechanisms for evaluating the effectiveness of the management approach;</td>
<td>Foundation of CSR Management [P39-40], Customers [P73], Employees [P87-88], Business Partners [P103-104], Local Communities [P115-116], Shareholders [P135-136], The Environment [P141-143]</td>
</tr>
<tr>
<td></td>
<td>ii. the results of the evaluation of the management approach;</td>
<td>Sustainability Report 2019 / The Environment: Action Plan for the Environment (Endless Green Program 2018) [P148], Environmental Management [P151], Prevention of Global Warming [P155], Harmony with the Natural Environment [P166], Conservation of Natural Resources [P172], Prevention of Chemical Pollution [P178]</td>
</tr>
<tr>
<td></td>
<td>iii. any related adjustments to the management approach.</td>
<td>Sustainability Report 2019 / Data Section / Third-Party Assessment (FY 2018 results) [P184-190]</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / CSR Self-Assessment Indices: Fiscal 2018 results [P201-206]</td>
</tr>
<tr>
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<td></td>
<td>Sustainability Report 2019 / Data Section / Results and Self-Assessment of the Environmental Action Plan (Endless Green Program 2018) [P209-210]</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Third-Party Assurance Report (P241)</td>
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</table>
### GRI 201: Economic Performance 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons / explanations for omission</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-1</td>
<td>Direct economic value generated and distributed</td>
<td>Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Consolidated financial statements</td>
</tr>
</tbody>
</table>

#### 201-1 Direct economic value generated and distributed

- a. Direct economic value generated and distributed (EVG&D) on an accrual basis, including the basic components for the organization’s global operations as listed below:
  - if data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
    - i. Direct economic value generated: revenues;
    - ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
    - iii. Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’;
  - b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

| 201-2             | Financial implications and other risks and opportunities due to climate change | Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Commitment from the Executive Officer in Charge (P141-143) |

#### 201-2 Financial implications and other risks and opportunities due to climate change

- a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:
  - i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
  - ii. a description of the impact associated with the risk or opportunity;
  - iii. the financial implications of the risk or opportunity before action is taken;
  - iv. the methods used to manage the risk or opportunity;
  - v. the costs of actions taken to manage the risk or opportunity.

| 201-3             | Defined benefit plan obligations and other retirement plans | Summary of Financial Results for the Fiscal Year Ended March 31, 2019 / Consolidated financial statements |

#### 201-3 Defined benefit plan obligations and other retirement plans

- a. The plan’s liabilities are met by the organization’s general resources, the estimated value of those liabilities;
  - b. If a separate fund exists to pay the plan’s pension liabilities:
    - i. the extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them;
    - ii. the basis on which that estimate has been arrived at;
    - iii. when that estimate was made;
    - iv. if a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage;
  - c. Percentage of salary contributed by employee or employer;
  - d. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.

### GRI 202: Market Presence 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons / explanations for omission</th>
</tr>
</thead>
<tbody>
<tr>
<td>202-1</td>
<td>Ratios of standard entry level wages by gender compared to local minimum wage</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Paying fair wages (P97)</td>
</tr>
</tbody>
</table>

#### 202-1 Ratios of standard entry level wages by gender compared to local minimum wage

- a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage;
  - b. When a significant proportion of other workers (excluding employees) performing the organization’s activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage;
  - c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender.
  - d. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.

### GRI 202: Market Presence 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons / explanations for omission</th>
</tr>
</thead>
<tbody>
<tr>
<td>202-2</td>
<td>Proportion of senior management hired from the local community</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing Employment Opportunities for Exceptional Human Resources (P98)</td>
</tr>
</tbody>
</table>

#### 202-2 Proportion of senior management hired from the local community

- a. Percentage of senior management at significant locations of operation that are hired from the local community;
  - b. The definition used for ‘senior management’;
  - c. The organization’s geographical definition of ‘local’;
  - d. The definition used for ‘significant locations of operation’. 
### GRI 203: Indirect Economic Impacts 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 203-1             | Infrastructure investments and services supported | a. Extent of development of significant infrastructure investments and services supported.  
b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.  
c. Whether these investments and services are commercial, in-kind, or pro bono engagements. | Sustainability Report 2019 / Feature (P203-26)  
Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P117-124) |

