

Content Indices

GRI Content Index

Below is a content index of the standard disclosures in the Sustainability Reporting Standards provided by the Global Reporting Initiative (GRI) and the information we provide on our website.

Statement of use	Toho Gas Co., Ltd. will refer to the GRI Standards and report the information listed in this GRI Content Index for the period from April 1, 2024 to March 31, 2025.
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Scope of the report: Toho Gas Co., Ltd. and its consolidated subsidiaries and equity-method affiliates (as of the end of March 2025)

GRI 2: General Disclosures 2021		
Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
2-1	Organizational details	> Integrated Report – Company Overview > Integrated Report – Major Subsidiary Information / Stock Information
2-2	Entities included in the organization's sustainability reporting	> Integrated Report – Company Overview > Integrated Report – Major Subsidiary Information / Stock Information
2-3	Reporting period, frequency, and contact point	> Integrated Report – Contents and Editorial Policy > Integrated Report – Company Overview
2-4	Restatements of information	There were no restatements of information.
2-5	External assurance	> Website – Company Information – Sustainability – External Evaluations –Independent Practitioner's Assurance Report
2-6	Activities, value chain, and other business relationships	> Integrated Report – Value Creation Process > Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data) > Website – Company Information – Sustainability – Social (Supply Chain Collaboration)
2-7	Employees	> Integrated Report – Human Resource Management > <i>Sustainability Factbook 2025</i> (Social Data)
2-8	Workers who are not employees	> <i>Sustainability Factbook 2025</i> (Social Data)
2-9	Governance structure and composition	> Integrated Report – Corporate Governance > <i>Sustainability Factbook 2025</i> (Governance Data) > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)
2-10	Nomination and selection of the highest governance body	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)
2-11	Chair of the highest governance body	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)
2-12	Role of the highest governance body in overseeing the management of impacts	> Integrated Report – Corporate Governance > Integrated Report – Internal Controls > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)
2-13	Transfer of responsibility for managing impacts	> Integrated Report – Corporate Governance > Integrated Report – Internal Controls > Integrated Report – Compliance > Integrated Report – Directors and Audit & Supervisory Board Members > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)
2-14	Role of the highest governance body in sustainability reporting	> Integrated Report – Materiality > Integrated Report – Toho Gas Group Sustainability Policy > Integrated Report – Corporate Governance

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents	
2-15	Conflicts of interest	> Integrated Report – Corporate Governance > Integrated Report – Compliance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)	
2-16	Communication of critical concerns	> Integrated Report – Corporate Governance > Integrated Report – Compliance	
2-17	Collective knowledge of the highest governance body	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)	
2-18	Evaluation of the performance of the highest governance body	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)	
2-19	Remuneration policies	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)	
2-20	Process to determine remuneration	> Integrated Report – Corporate Governance > Website – Company Information – Investor Relations – Corporate Governance – Summary of Corporate Governance (Japanese only)	
2-21	Annual total compensation ratio	—	
2-22	Statement on sustainable development strategy	> Integrated Report – Top Message	
2-23	Policy commitments	> Integrated Report – Philosophical Framework > Integrated Report – Toho Gas Group Sustainability Policy > Integrated Report – Environmental Management > Integrated Report – Communication with Shareholders and Investors	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Corporate Governance > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration)
2-24	Embedding policy commitments	> Integrated Report – Philosophical Framework > Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > Integrated Report – Toho Gas Group Sustainability Policy > Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures	> Integrated Report – Resource Recycling > Integrated Report – Biodiversity > Integrated Report – Communication with Shareholders and Investors > Integrated Report – Contribution to the Local Community > Integrated Report – Initiatives Focused on Respect for Human Rights > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Initiatives and Activities – Efforts to Foster Coexistence with the Local Community (Japanese only) > Website – Company Information – Initiatives and Activities – Efforts to Educate the Next Generation (Japanese only)
2-25	Integrated Report – Compliance	> Integrated Report – Value Provided to Stakeholders > Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Compliance	
2-26	Mechanisms for seeking advice and raising concerns	> Integrated Report – Compliance	
2-27	Compliance with laws and regulations	> Integrated Report – Internal Controls > Integrated Report – Compliance	
2-28	Membership associations	> Website – Company Information – Sustainability – External Evaluations – Participation in Initiatives, and Major Sustainability Evaluations • United Nations Global Compact • Japan Business Federation • Japan Gas Association • Keidanren Nature Conservation Council • Environmental Partnership Organizing Club (EPOC) • Nagoya Chamber of Commerce and Industry	
2-29	Approach to stakeholder engagement	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Communication with Shareholders and Investors > Integrated Report – Contribution to the Local Community	
2-30	Collective bargaining agreements	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements	> Integrated Report – Safety and Health Management > Integrated Report – Initiatives Focused on Respect for Human Rights

