



# GRI Content Index

General Disclosures  Material Topics  Economic  Environmental  Social 

|                  |   |
|------------------|---|
| Statement of use | Oji Group has reported the information cited in this GRI content index for the period from April 1, 2024 to March 31, 2025 with reference to the GRI Standards. |
| GRI 1 used       | GRI 1: Foundation 2021  |

## General Disclosures

| GRI STANDARD                       | NO. | DISCLOSURE   | LOCATION  |
|------------------------------------|-----|--|---|
| GRI 2:<br>General Disclosures 2021 | 2-1 | Organizational details   | <a href="#">→Corporate Information&gt;Basic Information&gt;Corporate Profile</a>  |
|                                    |     |  | <a href="#">→Corporate Information&gt;Basic Information&gt;Group Companies</a>  |
|                                    | 2-2 | Entities included in the organization's sustainability reporting | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data</a>  |
|                                    | 2-3 | Reporting period, frequency and contact point                    | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Integrated Report&gt;Editorial Policies (p.1)</a>               |
|                                    |     |  | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Integrated Report (HP)</a>   |
|                                    |     |  | <a href="#">→Home&gt;Contact</a>  |
|                                    | 2-4 | Restatements of information                                      | <a href="#">→Sustainability&gt;Reports and Related information&gt;ESG Data</a>  |
|                                    | 2-5 | External assurance   | <a href="#">→Sustainability&gt;Reports and Related information&gt;ESG Data</a>  |
|                                    |     |  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Independent Practitioner's Limited Assurance Report</a>  |
|                                    | 2-6 | Activities, value chain and other business relationships         | <a href="#">→Corporate Information&gt;Basic Information&gt;Corporate Profile</a>  |
|                                    |     |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management</a>  |
|                                    | 2-7 | Employees  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;1. Employees</a>  |

| GRI STANDARD | NO.  | DISCLOSURE  | LOCATION  |
|--------------|------|---|---|
|              |      |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Inclusion and Diversity</a>  |
|              | 2-8  | Workers who are not employees   | —   |
|              | 2-9  | Governance structure and composition  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              | 2-10 | Nomination and selection of the highest governance body                     | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              | 2-11 | Chair of the highest governance body  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              | 2-12 | Role of the highest governance body in overseeing the management of impacts | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Sustainability Management Structure</a>   |
|              | 2-13 | Delegation of responsibility for managing impacts                           | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Sustainability Management Structure</a>   |
|              | 2-14 | Role of the highest governance body in sustainability reporting             | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Sustainability Management Structure</a>   |
|              | 2-15 | Conflicts of interest   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance&gt;Fundamental Policies on Corporate Governance (Dealings among Related Parties)</a>  |
|              | 2-16 | Communication of critical concerns  | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Corporate Governance Report</a>  |
|              | 2-17 | Collective knowledge of the highest governance body                         | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Corporate Governance Report</a>  |
|              | 2-18 | Evaluation of the performance of the highest governance body                | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              | 2-19 | Remuneration policies   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              | 2-20 | Process to determine remuneration   | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Corporate Governance Report</a>  |
|              | 2-21 | Annual total compensation ratio   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Governance&gt;7. Total amount of remuneration, etc. for Directors and Audit &amp; Supervisory Board members, 8. Remuneration of the Company's Accounting Auditors</a> |
|              | 2-22 | Statement on sustainable development strategy                               | <a href="#">→Sustainability&gt;Message from the CEO</a>   |
|              | 2-23 | Policy commitments  | <a href="#">→Corporate Information&gt;Management Philosophy and Management Strategies</a>   |
|              |      |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights</a>   |
|              |      |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Corporate Governance</a>   |
|              |      |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management</a>  |

