

## GRI Standards /ISO26000 Comparison Chart

This Website and Annual Report 2021 have been prepared in accordance with the Core option of the GRI Sustainability Reporting Standards.

■AR : Annual Report2021 (November,2021) ■ER : Environmental Report2021 (November,2021) / ■SG : Social-Governance Report 2021 (November,2021)

開示	報告要求事項	報告書	ISO26000
<b>GRI102 :</b>			
<b>1. Organisational Profile</b>			
102-1	Name of the organization	■AR: P.119 Outline of the Company,Corporate Data	—
102-2	Activities, brands, products, and services	■AR: pp.5-8 ■AR: P.74 Our History Outline of the Company,Corporate Data	—
102-3	Location of headquarters	■AR: P.119 Outline of the Company,Corporate Data	—
102-4	Location of operations	■AR: P.119 Outline of the Company,Corporate Data	—
102-5	Ownership and legal form	■AR: P.119 Outline of the Company,Corporate Data	—
102-6	Markets served	■AR: pp.09-10 ■AR: P.119 11-Year Financial and Non-FinancialSummary Outline of the Company,Corporate Data	—
102-7	Scale of the organization	■AR: pp.114-116 ■AR: pp.09-10 ■AR: P.119 ESG Data 11-Year Financial and Non-FinancialSummary Outline of the Company,Corporate Data	—
102-8	Information on employees and other workers	■AR: pp.9-10 ■AR: pp.114-116 ESG Data <Supplementary Note on Employees> "Employee" refers to employees of Taisei Corporation. "Personnel" refers to personnel working at Taisei Corporation, including dispatched and seconded personnel.	6.4 Labor practices 6.4.3 Issues_1
102-9	Supply chain	■AR: P.55 ■SG : pp.16-19 Promotion of Supply Chain Management Fair Operating Practices > Promote CSR procurement	6.2 Organizational governance
102-10	Significant changes to the organization and its supply chain	Not applicable	6.2 Organizational governance
102-11	Precautionary Principle or approach	■AR: P.27 ■AR: pp.30-32 ■AR: P.48 ■AR: pp.72-76 Sustainability of the Taisei Group[ISO26000CSR] Materiality Realization of a Sustainable and Environmentally Friendly Society[EMS] Risk Management/Compliance	6.2 Organizational governance
102-12	External initiatives	■ER: P.4 ■AR: P.29 ■AR: pp.37-39 ■AR: P.73 Compliance with Declarations to Society and International Codes of Conduct Participation in Initiatives TCFD Compliance Promotion System[Anti-Corruption Policy]	6.2 Organizational governance
102-13	Membership of associations	■ER: P.4 ■AR: P.29 Compliance with Declarations to Society and International Codes of Conduct Participation in Initiatives	6.2 Organizational governance
<b>2. Strategy</b>			
102-14	Statement from senior decision-maker	■AR: pp.11-16 Message from the President	6.2 Organizational governance
102-15	Key impacts, risks, and opportunities	■AR: pp.27-32 ■AR: pp.47-58 ■AR: pp.70-74 ■AR: pp.78-80 Sustainability of the Taisei Group ESG Section Risk Management/Compliance Business and Other Risks	6.2 Organizational governance
<b>3. Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	■AR: p.1-2 ■AR: P.13 ■AR: pp.27-28 ■AR: pp.70-74 ■AR: pp.114-116 To Create a Vibrant Environment for All Members of Society Message from the President Sustainability of the Taisei Group Risk Management/Compliance ESG Data	6.2 Organizational governance
102-17	Mechanisms for advice and concerns about ethics	■AR: P.63 ■AR: pp.72-74 Our Basic Approach to Corporate Governance Overview of Corporate Governance System[Whistleblowing and Consultation System]	6.2 Organizational governance
<b>4. Governance</b>			
102-18	Governance structure	■AR: pp.27-28 ■AR: P.63 ■HPPProfile Sustainability of the Taisei Group Our Basic Approach to Corporate Governance Corporate Governance Report <a href="https://www.taisei.co.jp/english/profile/governance/">https://www.taisei.co.jp/english/profile/governance/</a>	6.2 Organizational governance
