

External Recognition

Socially Responsible Investment (SRI) Indices / ESG Indices

Interest in Social Responsible Investment (SRI) that considers environment and social contribution on top of financial aspects are on the rise in recent years when making investments. Sumitomo Forestry Group has been included in the following Socially Responsible Investment (SRI) and ESG Indices as of July 2020.

DJSI (Dow Jones Sustainability Indices)

The most trusted index for companies' environmental and sustainability index developed by Dow Jones & Company in 1999. The index surveys 2,500 companies included in the Dow Jones Global Index around the world on their economic, environmental, and societal aspects. Sumitomo Forestry was selected as component of Industry Leaders and DJSI Asia Pacific in September 2019.



FTSE4Good Global Index

Evaluation of companies that fulfill international standards in environment, social, and governance aspects by FTSE Russell, a group company of London Stock Exchange. Sumitomo Forestry has been consecutively included in the FTSE4Good Global Index every year since 2004.



Used as a Constituent Company in all Four ESG Indices Selected by GPIF

FTSE Blossom Japan Index

An ESG index for Japanese stocks by FTSE Russell, Ltd. and selected by the Government Pension Investment Fund, Japan (GPIF) as one of its three ESG indices in July 2017.



MSCI Japan ESG Select Leaders Index

Index for Japanese stocks selected by the Government Pension Investment Fund, Japan (GPIF) as one of its three ESG indices in July 2017. With Free float-adjusted market capitalization weighted index based on the MSCI Japan IMI Top 500 Index of MSCI, Inc. as a parent index, it represents relative sector weights of companies that excel in ESG.

**2020 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX**

MSCI Japan Empowering Women Index (WIN)

Index for Japanese stocks selected by the Government Pension Investment Fund, Japan (GPIF) as one of its three ESG indices in July 2017. With MSCI Japan IMI Top 500 Index as a parent index, it represents weights of companies that excel in gender diversity in the sector.

2020 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

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S&P/JPX Carbon Efficient Index

Discloses the S&P/JPX Carbon Efficient Index, jointly developed as an environmental index by the Japan Exchange Group, the Tokyo Stock Exchange, and the S&P Dow Jones Index.

The Government Pension Investment Fund, Japan (GPIF) selected the S&P/JPX Carbon Efficient Index as a benchmark for ESG investment strategy from fiscal 2018.










SOMPO Sustainability Index


The SOMPO Sustainability Index is an ESG evaluation by Sompo Asset Management Co., Ltd. Evaluated based on an environmental survey by Sompo Risk Management and a social and governance survey by IntegreX Inc., Sumitomo Forestry has been consecutively included in the SOMPO Sustainability Index since fiscal 2013.



Awards and Recognition by Third Parties in Fiscal 2019

Date	Award/Organiser	Recognition	Scope of Recognition
September 2019	oricon ME Inc.	<p>Selected as the Top Real Estate Agency-sold Condominium in 2019 in the Oricon Japan Customer Satisfaction Ranking</p>  <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry Home Service
October 2019	Japan Institute of Design Promotion	<p>Received the Good Design Award for the 10th Consecutive Year Received for the Flat Canopy Exterior Residential Material in Fiscal 2019</p>  <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry
October 2019	Wood Design Award Operational Secretariat	<p>Awarded the Wood Design Award 2019 for the New Research Building at Tsukuba Research Institute</p>  <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry
November 2019	Japan Vocational Ability Development Association	<p>Participants receive Silver Medal and Fighting Spirit Award in the 57th National Skills Competition Carpentry Category</p> <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry School of Professional Building Techniques
December 2019	Japan Committee for United Nations. Decade on Biodiversity (UNDB-J) Mt. Fuji Manabi no Mori Natural Reforestation Project	<p>Received the Biodiversity Action Award 2019 for the Protection Category</p>  <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry

Date	Award/Organiser	Recognition	Scope of Recognition
January 2020	CDP	Sumitomo Forestry Makes Climate Change A List for Fourth Consecutive Year -Achieves Highest Rating in CDP 2019-  ▶ News Release (In Japanese)	Sumitomo Forestry
January 2020	National Association of Home Builders	Named “Multifamily Development Firm of the Year” Award at the NAHB Multifamily Pillars of the Industry Awards ▶ News Release (In Japanese)	Crescent Communities
January 2020	SAM Sustainability Award 2020	Recognition by S&P Global as a Company Excelling in Sustainability -Selected for Gold Class in the Housing Construction Field- * Run by RobecoSAM up until 2019  ▶ News Release (In Japanese)	Sumitomo Forestry
February 2020	Global Environmental Forum	Sustainability Report 2019 Excellence Award at the 23rd Environmental Communication Awards  ▶ News Release (In Japanese)	Sumitomo Forestry

