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GRI Standards

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GRI Standards	Disclosed Items	Publication Location (Titles of items on the report/web)	Omission
GENERAL DISCLOSURES			
GRI 102: GENERAL DISCLOSURES 2016	1. Organizational profile		
	102-1	Name of the organization	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-3 Corporate Profile (as of March 31, 2020)
	102-2	Activities, brands, products, and services	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-1 Outline of the T&D Insurance Group's Business I Organizational Profile ▶ 1. Organizational Profile ▶ 1-2 T&D Insurance Group Companies and Foundations
	102-3	Location of headquarters	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-3 Corporate Profile (as of March 31, 2020)
	102-4	Location of operations	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-2 T&D Insurance Group Companies and Foundations
	102-5	Ownership and legal form	VIII Governance and Internal Control ▶ 2. Disclosure of Information to Shareholders and Investors ▶ 2-5 Shareholders
	102-6	Markets served	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-2 T&D Insurance Group Companies and Foundations
	102-7	Scale of the organization	Integrated Report 2020
	102-8	Information on employees and other workers	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-4 Number of Employees
	102-9	Supply chain	I Organizational Profile ▶ 2. Supply Chain ▶ 2-1 Definition of Supply Chain
	102-10	Significant changes to the organization and its supply chain	N/A
	102-11	Precautionary Principle or approach	IX Management Control ▶ 1. ERM IX Management Control ▶ 2. Risk Management
	102-12	External initiatives	II Sustainability Management ▶ 10. Principles That the T&D Insurance Group Endorses and Supports
102-13	Membership of associations	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-3 Corporate Profile (as of March 31, 2020)	
2. Strategy			
102-14	Statement from senior decision-maker	Message from the President	
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	II Sustainability Management ▶ 2. Philosophy and Policy of T&D Insurance Group	
4. Governance			
102-18	Governance structure	VIII Governance and Internal Control ▶ 1. Corporate Governance	
5. Stakeholder engagement			
102-40	List of stakeholder groups	II Sustainability Management ▶ 9. Stakeholder Engagement	
102-41	Collective bargaining agreements	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-5 Dialogue and Consultations with Labor Unions	
102-42	Identifying and selecting stakeholders	II Sustainability Management ▶ 9. Stakeholder Engagement II Sustainability Management ▶ 9. Stakeholder Engagement	
102-43	Approach to stakeholder engagement	III Priority Theme 1 Providing Better Products and Services ▶ 3. Providing Wholehearted Reassurance	
		IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4-2 Initiatives Reflecting Employee Feedback IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4-3 Employee Questionnaire on Sustainability and CSR	
102-44	Key topics and concerns raised	III Priority Theme 1 Promote healthy and abundant lives for all people ▶ 4. Improving Customer Satisfaction Sustainability Library ▶ Other Initiatives ▶ Activities to Respond to the Customer Feedback	