102-19	Delegating authority	■AR: pp.27-28 Sustainability of the Taisei Group[Management]	6.2 Organizational governance
102-20	Executive-level responsibility for economic, environmental, and social topics	■AR: pp.27-28 Sustainability of the Taisei Group	6.2 Organizational governance
102-21	Consulting stakeholders on economic, environmental, and social topics	■AR: P.29 ■AR: pp.47-58 ■AR: p.67 Sustainability of the Taisei Group ESG Section[Impact on Corporate Activities / KPIs] Accountability	6.2 Organizational governance

GRI102 :			
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>■ AR: pp.114-116 ESG Data</li> <li>■ AR: pp.59-63 Management Members Governance Section</li> <li>■ HP Profile Corporate Governance Report <a href="https://www.taisei.co.jp/english/profile/governance/">https://www.taisei.co.jp/english/profile/governance/</a></li> </ul>	6.2 Organizational governance
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> <li>■ AR: pp.59-62 Governance Section[Management Members]</li> <li>■ HPPProfile Corporate Governance Report <a href="https://www.taisei.co.jp/english/profile/governance/">https://www.taisei.co.jp/english/profile/governance/</a></li> </ul>	6.2 Organizational governance
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li>■ AR: P.63 Corporate Governance</li> </ul>	6.2 Organizational governance
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>■ HPPProfile Corporate Governance Report <a href="https://www.taisei.co.jp/english/profile/governance/">https://www.taisei.co.jp/english/profile/governance/</a></li> </ul>	6.2 Organizational governance
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li>■ AR: pp.11-16 Message from the President</li> <li>■ AR: pp.25 -26 Overview of Sustainability-Focused Management and Medium-Term Business Plan Initiatives</li> <li>■ AR: pp.27-32 Sustainability of the Taisei Group</li> </ul>	6.2 Organizational governance
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>■ AR: pp.59-62 Management Members</li> <li>■ AR: P.66 Our Basic Approach to Corporate Governance</li> </ul>	6.2 Organizational governance
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> <li>■ HPPProfile Corporate Governance Report <a href="https://www.taisei.co.jp/english/profile/governance/">https://www.taisei.co.jp/english/profile/governance/</a></li> </ul>	6.2 Organizational governance
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>■ AR: pp.27-32 Sustainability of the Taisei Group[Materiality]</li> <li>■ AR: pp.47-58 ESG Section[Impact on Corporate Activities / KPIs]</li> </ul>	6.2 Organizational governance
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> <li>■ AR: pp.27-28 Sustainability of the Taisei Group</li> <li>■ AR: pp.70-74 Risk Management/Compliance</li> </ul>	6.2 Organizational governance
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>■ AR: pp.27-28 Sustainability of the Taisei Group</li> <li>■ AR: pp.70-74 Risk Management/Compliance</li> </ul>	6.2 Organizational governance
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>■ AR: pp.27-28 Sustainability of the Taisei Group</li> <li>■ AR: P.30 Materiality</li> </ul>	6.2 Organizational governance
102-33	Communicating critical concerns	<ul style="list-style-type: none"> <li>■ AR: pp.27-28 Sustainability of the Taisei Group</li> <li>■ AR: pp.70-74 Risk Management/Compliance</li> </ul>	6.2 Organizational governance
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> <li>■ AR: pp.27-28 Sustainability of the Taisei Group</li> <li>■ AR: pp.70-74 Risk Management/Compliance</li> </ul>	6.2 Organizational governance
102-35	Remuneration policies	<ul style="list-style-type: none"> <li>■ AR: pp.68-69 Governance Section[Remuneration for Executives]</li> </ul>	6.2 Organizational governance
