Universal Standards

GRI 2: General Disclosures 2021

Approaches to Implementing Japan's Corporate Governance Code Securing the Rights and Equal Treatment of Shareholders > Principi Related Party Transactions HOME > English - Investor Relations > Corporate Governance Arth Approaches to Implementing Japan's Corporate Governance Code Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Ransayak Annual Report 2023 P.18 Annual Report 2023 P.33 HOME > English > Investor Relations > Corporate Governance > Ren of directors Annual Report 2023 P.33 Annual Report 2023 P.34 Policy commitments Annual Report 2023 P.35 Annual Report 2023 P.36 ROME > English > Sustainability > Main Goals > Main Goals > Main Goals > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy HOME > English > Sustainability > Main Goals > Procurement policy + HOME > English > Sustainability > Main Goals > Procur	Inglish > Company Information > Company Overview Inglish > Company Information > Business locations Inglish > Eusiness Model Inglish > Eusiness Model Incorporation Inc	The organization and its reporting practices Organizational details	HOME > English > Company Information > Company Overview HOME > English > Company Information > Business locations Annual Report 2023 P.50 Not applicable — Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Department of details HOME - English - Company Information > Compante Overview	nglish > Company Information > Business locations port 2023 P.50 able Outline (Japanese version only) nglish > Company Information > Business locations nglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Code > Section 1: he Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 4: which is a set of the Board > Principle 4.7 Roles and Responsibilities of the Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Page Principle 4.14 Director and Kansayaku Training port 2023 P.29 nort 2023 P.13 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.6-8 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talen	In Organizational details Entities included in the organization's sustainability reporting Reporting period, frequency and contact point Restatements of information External assurance Activities and workers Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Workers who are not employees Governance Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Company Information > Business locations Annual Report 2023 P.50 Not applicable — Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Entities included in the organization's sustainability reporting Reporting processor, declared point Learning processor, declared point Learning processor, and a control processor,	nglish > Company Information > Business locations port 2023 P.50 able Outline (Japanese version only) nglish > Company Information > Business locations nglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Code > Section 1: he Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Paper 2023 P.29 nglish > Investor Relations > Corporate Governance Paper 2023 P.13 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.6-8 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Poucrement policy nglish > Sustainability > Main Goals > Poucrement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Entities included in the organization's sustainability reporting Reporting period, frequency and contact point Restatements of information External assurance Activities and workers Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Governance Rovernance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Company Information > Business locations Annual Report 2023 P.50 Not applicable — Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Reporting portios. Requency and contact paint Reporting portios. Requency and contact paint Restautments of information 2.4 Editions and workers 2.4 Restautments of information 2.5 External assurance 2.6 Activities, value chain and other business relationships Corporate Outline (Lapanese version only) HOME = English = Company information = Dusiness locations HOME = English = Company information = Dusiness locations HOME = English = Dusiness Model 2.7 Employees Securities Report P.4 (Lapanese version only) Annual Report 2023 P.27 Annual Report 2023 P.27 Report person of the Indigence of the Inglish sporemance body Annual Report 2023 P.27 Annual Report 2023 P.27 Colarior the Ingless governance body Corporate Governance Report P.4 Colarior of the Ingless governance body in overseeing the management of impacts and the Ingless governance body in sustainability reporting Annual Report 2023 P.23 Role of the Righest governance body in sustainability reporting Annual Report 2023 P.23 HOME = English = Investor Relations > Corporate Governance Annual Report 2023 P.23 Conflicts of Interest Conflicts of Interest Conflicts of Interest Annual Report 2023 P.23 HOME = English = Investor Relations > Corporate Governance Code Securing the Rights and Equal Treatment of State closers > Princip Relation of the port Principle 4.7 Roles and Responsibility Reporting Principle 4.7 Roles and Responsibility Report 2023 P.23 Politics of Interest Principle Annual Report 2023 P.23 HOME = English = Investor Relations > Corporate Governance Code Responsibility of the port or management 2 Annual Report 2023 P.23 Annual Report 2023 P.23 Politics of the port or management 2 Annual Report 2023 P.23 Annual Report 2023 P	Outline (Japanese version only) nglish > Company Information > Business locations nglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Code > Section 1: he Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Paper 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Paper 2023 P.18 port 2023 P.13 port 2023 P.13 port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 port 2023 P.34 port 2023 P.35 port 2023 P.6-8 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Policy on talent development nglish > Sustainability > Main Goals > Polic	Reporting period, frequency and contact point Restatements of information External assurance Activities and workers Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Governance Governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.50 Not applicable Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 ent of Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2.4 Betatements of information 2. Activities and workers 2. Activities and workers 2. Activities and workers 2. Activities and workers 2. Activities when and other business relationships 2.6 Activities, value chain and other business relationships 3. Activities, value chain and other business relationships 4. Activities, value chain and other business relationships 4. Activities, value chain and other business relationships 4. Activities, value chain and other business relationships 5. Activities, value chain and other business relationships 5. Activities, value chain and other business relationships 5. Activities value chain and other business relationships 5. Activi	Outline (Japanese version only) nglish > Company Information > Business locations nglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nnglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: allities of the Board > Principle 4.7 Roles and Responsibilities of ant Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: allities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration as port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration as port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration as port 2023 P.33 port 2023 P.34 port 2023 P.35 port 2023 P.35 port 2023 P.36 port 2023 P.39 port 2023 P.39 port 2023 P.68 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Procurement policy nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Restatements of information External assurance Activities and workers Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Not applicable Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 ent of Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
External assurance	Outline (Japanese version only) nglish > Company Information > Business locations nglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's se to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Code > Section 4: allities of the Board > Principle 4.7 Roles and Responsibilities of int Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Paper 2023 P.18 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement Policy > Corporate nd	External assurance Activities and workers Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Chair of the highest governance body Chair of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Activities, value chain and other business relationships Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Conflicts of interest	Corporate Outline (Japanese version only) HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Sectic Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2. Activities and workers 2. Activities, value chain and other business relationships 2. Activities, value chain and other business relationships 3. Activities, value chain and other business relationships 3. Employees 3. Employees 3. Reprives 3. Securities Report P.4 (Japanese version only) 3. Governance Structure and composition 4. Annual Report 2023 P.27 4. Chair of the highest governance body 4. Corporate Governance Report P.7 5. Governance Repo	Inglish > Company Information > Business locations Inglish > Business Model Report P.4(Japanese version only) Port 2023 P.27 Port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 Port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's Insert of the Board > Principle 1.7 Party Transactions Inglish > Investor Relations > Corporate Governance Artner's Interest of the Board > Principle 1.7 Port 2023 P.29 Inciplementing Japan's Corporate Governance Artner's Inglish > Investor Relations > Corporate Governance Artner's Inglish > Investor Relations > Corporate Governance Code > Section 4: Interest of the Board > Principle 4.7 Roles and Responsibilities of Interest of the Board > Principle 4.7 Roles and Responsibilities of Interest of the Board > Principle 4.14 Director and Kansayaku Training Port 2023 P.29 Inglish > Investor Relations > Corporate Governance Code > Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Human rights policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate	Activities and workers Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Activities, value chain and other business relationships Camployees Employees Activities, value chain and other business relationships Camployees Employees Activities, value chain and other business relationships Employees Employees Governance Governance Governance Activities, value chain and other business relationships Employees Employees Activities, value chain and other business relationships Employees Employees Governance Governance Activities, value chain and other business relationships Employees Employees Activities, value chain and other business relationships Employees Activities, value chain and other business relationships Employees Activities, value chain and other business relationships Employees Employees Activities, value chain and other business relationships Employees Employees Bovernance Governance Governance Governance Activities, value chain and other business relationships Employees Employees Activities, value chain and other business relationships Employees Employees Bovernance Governance Governance Governance Governance Bovernance body Role of the highest governance body in overseeing the management of impacts Bole of the highest governance body in overseeing the management of impacts Activities, value chain and other business relationships Chair of the highest governance body Activities, value chain and other business relationships Formally and other business