Date	Award/Organiser	Recognition	Scope of Recognition
March 2020	The Nature Conservation Society of Japan	<p>Mt. Fuji Manabi no Mori Project Natural Forest Recovery Project Nominated in the Practical Conservation Category of the Japan Nature Conservation Award 2020</p>  <p>日本自然保護大賞 2020 入選</p> <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry
March 2020	Sumitomo Mitsui Trust Bank, Limited United Nations Environment Programme Finance Initiative	<p>Conclusion of Positive Impact Financing Agreement Honored for Contributions to the SDGs and Material Issues</p> <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry
April 2020	Japan Lumber Youth Association	<p>New Research Building at the Tsukuba Research Institute Received the Minister of Land, Infrastructure, Transport and Tourism Prize</p> <p>▶ News Release (In Japanese)</p>	Sumitomo Forestry

GRI Content Index (GRI Standards)

This report refers to the GRI Standards.

[▶ GRI Content Index \(GRI Standards\)](#)

Independent Assurance Report

[▶ Independent Assurance Report](#) 

GRI Content Index (GRI Standards)

GRI Content Index (GRI Standards)

Sumitomo Forestry's Sustainability Report refers to GRI Standards.

Below Content Index includes related information available on Sustainability Report.

Disclosures		ISO26000 Disclosure	Location
Organizational profile (2016)			
102-1	a. Name of the organization		▶ Corporate Profile
102-2	a. A description of the organization's activities b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets		▶ Corporate Profile ▶ Our Business ▶ List of Services
102-3	a. Location of the organization's headquarters		▶ Corporate Profile
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report		▶ Sumitomo Forestry Group
102-5	a. Nature of ownership and legal form		▶ Corporate Profile
102-6	a. Markets served		▶ Corporate Profile ▶ Sumitomo Forestry Group ▶ Overseas Housing and Real Estate Business
102-7	a. Scale of the organization		▶ Corporate Profile ▶ Performance Highlights

	Disclosures	ISO26000 Disclosure	Location
102-8	<p>a. Total number of employees by employment contract (permanent and temporary), by gender</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender</p> <p>d. Whether a significant portion of the organization’s activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.</p> <p>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries)</p> <p>f. An explanation of how the data have been compiled, including any assumptions made</p>	6.4 6.4.3	<ul style="list-style-type: none"> ▶ Social Data
102-9	<p>a. A description of the organization’s supply chain, including its main elements as they relate to the organization’s activities, primary brands, products, and services</p>		<ul style="list-style-type: none"> ▶ Overall Business and Scope of Impact
102-10	<p>a. Significant changes to the organization’s size, structure, ownership, or supply chain</p>		<ul style="list-style-type: none"> ▶ Corporate Profile ▶ Performance Highlights
102-11	<p>a. Whether and how the organization applies the Precautionary Principle or approach</p>	6.2	<ul style="list-style-type: none"> ▶ Risk Management ▶ Procurement Initiatives (Housing and Construction Business) ▶ Procurement Initiatives (Distribution Business) ▶ Procurement Initiatives (Manufacturing Business) ▶ Procurement Initiatives (Environmental Energy Business) ▶ Occupational Health and Safety on Construction Sites ▶ Human Rights Initiatives ▶ Occupational Health and Safety Management ▶ Environmental Risk Management ▶ Management of Hazardous Chemical Substances and Appropriate Disposal
102-12	<p>a. List of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Philosophy and Sustainability Management ▶ Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues ▶ Contributions to the SDGs and Material Issues ▶ Promotion of Social Contribution Activities

