GRI Index

ndex No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
標準開示項目				
egy and Ana	lysis			
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Top Message	_	
G4-2	a. Provide a description of key impacts, risks, and opportunities.	CSR Concept Top Message, Corporations and	1	- 2,
		Sustainability		
inizational Pr	ofile			
G4-3	a. Report the name of the organization.	Corporate Information	_	1
G4-4	a. Report the primary brands, products, and services.	Business Overview, Corporate Information	-	3, 1
G4-5	a. Report the location of the organization's headquarters.	Corporate Information	_	1
G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Posted in "Global Bas of the Co	es" of the "Abou mpany's website	
G4-7	a. Report the nature of ownership and legal form.	Corporate Information	-	1
G4-8	 a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries). 	Corporate Information	_	1
G4-9	 a. Report the scale of the organization, including: Total number of employees Total number of operations Net sales (for private sector organizations) or net revenues (for public sector organizations) Total capitalization broken down in terms of debt and equity (for private sector organizations) Quantity of products or services provided 	Corporate Information	-	1
G4-10	 a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). 	Personnel Data	16	
G4-11	 Report the percentage of total employees covered by collective bargaining agreements. 	_	-	
G4-12	a. Describe the organization's supply chain.	_	_	
G4-13	 a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Not	applicable	
OMMITMEN	ITS TO EXTERNAL INITIATIVES			
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Establishment of New Priority Activities, Risk Management	2, 48	
G4-15	 a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses. 	Establishment of New Priority Activities	2	
<mark>G4-16</mark>	 a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: Holds a position on the governance body Participates in projects or committees Provides substantive funding beyond routine membership dues Views membership as strategic 	_	_	

Index No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
標準開示項目				
ified Materi	al Aspects and Boundaries			
<mark>G4-17</mark>	a. List all entities included in the organization's consolidated financial statements or equivalent documents.b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Posted in "Group Co section of the	ompanies" of the e Company 's we	
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries.b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Establishment of New Priority Activities	2	
G4-19	a. List all the material Aspects identified in the process for defining report content.	Establishment of New Priority Activities	2	
		Corporations and Sustainability	_	
G4-20	 a. For each material Aspect, report the Aspect Boundary within the organization, as follows: Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: The list of entities or groups of entities included in G4-17 for which the Aspect is not material or The list of entities or groups of entities included in G4-17 for which the Aspects is material Report any specific limitation regarding the Aspect Boundary within the organization 	_	_	
G4-21	 a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside the organization 	_	_	
G4-22	 a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements. 	No	t applicable	
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No	t applicable	
ceholder Enga	agement			
G4-24	a. Provide a list of stakeholder groups engaged by the organization.	Our Core Business Principles and Guidelines	43	
		Engagement with Stakeholders	_	
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	_	_	
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Establishment of New Priority Activities, Stance and Achievements in Dealing with Stakeholders	2, 44	
		Engagement with		

 G4-27
 a. Report key topics and concerns that have been raised through stakeholder gengagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.
 Establishment of New Priority Activities

 G4-27
 a. Report key topics and concerns that have been raised through stakeholder groups that raised to those key topics and concerns.
 Establishment of New Priority Activities

Report Profil

ort Pr	rofile				
C	G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	Period Covered	-	1
C	G4-29	a. Date of most recent previous report (if any).	Period Covered	—	1(
C	G4-30	a. Reporting cycle (such as annual, biennial).	Issue Date Information	—	1
C	G4-31	a. Provide the contact point for questions regarding the report or its contents.	"Contact Us" of	the Company's	website
GRI (CONTEN	T INDEX			
c	G4-32	 a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. 	Refe	erence Basis	
ASSL	URANCE		, 		
c	G4-33	 a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report. 	_	_	-