relationships Chair of the highest governance body Activities and other business relationships Governance Govern	HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2-8 Activities, value chain and other business relationships 2-5 Activities, value chain and other business relationships 2-6 Activities, value chain and other business relationships 2-7 Employees 3-8 Securities Report P.4 (Japanese version only) 3-7 Employees 3-8 Securities Report P.4 (Japanese version only) 3-8 Workers who are temployees 3-9 Workers who are temployees 3-9 Covernance Structure and composition 3-8 Annual Report 2023 P.27 3-9 Annual Report 2023 P.29 3-9 Monitariation and selection of the highest governance body 3-9 Annual Report 2023 P.29 3-9 Report the highest governance body 3-9 Report the highest governance body 3-9 Report the highest governance body in overseeing the management of impacts 3-9 Designation of responsibility for managing impacts 3-10 Designation of responsibility for managing impacts 3-11 Conflicts of interest 3-12 Conflicts of interest 3-13 Conflicts of interest 3-14 Report 2023 P.23 Annual Report 2023 P.23 4-15 Conflicts of interest 4-15 Conflicts of interest 4-16 Conflicts of interest 4-17 Collective knowledge of the highest governance body 4-17 Collective knowledge of the highest governance body 4-17 Collective knowledge of the highest governance body 5-18 Evaluation of the performance of the highest governance body 5-18 Conflicts of the Board Principle 4.7 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1 Roles and Responsibility Independent Directors 5-18 Conflicts of the Board Principle 4.1	Inglish > Company Information > Business locations Inglish > Business Model Report P.4(Japanese version only) Port 2023 P.27 Port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 Port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's Per to Implementing Japan's Corporate Governance Artner's Port 2023 P.29 Port 2023 P.29 Port 2023 P.29 Port 2023 P.39 Port 2023 P.31 Port 2023 P.31 Port 2023 P.33 Port 2023 P.34 Port 2023 P.35 Port 2023 P.35 Port 2023 P.36 Port 2023 P.39	Activities, value chain and other business relationships Activities, value chain and other business relationships Employees Employees Workers who are not employees Governance Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
HoME > English > Company Information > Business locations	Inglish > Company Information > Business locations Inglish > Business Model Report P.4(Japanese version only) Port 2023 P.27 Port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 Port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's Insert of the Board > Principle 1.7 Party Transactions Inglish > Investor Relations > Corporate Governance Artner's Interest of the Board > Principle 1.7 Port 2023 P.29 Inciplementing Japan's Corporate Governance Artner's Inglish > Investor Relations > Corporate Governance Artner's Inglish > Investor Relations > Corporate Governance Code > Section 4: Interest of the Board > Principle 4.7 Roles and Responsibilities of Interest of the Board > Principle 4.7 Roles and Responsibilities of Interest of the Board > Principle 4.14 Director and Kansayaku Training Port 2023 P.29 Inglish > Investor Relations > Corporate Governance Code > Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Investor Relations > Corporate Governance > Remuneration Section 4: Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Human rights policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate	Activities, value chain and other business relationships Employees Morkers who are not employees Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Company Information > Business locations HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
HOME > English > Business Model	Inglish > Business Model Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of int Directors port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Pemuneration in the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.18 port 2023 P.19 port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Mai	Employees Workers who are not employees Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Business Model Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Employees	Report P.4(Japanese version only) port 2023 P.27 port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's ratty Transactions Inglish > Investor Relations > Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's set of the Board > Principle 4.7 Roles and Responsibilities of int Directors port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's set o Implementing Japan's Corporate Governance Artner's set of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.18 port 2023 P.18 port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration set of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration set of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration set of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the Board > Principle 4.14 Director Artner's Set of the	Employees Workers who are not employees Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Securities Report P.4(Japanese version only) Annual Report 2023 P.27 — Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2-7 Employees Annual Report 2023 P.27 2-8 Workers who are not employees — — — — — — — — — — — — — — — — — —	port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of ntt Directors port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.18 port 2023 P.19. Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Policy on talent development inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > Management Policy > Corporate inglish > Investor Relations > M	Employees Workers who are not employees Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.27 Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Workers who are not employees	port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of ntt Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.18 port 2023 P.18 port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Human rights policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 —— Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Workers who are not emptoyees	port 2023 P.29 Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 1: he Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of ntt Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.18 port 2023 P.18 port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Human rights policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Governance Governance Structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.29 Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 —— Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
