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	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	_	Tokuyama Group Tax Policy
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GRI 301: Materials 2016	Disclosure 301-1 Materials used by weight or volume	-	HP: CSR>Environmental Management
	Disclosure 301-2 Recycled input materials used	DB: P23 Environment (Waste)	HP: CSR>Environmental Management
	Disclosure 301-3 Reclaimed products and their packaging	DB: P23 Environment (Waste)	HP: CSR>Environmental Management
GRI 302: Energy 2016	Disclosure 202 1 France concurration within the augmentation	IR: P54 Energy Usage	HP: CSR>Helping to Fight Global Warming
	Disclosure 302-1 Energy consumption within the organization	DB: P18 Environment (Energy)	Tokuyama TCFD Report
	Disclosure 302-2 Energy consumption outside of the	-	-
	Disclosure 302-3 Energy intensity	DB: P18 Environment (Energy)	Tokuyama TCFD Report
	D' L 200 4 D	IR: P54 Energy Usage	HP: CSR>Helping to Fight Global Warming
	Disclosure 302-4 Reduction of energy consumption	DB: P18 Environment (Energy)	Tokuyama TCFD Report
	Disclosure 302-5 Reductions in energy requirements of	IR: P54 Energy Usage	HP: CSR>Helping to Fight Global Warming
	products and services	DB: P18 Environment (Energy)	Tokuyama TCFD Report
GRI 303: Water and Effluents 2018			HP: CSR>Reducing Substances with
	Disclosure 303-1 Interactions with water as a shared resource	DB: P20 Environment (Water)	Environmental Impact and Waste
	Disclosure 303-2 Management of water dischargerelated		HP: CSR>Reducing Substances with
	impacts	DB: P20 Environment (Water)	Environmental Impact and Waste
			HP: CSR>Reducing Substances with
	Disclosure 303-3 Water withdrawal	DB: P20 Environment (Water)	Environmental Impact and Waste
			HP: CSR>Reducing Substances with
	Disclosure 303-4 Water discharge	DB: P20 Environment (Water)	Environmental Impact and Waste
			HP: CSR>Reducing Substances with
	Disclosure 303-5 Water consumption	DB: P20 Environment (Water)	Environmental Impact and Waste
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in,		Environmental impact and waste
GIVE 304. Diodiversity 2010	or adjacent to, protected areas and areas of high biodiversity	IR: P58 Corporate Data	HP: About Tokuyama > Business Locations
	value outside protected areas	11. 1 30 Corporate Data	111 : About Tokuyama > Business Eocutions
	Disclosure 304-2 Significant impacts of activities, products and		
	services on biodiversity	DB: P26 Environment (Biodiversity)	HP: CSR>Environmental Management
	Disclosure 304-3 Habitats protected or restored	DB: P26 Environment (Biodiversity)	HP: CSR>Environmental Management
	Disclosure 304-4 IUCN Red List species and national	DB : F 20 Environment (Biodiversity)	TIT : CSIV/Elivironmental Management
	·	DB: P26 Environment (Biodiversity)	HP: CSR>Environmental Management
GRI 305: Emissions 2016	conservation list species with habitats in areas affected by	IR: P35 Progress of Sustainability Initiatives in	HP: CSR>Environmental Management
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	FY2022	
	Disclosure 305-1 Direct (Scope 1) Grid emissions		Securities report (Japanese)
		DB: P16 Environment (Greenhouse gas) IR: P35 Progress of Sustainability Initiatives in	Tokuyama TCFD Report
	Disalagura 205 2 Franço indirect (Coors 2) CHC amississa		HP: CSR>Environmental Management
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	FY2022	Securities report (Japanese)
		DB: P16 Environment (Greenhouse gas)	Tokuyama TCFD Report
	Disalaceure 205 2 Obligation (C	IR: P35 Progress of Sustainability Initiatives in	HP: CSR>Environmental Management
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	FY2022	Securities report (Japanese)
		DB: P16 Environment (Greenhouse gas)	Tokuyama TCFD Report
	Disclosure 305-4 GHG emissions intensity	DB: P16 Environment (Greenhouse gas)	HP: CSR>Environmental Management