102-36	Process for determining remuneration	<ul style="list-style-type: none"> <li>■ AR: pp.68-69 Governance Section[Remuneration for Executives]</li> <li>■ AR: pp.114-116 ESG Data</li> </ul>	6.2 Organizational governance
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> <li>■ AR: pp.68-69 Governance Section[Remuneration for Executives]</li> </ul>	6.2 Organizational governance
102-38	Annual total compensation ratio	—	6.2 Organizational governance
<b>5. Stakeholder engagement</b>			
102-40	List of stakeholder groups	<ul style="list-style-type: none"> <li>■ AR: P.29 Communication with Stakeholders Participation in Initiatives</li> </ul>	6.2 Organizational governance
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> <li>■ AR: pp.114-116 ESG Data</li> </ul>	6.3 Human rights 6.3.10 Issues_8 6.4 Labor practices 6.4.3 Issues_1 6.4.4 Issues_2 6.4.5 Issues_3
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>■ AR: P.29 Communication with Stakeholders</li> <li>■ AR: P.1 To Create a Vibrant Environment for All Members of Society</li> </ul>	6.2 Organizational governance
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>■ AR: P.29 Communication with Stakeholders Participation in Initiatives</li> </ul>	6.2 Organizational governance
102-44	Key topics and concerns raised	Not applicable	6.2 Organizational governance
<b>6. Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>■ AR: P.4 Editorial Policy</li> </ul>	6.2 Organizational governance
102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> <li>■ AR: pp.30-32 Sustainability of the Taisei Group[Materiality of the Taisei Group]</li> <li>■ AR: P.4 Editorial Policy</li> </ul>	—
102-47	List of material topics	<ul style="list-style-type: none"> <li>■ AR: pp.25-27 Overview of Sustainability-Focused Management and Medium-Term Business Plan Initiatives</li> </ul>	—
102-48	Restatements of information	Not applicable	—
102-49	Changes in reporting	Not applicable	—
102-50	Reporting period	<ul style="list-style-type: none"> <li>■ AR: P.4 Editorial Policy</li> </ul>	—
102-51	Date of most recent report	<ul style="list-style-type: none"> <li>■ AR: P.4 Editorial Policy</li> <li>Renewal Time : September, 2021 (Next scheduled to be September, 2022)</li> </ul>	—
102-52	Reporting cycle	<ul style="list-style-type: none"> <li>■ AR: P.4 Editorial Policy</li> </ul>	—
102-53	Contact point for questions regarding the report	<ul style="list-style-type: none"> <li>■ HP <a href="https://www.taisei.co.jp/contact/">https://www.taisei.co.jp/contact/</a></li> </ul>	—

GRI102 :				
102-54	Claims of reporting in accordance with the GRI Standards	■ AR: P.4	Editorial Policy GRI Standards Comparison Chart	—
102-55	GRI content index	—	GRI Standards Comparison Chart	—
102-56	External assurance	■ AR: P.4	Editorial Policy	—
GRI 103: Management Approach				
		■ AR: pp.27-32 ■ AR: pp.47-58	Sustainability of the Taisei Group ESG Section[Impact on Corporate Activities / KPIs]	6.2 Organizational governance 6.8. Community involvement and development 6.8.6 Issues_4
		■ AR: pp.27-32 ■ AR: pp.47-58	Sustainability of the Taisei Group ESG Section[Impact on Corporate Activities / KPIs]	6.2 Organizational governance
		■ AR: pp.27-32 ■ AR: pp.47-58	Sustainability of the Taisei Group ESG Section[Impact on Corporate Activities / KPIs]	
Economy				
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	■ SG : pp.46-49	Community involvement and development > Expenditure on social contribution activities	6.8 Community involvement and development 6.8.3 Issues_1 6.8.7 Issues_5 6.8.9 Issues_7
