

# Appendices

## Appendix 1. GRI Comparison Chart

Item Number	Disclosure Item	Main Chapter	Sub-Chapter
GRI 2: General Disclosures 2021			
2-1	Organizational details	Sustainability and Development - The Leader in Sustainable Practices	1.1 About Kaori Heat Treatment
2-2	Entities included in the organization's sustainability reporting	About the Report	Scope and Boundary
2-3	Reporting period, frequency and contact point	About the Report	Contact Information
2-4	Restatements of information	About the Report	Basis of the Report
2-5	External assurance	About the Report	Basis of the Report
2-6	Activities, value chain and other business relationships	Innovation and Quality - A Pioneer in Carbon/Energy Reduction	3.4 Sustainable Supply Chain Management
2-7	Employees	Diversity and Inclusion - Promoting People-Centered Values	4.1 Diverse and Inclusive Workplace
2-8	Workers who are not employees	Diversity and Inclusion - Promoting People-Centered Values	4.1 Diverse and Inclusive Workplace
2-9	Governance structure and composition	Honor and Integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-10	Nomination and selection of the highest governance body	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-11	Chair of the highest governance body	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-13	Delegation of responsibility for managing impacts	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-15	Conflicts of interest	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-16	Communication of critical concerns	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-17	Collective knowledge of highest governance body	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-19	Compensation policy	Honor and integrity - A Devotee of Sustainable Values	2.1 Corporate Governance
2-20	Process to determine remuneration	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
2-21	Annual total compensation ratio	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
2-22	Statement on sustainable development strategy	Message from the Chairman	
2-23	Policy commitments	Honor and integrity - A Devotee of Sustainable Values Diversity and Inclusion - Promoting People-Centered Values	2.3 Business Integrity 4.4 Human Rights Protection and Employee Welfare
2-24	Embedding policy commitments	Honor and integrity - A Devotee of Sustainable Values	2.3 Business Integrity 2.4 Risk Management
2-25	Processes to remediate negative impacts	Honor and integrity - A Devotee of Sustainable Values	2.3 Business Integrity 2.4 Risk Management
2-26	Mechanisms for seeking advice and raising concerns	Honor and integrity - A Devotee of Sustainable Values	2.3 Business Integrity
2-27	Compliance with laws and regulations	Honor and integrity - A Devotee of Sustainable Values	2.5 Compliance
2-28	Membership associations	Sustainability and development - The Leader in Sustainable Practices	1.1 About Kaori Heat Treatment
2-29	Approach to stakeholder engagement	Sustainability and development - The Leader in Sustainable Practices	1.2 Communication with Stakeholders
2-30	Collective bargaining agreements	Diversity and Inclusion - Promoting People-Centered Values	4.4 Human Rights Protection and Employee Welfare

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1 Sustainability and development

2 Honor and integrity

3 Innovation and quality

4 Responsibility and care

5 Environmental protection and inclusion

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GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Sustainability and Development - The Leader in Sustainable Practices	1.3 Analysis and Management of Material Issues
3-2	List of material topics	Sustainability and Development - The Leader in Sustainable Practices	1.3 Analysis and Management of Material Issues
3-3	Management of material topics	Sustainability and Development - The Leader in Sustainable Practices	1.3 Analysis and Management of Material Issues
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Honor and integrity - A Devotee of Sustainable Values	2.2 Operating Performance
201-2	Financial implications and other risks and opportunities due to climate change	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.1 Management of Climate Change Risks and Opportunities
201-3	Defined benefit plan obligations and other retirement plans	Diversity and Inclusion - Promoting People-Centered Values	4.4 Human Rights Protection and Employee Welfare
GRI 202: Market Presence 2016			
202-2	Proportion of senior management hired from the local community	Diversity and Inclusion - Promoting People-Centered Values	4.1 Diverse and Inclusive Workplace
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Innovation and quality - A Pioneer in Carbon/Energy Reduction	3.4 Sustainable Supply Chain Management
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Honor and Integrity - A Devotee of Sustainable Values	2.3 Business Integrity
205-3	Confirmed incidents of corruption and actions taken	Honor and Integrity - A Devotee of Sustainable Values	2.3 Business Integrity
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Honor and Integrity - A Devotee of Sustainable Values	2.3 Business Integrity
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
302-3	Energy intensity	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
302-4	Reduction of energy consumption	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.3 Water Resource Management
303-4	Water discharge	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.3 Water Resource Management
303-5	Water consumption	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.3 Water Resource Management
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
305-4	GHG emissions intensity	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
305-5	Reduction of GHG emissions	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.2 Environmental and Energy Management
GRI 306: Waste 2020			
306-3	Waste generated	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.5 Waste Management
306-4	Waste diverted from disposal	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.5 Waste Management
306-5	Waste directed to disposal	Environmental Protection and Low Carbon - An Advocate of Environmental Friendliness	5.5 Waste Management

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<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	Diversity and Inclusion - Promoting People-Centered Values	4.1 Diverse and Inclusive Workplace
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity and Inclusion - Promoting People-Centered Values	4.4 Human Rights Protection and Employee Welfare
401-3	Parental leave	Diversity and Inclusion - Promoting People-Centered Values	4.4 Human Rights Protection and Employee Welfare
<b>GRI 402: Labor/Management Relations 2016</b>			
402-1	Minimum notice periods regarding operational changes	Diversity and Inclusion - Promoting People-Centered Values	4.1 Diverse and Inclusive Workplace
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-3	Occupational health services	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-5	Worker training on occupational health and safety	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-6	Promotion of worker health	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
403-9	Work-related injuries	Diversity and Inclusion - Promoting People-Centered Values	4.3 Occupational Health and Safety
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Honor and integrity - A Devotee of Sustainable Values Diversity and Inclusion - Promoting People-Centered Values	2.1 Corporate Governance 4.1 Diverse and Inclusive Workplace
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Inclusion - Promoting People-Centered Values	4.2 Talent Recruitment and Development
<b>GRI 406: Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	Diversity and Inclusion - Promoting People-Centered Values	4.4 Human Rights Protection and Employee Welfare
<b>GRI 418: Customer Privacy 2016</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Innovation and Quality - A Pioneer in Carbon/Energy Reduction	3.3 Customer Relations Management

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