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ndex No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
と標準開示項目				
ernance		·		
GOVERNANC	E STRUCTURE AND COMPOSITION			
G4-34	 a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts. 	Governance	45	
G4-35	 Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees. 	CSR Governance	45	
G4-36	 Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body. 	Governance	45	
G4-37	 a. Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body. 	_	_	
G4-38	 a. Report the composition of the highest governance body and its committees by: Executive or non-executive Independence Tenure on the governance body Number of each individual's other significant positions and commitments, and the nature of the commitments Gender Membership of under-represented social groups Competences relating to economic, environmental and social impacts Stakeholder representation 	_	_	
<mark>G4-39</mark>	a. Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or herfunction within the organization's management and the reasons for this arrangement).	Governance	45	
G4-40	 a. Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: Whether and how diversity is considered Whether and how independence is considered Whether and how expertise and experience relating to economic, environmental and social topics are considered Whether and how stakeholders (including shareholders) are involved 	_	_	
G4-41	 a. Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: Cross-board membership Cross-shareholding with suppliers and other stakeholders Existence of controlling shareholder Related party disclosures 	_	_	
HIGHEST GO	VERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY	I	1	
G4-42	a. Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	CSR Governance	45	
HIGHEST GO	VERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION	· · ·		
G4-43	a. Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	_	_	
G4-44	 a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. b. Report 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. 	CSR Governance	45	
HIGHEST GO	VERNANCE BODY'S ROLE IN RISK MANAGEMENT			
<mark>G4-45</mark>	 a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities. 	Risk Management	48	
G4-46	 Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics. 	_	_	
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	_	_	
HIGHEST GO	VERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING	I		
	a. Report the highest committee or position that formally reviews and approves the	CSR Governance	45	
G4-48	organization's sustainability report and ensures that all material Aspects are covered.		.5	
	VEDNIANCE DODV'S DOLE IN EVALUATING ECONOMIC ENVIDENTAL AND SECON			
HIGHEST GO	VERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL	CSR Governance	AE	
	A Report the process for communicating critical concerns to the highest governance body. a. Report the nature and total number of critical concerns that were communicated to the	CSR Governance	45	

Index No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
股標準開示項目				
NUNERATION	AND INCENTIVES			
G4-51	 a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: Fixed pay and variable pay: Performance-based pay Equity-based pay Bonuses Deferred or vested shares Sign-on bonuses or recruitment incentive payments Termination payments Clawbacks Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees B. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives'economic, environmental and social objectives. 	_	_	-
G4-52	a. Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	_	_	-
G4-53	a. Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	-	-	-
G4-54	a. Report the 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.	_	_	-
G4-55	a. Report the ratio of 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.	_	_	-
ics and Integri	ty			
G4-56	 Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics. 	CSR Concept Corporations and Sustainability	1	-
G4-57	 a. Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines. 	Compliance, Respect for Human Rights	46, 47	
G4-58	a. Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Compliance, Respect for Human Rights	46, 47	
	ARD DISCLOSURES			
closures on M	anagement Approach			
GENERIC DIS	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: The mechanisms for evaluating the effectiveness of the management approach The results of the evaluation of the management approach Any related adjustments to the management approach	Expanded version: Establishment of New Priority Activities, "Activity Achievements in Line with CSR Indexes" at the beginning of each of the "Contribution to Society" "Respect for Human Resources" "Contributions to the Global Environment" "Continuous Strengthening of Corporate Governance" sections as well as the approach and key measures presented in the introduction by major item of each section	2, 6, 8, 9, 10, 12, 13, 14, 16, 18, 20, 22, 24, 26, 28, 29, 30, 35, 37, 40, 43, 45, 46, 47, 48, 49	
		Highlight version: "Core Initiatives" in each of the "Contribution to Society," "Contributions to the Global Environment," "Respect for Human Resources" and "Continuous Strengthening of Corporate	_	8, 10, 12, ⁻
nomic		Governance" sections		
onomic Economic Pe	formance			
	Direct economic value generated and distributed			1
Economic Pe		Governance" sections		1
Economic Per G4-EC1	Direct economic value generated and distributed Financial implications and other risks and opportunities for the organization's	Governance" sections		