201-2	Financial implications and other risks and opportunities due to climate change	■ AR: pp.27-32 ■ AR: pp.76-78 ■ AR: pp.37-39	Sustainability of the Taisei Group Business and Other Risks Information Disclosure Based on the Recommendations by TCFD	6.5 The environment 6.5.6 Issues_3
201-3	Defined benefit plan obligations and other retirement plans	—	—	—
201-4	Received from government	—	—	—
GRI 202: Market Presence 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	—	6.4 Labor practices 6.4.4 Issues_2 6.8 Community involvement and development
GRI 203: Indirect Economic Impacts 2016				
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.	■ AR: pp.47-52 ■ AR: pp.114-116 ■ SG : pp.46-47	Realization of a Sustainable and Environmentally Friendly Society ESG Data Community involvement and development > Expenditure on social contribution activities	6.3 Human rights 6.3.9 Issues_7 6.8 Community involvement and development 6.8.3 Issues_1 6.8.4 Issues_2 6.8.5 Issues_3 6.8.6 Issues_4 6.8.7 Issues_5 6.8.9 Issues_7
203-2	Significant indirect economic impacts a. Examples of significant identified 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.	■ AR: pp.27-32	Sustainability of the Taisei Group[Materiality]	6.3 Human rights 6.3.9 Issues_7 6.6 Fair operating practices 6.6.6 Issues_4 6.6.7 Issues_5 6.7 Consumer issues 6.7.8 Issues_6 6.8 Community involvement and development 6.8.5 Issues_3 6.8.6 Issues_4 6.8.7 Issues_5 6.8.9 Issues_7
GRI 204: Procurement Practices 2016				

GRI102 :			
204-1	Proportion of spending on local suppliers	—	6.6 Fair Operating Practices 6.6.6 Issues_4 6.8 Community involvement and development 6.8.5 Issues_3 6.8.7 Issues_5
<b>GRI 205: Anti-corruption 2016 Material Aspects</b>			
205-1	Operations assessed for risks related to corruption	■AR: P.55 ■AR: P.85	Supply Chain Management ESG Data 6.6 Fair operating practices 6.6.3 Issues_1
205-2	Communication and training about anti-corruption policies and procedures	■AR: P.55 ■AR: P.72 ■AR: pp.31-32 ■AR: P.114-116	Supply Chain Management Risk Management /Compliance[Policy on Anti-Corruption] Materiality and KPIs ESG Data 6.6 Fair operating practices 6.6.3 Issues_1
205-3	Confirmed incidents of corruption and actions taken	■AR: P.55 ■AR: P.72 ■AR: P.114-116	Supply Chain Management Risk Management /Compliance[Policy on Anti-Corruption] ESG Data 6.6 Fair Operating Practices 6.6.3 Issues_1
<b>GRI 206: Anti-competitive Behavior 2016 M</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	■AR: P.55 ■AR: P.72	Supply Chain Management Risk Management /Compliance[Policy on Anti-Corruption] 6.6 Fair operating practices 6.6.5 Issues_3 6.6.7 Issues_5
<b>GRI 207: Tax 2019</b>			
207-1	Approach to tax	■AR: P.74 ■SG: P.15	Compliance[Tax Compliance] Tax Compliance —
207-2	Tax governance, control, and risk management	—	—
207-3	Stakeholder engagement and management of concerns related to tax	—	—
<b>Environment</b>			
<b>GRI 301: Materials 2016</b>			
301-1	Materials used by weight or volume	■ER : pp.18-21	Material Flow 6.5 The environment 6.5.6 Issues_2
301-2	Recycled input materials used	■AR : P.114	ESG Data 6.5 The environment 6.5.6 Issues_2
301-3	Reclaimed products and their packaging materials	—	6.5 The environment 6.5.6 Issues_2 6.7 Consumer issues 6.7.5 Issues_3
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	■AR : P.114 ■ER : pp.18-21	ESG Data Material Flow 6.5 The environment 6.5.6 Issues_2
302-2	Energy consumption within the organization	—	6.5 The environment 6.5.6 Issues_2
302-3	Energy intensity	■AR : P.114 ■ER : pp.18-21	ESG Data Material Flow 6.5 The environment 6.5.6 Issues_2
302-4	Reduction of energy consumption	—	6.5 The environment 6.5.6 Issues_2
302-5	Reductions in energy requirements of products and services	—	6.5 The environment 6.5.6 Issues_2