GRI Standards	Disclosed Items	Publication Location (Titles of items on the report/web)	Omission
GENERAL DISCLOSURES			
GRI 102: GENERAL DISCLOSURES 2016	6. Reporting practice		
	102-45	Entities included in the consolidated financial statements	I Organizational Profile ▶ 1. Organizational Profile ▶ 1-2 T&D Insurance Group Companies and Foundations
	102-46	Defining report content and topic Boundaries	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	102-47	List of material topics	II Sustainability Management ▶ 4. Priority themes for promoting sustainability ▶ 4-2 GRI Material Topic
	102-48	Restatements of information	N/A
	102-49	Changes in reporting	N/A
	102-50	Reporting period	About Corporate Responsibility Report 2020
	102-51	Date of most recent report	About Corporate Responsibility Report 2020
	102-52	Reporting cycle	About Corporate Responsibility Report 2020
	102-53	Contact point for questions regarding the report	About Corporate Responsibility Report 2020
	102-54	Claims of reporting in accordance with the GRI Standards	GRI Content Index
	102-55	GRI content index	GRI Content Index
	102-56	External assurance	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives ▶ 3-5 Independent Assurance Report
Material Topics			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	VIII Governance and Internal Control
	103-3	Evaluation of the management approach	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Sustainability Library ▶ Organization Profile ▶ Financial Highlights Sustainability Library ▶ Other Initiatives ▶ Donations and Community Investments
	201-2	Financial implications and other risks and opportunities due to climate change	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 6. Disclosure of climate-related financial information based on the TCFD recommendations
Anti-corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 7. Sustainability promotion framework IX Management Control ▶ 2. Risk Management
	103-3	Evaluation of the management approach	IX Management Control ▶ 3. Compliance IX Management Control ▶ 3. Compliance ▶ 3-6 Whistleblower System
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	IX Management Control ▶ 2. Risk Management ▶ 2-4 Risk Awareness and Assessment (risk profile)
	205-2	Communication and training about anti-corruption policies and procedures	IX Management Control ▶ 3. Compliance
	205-3	Confirmed incidents of corruption and actions taken	N/A
Anti-competitive Behavior			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 7. Sustainability promotion framework IX Management Control ▶ 2. Risk Management
	103-3	Evaluation of the management approach	IX Management Control ▶ 3. Compliance IX Management Control ▶ 3. Compliance ▶ 3-6 Whistleblower System
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A

GRI Standards	Disclosed Items	Publication Location (Titles of items on the report/web)	Omission
Material Topics			
Materials			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2 103-3	The management approach and its components Evaluation of the management approach	II Sustainability Management ▶ 6. Status of sustainability promotion II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework
			V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
GRI 301: Materials 2016	301-1	Materials used by weight or volume	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2 103-3	The management approach and its components Evaluation of the management approach	II Sustainability Management ▶ 6. Status of sustainability promotion II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework
			V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
GRI 302: Energy 2016	302-1	Energy consumption within the organization	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
	302-3	Energy intensity	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2 103-3	The management approach and its components Evaluation of the management approach	II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework
			V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
GRI 303: Water 2016	303-1	Water withdrawal by source	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
	303-3	Water recycled and reused	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
Water is withdrawn from "water supplies of the local governments or other public and private water facilities."			
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2 103-3	The management approach and its components Evaluation of the management approach	II Sustainability Management ▶ 7. Sustainability promotion framework
			V Priority Theme 3 Help mitigate and adapt to climate change ▶ 4. Forest Conservation Activities
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 4. Forest Conservation Activities
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2 103-3	The management approach and its components Evaluation of the management approach	II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework
			V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
GRI 305: Emissions 2016	305-1	Direct GHG emissions	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
	305-2	Energy indirect GHG emissions	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives
	305-3	Other indirect GHG emissions	V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives

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Material Topics			
Effluents and Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept	
	103-3	Evaluation of the management approach V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method V Priority Theme 3 Help mitigate and adapt to climate change ▶ 3. Environmental Impact-reduction Initiatives	All waste is "non-hazardous waste" and disposed of in accordance with the "disposal methods of the local governments."
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework V Priority Theme 3 Help mitigate and adapt to climate change ▶ 1. Basic Concept	
	103-3	Evaluation of the management approach V Priority Theme 3 Help mitigate and adapt to climate change ▶ 2. Promotion Framework IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations N/A	
Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment	
	103-3	Evaluation of the management approach IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover I Organizational Profile ▶ 1. Organizational Profile ▶ 1–4 Number of Employees IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4–1 Work-Life Balance Initiatives	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4–1 Work-Life Balance Initiatives	
	401-3	Parental leave IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4–1 Work-Life Balance Initiatives	Matters required for reporting include items awaiting the collection of information. The items will be disclosed within a few years.
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework IX Management Control ▶ 3. Compliance	
	103-3	Evaluation of the management approach ▶ 3–6 Whistleblower System	
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities Sustainability Library ▶ Initiatives to address the working environment ▶ Occurrence of Occupational Accidents	Managed based on the number of occupational accidents.