Inde	ex No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
殳標 2	隼開示項目				
Ma	arket Prese	nce			
	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		-	
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	_	-	
Inc	lirect Econ	omic Impacts			
	G4-EC7	Development and impact of infrastructure investments and services supported	Innovation That Supports a Networked Society, Ensuring Stable and Reliable Services as Mission-Critical Infrastructure, Social Contribution and Fostering of Communities	8, 9, 13	
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	—	-	
Pro	ocurement	Practices	r		
	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	_	-	
iron	mental				
Ma	terials				
	G4-EN1	Materials used by weight or volume	Environmental Impact of Business Activities	27	
	G4-EN2	Percentage of materials used that are recycled input materials	Environmental Impact of	27	
E~			Business Activities	27	
En	G4-EN3	Energy consumption within the organization	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
	G4-EN4	Energy consumption outside of the organization	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
	G4-EN5	Energy intensity	Environmental Impact of Business Activities	27	
	G4-EN6	Reduction of energy consumption	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
			CSR Activity Achievements	-	
	G4-EN7	Reductions in energy requirements of products and services	Creating a Low-Carbon Society	30	
Wa	ater		Jociety		
	G4-EN8	Total water withdrawal by source	Environmental Impact of Business Activities	27	
	G4-EN9	Water sources significantly affected by withdrawal of water	_	-	
	G4-EN10	Percentage and total volume of water recycled and reused	_	_	
Bic	diversity				
	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Upon Construction and Dismantling of Relay Stations	39	
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected area	Biodiversity Conservation	37	
	G4-EN13	Habitats protected or restored	Upon Construction and Dismantling of Relay Stations	39	
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	_	-	
Em	issions				
	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Environmental Impact of Business Activities	27	
	G4-EN18	Greenhouse gas (GHG) emissions intensity	Environmental Impact of Business Activities, Creating a Low-Carbon Society	27, 30	
			1 '		

	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
設標準開示項目				
ronmental				
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Activity Achievements in Line with CSR Indicators, Creating a Low-Carbon Society	25, 30	
G4-EN20	Emissions of ozone-depleting substances (ODS)	Preventing Environmental Pollution	40	
G4-EN21	NOx, SOx, and other significant air emissions	Preventing Environmental Pollution	40	
Effluents and	Waste	<u> </u>	I	
G4-EN22	Total water discharge by quality and destination	_	_	
		Promoting a	25	
G4-EN23	Total weight of waste by type and disposal method	Recycling-Oriented Society	35	
G4-EN24	Total number and volume of significant spills	-	-	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the basel convention2 annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Preventing Environmental Pollution	40	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats signifi cantly affected by the organization's discharges of water and runoff	-	_	
Products and	Services	· · · · · · · · · · · · · · · · · · ·		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Creating a Low- Carbon Society	30	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	-	_	
Compliance		<u> </u>		
G4-EN29	Monetary value of significantfines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Not	applicable	
Transport				
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the	Transportation Initiatives	33	
0	workforce			
Overall G4-EN31	Total environmental protection expenditures and investments by type	Environmental Accounting in Fiscal	28	
Supplier Envi	ronmental Assessment	2015		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	_	_	
	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain		_	
G4-EN33	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken			
G4-EN33	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved	-		
G4-EN33 Environmenta	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms	-	-	
G4-EN33 Environmenta G4-EN34	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms		-	
G4-EN33 Environmenta G4-EN34 ial Labor Practic	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work		-	
G4-EN33 Environmenta G4-EN34 ial Labor Practic Employm	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent		-	
G4-EN33 Environmenta G4-EN34 ial Labor Practic	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work		-	
G4-EN33 Environmenta G4-EN34 ial Labor Practic Employm	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group,	Maintaining and Improving Employee Health		
G4-EN33 Environmenta ial Labor Practic G4-LA1 G4-LA2 G4-LA3	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender	Improving Employee	- - 22 22	
G4-EN33 Environmenta ial Labor Practic G4-LA1 G4-LA2 G4-LA3	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender anagement Relations	Improving Employee Health Maintaining and Improving Employee		
G4-EN33 Environmenta ial Labor Practic G4-LA1 G4-LA2 G4-LA3	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender	Improving Employee Health Maintaining and Improving Employee		
G4-EN33 Environmenta G4-EN34 ial Eubor Practic G4-LA1 G4-LA2 G4-LA3 Labor/Ma G4-LA4	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender magement Relations Minimum notice periods regarding operational changes, including whether these are	Improving Employee Health Maintaining and Improving Employee		
G4-EN33 Environmenta G4-EN34 ial Eubor Practic G4-LA1 G4-LA2 G4-LA3 Labor/Ma G4-LA4	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender magement Relations Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Improving Employee Health Maintaining and Improving Employee Health —		
G4-EN33 Environmenta G4-EN34 G4-EN34 G4-EN34 G4-LA1 G4-LA2 G4-LA3 G4-LA3 G4-LA3 G4-LA4 Occupati	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender magement Relations Minimum notice periods regarding operational changes, including whether these are specified in collective agreements onal Health and Safety Percentage of total workforce represented in formal joint management. worker health and safety committees that help monitor and advise on occupational health and safety	Improving Employee Health Maintaining and Improving Employee		
G4-EN33 Environmenta G4-EN34 G4-EN34 Ial Labor Practic G4-LA1 G4-LA3 Labor/Ma G4-LA4 Occupati G4-LA5	Percentage of new suppliers that were screened using environmental criteria Significant actual and potential negative environmental impacts in the supply chain and actions taken al Grievance Mechanisms Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms es and Decent Work ent Total number and rates of new employee hires and employee turnover by age group, gender and region Benefits provided to full-time employees that are not provided to temporary or part- time employees, by significant locations of operation Return to work and retention rates after parental leave, by gender magement Relations Minimum notice periods regarding operational changes, including whether these are specified in collective agreements onal Health and Safety Percentage of total workforce represented in formal joint management. worker health and safety committees that help monitor and advise on occupational health and safety programs Type of injury and rates of injury, occupational diseases, lost days, and absenteeism,	Improving Employee Health Maintaining and Improving Employee Health — Maintaining and Improving Employee		