<b>GRI 303: Water and Effluents 2018</b>			
303-1	Interactions with water as a shared resource	■AR : P.51 ■ER : P.14 ■ER : pp.18-21	Environmental Section [For Realization of a Nature Co-Existing Society] Implementation of Activities to Contribute to Environment and Society in Cooperation with Various Stakeholders Material Flow 6.5 The environment 6.5.6 Issues_2
303-2	Management of water discharge-related impacts	—	6.5 The environment 6.5.6 Issues_2
303-3	Water withdrawal	■AR : P.114 ■ER : pp.18-21	ESG Data Material Flow 6.5 The environment 6.5.6 Issues_2
303-4	Water discharge	■AR : P.52 ■ER : pp.18-21	Environmental Section[For Realization of a Safety Secured Society] Material Flow 6.5 The environment 6.5.6 Issues_2
303-5	Water consumption	■AR : P.114 ■ER : pp.18-21	ESG Data Material Flow 6.5 The environment 6.5.6 Issues_2

GRI102 :				
GRI 304: Biodiversity 2016				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	■ ER : pp.12-15	For Realization of a Nature Co-Existing Society	6.5 The environment 6.5.6 Issues_4
304-2	Significant impacts of activities, products, and services on biodiversity	■ ER : pp.12-15	For Realization of a Nature Co-Existing Society	6.5 The environment 6.5.6 Issues_4
304-3	Habitats protected or restored	■ AR : pp.12-15 ■ AR : P.51 ■ AR : P.114	For Realization of a Nature Co-Existing Society Environmental Section[For Realization of a Nature Co-Existing Society] ESG Data	6.5 The environment 6.5.6 Issues_4
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	■ ER : pp.12-15	For Realization of a Nature Co-Existing Society	6.5 The environment 6.5.6 Issues_4
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	■ AR : pp.37-39 ■ AR: pp.31-32 ■ AR : p.47 ■ AR : p.114 ■ ER : p.6-9 ■ ER : p.18-21	Information Disclosure Based on TCFD Recommendations Realization of a Sustainable and Environmentally Friendly Society KPIs ESG Data For Realization of Decarbonized Society Material Flow	6.5 The environment 6.5.6 Issues_3
305-2	Energy indirect (Scope 2) GHG emissions	■ AR : pp.37-39 ■ AR : P.114 ■ ER : p.6-9 ■ ER : pp.18-21	Information Disclosure Based on TCFD Recommendations ESG Data For Realization of Decarbonized Society Material Flow	6.5 The environment 6.5.6 Issues_3
305-3	Other indirect (Scope 3) GHG emissions	■ AR : pp.37-39 ■ AR : P.114 ■ ER : p.6-9 ■ ER : pp.18-21	Information Disclosure Based on TCFD Recommendations ESG Data For Realization of Decarbonized Society Material Flow	6.5 The environment 6.5.6 Issues_3
305-4	GHG emissions intensity	■ AR : P.114 ■ ER : p.6-9 ■ ER : pp.18-21	ESG Data For Realization of Decarbonized Society Material Flow	6.5 The environment 6.5.6 Issues_3
305-5	Reduction of GHG emissions	■ AR : P.114 ■ ER : p.6-9	ESG Data For Realization of Decarbonized Society	6.5 The environment 6.5.6 Issues_3
305-6	Emissions of ozone-depleting substances (ODS)		—	6.5 The environment 6.5.6 Issues_1
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	■ AR : P.114 ■ ER : p.6-9	ESG Data For Realization of Decarbonized Society	6.5 The environment 6.5.6 Issues_1
GRI 306: Effluents and Waste 2016				
306-1	Water discharge by quality and destination	■ AR : P.52 ■ ER : P.16-17	Environmental Section[Risk Measures at Worksites] For Realization of a Safety Secured Soci	6.5 The environment 6.5.6 Issues_6
306-2	Waste by type and disposal method	■ AR : P.114 ■ ER : p.6-9	ESG Data For Realization of Decarbonized Society	6.5 The environment 6.5.6 Issues_6
306-3	Significant spills	■ AR : P.52 ■ AR : P.114 ■ ER : pp.16-17	Environmental Section[For Realization of a Safety Secured Soci] ESG Data For Realization of a Safety Secured Soci	6.5 The environment 6.5.6 Issues_6
306-4	Transport of hazardous waste		Not applicable	6.5 The environment 6.5.6 Issues_6