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|              | 2-24 | Embedding policy commitments                       | <a href="#">→Corporate Information&gt;Management Philosophy and Management Strategies</a>   |
|              | 2-25 | Processes to remediate negative impacts            | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Compliance</a>   |
|              |      |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Hotline for Consultation and Reporting about Human Rights Issues</a>   |
|              | 2-26 | Mechanisms for seeking advice and raising concerns | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Compliance&gt;Whistle-blowing system in compliance with the Whistleblower Protection Act</a>   |
|              | 2-27 | Compliance with laws and regulations               | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Governance &gt;12. Provisions for lawsuits involving violations of laws and social or environmental (ESG) issues, 14. Number of whistleblowing reports received</a> |
|              | 2-28 | Membership associations                            | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Participation in initiatives and organizations</a>  |
|              | 2-29 | Approach to stakeholder engagement                 | <a href="#">→Sustainability&gt;Investors and Experts&gt;Stakeholder Engagement</a>  |
|              | 2-30 | Collective bargaining agreements                   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Key Issues and Initiatives on Human Rights</a>   |

## Material Topics

| GRI STANDARD                   | NO. | DISCLOSURE                           | LOCATION   |
|--------------------------------|-----|--------------------------------------|--|
| GRI 3:<br>Material Topics 2021 | 3-1 | Process to determine material topics | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Material Issues/KPIs</a> |
|                                | 3-2 | List of material topics              | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Material Issues/KPIs</a> |
|                                | 3-3 | Management of material topics        | <a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Material Issues/KPIs</a> |

# Economic

| GRI STANDARD                                  | NO.   | DISCLOSURE  | LOCATION  |
|---|-------|---|---|
| GRI 201:<br>Economic Performance<br>2016      | 201-1 | Direct economic value generated and distributed                                 | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Financial Results and Presentation</a><br><a href="#">→Investor Relations&gt;Investor Relations&gt;Financial&gt;Segment Information</a>                      |
|   | 201-2 | Financial implications and other risks and opportunities due to climate change  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Climate Change&gt;TCFD&gt;Improving Energy Efficiency</a>   |
|   | 201-3 | Defined benefit plan obligations and other retirement plans                     | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Human resources management&gt;Welfare</a>  |
|   | 201-4 | Financial assistance received from government                                   | <a href="#">→Investor Relations&gt;Investor Relations&gt;Green Finance&gt;Oji Holdings Corporation Green Financing Framework (January 2023)</a>  |
| GRI 202:<br>Market Presence 2016              | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage    | <a href="#">→Corporate Information&gt;Policy&gt;UN Global Compact Initiatives</a>   |
|   | 202-2 | Proportion of senior management hired from the local community                  | —   |
| GRI 203:<br>Indirect Economic Impacts<br>2016 | 203-1 | Infrastructure investments and services supported                               | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;14. Social contributions</a><br><a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Risk management&gt;BCP</a>       |
|   |       |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Sustainable Forest Management</a>   |
|   | 203-2 | Significant indirect economic impacts   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Sustainable Forest Management</a>   |
| GRI 204:<br>Procurement Practices 2016        | 204-1 | Proportion of spending on local suppliers                                       | —   |
| GRI 205:<br>Anti-corruption 2016              | 205-1 | Operations assessed for risks related to corruption                             | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Anti-corruption&gt;Risk assessment</a>   |
|   | 205-2 | Communication and training about anti-corruption policies and procedures        | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Anti-corruption&gt;Dissemination among employees</a>   |
|   | 205-3 | Confirmed incidents of corruption and actions taken                             | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Anti-corruption&gt;Data</a>  |
| GRI 206:<br>Anti-competitive Behavior<br>2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <a href="#">→Corporate Information&gt;Policy&gt;Oji Group Corporate Code of Conduct and Oji Group Behavior Standard</a>   |
| GRI 207:<br>Tax 2019                          | 207-1 | Approach to tax   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Tax Transparency&gt;Oji Group Tax Policy</a>   |

| GRI STANDARD | NO.   | DISCLOSURE   | LOCATION  |
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|              | 207-2 | Tax governance, control, and risk management                     | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Tax Transparency&gt;Oji Group Tax Policy</a> |
|              | 207-3 | Stakeholder engagement and management of concerns related to tax | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Governance&gt;Tax Transparency&gt;Oji Group Tax Policy</a> |
|              | 207-4 | Country-by-country reporting                                     | <a href="#">→Investor Relations&gt;Investor Relations&gt;IR Library&gt;Financial Results &amp; Presentation</a>         |