Index No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
設標準開示項目				
Training a	nd Education	,,		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	_	_	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Human Resource Development	18	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Human Resource Development	18	
Diversity	and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Personnel Data	16	
Equal Ren	nuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	-	-	
Supplier A	Assessment for Labor Practices			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	_	_	
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	_	-	
Labor Pra	ctices Grievance Mechanisms			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	_	_	
Human Rights				
Investmer	ıt			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	_	-	
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Respect for Human Rights	47	
Non-discr		11		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Not	applicable	
Freedom	of Association and Collective Bargaining			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at signifi cant risk, and measures taken to support these rights	-	_	
Child Lab		<u> </u>		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	_		
Forced or	Compulsory Labor	11		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	_	_	
Security P	ractices	<u> </u>	1	
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	_	_	
Indigenou	s Rights	· · ·		
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-	_	
Assessment		· · ·		
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	-	_	
Supplier Hum	an Rights Assessment	· · ·		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	_	-	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	_	_	
Human Rights	Grievance Mechanisms	1		
	Number of grievances about human rights impacts filed, addressed, and resolved	1		

ndex No.	Details	Corresponding Section in this Report	Expanded Version	Highlight Version
と標準開示項目				
ety		·		
Local Cor	nmunities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	-	_	
G4-SO2	Operations with significant actual and potential negative impacts on local communities	-	-	
Anti-corru	iption			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	_	-	
G4-SO4	Communication and training on anti-corruption policies and procedures	_	—	
G4-SO5	Confirmed incidents of corruption and actions taken	-	—	
Public Pol	icy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	-	—	
Anti-com	petitive Behavior			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Not	applicable	
Complian	ce			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-	_	
Supplier A	Assessment for Impacts on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	-	—	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	-	—	
Grievance	Mechanisms for Impacts on Society		I	
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	_	_	
Product Resp	onsibility			
Customer	Health and Safety			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Ensuring Stable and Reliable Services as Mission-Critical Infrastructure, Faithfully Serving Our Customers	9, 11	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	_	-	
Product a	nd Service Labeling			
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	_	_	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	_	—	
G4-PR5	Results of surveys measuring customer satisfaction	_	-	
Marketing	g Communications	<u> </u>		
G4-PR6	Sale of banned or disputed products	_	_	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Not	applicable	
Customer		<u> </u>		
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not	applicable	
Complian				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not	applicable	
		I		