

GRI Standards Reference Table (TAKASAGO INTERNATIONAL CORPORATION)

GRI2 : General Disclosures				
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	2-1	Organizational details	Our Company> Corporate Profile	P81
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The organization and its reporting practices	2-3	Reporting period, frequency and contact point	Our Company> Corporate Profile	P81
	2-4	Restatements of information	Not applicable	Not applicable
	2-5	External assurance	-	P81
	2-6	Activities, value chain and other business relationships	Our Company> Corporate Profile	P81
ctivities and workers	2-7	Employees	Our Company> Corporate Profile	P41
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	2-10	Nomination and selection of the highest governance body	Sustainability> Governance> Corporate Governance	P71
	2-11	Chair of the highest governance body	コーポレートガバナンス報告書 P6 (PDF)	P17
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability>TAKASAGO's Sustainability>Sustainability Vision, History, Takasago Sustainability Team	P17
	2-13	Delegation of responsibility for managing impacts	Sustainability > TAKASAGO's Sustainability > Sustainability Vision, History, Takasago Sustainability Team	P17
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	2-18	Evaluation of the performance of the highest governance body	Sustainability> Governance> Corporate Governance	P72
	2-19	Remuneration policies	コーポレートガバナンス報告書 P2 (PDF)	P73
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	2-22	Statement on sustainable development strategy	Sustainability> Top Message	P10-12
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	2-24	Embedding policy commitments	Sustainability> Respect for Human Rights>Human Rights Due Diligence	P26
trategy, policies and	2-25	Processes to remediate negative impacts	Sustainability> Respect for Human Rights>Human Rights Due Diligence	P26
practices	2-26	Mechanisms for seeking advice and raising concerns	Sustainability> Governance> Compliance	P77-78
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	3-2	List of material topics	Sustainability> TAKASAGO's Sustainability>Sustainability2030 (Mid-Long Term Sustainability Plan)	P18
	3-3	Management of material topics	Sustainability>TAKASAGO's Sustainability>Sustainability2030 (Mid-Long Term Sustainability Plan)	P22

<reference> GRI101 : Biodiversity</reference>					
Themes	Disclosure	Content Index	Website	Report Page	
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	101-2	Management of biodiversity impacts	_	P33	
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	101-5	Locations with biodiversity impacts	_	1	
	101-6	Direct drivers of biodiversity loss	_	_	
	101-7	Changes to the state of biodiversity	_	_	
	101-8	Ecosystem services	_	1	