306-5	Water bodies affected by water discharges and/or runoff		—	6.5 The environment 6.5.4 Issues_2 6.5.6 Issues_4
GRI 307: Environmental Compliance 2016				
307-1	Non-compliance with environmental laws and regulations	■ AR : P.52 ■ AR : P.114 ■ ER : pp.16-17	Environmental Section[For Realization of a Safety Secured Soci] ESG Data For Realization of a Safety Secured Soci	6.5 The environment
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	■ AR: P.50 ■ AR: P.55 ■ SG: P.17 ■ SG: P.41	Utilizing the Green Procurement Guideline in Cooperation with Suppliers Promotion of supply chain management Fair operating practices >CSR Procurement ISO14001/ISO19001 Acquisition Status	6.5 The environment 6.6 Fair operating practices 6.6.6 Issues_4
308-2	Negative environmental impacts in the supply chain and actions taken	■ AR: P.50 ■ AR: P.55 ■ SG: P.17 ■ SG: P.41	Utilizing the Green Procurement Guideline in Cooperation with Suppliers Promotion of supply chain management Fair operating practices >CSR Procurement ISO14001/ISO19001 Acquisition Status	6.5 The environment 6.5.4 Issues_2 6.6 Fair operating practices 6.6.6 Issues_4
Society				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	■ AR: pp.114-116	ESG Data	6.4 Labor practices 6.4.3 Issues_1
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	■ SG : P.28	Creating a Pleasant Workplace	6.4 Labor practices 6.4.3 Issues_1 6.4.4 Issues_2

GRI102 :				
401-3	Parental leave	<ul style="list-style-type: none"> <li>■AR: pp.31-32</li> <li>■AR: pp.83-85</li> </ul>	Materiality,Impact on Corporate Activities / KPIs ESG Data	6.4 Labor practices 6.4.3 Issues_1
GRI 402:Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes		※When an employee is transferred for a business reason, such an employee is notified immediately after the decision is made.	6.4 Labor practices 6.4.3 Issues_1 6.4.4 Issues_2 6.4.5 Issues_3
GRI 403: Occupational Health and Safety 2018 Mat				
403-1		<ul style="list-style-type: none"> <li>■AR: P.56</li> <li>■AR: pp.70-74</li> <li>■SG: pp.35-38</li> </ul>	Thorough management of occupational health and safety Risk Management / Compliance Labor Practices > Improving Health and Safety Standards	
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>■AR: pp.31-32</li> <li>■SG: pp.33-38</li> <li>■AR: P.56</li> <li>■AR: pp.70-74</li> </ul>	Materiality,Impact on Corporate Activities / KPIs Labor Practices > Health Support/Improving Health and Safety Standards Thorough management of occupational health and safety Risk Management / Compliance	6.4 Labor practices 6.4.6 Issues_4
403-3	Occupational health services	<ul style="list-style-type: none"> <li>■AR: P.71</li> <li>■SG: pp.33-38</li> </ul>	Risk Management[Countermeasures against New Coronavirus (COVID-19) Infections] Labor Practices > Health Support/Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_6 6.8 Community involvement and development 6.8.3 Issues_1 6.8.4 Issues_2 6.8.8 Issues_6
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>■SG : pp.33-38</li> </ul>	Labor Practices > Health Management/Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>■AR: pp.114-116</li> <li>■SG : P.33-37</li> </ul>	Labor Practices > Health Management/Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-6	Promotion of worker health	<ul style="list-style-type: none"> <li>■SG : pp.33-38</li> <li>■AR: pp.114-116</li> </ul>	Labor Practices > Health Management/Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>■SG : pp.33-38</li> </ul>	Labor Practices > Health Management/Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>■AR: P.56</li> <li>■SG: pp.35-38</li> </ul>	Thorough management of occupational health and safety Labor Practices > Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-9	Work-related injuries	<ul style="list-style-type: none"> <li>■AR: P.9</li> <li>■AR: pp.114-116</li> <li>■AR: pp.31-32</li> <li>■SG : pp.35-38</li> </ul>	11-Year Financial and Non-Financial Summary ESG Data [Materiality/ KPIs] Labor Practices > Improving Health and Safety Standards	6.4 Labor practices 6.4.6 Issues_5