## Environmental

| GRI STANDARD                  | NO.   | DISCLOSURE                                     | LOCATION   |
|-------------------------------|-------|--|--|
| GRI 101:<br>Biodiversity 2024 | 101-1 | Policies to halt and reverse biodiversity loss | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Fundamental Approach and Commitment to Natural Capital (p.4)</a> |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Transition Plan (1) Approach (p.27)</a>                          |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Transition Plan (2) Action Targets (p.28)</a>                    |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Metrics and Targets (p.34)</a>                                   |
|                               | 101-2 | Management of biodiversity impacts             | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Governance (p.6)</a>   |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(1) Forests of CENIBRA (Brazil) (p.12)</a>                       |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Risk and Impact Management (p.31)</a>                            |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Participation in External Initiatives (p.37)</a>                 |
|                               | 101-3 | Access and benefit-sharing                     | —  |
|                               | 101-4 | Identification of biodiversity impacts         | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Identification of Interfaces with Nature (p.10)</a>              |
|                               |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(3) Suppliers (p.24)</a>   |

| GRI STANDARD                         | NO.   | DISCLOSURE   | LOCATION   |
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|                                      | 101-5 | Locations with biodiversity impacts                        | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt; Identification of Interfaces with Nature (p.10)</a> |
|                                      |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(1) Forests of CENIBRA (Brazil) (p.12)</a>           |
|                                      |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(3) Suppliers (p.24)</a>                             |
|                                      | 101-6 | Direct drivers of biodiversity loss                        | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(1) Forests of CENIBRA (Brazil) (p.12)</a>           |
|                                      |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;Dependencies and Impacts of the Oji Group (p.36)</a> |
|                                      | 101-7 | Changes to the state of biodiversity                       | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(1) Forests of CENIBRA (Brazil) (p.12)</a>           |
|                                      | 101-8 | Ecosystem services   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;TNFD Report&gt;Oji Group TNFD Report 2025&gt;(1) Forests of CENIBRA (Brazil) (p.12)</a>           |
|                                      |       |  |  |
| GRI 301:<br>Materials 2016           | 301-1 | Materials used by weight or volume                         | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;12. Main raw materials used</a>                                   |
|                                      | 301-2 | Recycled input materials used                              | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;12. Main raw materials used</a>                                   |
|                                      | 301-3 | Reclaimed products and their packaging materials           | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt; Resource Circulation - Recovered Paper-</a>                                     |
| GRI 302:<br>Energy 2016              | 302-1 | Energy consumption within the organization                 | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;5. Energy consumption</a>   |
|                                      | 302-2 | Energy consumption outside of the organization             | —  |
|                                      | 302-3 | Energy intensity   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Climate Change&gt;TCFD&gt;Improving Energy Efficiency</a>                        |
|                                      | 302-4 | Reduction of energy consumption                            | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Climate Change&gt;TCFD&gt;Improving Energy Efficiency</a>                        |
|                                      | 302-5 | Reductions in energy requirements of products and services | —  |
| GRI 303:<br>Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource               | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Resource Circulation - Water-</a>  |
|                                      | 303-2 | Management of water discharge-related impacts              | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Resource Circulation - Water-</a>  |