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 203-2             | Significant indirect economic impacts | a. Examples of significant indirect economic impacts of the organization, including positive and negative impacts.  
b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas. | Sustainability Report 2019 / Feature (P203-26)  
Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P117-124) |

### GRI 204: Procurement Practices 2016

<table>
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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 204-1             | Proportion of spending on local suppliers | a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).  
b. The organization’s geographical definition of ‘local’.  
Sustainability Report 2019 / Data Section / CSR Procurement Guidelines (P198-200) |

### GRI 205: Anti-corruption 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 205-1             | Operations assessed for risks related to corruption | a. Total number and percentage of operations assessed for risks related to corruption.  
b. Significant risks related to corruption identified through the risk assessment. | Sustainability Report 2019 / Foundation of CSR Management / Anti-corruption / Fair Trade (P60-62) |

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
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</thead>
</table>
| 205-2             | Communication and training about anti-corruption policies and procedures | a. Total number and percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region.  
b. Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.  
c. Total number and percentage of business partners that the organization’s anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.  
d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.  
e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. | Sustainability Report 2019 / Foundation of CSR Management / Anti-corruption / Fair Trade (P60-62) |

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<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 205-3             | Confirmed incidents of corruption and actions taken | a. Total number and nature of confirmed incidents of corruption.  
b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.  
c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.  
d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. | Sustainability Report 2019 / Foundation of CSR Management / Anti-corruption / Fair Trade (P60-62)  
Sustainability Report 2019 / Foundation of CSR Management / Cease and desist order issued by Japan Fair Trade Commission to Fujiya Corporation (P61)  
Sustainability Report 2019 / Foundation of CSR Management / Regarding criminal punishment (summary order) on Fujiya Corporation’s employee (P61) |

### GRI 206: Anti-competitive Behavior 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 206-1             | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.  
b. Main outcomes of completed legal actions, including any decisions or judgments. | Sustainability Report 2019 / Foundation of CSR Management / Risk assessment of corruption (P60-1) |

### GRI 301: Materials 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 301-1             | Materials used by weight or volume | a. Total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period, by:  
i. non-renewable materials used  
ii. renewable materials used. | Sustainability Report 2019 / Data Section / Harmony with the Natural Environment (P221-222)  
Sustainability Report 2019 / Data Section / Conservation of Natural Resources (P225-226)  
Sustainability Report 2019 / Data Section / Flow of Materials Impacting Environmental Load and Environmental Accounting (P231-232) |

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<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>301-2</td>
<td>Recycled input materials used</td>
<td>a. Percentage of recycled input materials used to manufacture the organization’s primary products and services.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
</table>
| 301-3             | Reclaimed products and their packaging materials | a. Percentage of reclaimed products and their packaging materials for each product category.  
b. How the data for this disclosure have been collected. | Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Conservation of Natural Resources (P172-173)  
Sustainability Report 2019 / Data Section / Conservation of Natural Resources (P220-221) |
### GRI 302: Energy 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>302-1</td>
<td>Energy consumption within the organization</td>
<td>Sustainability Report 2019 / Data Section / Calculation and Reporting of Environmental Data (P208)</td>
</tr>
<tr>
<td></td>
<td>a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.</td>
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<tr>
<td></td>
<td>c. In joules, watt-hours or multiples, the total:</td>
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</tr>
<tr>
<td></td>
<td>i. Electricity consumption</td>
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<td></td>
<td>ii. Heating consumption</td>
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<tr>
<td></td>
<td>iii. Cooling consumption</td>
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</tr>
<tr>
<td></td>
<td>iv. Steam consumption</td>
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<tr>
<td></td>
<td>d. In joules, watt-hours or multiples, the total:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Electricity solid</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii. Heating solid</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iii. Cooling solid</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv. Steam solid</td>
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<tr>
<td></td>
<td>e. Total energy consumption within the organization, in joules or multiples.</td>
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<tr>
<td></td>
<td>f. Standards, methodologies, assumptions, and/or calculation tools used.</td>
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<td></td>
<td>g. Source of the conversion factors used.</td>
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</table>