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Material Topics			
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 7. Sustainability promotion framework
	103-3		IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 2. Utilization and Development of Human Resources
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability Library ▶ Initiatives to address the working environment ▶ Education and Training
	404-2	Programs for upgrading employee skills and transition assistance programs	IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 2. Utilization and Development of Human Resources
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 6. Status of sustainability promotion
	103-3		II Sustainability Management ▶ 7. Sustainability promotion framework IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 3. Diversity Promotion Initiatives
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System
			VIII Governance and Internal Control ▶ 1. Corporate Governance IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 4. Worker-friendly Work Environment ▶ 4–1 Work-Life Balance Initiatives
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 6. Status of sustainability promotion
	103-3		II Sustainability Management ▶ 7. Sustainability promotion framework IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 3. Diversity Promotion Initiatives ▶ 3–2 Human Rights Education
			Human rights training is conducted for all employees. "Total hours of employee training" are not disclosed.

GRI Standards	Disclosed Items	Publication Location (Titles of items on the report/web)	Omission
Material Topics			
Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 6. Status of sustainability promotion	
	103-3	Evaluation of the management approach II Sustainability Management ▶ 7. Sustainability promotion framework VII Social Activities	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs VII Social Activities	The Group has a single segment. Accordingly, “percentage of operations with implemented local community engagement, impact assessments and development programs” is not disclosed.
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework	
	103-3	Evaluation of the management approach IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria I Organizational Profile ▶ 2. Supply Chain ▶ 2–2 Cooperation with Suppliers	
Customer Privacy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework	
	103-3	Evaluation of the management approach IX Management Control ▶ 2. Risk Management ▶ 2–7 Cyber Security Initiatives IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data IX Management Control ▶ 2. Risk Management ▶ 2–7 Cyber Security Initiatives	While the total number is known, the information is not disclosed due to company policy.
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 7. Sustainability promotion framework	
	103-3	Evaluation of the management approach IX Management Control ▶ 2. Risk Management IX Management Control ▶ 3. Compliance IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area N/A	
Better Products and Services			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary II Sustainability Management ▶ 4. Priority themes for promoting sustainability	
	103-2	The management approach and its components II Sustainability Management ▶ 6. Status of sustainability promotion II Sustainability Management ▶ 7. Sustainability promotion framework	
	103-3	Evaluation of the management approach III Priority Theme 1 Promote healthy and abundant lives for all people Sustainability Library ▶ Other Initiatives ▶ Activities to Respond to the Customer Feedback	

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Material Topics			
Health Promotion of Community and Employees			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 6. Status of sustainability promotion II Sustainability Management ▶ 7. Sustainability promotion framework III Priority Theme 1 Promote healthy and abundant lives for all people ▶ 2. Offering Products and Services That Address Social Needs
	103-3	Evaluation of the management approach	IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 5. Health Promotion for Employees IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System
Responsibility as Institutional Investors			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 7. Sustainability promotion framework
	103-3	Evaluation of the management approach	VI Priority Theme 4 Invest to help build a sustainable society
Measures against Demographic Change and Aging			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	II Sustainability Management ▶ 4. Priority themes for promoting sustainability
	103-2	The management approach and its components	II Sustainability Management ▶ 5. Contribution to SDGs III Priority Theme 1 Promote healthy and abundant lives for all people ▶ 2. Offering Products and Services That Address Social Needs ▶ 2–6 Best Senior Service
	103-3	Evaluation of the management approach	IV Priority Theme 2 Provide workplace environments that enable all people to participate actively ▶ 2. Utilization and Development of Human Resources ▶ 2–3 Promoting the Active Participation of the Elderly IX Management Control ▶ 3. Compliance ▶ 3–6 Whistleblower System