3. Governance Structure and composition Annual Report 2023 P.29 (Sovernance structure and composition Annual Report 2023 P.29 2.11 Chair of the highest governance body Corporate Governance Report P.4 2.12 Role of the highest governance body Corporate Governance Report P.7 2.13 Delegation of responsibility for managing impacts — 2.14 Role of the highest governance body in sustainability reporting Annual Report 2023 P.23 2.15 Conflicts of interest HOME > English - Investor Relations > Corporate Governance Arth Approaches to Implementing Japan's Corporate Governance Arth Approaches to Implementing Japan's Corporate Governance Code Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Bo	Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.7 Roles and Responsibilities of ent Directors Port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Port 2023 P.18 Port 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23 Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23	Governance Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 —— Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2-9 Covernance structure and composition Annual Report 2028 P.29 Articles of Incorporation Nomination and selection of the highest governance body Corporate Governance Report P.4 2-11 Chair of the highest governance body Corporate Governance Report P.7 2-12 Role of the highest governance body in overseeing the management of impacts Proceedings of the highest governance body in overseeing the management of impacts Proceedings of the highest governance body in sustainability reporting Annual Report 2028 P.23 Delegation of responsibility for managing impacts Annual Report 2028 P.23 HOME > English > Investor Relations > Corporate Governance Arth Approaches to Implementing Japan's Corporate Governance Code Securing the Rights and Equal Treatment of Shareholders > Principle Related Party Transactions HOME > English > Investor Relations > Corporate Governance Code Securing the Rights and Equal Treatment of Shareholders > Principle Related Party Transactions HOME > English > Investor Relations > Corporate Governance Code Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.7 Roles and Responsibilities of the Board > Principle 4.14 Director and Kansayak Approaches to Implementing Japan's Corporate Governance Arth Approaches	Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.7 Roles and Responsibilities of ent Directors Port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Port 2023 P.18 Port 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23 Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23	Governance structure and composition Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 —— Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Nomination and selection of the highest governance body	Incorporation Governance Report P.4 Governance Report P.7 port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.7 Roles and Responsibilities of ent Directors Port 2023 P.29 Inglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4. Illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Port 2023 P.18 Port 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23 Inglish > Investor Relations > Management Policy > Corporate not 2023 P.23	Nomination and selection of the highest governance body Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Articles of Incorporation Corporate Governance Report P.4 Corporate Governance Report P.7 —— Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Corporate Governance Report P.4 2-11 Chair of the highest governance body Corporate Governance Report P.7 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governance body in sustainability reporting 2-15 Conflicts of interest	Governance Report P.4 Governance Report P.7 port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 1: he Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: hillities of the Board > Principle 4.7 Roles and Responsibilities of ent Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's est to Implementing Japan's Corporate Governance Artner's est to Implementing Japan's Corporate Governance Code > Section 4: hillities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 port 2023 P.6-8 nglish > Sustainability > Main Goals > Human rights policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Chair of the highest governance body Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Corporate Governance Report P.4 Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Chair of the highest governance body Corporate Governance Report P.7	port 2023 P.23 Inglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions Inglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of int Directors Inglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Artner's set to Implementing Japan's Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Inport 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration seport 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration seport 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy Inglish > Sustainability > Main Goals > Procurement policy Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate Inglish > Investor Relations > Management Policy > Corporate	Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Corporate Governance Report P.7 — Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