403-10	Work-related ill health	<ul style="list-style-type: none"> <li>■AR: pp.31-32</li> <li>■SG : pp.35-38</li> </ul>	[Materiality/ KPIs] Labor Practices > Health Management	6.4 Labor practices 6.4.6 Issues_5
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>■AR: pp.114-116</li> <li>■SG : pp.26-27</li> <li>■SG : pp.31-32</li> </ul>	ESG Data Human Rights >Diversity and Inclusion Labor Practices >Toward Human Resources Skill Development	6.4 Labor practices
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>■AR : pp.114-116</li> <li>■SG : pp.26-27</li> <li>■SG : pp.31-32</li> <li>■SG : pp.46-49</li> </ul>	ESG Data Human Rights >Diversity and Inclusion Labor Practices >Toward Human Resources Skill Development Community Involvement and Development	6.4 Labor practices 6.4.6 Issues_6 6.8 Community Involvement and Development 6.8.5 Issues_3
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>■AR: pp.114-116</li> </ul>	ESG Data	6.4 Labor practices 6.4.6 Issues_6
GRI 405:Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>■AR: P.58</li> <li>■AR: pp.114-116</li> <li>■SG: pp.22-25</li> </ul>	Realization of an Attractive Working Environment That Is Good to Work in ESG Data Human Rights >Promotion Diversity and Inclusion	6.3 Human rights 6.3.7 Issues_5 6.3.10 Issues_8 6.4 Labor practices 6.4.3 Issues_1
405-2	Ratio of basic salary and remuneration of women to men		No difference	6.3 Human rights 6.3.7 Issues_5 6.3.10 Issues_8 6.4 Labor practices 6.4.3 Issues_1 6.4.4 Issues_2
GRI 406:Non-Discrimination 2016				

GRI102 :				
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights	6.3 Human rights 6.3.6 Issues_4 6.3.7 Issues_5 6.3.10 Issues_8 6.4 Labor practices 6.4.3 Issues_1
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> <li>■ SG: P.30</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights Labor Practices >Labor-management Relations	6.3 Human rights 6.3.3 Issues_1 6.3.4 Issues_2 6.3.5 Issues_3 6.3.8 Issues_6 6.3.10 Issues_8 6.4 Labor practices 6.4.3 Issues_1 6.4.5 Issues_3
<b>GRI 408: Child Labor 2016</b>				
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights	6.3 Human rights 6.3.3 Issues_1 6.3.4 Issues_2 6.3.5 Issues_3 6.3.7 Issues_5 6.3.10 Issues_8
<b>GRI 409: Forced or Compulsory Labor 2016</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights	6.3 Human rights 6.3.3 Issues_1 6.3.4 Issues_2 6.3.5 Issues_3 6.3.7 Issues_5 6.3.10 Issues_8
<b>GRI 410: Security Practices 2016 M</b>				
410-1	Security personnel trained in human rights policies or procedures		(At present, no information is collected)	6.3 Human rights 6.3.5 Issues_3 6.4 Labor practices 6.4.3 Issues_1
<b>GRI 411: Rights of Indigenous Peoples 2016</b>				
411-1	Incidents of violations involving rights of indigenous peoples	<ul style="list-style-type: none"> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> </ul>	Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights	6.3 Human rights 6.3.6 Issues_4 6.3.7 Issues_5 6.3.8 Issues_6 6.6 Fair operating practices 6.6.7 Issues_5
<b>GRI 412: Human Rights Assessment 2016</b>				
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> <li>■ SG: pp.22-25</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement Human Rights >Respect for Human Rights	6.3 Human rights 6.3.3 Issues_1 6.3.4 Issues_2 6.3.5 Issues_3