### GRI 302: Energy consumption outside of the organization

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td>302-2</td>
<td>Energy consumption outside of the organization</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Energy consumption outside of the organization, in joules or multiples.</td>
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<tr>
<td></td>
<td>b. Standards, methodologies, assumptions, and/or calculation tools used.</td>
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<tr>
<td></td>
<td>c. Source of the conversion factors used.</td>
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### GRI 302: Energy intensity

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td>302-3</td>
<td>Energy intensity</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Energy intensity ratio for the organization.</td>
<td></td>
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<td></td>
<td>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</td>
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<tr>
<td></td>
<td>c. Types of energy included in the intensity ratio: whether fuel, electricity, heating, cooling, steam, or all.</td>
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<tr>
<td></td>
<td>d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</td>
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</table>

### GRI 302: Reduction of energy consumption

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td>302-4</td>
<td>Reduction of energy consumption</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</td>
<td></td>
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<tr>
<td></td>
<td>b. Types of energy included in the reductions: whether fuel, electricity, heating, cooling, steam, or all.</td>
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<td></td>
<td>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</td>
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<tr>
<td></td>
<td>d. Standards, methodologies, assumptions, and/or calculation tools used.</td>
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</table>

### GRI 302: Reductions in energy requirements of products and services

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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</thead>
<tbody>
<tr>
<td>302-5</td>
<td>Reductions in energy requirements of sold products and services</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</td>
<td></td>
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<tr>
<td></td>
<td>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</td>
<td></td>
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<tr>
<td></td>
<td>c. Standards, methodologies, assumptions, and/or calculation tools used.</td>
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### GRI 303: Water and Effluents 2018

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<tr>
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<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td>303-1</td>
<td>Interactions with water as a shared resource</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization’s activities, products or services by a business relationship (e.g., impacts caused by runoff).</td>
<td></td>
</tr>
<tr>
<td></td>
<td>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>c. A description of how water-related impacts are addressed, addressing how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>d. An explanation of the process for setting any water-related goals and targets that are part of the organization’s management approach, and how they relate to public policy and the local context of each area with water stress.</td>
<td></td>
</tr>
</tbody>
</table>

### GRI 303: Management of water discharge-related impacts

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>303-2</td>
<td>Management of water discharge-related impacts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</td>
<td></td>
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<tr>
<td></td>
<td>i. how standards for facilities operating in locations with no local discharge requirements were determined</td>
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</tr>
<tr>
<td></td>
<td>ii. any internally developed water quality standards or guidelines;</td>
<td></td>
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<tr>
<td></td>
<td>iii. any sector-specific standards considered;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv. whether the profile of the receiving waterbody was considered.</td>
<td></td>
</tr>
</tbody>
</table>

### GRI 303: Water withdrawal

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>303-3</td>
<td>Water withdrawal</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Surface water;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii. Groundwater;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iii. Seawater;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv. Produced water;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>v. Third party water.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Surface water;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii. Groundwater;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iii. Seawater;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv. Produced water;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>v. Third party water, and a breakdown of this total by the withdrawal sources listed in (i).</td>
<td></td>
</tr>
<tr>
<td></td>
<td>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Freshwater (&lt;1,000 mg/l, Total Dissolved Solids);</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii. Other water (&gt;1,000 mg/l, Total Dissolved Solids);</td>
<td></td>
</tr>
<tr>
<td></td>
<td>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</td>
<td></td>
</tr>
</tbody>
</table>
### GRI 304: Biodiversity 2016