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	> Integrated Report – Materiality	
3-2	List of material topics	> Integrated Report – Materiality	
3-3	Management of material topics	> Integrated Report – Materiality	
Sector standards			
GRI 11: Oil and Gas Sector (2021)			
11-1	GHG emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)	
11-2	Climate adaptation, resilience, and transition	> Integrated Report – Disclosure Based on TCFD Recommendations	
11-3	Air emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)	
11-4	Biodiversity	> Integrated Report – Environmental Management > Integrated Report – Biodiversity	
11-5	Waste	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)	
11-6	Water and effluents	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)	
11-7	Closure and rehabilitation	—	
11-8	Asset integrity and critical incident management	> Integrated Report – Internal Controls	
11-9	Occupational health and safety	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
11-10	Employment practices	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion	> Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > Integrated Report – Respect for Human Rights
11-11	Non-discrimination and equal opportunity	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements	> Integrated Report – Safety and Health Management > Integrated Report – Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance
11-12	Forced labor and modern slavery	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance	> Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
11-13	Freedom of association and collective bargaining	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Value Provided to Stakeholders	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
11-14	Economic impacts	> Integrated Report – Stable Cash Flow Generation from Core Businesses > Integrated Report – Cultivating Drivers of Growth > Integrated Report – Mission and Responsibility Toward Carbon Neutrality	
11-15	Local communities	> Integrated Report – Contribution to the Local Community	> Website – Company Information – Initiatives and Activities – Initiatives Fostering Coexistence with the Local Community (Japanese only)

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
11-16	Land and resource rights	—
11-17	Rights of indigenous peoples	—
11-18	Conflict and security	—
11-19	Anti-competitive behavior	> Integrated Report – Internal Controls > Integrated Report – Compliance
11-20	Anti-corruption	> Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
11-21	Payments to governments	—
11-22	Public policy	—
GRI 200: Economic		
201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	> Integrated Report – Communication with Shareholders and Investors > Integrated Report – Financial and Non-Financial Highlights > Integrated Report – Main Consolidated Financial Data > Securities Report – Company Overview (Transition of Significant Business Indicators, etc.) (Japanese only) > Securities Report – Company Overview (Employees) (Japanese only) > Securities Report – Information About Reporting Company (Dividend Policy) (Japanese only)
201-2	Financial implications and other risks and opportunities due to climate change	> Integrated Report – Disclosure Based on TCFD Recommendations > Integrated Report – Environmental Management > Securities Report – Business Overview (Business and Other Risks) (Japanese only)
201-3	Defined benefit plan obligations and other retirement plans	> Securities Report – Consolidated Financial Statements (Retirement Benefits Accounting Treatment) (Japanese only)
201-4	Financial assistance received from government	—
202: Market Presence 2016		
202-1	Ratios of standard salaries for new employees by gender compared to local minimum wage	—
202-2	Proportion of senior management hired from the local community	—
203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	> Integrated Report – Stable Cash Flow Generation from Core Businesses > Integrated Report – Cultivating Drivers of Growth > Integrated Report – Deeper Cultivation of Region-Based Business > Integrated Report – Mission and Responsibility Toward Carbon Neutrality > Integrated Report – Global Warming Countermeasures > Integrated Report – Resource Recycling > Integrated Report – Biodiversity Conservation > Integrated Report – Contribution to the Local Community > Website – Company Information – Initiatives and Activities – Technological Development Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – DX Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – Coexistence with Local Community Initiatives (Japanese only)
203-2	Significant indirect economic impacts	—
204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	—

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	> Integrated Report – Corporate Governance > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
205-2	Communication and training on anti-corruption policies and procedures	> Integrated Report – Corporate Governance > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
205-3	Confirmed incidents of corruption and actions taken	> Integrated Report – Compliance
206: Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	> Integrated Report – Compliance
207: Tax 2019		
207-1	Approach to tax	—
207-2	Tax governance, control, and risk management	—
207-3	Stakeholder engagement and management of concerns related to tax	—
207-4	Country-by-country reporting	—
The Environment		
301: Materials 2016		
301-1	Materials used by weight or volume	> Integrated Report – Environmental Management > Website – Commercial and Industrial Customers – Customer Support (About Toho City Gas) (Japanese only) > <i>Sustainability Factbook 2025</i> (Environmental Data)
301-2	Recycled input materials used	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
301-3	Reclaimed products and their packaging materials	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
302: Energy 2016		
302-1	Energy consumption within the organization	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)
302-2	Energy consumption outside of the organization	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)
302-3	Energy intensity	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)
302-4	Reduction of energy consumption	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
302-5	Reductions in energy requirements of products and services	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
303: Water and Wastewater 2018		
303-1	Interaction with water as a shared resource	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
303-2	Management of impacts related to drainage	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
303-3	Water intake	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
303-4	Drainage	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
303-5	Water consumption	> Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
304: Biodiversity 2016		
304-1	Operational bases owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	> Integrated Report – Environmental Management > Integrated Report – Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	> Integrated Report – Environmental Management > Integrated Report – Biodiversity
304-3	Habitats protected or restored	> Integrated Report – Environmental Management > Integrated Report – Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	> Integrated Report – Biodiversity
305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-2	Energy indirect (Scope 2) GHG emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-3	Other indirect (Scope 3) GHG emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-4	GHG emissions intensity	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-5	Reduction of GHG emissions	> Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-6	Emissions of ozone-depleting substances (ODS)	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
306: Waste 2020		
306-1	Production of waste and significant impacts related to waste	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
306-2	Management of the significant impacts associated with waste	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
306-3	Waste produced	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
306-4	Waste diverted from disposal	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
306-5	Waste directed to disposal	> Integrated Report – Environmental Management > Integrated Report – Resource Recycling > <i>Sustainability Factbook 2025</i> (Environmental Data)
308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	> Website – Company Information – Sustainability – Society (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Green Procurement (Japanese only) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
308-2	Negative environmental impacts in the supply chain and actions taken	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)
Social		
401: Employment 2016		
401-1	New employee hires and employee turnover	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)
401-2	Benefits provided to full-time employees, but not temporary or part-time employees	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)
401-3	Parental leave	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)
402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	—