412-2	Employee training on human rights policies or procedures	<ul style="list-style-type: none"> <li>■ AR: pp.114-116</li> </ul>	ESG Data	6.3 Human rights 6.3.3 Issues_1 6.3.5 Issues_3 6.6 Fair operating practices 6.6.6 Issues_4
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> <li>■ AR: P.55</li> <li>■ SG: pp.16-19</li> </ul>	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement	6.3 Human rights 6.3.3 Issues_1 6.3.5 Issues_3 6.6 Fair operating practices 6.6.6 Issues_4
<b>GRI 413: Local Communities 2016</b>				
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>■ AR: P.51</li> <li>■ ER: pp.14-15</li> <li>■ SG: pp.46-49</li> </ul>	For Realization of a Nature Co-Existing Society Implementation of Activities to Contribute to Environment and Society in Cooperation with Various Stakeholders Community Involvement and Development > Social Contribution Activities	6.3 Human rights 6.3.9 Issues_7 6.8 Community involvement and development 6.8.3 Issues_1 6.8.9 Issues_7

GRI102 :				
413-2	Operations with significant actual and potential negative impacts on local communities		Not applicable	6.3 Human rights 6.3.9 Issues_7 6.5 The environment 6.5.3 Issues_1 6.5.6 Issues_4 6.8 Community involvement and development
<b>GRI 414: Supplier Social Assessment 2016</b>				
414-1	New suppliers that were screened using social criteria	■ AR: P.55 ■ SG: pp.16-19	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement	6.3 Human rights 6.3.3 Issues_1 6.3.5 Issues_3 6.6 Fair operating practices 6.6.6 Issues_4
414-2	Negative social impacts in the supply chain and actions taken	■ AR: P.55 ■ SG: pp.16-19	Promotion of Supply Chain Management Fair operating practices >Promote CSR procurement	—
<b>GRI 415: Public Policy 2016</b>				
415-1	Political contributions	■ AR: pp.114-116	ESG Data	6.6 Fair operating practices 6.6.4 Issues_2 6.8 Community involvement and development 6.8.3 Issues_1
<b>GRI 416: Customer Health and Safety 2016</b>				
416-1	Assessment of the health and safety impacts of product and service categories	■ AR: pp.31-32 ■ AR: P.53 ■ AR : P.70 ■ AR: pp.114-116	Materiality and KPIs Ensuring Quality and Improving Technology Risk Management / Compliance ESG Data	6.3 Human rights 6.3.9 Issues_7 6.6 Fair operating practices 6.6.6 Issues_4 6.7 Consumer issues 6.7.4 Issues_2 6.7.5 Issues_3
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	■ AR: pp.114-116	ESG Data	6.3 Human rights 6.3.9 Issues_7 6.6 Fair operating practices 6.6.6 Issues_4 6.7 Consumer issues 6.7.4 Issues_2 6.7.5 Issues_3
<b>GRI 417:Marketing and Labeling 2016</b>				
417-1	Requirements for product and service information and labeling	■ HP	Taisei Advanced Center of Technology <a href="https://www.taisei.co.jp/english/profile/technology/">https://www.taisei.co.jp/english/profile/technology/</a>	6.7 Consumer issues 6.7.3 Issues_1 6.7.4 Issues_2 6.7.5 Issues_3 6.7.6 Issues_4 6.7.9 Issues_7
417-2	Incidents of non-compliance concerning product and service information and labeling		—	6.7 Consumer issues 6.7.3 Issues_1 6.7.4 Issues_2 6.7.5 Issues_3 6.7.6 Issues_4 6.7.9 Issues_7
417-3	Incidents of non-compliance concerning marketing communications		—	6.7 Consumer issues 6.7.3 Issues_1 6.7.6 Issues_4 6.7.9 Issues_7
<b>GRI 418:Customer Privacy 2016</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	■ AR: pp.114-116 ■ AR: p.58	ESG Data[Number of major information security accidents] Thorough Compliance / Restructuring of the Group Governance System	6.7 Consumer issues 6.7.7 Issues_5
<b>GRI 419: Socioeconomic Compliance 2016</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	■ AR: pp.72-74	Risk Management/Compliance [Specific Measures for Compliance with the Antimonopoly Act]	6.7 Consumer issues 6.7.6 Issues_4



GRI102 :