#### Disclosure Number | Disclosure Title | Relevant pages (or reasons / explanations for omission)
--- | --- | ---
303-4 | Water discharge | a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:
   - Surface water;
   - Groundwater;
   - Seawater;
   - Third party water, and the volume of this total sent for use to other organizations, if applicable.
   b. A breakdown of total water discharge to all areas in megaliters by the following categories:
      - Freshwater (<1,000 mg/L Total Dissolved Solids);
      - Other water (>1,000 mg/L Total Dissolved Solids).
   c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:
      - Freshwater (<1,000 mg/L Total Dissolved Solids);
      - Other water (>1,000 mg/L Total Dissolved Solids).
   d. Priority substances of concern for which discharges are treated, including:
      - How priority substances of concern were defined, and any international standard, authoritative list, or criteria used;
      - The approach for setting discharge limits for priority substances of concern;
      - Number of incidents of non-compliance with discharge limits.
   e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

303-5 | Water consumption | a. Total water consumption from all areas in megaliters.
   b. Total water consumption from all areas with water stress in megaliters.
   c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.
   d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.

#### GRI 304: Biodiversity 2016

#### Disclosure Number | Disclosure Title | Relevant pages (or reasons / explanations for omission)
--- | --- | ---
304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:
   - Geographic location;
   - Subsurface and underground land that may be owned, leased, or managed by the organization;
   - Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;
   - Type of operation (office, manufacturing or production, or extractive);
   - Size of operational site in km² (or another unit, if appropriate);
   - Biodiversity value characterized by the attribute of the protected area or area containing portions of the protected area (terrestrial, freshwater, or marine ecosystems);
   - Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).

304-2 | Significant impacts of activities, products, and services on biodiversity | a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:
   - Construction or use of manufacturing plants, mines, and transport infrastructure;
   - Pollution introduction of substances that do not naturally occur in the habitat from point and non-point sources;
   - Introduction of invasive species, pests, and pathogens;
   - Reduction of species;
   - Habitat conversion;
   - Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).
   b. Significant direct and indirect positive and negative impacts with reference to the following:
   - Species affected;
   - Extent of areas impacted;
   - Duration of impacts;
   - Reversibility or irreversibility of the impacts.

304-3 | Habitats protected or restored | a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.
   b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures;
   c. Status of each area based on its condition at the close of the reporting period.
   d. Standards, methodologies, and assumptions used.

304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:
   - Critically endangered;
   - Endangered;
   - Vulnerable;
   - Near threatened;
   - Least concern.

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Information unavailable: Information regarding this item is unavailable at this moment.
### GRI 305: Emissions 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons / explanations for omission</th>
</tr>
</thead>
<tbody>
<tr>
<td>305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-220)</td>
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<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Flow of Materials Imparting Environmental Load and Environmental Accounting (P231-232)</td>
</tr>
<tr>
<td>305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-220)</td>
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<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Flow of Materials Imparting Environmental Load and Environmental Accounting (P231-232)</td>
</tr>
<tr>
<td>305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-220)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Flow of Materials Imparting Environmental Load and Environmental Accounting (P231-232)</td>
</tr>
<tr>
<td>305-4</td>
<td>GHG emissions intensity</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-220)</td>
</tr>
<tr>
<td>305-5</td>
<td>Reduction of GHG emissions</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
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<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-218)</td>
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<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-218)</td>
</tr>
<tr>
<td>305-7</td>
<td>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Prevention of Global Warming (P155-156)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Report 2019 / Data Section / Prevention of Global Warming (P208, 212-213, 217-220)</td>
</tr>
<tr>
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<td></td>
<td>Sustainability Report 2019 / Data Section / Flow of Materials Imparting Environmental Load and Environmental Accounting (P231-232)</td>
</tr>
</tbody>
</table>

**Disclosure Number**

- 305-1 Direct (Scope 1) GHG emissions
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-3 Other indirect (Scope 3) GHG emissions
- 305-4 GHG emissions intensity
- 305-5 Reduction of GHG emissions
- 305-6 Emissions of ozone-depleting substances (ODS)
- 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

**GRI 305: Emissions 2016**

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation: whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
  - i. the rationale for choosing it;
  - ii. emissions in the base year;
  - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b. Applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
  - i. the rationale for choosing it;
  - ii. emissions in the base year;
  - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

- a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b. If applicable, the gases included in the calculation: whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.
- e. Base year for the calculation, if applicable, including:
  - i. the rationale for choosing it;
  - ii. emissions in the base year;
  - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

- a. GHG emissions intensity ratio for the organization.
- b. Organization-specific metric (the denominator) chosen to calculate the ratio.
- c. Types of GHG emissions included in the intensity ratio: whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- d. Gases included in the calculation: whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

- a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b. Gases included in the calculation: whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Base year or baseline, including the rationale for choosing it.
- d. Scopes in which reductions took place: whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e. Standards, methodologies, assumptions, and/or calculation tools used.