Disclosures		ISO26000 Disclosure	Location
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations	6.2	▶ Promotion of Social Contribution Activities
Strategy			
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability	6.2	▶ Top Commitment
102-15	a. A description of key impacts, risks, and opportunities	6.2	▶ Top Commitment ▶ Risk Management ▶ Overseas Housing and Real Estate Business ▶ Environmental Risk Management ▶ Responding to TCFD ▶ IR Library
Ethics and Integrity			
102-16	a. A description of the organization's values, principles, standards, and norms of behavior	4.4	▶ Corporate Philosophy and Sustainability Management
102-17	a. A description of internal and external mechanisms for: i. Seeking advice about ethical and lawful behavior, and organizational integrity ii. Reporting concerns about unethical or unlawful behavior, and organizational integrity		▶ Intellectual Property Management ▶ Compliance
Governance			
102-18	a. Governance structure of the organization, including committees of the highest governance body b. Committees responsible for decision-making on economic, environmental, and social topics		▶ Corporate Governance ▶ Risk Management ▶ Compliance ▶ Environmental Management Structure
102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees		▶ Corporate Governance ▶ Risk Management ▶ Compliance ▶ Environmental Management Structure ▶ Communication with Employees
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topic b. Whether post holders report directly to the highest governance body		▶ Corporate Governance ▶ Risk Management ▶ Compliance ▶ Environmental Management Structure

Disclosures		ISO26000 Disclosure	Location
102-21	<p>a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics</p> <p>b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body</p>		<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Return to Shareholders and IR Activities ▶ Communication with Employees
102-22	<p>a. Composition of the highest governance body and its committees</p>		<ul style="list-style-type: none"> ▶ Corporate Governance
102-23	<p>a. Whether the chair of the highest governance body is also an executive officer in the organization</p> <p>b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement</p>		<ul style="list-style-type: none"> ▶ Corporate Governance
102-24	<p>a. Nomination and selection processes for the highest governance body and its committees</p> <p>b. Criteria used for nominating and selecting highest governance body members</p>		<ul style="list-style-type: none"> ▶ Corporate Governance
102-25	<p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed</p> <p>b. Whether conflicts of interest are disclosed to stakeholders</p>		<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Compliance
102-26	<p>a. The highest governance body's and senior executives' roles in the development, approval, and updating of the organizations' purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics</p>		<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Environmental Management Structure
102-27	<p>a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics</p>		
102-28	<p>a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics</p> <p>b. Whether such evaluation is independent or not, and its frequency</p> <p>c. Whether such evaluation is a self-assessment</p> <p>d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental</p>		<ul style="list-style-type: none"> ▶ Corporate Governance

Disclosures		ISO26000 Disclosure	Location
102-29	<p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities—including its role in the implementation of due diligence processes</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics, and their impacts, risks, and opportunities</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Risk Management
102-30	<p>a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics</p>		<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Risk Management
102-31	<p>a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Risk Management
102-32	<p>a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered</p>		<ul style="list-style-type: none"> ▶ Corporate Governance
102-33	<p>a. Process for communicating critical concerns to the highest governance body</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Risk Management ▶ Compliance ▶ Return to Shareholders and IR Activities
102-34	<p>a. Total number and nature of critical concerns that were communicated to the highest governance body</p> <p>b. Mechanism(s) used to address and resolve critical concerns</p>		<ul style="list-style-type: none"> ▶ Compliance
102-35	<p>a. Remuneration policies for the highest governance body and senior executives</p> <p>b. How performance criteria in the remuneration policy relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Governance
102-36	<p>a. Process for determining remuneration</p> <p>b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management</p> <p>c. Any other relationships which the remuneration consultants have with the organization</p>		<ul style="list-style-type: none"> ▶ Corporate Governance
102-37	<p>a. How stakeholders' views are sought and taken into account regarding remuneration</p> <p>b. If applicable, the results of votes on remuneration policies and proposals</p>	6.2	<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Return to Shareholders and IR Activities

Disclosures		ISO26000 Disclosure	Location
102-38	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country		
102-39	a. Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country		
Stakeholder Engagement			
102-40	a. A list of stakeholder groups engaged by the organization	6.2	► Stakeholder Engagement
102-41	a. Percentage of total employees covered by collective bargaining agreements		► Social Data
102-42	a. The basis for identifying and selecting stakeholders with whom to engage	6.2	
102-43	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	6.2 6.7 6.7.4 6.7.5 6.7.6 6.7.8 6.7.9	► Stakeholder Engagement
102-44	a. Key topics and concerns that have been raised through stakeholder engagement	6.2	► Stakeholder Engagement
Reporting practice			
102-45	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	6.2	► IR Library
102-46	a. An explanation of the process for defining the report content and the topic Boundaries b. An explanation of how the organization has implemented the Reporting Principles for defining report content		► Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues
102-47	a. A list of the material topics identified in the process for defining report content		► Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues

Disclosures		ISO26000 Disclosure	Location
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements		N/A
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries		<ul style="list-style-type: none"> ▶ Editorial Policy ▶ Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues
102-50	a. Reporting period for the information provided		▶ Editorial Policy
102-51	a. If applicable, the date of the most recent previous report		▶ Editorial Policy
102-52	a. Reporting cycle		▶ Editorial Policy
102-53	a. The contact point for questions regarding the report or its contents		▶ Inquiries
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards		▶ Editorial Policy
102-55	a. The GRI content index		GRI Content Index
102-56	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report b. If the report has been externally assured:	7.5.3	▶ Independent Assurance Report
Management Approach (2016)			
103-1	a. An explanation of why the topic is material b. The Boundary for the material topic c. Any specific limitation regarding the topic Boundary		<ul style="list-style-type: none"> ▶ Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues ▶ Material Issue 1 ▶ Material Issue 2 ▶ Material Issue 3 ▶ Material Issue 4 ▶ Material Issue 5

Disclosures		ISO26000 Disclosure	Location
103-2	<p>a. An explanation of how the organization manages the topic</p> <p>b. A statement of the purpose of the management approach</p> <p>c. A description of the following, if the management approach includes that component:</p> <p>i. Policies</p> <p>ii. Commitments</p> <p>iii. Goals and targets</p> <p>iv. Responsibilities</p> <p>v. Resources</p> <p>vi. Grievance mechanisms</p> <p>vii. Specific actions, such as processes, projects, programs and initiatives</p>		<ul style="list-style-type: none"> ▶ Top Commitment ▶ Sustainability-related Policies ▶ Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues ▶ Material Issue 1 ▶ Material Issue 2 ▶ Material Issue 3 ▶ Material Issue 4 ▶ Material Issue 5
103-3	<p>a. An explanation of how the organization evaluates the management approach</p>		<ul style="list-style-type: none"> ▶ Sustainability Targets of Our Group 2021 Mid-Term Management Plan and Material Issues ▶ Material Issue 1 ▶ Material Issue 2 ▶ Material Issue 3 ▶ Material Issue 4 ▶ Material Issue 5

Disclosures		ISO26000 Disclosure	Location
Economic Performance (2016)			
201-1	Direct economic value generated and distributed	<p>6.8.1</p> <p>6.8.2</p> <p>6.8.3</p> <p>6.8.7</p> <p>6.8.9</p>	<ul style="list-style-type: none"> ▶ Return to Shareholders and IR Activities ▶ Corporate Profile ▶ Financial Statements
201-2	Financial implications and other risks and opportunities due to climate change	6.5.5	<ul style="list-style-type: none"> ▶ Environmental Risk Management ▶ Responding to TCFD ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
201-3	Defined benefit plan obligations and other retirement plans	6.8.7	<ul style="list-style-type: none"> ▶ IR Library
201-4	Financial assistance received from government		
Market Presence (2016)			

Disclosures		ISO26000 Disclosure	Location
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	6.3.7 6.3.10 6.4.3 6.4.4 6.8.1 6.8.2	
202-2	Proportion of senior management hired from the local community	6.4.3 6.8.1 6.8.2 6.8.5 6.8.7	▶ Social Data
Indirect Economic Impacts (2016)			
203-1	Infrastructure investments and services supported	6.3.9 6.8.1 6.8.2 6.8.7 6.8.9	▶ Overseas Housing and Real Estate Business ▶ Sustainable Forest Management ▶ Promotion of Social Contribution Activities ▶ Biodiversity Conservation in Company-Owned Forests in Japan and Plantation Forests Overseas
203-2	Significant indirect economic impacts	6.3.9 6.6.6 6.6.7 6.7.8 6.8.1 6.8.2 6.8.5 6.8.6 6.8.7 6.8.9	▶ Risk Management ▶ Overseas Housing and Real Estate Business ▶ Environmental Risk Management ▶ Responding to TCFD
Procurement Practices (2016)			
204-1	Proportion of spending on local suppliers	6.4.3 6.6.6 6.8.1 6.8.2 6.8.7	
Anti-corruption (2016)			
205-1	Operations assessed for risks related to corruption	6.6.1 6.6.2 6.6.3	▶ Compliance
205-2	Communication and training about anti-corruption policies and procedures	6.6.1 6.6.2 6.6.3 6.6.6	▶ Compliance