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents	
403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-2	Hazard identification, risk assessment, accident investigation	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-3	Occupational health services	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-4	Worker participation, consultation and communication in occupational health and safety	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-5	Worker training on occupational safety and health	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-6	Promoting worker health	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-7	Prevention and reduction of occupational health and safety impacts directly linked to business relationships	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-8	Workers subject to occupational safety and health management system	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-9	Labor-related injuries	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
403-10	Labor-related illness and poor health	> Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)	
404: Training and Education 2016			
404-1	Average hours of training per year per employee	> Integrated Report – Human Resource Management > <i>Sustainability Factbook 2025</i> (Social Data)	
404-2	Programs for upgrading employee skills and transition assistance programs	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management	
404-3	Percentage of employees receiving regular performance and career development reviews	> Integrated Report – Human Resource Management > Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management	
405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion	> Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Safety and Health Management > <i>Sustainability Factbook 2025</i> (Social Data)
405-2	Ratio of basic salary and remuneration of women to men	> Securities Report – Company Overview (Employees) (Japanese only)	
406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements	> Integrated Report – Safety and Health Management > Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	> Integrated Report – Linking Business and Human Resource Strategies > Integrated Report – Human Resource Management > Integrated Report – Diversity, Equity, and Inclusion > Integrated Report – Flexible Workstyles and Productivity Improvements > Integrated Report – Value Provided to Stakeholders > Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	> Integrated Report – Human Resource Management > Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Internal Controls > Integrated Report – Compliance
411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	There were no infringement cases.
413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	> Integrated Report – Materiality > Integrated Report – Deeper Cultivation of Region-Based Business > Integrated Report – Mission and Responsibility Toward Carbon Neutrality > Integrated Report – Disclosure Based on TCFD Recommendations > Integrated Report – Environmental Management > Integrated Report – Global Warming Countermeasures > Integrated Report – Resource Recycling > Integrated Report – Biodiversity > Integrated Report – Value Provided to Stakeholders > Integrated Report – Communication with Shareholders and Investors > Integrated Report – Contribution to the Local Community > Website – Company Information – Initiatives and Activities – Initiatives Fostering Coexistence with the Local Community (Japanese only)
413-2	Operations with significant actual and potential negative impacts on local communities	> Integrated Report – Environmental Management > <i>Sustainability Factbook 2025</i> (Environmental Data)

Number	Title of disclosure	Location in <i>Integrated Report 2025</i> and other documents
414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	—
414-2	Negative social impacts in the supply chain and actions taken	> Integrated Report – Environmental Management > Integrated Report – Initiatives Focused on Respect for Human Rights > <i>Sustainability Factbook 2025</i> (Environmental Data) > Website – Company Information – Sustainability – Social (Supply Chain Collaboration) > Website – Company Information – Materials Procurement – Partnership Building Declaration (Japanese only)
415: Public Policy 2016		
415-1	Political contributions	We do not make political contributions.
416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	> Integrated Report – Stable Cash Flow Generation from Core Business > Integrated Report – Deeper Cultivation of Region-Based Business > Integrated Report – Mission and Responsibility Toward Carbon Neutrality > Integrated Report – Disclosure Based on TCFD Recommendations > Website – Residential Customers – Customer Support (Japanese only) > Website – Commercial and Industrial Customers – Customer Support (Japanese only) > Website – Company Activities – Initiatives and Activities – Safety Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – Technological Development Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – Customer Satisfaction Improvement Initiatives (Japanese only)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents
417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	> Integrated Report – Stable Cash Flow Generation from Core Business > Integrated Report – Deeper Cultivation of Region-Based Business > Integrated Report – Mission and Responsibility Toward Carbon Neutrality > Integrated Report – Disclosure Based on TCFD Recommendations > Website – Residential Customers – Customer Support (Japanese only) > Website – Commercial and Industrial Customers – Customer Support (Japanese only) > Website – Company Activities – Initiatives and Activities – Safety Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – Technological Development Initiatives (Japanese only) > Website – Company Information – Initiatives and Activities – Customer Satisfaction Improvement Initiatives (Japanese only)
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents
417-3	Incidents of non-compliance concerning marketing communications	No incidents
418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	> Integrated Report – Initiatives Focused on Respect for Human Rights > Integrated Report – Compliance