- a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.
- b. Substances included in the calculation.
- c. Source of the emission factors used.
- d. Standards, methodologies, assumptions, and/or calculation tools used.
### GRI 306: Effluents and Waste 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>306-1</td>
<td>Water discharge by quality and destination</td>
<td>Sustainability Report 2019 / Data Section / Conservation of Natural Resources (P277-288)</td>
</tr>
<tr>
<td>306-2</td>
<td>Waste by type and disposal method</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Conservation of Natural Resources (P172)</td>
</tr>
<tr>
<td>306-3</td>
<td>Significant spills</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Conservation of Natural Resources (P172)</td>
</tr>
<tr>
<td>306-4</td>
<td>Transport of hazardous waste</td>
<td>Sustainability Report 2019 / Data Section / Material balance of chemical substances subject to PRTR (P238)</td>
</tr>
<tr>
<td>306-5</td>
<td>Water bodies affected by water discharges and/or runoff</td>
<td>Information unavailable: Due to the extensive number of offices.</td>
</tr>
</tbody>
</table>

### GRI 307: Environmental Compliance 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>307-1</td>
<td>Non-compliance with environmental laws and regulations</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with the Environment / Conservation of Natural Resources (P175)</td>
</tr>
</tbody>
</table>

### GRI 308: Supplier Environmental Assessment 2016

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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Business Partners / Encouraging Business Partners in CSR Efforts (P107-108)</td>
</tr>
</tbody>
</table>
### GRI 401: Employment 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>401-1</td>
<td>New employee hires and employee turnover</td>
<td>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</td>
</tr>
<tr>
<td>401-2</td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. The definition used for significant locations of operation.</td>
</tr>
<tr>
<td>401-3</td>
<td>Parental leave</td>
<td>a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.</td>
</tr>
</tbody>
</table>

### GRI 402: Labor/Management Relations 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>402-1</td>
<td>Minimum notice periods regarding operational changes</td>
<td>a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</td>
</tr>
</tbody>
</table>

### GRI 403: Occupational Health and Safety 2018

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>403-1</td>
<td>Occupational health and safety management system</td>
<td>a. A statement of whether an occupational health and safety management system has been implemented, including: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</td>
</tr>
<tr>
<td>403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</td>
</tr>
<tr>
<td>403-3</td>
<td>Occupational health services</td>
<td>a. A description of the occupational health services’ functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers’ access to them.</td>
</tr>
<tr>
<td>403-4</td>
<td>Worker participation, consultation, and communication on occupational health and safety</td>
<td>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker safety and health committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</td>
</tr>
<tr>
<td>403-5</td>
<td>Worker training on occupational health and safety</td>
<td>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</td>
</tr>
<tr>
<td>403-6</td>
<td>Promotion of worker health</td>
<td>a. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs.</td>
</tr>
<tr>
<td>Disclosure Number</td>
<td>Disclosure Title</td>
<td>Relevant pages (or reasons / explanations for omission)</td>
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</tr>
<tr>
<td>403-7</td>
<td>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing a Safe and Healthy Work Environment (P89-92)</td>
</tr>
<tr>
<td>403-8</td>
<td>Workers covered by an occupational health and safety management system</td>
<td>Sustainable Report 2019 / Co-creating a Brighter Future with Our Employees / Providing a Safe and Healthy Work Environment (P89-92)</td>
</tr>
<tr>
<td>403-9</td>
<td>Work-related injuries</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing a Safe and Healthy Work Environment (P89-92)</td>
</tr>
<tr>
<td>403-10</td>
<td>Work-related ill health</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Providing a Safe and Healthy Work Environment (P89-92)</td>
</tr>
</tbody>
</table>
### GRI 404: Training and Education 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons (or explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>404-1</td>
<td>Average hours of training per year per employee</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Average annual hours spent on human resources development through Off-JT (P56)</td>
</tr>
<tr>
<td>404-2</td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Developing Human Resources (P52-95)</td>
</tr>
<tr>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Provisions of Employment Opportunities for Exceptional Human Resources (P98-99)</td>
</tr>
</tbody>
</table>