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GRI 305: Emissions 2016		IR: P35 Progress of Sustainability Initiatives in	HP: CSR>Environmental Management
	Disclosure 305-5 Reduction of GHG emissions	FY2022	Securities report (Japanese)
		DB: P16 Environment (Greenhouse gas)	Tokuyama TCFD Report
	Disclosure 305-6 Emissions of ozone-depleting substances	_	-
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and	DB: P19 Environment (Air)	HP: CSR>Reducing Substances with
	other significant air emissions	DB : 1 13 Environment (All)	Environmental Impact and Waste
GRI 306: Waste 2020	Disclosure 306-1 Waste generation and significant waste-related	DB: P23 Environment (Waste)	HP: CSR>Reducing Substances with
	impacts	DB : 1 23 Environment (waste)	Environmental Impact and Waste
	Disclosure 306-2 Management of significant waste-related	DB: P23 Environment (Waste)	HP: CSR>Reducing Substances with
	impacts	DB : 1 23 Environment (waste)	Environmental Impact and Waste
	Disclosure 306-3 Waste generated	DB: P23 Environment (Waste)	HP: CSR>Reducing Substances with
	Disciosare 300 3 Waste generated	DB: 1 23 Environment (waste)	Environmental Impact and Waste
	Disclosure 306-4 Waste diverted from disposal	DB: P23 Environment (Waste)	HP: CSR>Reducing Substances with
	Disclosure 300-4 Waste diverted from disposar	DB : 1 23 Environment (waste)	Environmental Impact and Waste
	Disclosure 306-5 Waste directed to disposal	DB: P23 Environment (Waste)	HP: CSR>Reducing Substances with
	Disclosure 300-3 Waste unected to disposal	DB - 1 23 Environment (waste)	Environmental Impact and Waste
GRI 308: Supplier Environmental	Disclosure 308-1 New suppliers that were screened using		_
Assessment 2016	environmental criteria		
	Disclosure 308-2 Negative environmental impacts in		HP: CSR>CSR procurement
	the supply chain and actions taken		THE CONTROL PROCUTE HIGH
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	DB: P29 Employee	HP: CSR>Employee
	Disclosure 401-2 Benefits provided to full-time employees that		_
	are not provided to temporary or part-time employees		
	Disclosure 401-3 Parental leave	DB: P28-30 Employee	HP: CSR>Employee
GRI 402: Labor/Management Relations	Disclosure 402-1 Minimum notice periods regarding operational	Minimum 3 weeks' notice	
2016	changes	William 3 Weeks House	
GRI 403: Occupational Health and Safety	Disclosure 403-1 Occupational health and safety management	IR: P37 Materiality, DB: P7 Materiality	HP: CSR>Accident Prevention and Occupational
2018	system	[3.Preventing accidents and preparing for disasters]	<u>Health & Safety</u>
	Disclosure 403-2 Hazard identification, risk assessment, and	IR: P37 Materiality, DB: P7 Materiality	HP: CSR>Accident Prevention and Occupational
	incident investigation	[3.Preventing accidents and preparing for disasters]	Health & Safety
	Disclosure 403-3 Occupational health services	IR: P37 Materiality, DB: P7 Materiality	HP: CSR>Accident Prevention and Occupational
	Disclosure 403-3 Occupational health services	[3.Preventing accidents and preparing for disasters]	Health & Safety
	Disclosure 403-4 Worker participation, consultation, and		HP: CSR>Accident Prevention and Occupational
	communication on occupational health and safety		<u>Health & Safety</u>
	Disclosure 403-5 Worker training on occupational health and		HP: CSR>Accident Prevention and Occupational
	safety		Health & Safety
	Disclosure 403-6 Promotion of worker health	IR: P38 Materiality, DB: P8 Materiality	HP: CSR>Health Management
	Disclosure 403-0 i follotion of worker fleatin	[10.Promotion of better physical & mental health]	III . OON/Health Mahagement

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GRI 403: Occupational Health and Safety	Disclosure 403-7 Prevention and mitigation of occupational		HP: CSR>Accident Prevention and Occupational
2018	health and safety impacts directly linked by business	_	Health & Safety
	relationships		