Disclosures		ISO26000 Disclosure	Location
205-3	Confirmed incidents of corruption and actions taken	6.6.1 6.6.2 6.6.3	► Compliance
Anti-competitive Behavior (2016)			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	6.6.1 6.6.2 6.6.5 6.6.7	► Compliance
Tax (2019)			
207-1	Approach to tax	6.2	► Tax Strategies
207-2	Tax governance, control, and risk management	6.2	► Tax Strategies
207-3	Stakeholder engagement and management of concerns related to tax		► Tax Strategies
207-4	Country-by-country reporting		
Materials (2016)			
301-1	Materials used by weight or volume	6.5.1 6.5.2 6.5.4	► Environmental Impact of Business Activities
301-2	Recycled input materials used	6.5.1 6.5.2 6.5.4	► Promotion of Waste Reduction and Recycling
301-3	Reclaimed products and their packaging materials	6.5.1 6.5.2 6.5.4	► Promotion of Waste Reduction and Recycling
Energy (2016)			
302-1	Energy consumption within the organization	6.5.1 6.5.2 6.5.4	► Environmental Impact of Business Activities ► Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
302-2	Energy consumption outside of the organization	6.5.1 6.5.2 6.5.4	► Environmental Impact of Business Activities ► Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
302-3	Energy intensity	6.5.1 6.5.2 6.5.4	► Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities

Disclosures		ISO26000 Disclosure	Location
302-4	Reduction of energy consumption	6.5.1 6.5.2 6.5.4 6.5.5	<ul style="list-style-type: none"> ▶ Home Building That Contributes to a Sustainable Society ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
302-5	Reductions in energy requirements of products and services	6.5.1 6.5.2 6.5.4 6.5.5	<ul style="list-style-type: none"> ▶ Home Building That Contributes to a Sustainable Society
Water (2016)			
303-1	Water withdrawal by source	6.5.1 6.5.2 6.5.4	<ul style="list-style-type: none"> ▶ Environmental Impact of Business Activities ▶ Efficient Use of Water Resources ▶ Environmental Related Data
303-2	Water sources significantly affected by withdrawal of water	6.5.1 6.5.2 6.5.4	<ul style="list-style-type: none"> ▶ Environmental Related Data
303-3	Water recycled and reused	6.5.1 6.5.2 6.5.4	
Biodiversity (2016)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6.5.1 6.5.2 6.5.6	<ul style="list-style-type: none"> ▶ Policies and Targets for Biodiversity Conservation ▶ Biodiversity Conservation in Company-Owned Forests in Japan and Plantation Forests Overseas
304-2	Significant impacts of activities, products, and services on biodiversity	6.5.1 6.5.2 6.5.6	<ul style="list-style-type: none"> ▶ Contributions to Eco Cities Through Greening ▶ Environmental Risk Management ▶ Policies and Targets for Biodiversity Conservation ▶ Biodiversity Conservation in Company-Owned Forests in Japan and Plantation Forests Overseas
304-3	Habitats protected or restored	6.5.1 6.5.2 6.5.6	<ul style="list-style-type: none"> ▶ Contributions to Eco Cities Through Greening ▶ Examples of Social Contribution Activities in Japan ▶ Biodiversity Conservation in Company-Owned Forests in Japan and Plantation Forests Overseas