### Role of the highest governance body in overseeing the management of impacts Page Process to determine remuneration Process Proc	port 2023 P.23 nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.7 Roles and Responsibilities of int Directors port 2023 P.29 nglish > Investor Relations > Corporate Governance Artner's set to Implementing Japan's Corporate Governance Code > Section 4: illities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 port 2023 P.13-14 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Investor Relations > Corporate Governance > Remuneration s port 2023 P.33 nglish > Sustainability > Main Goals > Main Goals nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Procurement policy nglish > Sustainability > Main Goals > Policy on talent development nglish > Investor Relations > Management Policy > Corporate nd Strategy port 2023 P.23	Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
Impacts	Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.7 Roles and Responsibilities of int Directors Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Input 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Policy on talent development inglish > Investor Relations > Management Policy > Corporate ind Strategy in 2023 P.23	impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	Annual Report 2023 P.23 HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governance body in sustainability reporting 2-15 Conflicts of interest ### HOME > English > Investor Relations > Corporate Governance Artm Approaches to Implementing Japan's Corporate Governance Artm Approaches of the Board 3-Principle 4.14 Director and Kansayak Annual Report 2023 P.33 2-20 Process to determine remuneration	Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.7 Roles and Responsibilities of int Directors Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Investor Relations > Corporate Governance > Remuneration is port 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Human rights policy inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Policy on talent development inglish > Investor Relations > Management Policy > Corporate ind Strategy in the sustainability > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Rela	Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
2-14 Role of the highest governance body in sustainability reporting 2-15 Corfficts of interest	Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 1: the Rights and Equal Treatment of Shareholders > Principle 1.7 arty Transactions Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.7 Roles and Responsibilities of int Directors Inglish > Investor Relations > Corporate Governance Artner's as to Implementing Japan's Corporate Governance Artner's as to Implementing Japan's Corporate Governance Code > Section 4: iillities of the Board > Principle 4.14 Director and Kansayaku Training port 2023 P.18 Investor Relations > Corporate Governance > Remuneration is port 2023 P.13-14 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Investor Relations > Corporate Governance > Remuneration is port 2023 P.33 Inglish > Sustainability > Main Goals > Main Goals Inglish > Sustainability > Main Goals > Human rights policy inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Procurement policy inglish > Sustainability > Main Goals > Policy on talent development inglish > Investor Relations > Management Policy > Corporate ind Strategy in the sustainability > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Management Policy > Corporate ind Strategy in the sustainability > Relations > Rela	Role of the highest governance body in sustainability reporting Conflicts of interest	HOME > English > Investor Relations > Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code > Section Securing the Rights and Equal Treatment of Shareholders > Principle 1.7 Related Party Transactions
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2-24 Embedding policy commitments HOME>English>Sustainability>Initiatives for Achieving SDGs HOME>English>Sustainability>Value Creation Process 2-25 Processes to remediate negative impacts — 2-26 Mechanisms for seeking advice and raising concerns Annual Report 2023 P.35 2-27 Compliance with laws and regulations Annual Report 2023 P.35 2-28 Membership associations — 5. Stakeholder engagement			
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2-27 Compliance with laws and regulations Annual Report 2023 P.35 2-28 Membership associations - 5. Stakeholder engagement		<u> </u>	_
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		Membership associations	_
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HOME/English/investor Relations/Corporate Governance Artife	es to Implementing Japan's Corporate Governance Code>Section 5:	Approach to stakeholder engagement	HOME>English>Investor Relations>Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code>Section Dialogue with Shareholders
Approaches to Implementing Japan's Corporate Governance Code: Appropriate Cooperation with Stakeholders Other Than Shareholder	es to Implementing Japan's Corporate Governance Code > Section 2: te Cooperation with Stakeholders Other Than Shareholders		HOME>English>Investor Relations>Corporate Governance Artner's Approaches to Implementing Japan's Corporate Governance Code>Section Appropriate Cooperation with Stakeholders Other Than Shareholders
HOME>English>Investor Relations>Management Policy>Disclos	nglish>Investor Relations>Management Policy>Disclosure Policy		HOME > English > Investor Polations > Management Politics > Disclusion Pol
2-30 Collective bargaining agreements Securities Report P.4 (Japanese version only)			