| GRI STANDARD               | NO.   | DISCLOSURE  | LOCATION  |
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|                            | 303-3 | Water withdrawal  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;13. Water withdrawal, water consumption</a>                                    |
|                            | 303-4 | Water discharge   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;13. Water withdrawal, water consumption</a>                                    |
|                            |       |   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;8. Pollutant load amount and discharge volume of wastewater</a>                |
|                            | 303-5 | Water consumption   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;13. Water withdrawal, water consumption</a>                                    |
| GRI 305:<br>Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;3. Greenhouse gas (GHG) emissions - Scope 1, 2</a>                             |
|                            | 305-2 | Energy indirect (Scope 2) GHG emissions   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;3. Greenhouse gas (GHG) emissions - Scope 1, 2</a>                             |
|                            | 305-3 | Other indirect (Scope 3) GHG emissions  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;4. Greenhouse gas (GHG) emissions - Scope 3</a>                                |
|                            | 305-4 | GHG emissions intensity   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;3. Greenhouse gas (GHG) emissions - Scope 1, 2</a>                             |
|                            | 305-5 | Reduction of GHG emissions  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Climate Change&gt;Metrics and Targets</a>   |
|                            | 305-6 | Emissions of ozone-depleting substances (ODS)                                   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;11. Amounts of substances subject to the PRTR Law released and transferred</a> |
|                            | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;9. Pollutant load amount of exhaust gases</a>                                  |
| GRI 306:<br>Waste 2020     | 306-1 | Waste generation and significant waste-related impacts                          | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Resource Circulation - Waste -</a>  |
|                            | 306-2 | Management of significant waste-related impacts                                 | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Environmental Management&gt;Environmental Management System (EMS)</a>                         |
|                            |       |   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environment&gt;Resource Circulation - Waste-</a>   |
|                            | 306-3 | Waste generated   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;10. Waste and PRTR chemical substances</a>                                     |
|                            | 306-4 | Waste diverted from disposal  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;10. Waste and PRTR chemical substances</a>                                     |

| GRI STANDARD  | NO.   | DISCLOSURE   | LOCATION  |
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|   | 306-5 | Waste directed to disposal   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Environment&gt;10. Waste and PRTR chemical substances</a> |
| GRI 308:<br>Supplier Environmental<br>Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria        | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management</a>                                |
|   | 308-2 | Negative environmental impacts in the supply chain and actions taken | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management</a>                                |

## Social

| GRI STANDARD                                       | NO.   | DISCLOSURE   | LOCATION   |
|--|-------|--|--|
| GRI 401:<br>Employment 2016                        | 401-1 | New employee hires and employee turnover   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;3. Number of new hires for generalist-track positions</a>  |
|  |       |  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;1. Employees</a>   |
|  | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Inclusion and Diversity&gt;Improvement of work-life management (support for balancing work and nursing care)</a>  |
|  |       |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Human resources management&gt;Welfare</a>   |
|  | 401-3 | Parental leave   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Inclusion and Diversity&gt;Improvement of work-life management (support for balancing work and nursing care)</a>  |
| GRI 402:<br>Labor/Management<br>Relations 2016     | 402-1 | Minimum notice periods regarding operational changes   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights</a>  |
| GRI 403:<br>Occupational Health and<br>Safety 2018 | 403-1 | Occupational health and safety management system   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Occupational Safety and Health Management Systems</a>   |
|  | 403-2 | Hazard identification, risk assessment, and incident investigation                                 | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Risk Management</a>   |
|  | 403-3 | Occupational health services   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Occupational Safety and Health Management Systems</a>   |
|  | 403-4 | Worker participation, consultation, and communication on occupational health and safety            | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Employee Participation&gt;Occupational safety and health committees, worksite safety and health meetings and worksite discussions</a> |