#### GRI 405: Diversity and Equal Opportunity 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons (or explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>405-1</td>
<td>Diversity of governance bodies and employees</td>
<td>Integrated Report 2018 / Management Structure / Corporate Governance System (P11-14)</td>
</tr>
<tr>
<td>405-2</td>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Employees / Paying fair wages (P37)</td>
</tr>
</tbody>
</table>

#### GRI 406: Non-discrimination 2016

<table>
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<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages or reasons (or explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>406-1</td>
<td>Incidents of discrimination and corrective actions taken</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P48-52)</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
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<th>Relevant pages or reasons (or explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>407-1</td>
<td>Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be at risk</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P49-51)</td>
</tr>
</tbody>
</table>

#### GRI 408: Child Labor 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
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<th>Relevant pages or reasons (or explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>408-1</td>
<td>Operations and suppliers at significant risk for incidents of child labor</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P49-51)</td>
</tr>
</tbody>
</table>
### GRI 409: Forced or Compulsory Labor 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>409-1</td>
<td>Operations and suppliers considered at significant risk for incidents of forced or compulsory labor</td>
<td>[Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P49-51)]</td>
</tr>
</tbody>
</table>

- a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor, either in terms of:
  - type of operation (such as manufacturing plant) and supplier;
  - countries or geographic areas with operations and suppliers considered at risk;
- b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

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<table>
<thead>
<tr>
<th>Disclosure Number</th>
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<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>410-1</td>
<td>Security personnel trained in human rights policies or procedures</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Our Business Partners / Encouraging Business Partners in CSR Efforts (P108)]</td>
</tr>
</tbody>
</table>

- a. Percentage of security personnel who have received formal training in the organization’s human rights policies or specific procedures and their application to security.
- b. Whether training requirements also apply to third-party organizations providing security personnel.

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### GRI 411: Rights of Indigenous Peoples 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
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</tr>
</thead>
<tbody>
<tr>
<td>411-1</td>
<td>Incidents of violations involving rights of indigenous peoples</td>
<td>[Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P47-51)]</td>
</tr>
</tbody>
</table>

- a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.
- b. Status of the incidents and actions taken with reference to the following:
  - Incident reviewed by the organization;
  - Remediation plans being implemented;
  - Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
  - Incident no longer subject to action.

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### GRI 412: Human Rights Assessment 2016

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>412-1</td>
<td>Operations that have been subject to human rights reviews or impact assessments</td>
<td>[Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P47-51)]</td>
</tr>
</tbody>
</table>

- a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

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### GRI 413: Local Communities 2016

<table>
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<tr>
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<th>Relevant pages (or reasons / explanations for omission)</th>
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<tbody>
<tr>
<td>413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
</tr>
</tbody>
</table>

- a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:
  i. social impact assessments, including gender impact assessments, based on participatory processes;
  ii. environmental impact assessments and ongoing monitoring;
  iii. public disclosure of results of environmental and social impact assessments;
  iv. community development programs based on local communities’ needs;
  v. stakeholder engagement plans based on stakeholder mapping;
  vi. broad based local community consultation committees and processes that include vulnerable groups;
  vii. works councils, occupational safety and health committees and other worker representation bodies to deal with impacts;
  viii. formal local community grievance processes.