Economy				
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	201-2	Financial implications and other risks and opportunities due to climate change	Sustainability>Environment, Health & Safety>TCFD Recommendations	P34
renomance	201-3	Defined benefit plan obligations and other retirement plans	-	_
	201-4	Financial assistance received from government	-	_
202 Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-
	202-2	Proportion of senior management hired from the local community	-	-
203 Indirect Economic	203-1	Infrastructure investments and services supported	-	_
Impacts	203-2	Significant indirect economic impacts	-	_
204 Procurement Practices	204-1	Proportion of spending on local suppliers	-	_
	205-1	Operations assessed for risks related to corruption	Sustainability> With Business Partners>Responsible Sourcing	P46-48
205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Sustainability> With Business Partners>Our Supply Chain and Procurement Model at a Glance	P46-48
	205-3	Confirmed incidents of corruption and actions taken	-	_
206 Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	_
207 Tax	207-1	Approach to tax	Sustainability> Governance> Compliance	P79
	207-2	Tax governance, control, and risk management	Sustainability> Governance> Compliance	P79
	207-3	Stakeholder engagement and management of concerns related to tax	Sustainability> Governance> Compliance	P79
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Environment				
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	302-1	Energy consumption within the organization	Sustainability> Environment, Health & Safety> Environmental Data	P36
	302-2	Energy consumption outside of the organization	Sustainability> Environment, Health & Safety> Environmental Data	P36
302 Energy	302-3	Energy intensity	Sustainability> Environment, Health & Safety> Environmental Data	P36
, o	302-4	Reduction of energy consumption	Sustainability> Environment, Health & Safety> Environmental Data	P36
	302-5	Reductions in energy requirements of products and services	Sustainability>Environment, Health & Safety>Environmental conservation costs	_
	303-1	Interactions with water as a shared resource	Sustainability> Environment, Health & Safety> Environmental Data	P37
	303-2	Management of water discharge-related impacts	Sustainability> Environment, Health & Safety> Environmental Data	P37
303 Water and Effluents	303-3	Water withdrawal	Sustainability> Environment, Health & Safety> Environmental Data	P37
	303-4	Water discharge	Sustainability> Environment, Health & Safety> Environmental Data	P37
	303-5	Water consumption	Sustainability> Environment, Health & Safety> Environmental Data	P37
		Operational sites owned, leased, managed in, or adjacent to,		
	304-1	protected areas and areas of high biodiversity value outside	-	_
		protected areas		
	304-2	Significant impacts of activities, products and services on		
304 Biodiversity*		biodiversity	-	_
	304-3	Habitats protected or restored	-	_
	304-4	IUCN Red List species and national conservation list species with		_
	304-4	habitats in areas affected by operations	_	_
	305-1	Direct (Scope 1) GHG emissions	Sustainability> Environment, Health & Safety> Environmental Data	P36
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	305-3	Other indirect (Scope 3) GHG emissions	Sustainability> Environment, Health & Safety> Environmental Data	P36
305 Emissions	305-4	GHG emissions intensity	Sustainability> Environment, Health & Safety> Environmental Data	P36
505 EMISSIONS	305-5	Reduction of GHG emissions	Sustainability> Environment, Health & Safety> Environmental Data	P36
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	205.7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant		
	305-7	air emissions	Sustainability> Environment, Health & Safety> Environmental conservation costs	_
306 Waste	306-1	Waste generation and significant waste-related impacts	Sustainability>Environment, Health & Safety>Environmental conservation costs	_
	306-2	Management of significant waste-related impacts	Sustainability> Environment, Health & Safety> Environmental Data	P37
	306-3	Waste generated	Sustainability> Environment, Health & Safety> Environmental Data	P37
	306-4	Waste diverted from disposal	Sustainability> Environment, Health & Safety> Environmental Data	P37
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308 Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Sustainability> With Business Partners>Responsible Sourcing	P46-47
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability> With Business Partners>Responsible Sourcing	P46-47



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Society				
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	404.0	temporary or part-time employees		
	401-3	Parental leave	Sustainability> With Employees> Work-Life Balance	_
402 Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	サステナビリティン従業員とともに>労使関係	P44-45
	403-1	Occupational health and safety management system	Sustainability> Environment, Health & Safety> Environment	P38
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability>Environment, Health & Safety>Risk Assessment	P38-39
	403-3	Occupational health services	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
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	403-4	occupational health and safety	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
403 Occupational Health	403-5	Worker training on occupational health and safety	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
and Safety	403-6	Promotion of worker health	サステナビリティ>従業員とともに>健康維持・促進	P44
	402.7	Prevention and mitigation of occupational health and safety	Contribution Contr	D20 20
	403-7	impacts directly linked by business relationships	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
	403-8	Workers covered by an occupational health and safety		_
	403-6	management system		_
	403-9	Work-related injuries	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
	403-10	Work-related ill health	Sustainability> Environment, Health & Safety> Risk Assessment	P38-39
	404-1	Average hours of training per year per employee	-	_
404 Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability> With Employees> Training and Education	P42
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406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	-	
407 Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-
408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability> With Business Partners>Responsible Sourcing	P47
409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability> With Business Partners>Responsible Sourcing	P47
410 Security Practices	410-1	Security personnel trained in human rights policies or procedures	-	-
411 Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	-	_
413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability> With the Community & Society>Overview	P67-69
	413-2	Operations with significant actual and potential negative impacts on local communities	-	_
414 Supplier Social	414-1	New suppliers that were screened using social criteria	Sustainability> With Business Partners>Responsible Sourcing	P47
Assessment	414-2	Negative social impacts in the supply chain and actions taken	Sustainability> With Business Partners>Responsible Sourcing	P47
415 Public Policy	415-1	Political contributions	_	_
416 Customer Health	416-1	Assessment of the health and safety impacts of product and service categories	Sustainability> Quality Control for Safety & Reliability> Quality Assurance	P63-64
and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	_	_
417 Marketing and Labeling	417-1	Requirements for product and service information and labeling	Sustainability> Quality Control for Safety & Reliability> Quality Assurance Certification	P66
	417-2	Incidents of non-compliance concerning product and service information and labeling	-	-
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418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy	_	_