Disclosures		ISO26000 Disclosure	Location
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	6.5.1 6.5.2 6.5.6	▶ Biodiversity Conservation in Company-Owned Forests in Japan and Plantation Forests Overseas
Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	6.5.1 6.5.2 6.5.5	▶ Environmental Impact of Business Activities ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
305-2	Energy indirect (Scope 2) GHG emissions	6.5.1 6.5.2 6.5.5	▶ Environmental Impact of Business Activities ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
305-3	Other indirect (Scope 3) GHG emissions	6.5.1 6.5.2 6.5.5	▶ Environmental Impact of Business Activities ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
305-4	GHG emissions intensity	6.5.1 6.5.2 6.5.5	▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
305-5	Reduction of GHG emissions	6.5.1 6.5.2 6.5.5	▶ Home Building That Contributes to a Sustainable Society ▶ Saving of Energy and Reduction of Greenhouse Gas Emissions from Business Activities
305-6	Emissions of ozone-depleting substances (ODS)	6.5.1 6.5.2 6.5.3 6.5.5	▶ Environmental Risk Management
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	6.5.1 6.5.2 6.5.3	▶ Management of Hazardous Chemical Substances and Appropriate Disposal ▶ Environmental Related Data
Effluents and Waste (2016)			
306-1	Water discharge by quality and destination	6.5.1 6.5.2 6.5.3	▶ Environmental Impact of Business Activities ▶ Environmental Related Data
306-2	Waste by type and disposal method	6.5 6.5.3	▶ Environmental Impact of Business Activities ▶ Promotion of Waste Reduction and Recycling

Disclosures		ISO26000 Disclosure	Location
306-3	Significant spills	6.5.1 6.5.2 6.5.3	▶ Environmental Risk Management
306-4	Transport of hazardous waste	6.5.1 6.5.2 6.5.3	
306-5	Water bodies affected by water discharges and/or runoff	6.5.1 6.5.2 6.5.3 6.5.4 6.5.6	
Environmental Compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	6.5.1 6.5.2 4.6	▶ Environmental Risk Management
Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	6.3.5 6.5.1 6.5.2 6.6.6 7.3.1	
308-2	Negative environmental impacts in the supply chain and actions taken	6.3.5 6.5.1 6.5.2 6.6.6 7.3.1	▶ Procurement Initiatives (Housing and Construction Business) ▶ Procurement Initiatives (Distribution Business) ▶ Procurement Initiatives (Manufacturing Business)
Employment (2016)			
401-1	New employee hires and employee turnover	6.4.1 6.4.2 6.4.3	▶ Social Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.4.1 6.4.2 6.4.4 6.8.7	
401-3	Parental leave	6.4.1 6.4.2 6.4.4	▶ Social Data
Labor/Management Relations (2016)			

Disclosures		ISO26000 Disclosure	Location
402-1	Minimum notice periods regarding operational changes	6.4.1 6.4.2 6.4.3 6.4.5	
Occupational Health and Safety (2016)			
403-1	Workers representation in formal joint management-worker health and safety committees	6.4.1 6.4.2 6.4.6	<ul style="list-style-type: none"> ▶ Occupational Health and Safety Management ▶ Communication with Employees ▶ Social Data
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	6.4.1 6.4.2 6.4.6 6.8.8	<ul style="list-style-type: none"> ▶ Occupational Health and Safety Management ▶ Social Data
403-3	Workers with high incidence or high risk of diseases related to their occupation	6.4.1 6.4.2 6.4.6 6.8 6.8.3 6.8.4 6.8.8	<ul style="list-style-type: none"> ▶ Occupational Health and Safety Management
403-4	Health and safety topics covered in formal agreements with trade unions	6.4.1 6.4.2 6.4.6	<ul style="list-style-type: none"> ▶ Communication with Employees
Training and Education (2016)			
404-1	Average hours of training per year per employee	6.4.1 6.4.2 6.4.7	<ul style="list-style-type: none"> ▶ Human Resources Development ▶ Social Data
404-2	Programs for upgrading employee skills and transition assistance programs	6.4.1 6.4.2 6.4.7 6.8.5	<ul style="list-style-type: none"> ▶ Fair Employment and Benefits ▶ Human Resources Development
404-3	Percentage of employees receiving regular performance and career development reviews	6.4.1 6.4.2 6.4.7	<ul style="list-style-type: none"> ▶ Human Resources Development
Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	6.2.3 6.3.7 6.3.10 6.4.1	<ul style="list-style-type: none"> ▶ Corporate Governance ▶ Social Data

Disclosures		ISO26000 Disclosure	Location
405-2	Ratio of basic salary and remuneration of women to men	6.3.7 6.3.10 6.4.1 6.4.2 6.4.3 6.4.4	
Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	4.8 6.3.1 6.3.2 6.3.6 6.3.7 6.3.10 6.4.3	
Freedom of Association and Collective Bargaining (2016)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	6.3.1 6.3.2 6.3.3 6.3.4 6.3.5 6.3.8 6.3.10 6.4.5 6.6.6	
Child Labor (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	4.8 6.3.1 6.3.2 6.3.3 6.3.4 6.3.5 6.3.7 6.3.10 6.6.6 6.8.4	<ul style="list-style-type: none"> ▶ Procurement Initiatives (Housing and Construction Business) ▶ Procurement Initiatives (Distribution Business) ▶ Procurement Initiatives (Manufacturing Business) ▶ Human Rights Initiatives
Forced or Compulsory Labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.8 6.3.1 6.3.2 6.3.3 6.3.4 6.3.5 6.3.10 6.6.6	<ul style="list-style-type: none"> ▶ Procurement Initiatives (Housing and Construction Business) ▶ Procurement Initiatives (Distribution Business) ▶ Procurement Initiatives (Manufacturing Business) ▶ Human Rights Initiatives
Security Practices (2016)			

Disclosures		ISO26000 Disclosure	Location
410-1	Security personnel trained in human rights policies or procedures	4.8 6.3.1 6.3.2 6.3.4 6.3.5 6.6.6	
Rights of Indigenous Peoples (2016)			
411-1	Incidents of violations involving rights of indigenous peoples	4.8 6.3.1 6.3.2 6.3.4 6.3.6 6.3.7 6.3.8 6.6.7 6.8.3	
Human Rights Assessment (2016)			
412-1	Operations that have been subject to human rights reviews or impact assessments	4.8 6.3.1 6.3.2 6.3.3 6.3.4 6.3.5	▶ Human Rights Initiatives
412-2	Employee training on human rights policies or procedures	4.8 6.3.1 6.3.2 6.3.5	▶ Human Rights Initiatives
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	4.8 6.3.1 6.3.2 6.3.3 6.3.5 6.6.6	▶ Procurement Initiatives (Distribution Business) ▶ Human Rights Initiatives
Local Communities (2016)			

Disclosures		ISO26000 Disclosure	Location
413-1	Operations with local community engagement, impact assessments, and development programs	6.3.9 6.5.1 6.5.2 6.5.3 6.8	<ul style="list-style-type: none"> ▶ Overseas Housing and Real Estate Business ▶ Protecting and Utilizing Domestic Forest Resources ▶ Consulting Business ▶ Promotion of Social Contribution Activities ▶ Examples of Social Contribution Activities in Japan ▶ Examples of Overseas Community Development and Regional Contribution Activities ▶ Human Rights Initiatives
413-2	Operations with significant actual and potential negative impacts on local communities	6.3.9 6.5.3 6.8	
Supplier Social Assessment (2016)			
414-1	New suppliers that were screened using social criteria	6.3.5 6.6.1 6.6.2 6.6.6 6.8.1 6.8.2 7.3.1	
414-2	Negative social impacts in the supply chain and actions taken	6.3.5 6.6.1 6.6.2 6.6.6 6.8.1 6.8.2 7.3.1	<ul style="list-style-type: none"> ▶ Procurement Initiatives (Housing and Construction Business) ▶ Procurement Initiatives (Distribution Business) ▶ Procurement Initiatives (Manufacturing Business) ▶ Human Rights Initiatives
Public Policy (2016)			
415-1	Political contributions	6.6.1 6.6.2 6.6.4	
Customer Health and Safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	6.7.1 6.7.2 6.7.4 6.7.5 6.8.8	<ul style="list-style-type: none"> ▶ Product Safety and Quality Control (Housing and Construction Business) ▶ Product Safety and Quality Control (Manufacturing Business)

Disclosures		ISO26000 Disclosure	Location
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.6 6.7.1 6.7.2 6.7.4 6.7.5 6.8.8	
Marketing and Labeling (2016)			
417-1	Requirements for product and service information and labeling	6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.9	► Communication with Our Customers
417-2	Incidents of non-compliance concerning product and service information and labeling	4.6 6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.9	
417-3	Incidents of non-compliance concerning marketing communications	4.6 6.7.1 6.7.2 6.7.3	► Responsible Advertising/Promotional Efforts
Customer Privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.7.1 6.7.2 6.7.7	► Communication with Our Customers
Socioeconomic Compliance (2016)			
419-1	Non-compliance with laws and regulations in the social and economic area	4.6 6.7.1 6.7.2 6.7.6	