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### GRI 414: Rights Management 2016

<table>
<thead>
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<tbody>
<tr>
<td>414-1</td>
<td>Rights Management (P49-51)</td>
<td>[Sustainability Report 2019 / Foundation of CSR Management / Human Rights Management (P47-51)]</td>
</tr>
</tbody>
</table>

- <Reasons / explanations for omission> Information unavailable: Information regarding this item is unavailable at the moment as security personnel are outsourced. At processing facilities in Japan and overseas, security personnel are notified and provided guidance mainly by the supervisor so as to ensure that adequate response is provided to nearby residents and other stakeholders.

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### GRI 415: Business Partners 2016

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<tbody>
<tr>
<td>415-1</td>
<td>Business Partners / Encouraging Business Partners in CSR Efforts (P108)</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 416: Sharing of CSR Management 2016

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<tr>
<td>416-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Shareholders</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 417: Employees 2016

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<tr>
<td>417-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Employees</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 418: Customers 2016

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<tr>
<td>418-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Customers</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 419: Environment 2016

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<tr>
<td>419-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Environment</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 420: Foundations of CSR Management 2016

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<tr>
<td>420-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Local Communities</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 421: Stakeholders 2016

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<tr>
<td>421-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Stakeholders</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 422: Third-Party Assessment

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<thead>
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</tr>
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<tr>
<td>422-1</td>
<td>Sustainability Report 2019 / Foundation of CSR Management / Third-Party Assessment</td>
<td>[Sustainability Report 2019 / Co-creating a Brighter Future with Local Communities / Supporting Community Development Through the Construction Business (P122-124)]</td>
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### GRI 414: Supplier Social Assessment 2016

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</thead>
<tbody>
<tr>
<td>414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Business Partners / Encouraging Business Partners in CSR Efforts (P107-108)</td>
</tr>
</tbody>
</table>

#### GRI 415: Public Policy 2016

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</tr>
</thead>
<tbody>
<tr>
<td>415-1</td>
<td>Political contributions</td>
<td>&lt;Reasons / explanations for omission&gt; Confidentiality constraints; This information is considered to have the risk of containing confidential material.</td>
</tr>
</tbody>
</table>

#### GRI 416: Customer Health and Safety 2016

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<tbody>
<tr>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Providing High Quality Products (P72)</td>
</tr>
<tr>
<td>416-2</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Off-specification components in and remedial work on Daiwa House single-family house and apartments (P73-74)</td>
</tr>
</tbody>
</table>

#### GRI 417: Marketing and Labeling 2016

<table>
<thead>
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<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>417-1</td>
<td>Requirements for product and service information and labeling</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Providing High Quality Products (P72)</td>
</tr>
<tr>
<td>417-2</td>
<td>Incidents of non-compliance concerning product and service information and labeling</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Off-specification components in and remedial work on Daiwa House single-family house and apartments (P73-74)</td>
</tr>
<tr>
<td>417-3</td>
<td>Incidents of non-compliance concerning marketing communications</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers / Proper Communication with Customers (P79)</td>
</tr>
</tbody>
</table>
### GRI 418: Customer Privacy 2016

<table>
<thead>
<tr>
<th>Disclosure Number</th>
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<th>Relevant pages (or reasons / explanations for omission)</th>
</tr>
</thead>
<tbody>
<tr>
<td>418-1</td>
<td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>&lt;Reasons / explanations for omission&gt; Not applicable: There have been no appeals made to our company in regards to customer privacy.</td>
</tr>
</tbody>
</table>

#### a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:

- i. complaints received from outside parties and substantiated by the organization;
- ii. complaints from regulatory bodies.

#### b. Total number of identified leaks, thefts, or losses of customer data.

#### c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.

### GRI 419: Socioeconomic Compliance 2016

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>419-1</td>
<td>Non-compliance with laws and regulations in the social and economic area</td>
<td>Sustainability Report 2019 / Co-creating a Brighter Future with Our Customers: Off-specification components in and remedial work on Daiwa House single-family house and apartments (P73-74)</td>
</tr>
</tbody>
</table>

#### a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:

- i. total monetary value of significant fines;
- ii. total number of non-monetary sanctions;
- iii. cases brought through dispute resolution mechanisms.

#### b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

#### c. The context against which significant fines and non-monetary sanctions were incurred.