GRI 3: Material Topics 2021

DISCLOSURE		LOCATION
3-1	Process to determine material topics	HOME>English>Sustainability>ESG Data
3-2	List of material topics	HOME>English>Sustainability>ESG Data
3-3	Management of material topics	HOME>English>Sustainability>Initiatives for Achieving SDGs

Topic Standards(Economic)

GRI 201: Economic Performance 2016

DISCLOSURE		LOCATION
201-1	Direct economic value generated and distributed	HOME>English>Investor Relations>Earnings and Financial Information> Earnings Highlights
		HOME>English>Investor Relations>Earnings and Financial Information> Segment Data>Net sales by segment
201-2	Financial implications and other risks and opportunities due to climate	HOME > English > Sustainability > TCFD > Strategy > Risks and opportunities
	change	HOME > English > Investor Relations > Management Policy > Business and Other Risks
201-3	Defined benefit plan obligations and other retirement plans	Securities Report P.39 (Japanese version only)
201-4	Financial assistance received from government	_

GRI 202: Market Presence 2016

DISCLOSURE		LOCATION
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
202-2	Proportion of senior management hired from the local community	_

GRI 203: Indirect Economic Impacts 2016

DISCLOSURE		LOCATION
203-1	Infrastructure investments and services supported	_
203-2	Significant indirect economic impacts	_

GRI 204: Procurement Practices 2016

DISCLOSURE		LOCATION
204-1	Proportion of spending on local suppliers	_

GRI 205: Anti-corruption 2016

DISCLOSURE		LOCATION
205-1	Operations assessed for risks related to corruption	_
205-2	Communication and training about anti-corruption policies and procedures	_
205-3	Confirmed incidents of corruption and actions taken	Not applicable

GRI 206: Anti-competitive Behavior 2016

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DISCLOSURE		URE	LOCATION
	206-i	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable

GRI 207: Tax 2019

DISCLOSURE		LOCATION
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	_

Topic Standards(Environmental)

GRI 301: Materials 2016

DISCLOSURE		LOCATION
301-1	Materials used by weight or volume	_
301-2	Recycled input materials used	_
301-3	Reclaimed products and their packaging materials	_

GRI 302: Energy 2016

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DISCLOSURE		LOCATION
302-1	Energy consumption within the organization	_
302-2	Energy consumption outside of the organization	_
302-3	Energy intensity	_
302-4	Reduction of energy consumption	_
302-5	Reductions in energy requirements of products and services	_

GRI 303: Water and Effluents 2018

DISCLOSURE		LOCATION
303-1	Interactions with water as a shared resource	_
303-2	Management of water discharge-related impacts	_
303-3	Water withdrawal	_
303-4	Water discharge	_
303-5	Water consumption	_

GRI 304: Biodiversity 2016

DISCLOS	URE	LOCATION
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	_
304-2	Significant impacts of activities, products and services on biodiversity	_
304-3	Habitats protected or restored	_
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	

GRI 305: Emissions 2016

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DISCLOSURE		LOCATION
305-1	Direct (Scope 1) GHG emissions	Annual Report 2023 P.13-14
		Annual Report 2023 P.24
305-2	Energy indirect (Scope 2) GHG emissions	Annual Report 2023 P.13-14
		Annual Report 2023 P.24
305-3	Other indirect (Scope 3) GHG emissions	_
305-4	GHG emissions intensity	Annual Report 2023 P.13-14
		Annual Report 2023 P.24
305-5	Reduction of GHG emissions	Annual Report 2023 P.13-14
		Annual Report 2023 P.24
305-6	Emissions of ozone-depleting substances (ODS)	_
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	_

GRI 306: Waste 2020

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DISCLOSURE		LOCATION
306-1	Waste generation and significant waste-related impacts	_
306-2	Management of significant waste-related impacts	_
306-3	Waste generated	_
306-4	Waste diverted from disposal	_
306-5	Waste directed to disposal	_

GRI 308: Supplier Environmental Assessment 2016

DISCLOS	SURE	LOCATION
308-1	New suppliers that were screened using environmental criteria	_
308-2	Negative environmental impacts in the supply chain and actions taken	_