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|  |        |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social &gt; Occupational Safety and Health&gt;Employee Participation&gt;Central labor-management committee</a>  |
|  | 403-5  | Worker training on occupational health and safety  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Training Programs</a>   |
|  | 403-6  | Promotion of worker health   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Employee Participation&gt;Occupational safety and health committees, worksite safety and health meetings and worksite discussions</a> |
|  | 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Employee Participation&gt;Occupational safety and health committees, worksite safety and health meetings and worksite discussions</a> |
|  | 403-8  | Workers covered by an occupational health and safety management system   | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Occupational Safety and Health&gt;Policy</a>  |
|  | 403-9  | Work-related injuries  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;11. Lost time injury frequency rate and severity rate for safety, 12. Lost time incidents and fatalities</a>   |
|  | 403-10 | Work-related ill health  | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;11. Lost time injury frequency rate and severity rate for safety, 12. Lost time incidents and fatalities</a>   |
| GRI 404:<br>Training and Education<br>2016                           | 404-1  | Average hours of training per year per employee  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Human resources management&gt;Skill Development and Training for Employees</a>  |
|  | 404-2  | Programs for upgrading employee skills and transition assistance programs                                      | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Human resources management&gt;Human Resources Education</a>   |
|  | 404-3  | Percentage of employees receiving regular performance and career development reviews                           | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Human resources management&gt;Skill Development and Training for Employees</a>  |
| GRI 405:<br>Diversity and Equal<br>Opportunity 2016                  | 405-1  | Diversity of governance bodies and employees   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;1. Employees</a>   |
|  | 405-2  | Ratio of basic salary and remuneration of women to men   | —  |
| GRI 406:<br>Non-discrimination 2016                                  | 406-1  | Incidents of discrimination and corrective actions taken   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Social&gt;8. Human rights violations</a>   |
|  |        |  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Fair treatment</a>  |
| GRI 407:<br>Freedom of Association and<br>Collective Bargaining 2016 | 407-1  | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Freedom of association and collective bargaining</a>  |

| GRI STANDARD                                  | NO.   | DISCLOSURE  | LOCATION   |
|---|-------|---|--|
| GRI 408:<br>Child Labor 2016                  | 408-1 | Operations and suppliers at significant risk for incidents of child labor                     | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Prohibition of child labor and forced labor</a>   |
| GRI 409:<br>Forced or Compulsory Labor 2016   | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor      | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Prohibition of child labor and forced labor</a>   |
| GRI 410:<br>Security Practices 2016           | 410-1 | Security personnel trained in human rights policies or procedures                             | —  |
| GRI 411:<br>Rights of Indigenous Peoples 2016 | 411-1 | Incidents of violations involving rights of indigenous peoples                                | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;Respect for Human Rights&gt;Identification of Key Issues and Initiatives on Human Rights&gt;Rights of Indigenous peoples (Respect for local culture)</a>  |
| GRI 413:<br>Local Communities 2016            | 413-1 | Operations with local community engagement, impact assessments, and development programs      | <a href="#">→Sustainability&gt;Investors and Experts&gt;Stakeholder Engagement</a><br><a href="#">→Sustainability&gt;Sustainability of the Oji Group&gt;Risk Assessment for Sustainability</a><br><a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Social&gt;CSR Activities&gt;Harmonious coexistence with local communities</a> |
|   | 413-2 | Operations with significant actual and potential negative impacts on local communities        | —  |
| GRI 414:<br>Supplier Social Assessment 2016   | 414-1 | New suppliers that were screened using social criteria  | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management</a>   |
|   | 414-2 | Negative social impacts in the supply chain and actions taken                                 | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Supply Chain&gt;Supply Chain Management&gt;Supplier Sustainability Surveys</a>  |
| GRI 415:<br>Public Policy 2016                | 415-1 | Political contributions   | <a href="#">→Sustainability&gt;Reports and Related Information&gt;ESG Data&gt;Governance&gt;9. Political contributions</a>   |
| GRI 416:<br>Customer Health and Safety 2016   | 416-1 | Assessment of the health and safety impacts of product and service categories                 | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Stable Supply of Safe and Secure Products</a>  |
|   | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | —  |
| GRI 417:<br>Marketing and Labeling 2016       | 417-1 | Requirements for product and service information and labeling                                 | <a href="#">→Sustainability&gt;Sustainability Initiatives&gt;Environmental&gt;Stable Supply of Safe and Secure Products</a>  |
|   | 417-2 | Incidents of non-compliance concerning product and service information and labeling           | —  |
|   | 417-3 | Incidents of non-compliance concerning marketing communications                               | —  |
| GRI 418:<br>Customer Privacy 2016             | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | <a href="#">→Home&gt;Privacy Policy</a>  |