	Disclosure 403-8 Workers covered by an occupational health and	DB: P28-29 Employee	HP: CSR>Accident Prevention and Occupational
	safety management system	' '	<u>Health & Safety</u>
	Disclosure 403-9 Work-related injuries	DB: P27 Accident prevention and occupational health	HP: CSR>Accident Prevention and Occupational
	Piscissars res s werk related injuries	& safety	<u>Health & Safety</u>
		DB: P32 Employee	<u>HP: CSR>Health Management</u>
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per	DB: P29 Employee	HP: CSR>Employee
	employee	DD - 1 23 Employee	III : GOTO Employee
	Disclosure 404-2 Programs for upgrading employee skills and	IR:P19 Human Capital Strengths	HP: CSR>Employee
	transition assistance programs	The Figure 1 of the Figure 1	III : GOIN Employee
	Disclosure 404-3 Percentage of employees receiving regular	_	_
	performance and career development reviews		
GRI 405: Diversity and Equal Opportunity		DB: P9 Governance	HP: About Tokuyama > Corporate Governance
2016	Disclosure 405-1 Diversity of governance bodies and employees		
		DB: P28-29 Employee	HP: CSR>Employee
	Disclosure 405-2 Ratio of basic salary and remuneration of	DD - D00 F	LUD COD F
	women to men	DB: P28 Employee	HP: CSR>Employee
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective	DD - D10 Courses	
	actions taken	DB: P10 Governance	
GRI 407: Freedom of Association and	Disclosure 407-1 Operations and suppliers in which the right to	not analicable	HP: CSR>CSR procurement
Collective Bargaining 2016	freedom of association and collective bargaining may be at risk	not applicable	ITF. CONZON Procurement
GRI 408: Child Labor 2016	Disclosure 408-1 Operations and suppliers at significant risk for	not applicable	HP: CSR>CSR procurement
	incidents of child labor	not applicable	III . GSIV/GSIV procurement
GRI 409: Forced or Compulsory Labor	Disclosure 409-1 Operations and suppliers at significant risk for	not applicable	HP: CSR>CSR procurement
2016	incidents of forced or compulsory labor		THE CONSCOR PROCUREMENT
GRI 410: Security Practices 2016	Disclosure 410-1 Security personnel trained in human rights		HP: CSR>Accident Prevention and Occupational
	policies or procedures		Health & Safety
GRI 411: Rights of Indigenous Peoples	Disclosure 411-1 Incidents of violations involving rights of	not applicable	not applicable
2016	indigenous peoples	not applicable	посаррпсавіе
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement,	_	HP: CSR>Society
	impact assessments, and development programs		ITF. CSN/Society
	Disclosure 413-2 Operations with significant actual and potential		HD. About Takuwama > Pusingga Lagatiana
	negative impacts on local communities		<u>HP: About Tokuyama > Business Locations</u>
GRI 414: Supplier Social Assessment	Disclosure 414-1 New suppliers that were screened using social		
2016	criteria		
	Disclosure 414-2 Negative social impacts in the supply chain and	DP : D22 Conjety (Curally shair)	HD, CCD> CCD progression
	actions taken	DB: P33 Society (Supply chain)	<u>HP: CSR>CSR procurement</u>
GRI 415: Public Policy 2016	Disclosure 415-1 Political contributions		_

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GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	DB: P12-13 Quality management	HP: CSR > Responsible Care
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	DB: P12-13 Quality management	HP: CSR > Responsible Care
GRI 417: Marketing and Labeling 2016	Disclosure 417-1 Requirements for product and service information and labeling	DB: P7 Materiality [5.Improved chemical management and product	HP: CSR > Responsible Care
	Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling	DB: P13 Quality management	HP: CSR > Responsible Care
	Disclosure 417-3 Incidents of non-compliance concerning marketing communications	not applicable	not applicable
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	DB: P10 Governance	HP: Privacy Policy for GDPR