Topic Standards(Social)

GRI 401: Employment 2016

DISCLOSURE		LOCATION
401-1	New employee hires and employee turnover	Annual Report 2023 P.13-14
		Securities Report P.1 (Japanese version only)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	_
401-3	Parental leave	Annual Report 2023 P.13-14

GRI 402: Labor/Management Relations 2016

DISCLOS	URE	LOCATION
402-1	Minimum notice periods regarding operational changes	_

GRI 403: Occupational Health and Safety 2018

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URE	LOCATION
Occupational health and safety management system	_
Hazard identification, risk assessment, and incident investigation	_
Occupational health services	Annual Report 2023 P.25-26
Worker participation, consultation, and communication on occupational health and safety	
Worker training on occupational health and safety	Annual Report 2023 P.25-26
Promotion of worker health	Annual Report 2023 P.25-26
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	_
Workers covered by an occupational health and safety management system	_
Work-related injuries	_
Work-related ill health	_
	Occupational health and safety management system Hazard identification, risk assessment, and incident investigation Occupational health services Worker participation, consultation, and communication on occupational health and safety Worker training on occupational health and safety Promotion of worker health Prevention and mitigation of occupational health and safety impacts directly linked by business relationships Workers covered by an occupational health and safety management system Work-related injuries

GRI 404: Training and Education 2016

DISCLOS	SURE	LOCATION
404-1	Average hours of training per year per employee	Annual Report 2023 P.13-14
S F C C C C C C C C C	HOME > English > Education and Training > T-shaped specialist education system	
	HOME > English > Education and Training > New employee training	
	Career support courses(Japanese version only)	
	Skill development seminars(Japanese version only)	
		Support system for earning qualifications(Japanese version only)
		Job change assistance(Japanese version only)
404-3	Percentage of employees receiving regular performance and career development reviews	_

GRI 405: Diversity and Equal Opportunity 2016

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DISCLOS	SURE	LOCATION
405-1	Diversity of governance bodies and employees	Annual Report 2023 P.27-28
		Securities Report P.18 (Japanese version only)
405-2	Ratio of basic salary and remuneration of women to men	Annual Report 2023 P.27

GRI 406: Non-discrimination 2016

DISCLOS	URE	LOCATION
406-1	Incidents of discrimination and corrective actions taken	Not applicable

GRI 407: Freedom of Association and Collective Bargaining 2016

DISCLOSURE		LOCATION
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	_

GRI 408: Child Labor 2016

DISCLOS	SURE	LOCATION
408-1	Operations and suppliers at significant risk for incidents of child labor	_

Forced or Compulsory Labor 2016

DISCLOS	URE	LOCATION	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	_	

GRI 410: Security Practices 2016

DISCLOSURE		LOCATION
410-1	Security personnel trained in human rights policies or procedures	_

GRI 411: Rights of Indigenous Peoples 2016

DISCLOS	URE	LOCATION
411-1	Incidents of violations involving rights of indigenous peoples	

GRI 413: Local Communities 2016

DISCLOSURE		LOCATION
413-1	Operations with local community engagement, impact assessments, and development programs	Annual Report 2023 P.28
413-2	Operations with significant actual and potential negative impacts on local communities	_

GRI 414: Supplier Social Assessment 2016

開示事項		掲載箇所
414-1	New suppliers that were screened using social criteria	_
414-2	Negative social impacts in the supply chain and actions taken	_

GRI 415: Public Policy 2016

DISCLOS	SURE	LOCATION
415-1	Political contributions	_

GRI 416: Customer Health and Safety 2016

DISCLOSURE		LOCATION
416-1	Assessment of the health and safety impacts of product and service categories	_
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable

GRI 417: Marketing and Labeling 2016

DISCLOS	URE	LOCATION
	Requirements for product and service information and labeling	_
417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable
417-3	Incidents of non-compliance concerning marketing communications	Not applicable

GRI 418: Customer Privacy 2016

DISCLOSURE		LOCATION
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable