

# GRI Content Index

In formulating the Hitachi Kokusai Electric Group CSR Report 2017, we referred to the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. The GRI Content Index shown below is provided to assist readers in finding the location of our disclosures according to the order of the Guideline's indicators. For some items, the location shown is in our Corporate Profile or elsewhere in our website, if not in the CSR Report.

**Note:** GRI Indicator numbers underlined indicate core items for us.

27-Sep-17

GRI Indicators		Location of Standard Disclosures			Additional Reference
No.	Description	Status	Report Section(s)	Page(s) or Location	
<b>GENERAL STANDARD DISCLOSURES</b>					
<b>Strategy and Analysis</b>		↓ ■ : fully / ■ : partially / □ : not covered			
<u>G4-1</u>	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	■	Commitment of the President and Chief Executive Officer	p1 - p2	
G4-2	Description of key impacts, risks, and opportunities	■	Commitment of the President and Chief Executive Officer Our business management and CSR Identifying and addressing risks	p1 - p2 p3 p11	
<b>Organizational Profile</b>					
<u>G4-3</u>	Name of the organization	■	Company Outline	p5	
<u>G4-4</u>	Primary brands, products, and services	■	Main Products Products & Systems	p5 <a href="#">Our Website</a>	
<u>G4-5</u>	Location of the headquarters	■	Company Outline	p5	
<u>G4-6</u>	Number of countries where the organization operates, and the names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	■	Main Centers for Development, Design and Production, Group Network Number and names of countries where the Company operates	p6 <a href="#">Our Website</a>	
<u>G4-7</u>	Nature of ownership and legal form	■	Corporate Profile (p12)	<a href="#">Our Website</a>	Corporate Information
<u>G4-8</u>	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	■	Group Network Value Created through Dialogue with Customers Products & Systems	p6 p7 - 8 <a href="#">Our Website</a>	Products & Systems
<u>G4-9</u>	Scale of the organization, including: · Number of employees · Number of operations · Net sales or net revenues · Total capitalization broken down in terms of debt and equity · Quantity of products or services provided	■	Company Outline, Consolidated Sales, Consolidated Sales by Segment, Group Network, Sales by Area Consolidated Financial Statement FY ended in March 2017 (p4)	p5 - 6 <a href="#">Our Website</a>	
<u>G4-10</u>	a. Total number of employees by employment contract and gender b. Total number of permanent employees by employment type and gender c. Total workforce by employees and supervised workers and by gender d. Total workforce by region and gender e. Whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors f. Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	■	Makeup of Personnel	p16	· The substantial portion of the company's work is done by regular employees. · There occurs certain shift of order maturities into fiscal term end typically at public business sector. This is handled by leveling efforts and varying the holiday setting by business units.
<u>G4-11</u>	Percentage of total employees covered by collective bargaining agreements	■	Makeup of Personnel	p16	
<u>G4-12</u>	Description of supply chain	■	Promoting CSR Activities in Our Supply Chain	p10	
<u>G4-13</u>	Significant changes during the reporting period regarding size, structure, ownership or supply chain including: · The location of, or changes in operations, including facility openings, closings, and expansions · Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) · Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	■	Company Outline Group Network News Release on April 26, 2017	p5 p6 <a href="#">Our Website</a>	Note: Head Office relocation Foot notes; *1, *2 Regarding the Tender Offer
<b>COMMITMENTS TO EXTERNAL INITIATIVES</b>					
<u>G4-14</u>	Whether and how the precautionary approach or principle is addressed by the organization	■	Our business management and CSR Pursuing the Quality, Promoting CSR Activities in Our Supply Chain, Respect for Human Rights, Basics and Ethics, Respecting and Enhancing Human Assets Eco-Mind & Global Environmental Management, Eco-Factories & Offices	p3 p9 - 15 p18 - 21	
<u>G4-15</u>	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	■	Respect of Human Rights The Declaration of Biodiversity (p16, CSR Report 2010) GRI Content Index	<a href="#">Our Website</a> <a href="#">Our Website</a> Our Website	"international standards of conduct regarding human rights," "Declaration on Fundamental Principles and Rights at Work," and "UN Guiding Principles of Business and Human Rights" Promotion Partner of "The Declaration of Biodiversity by Nippon Keidanren" (Listed as shown here)
<u>G4-16</u>	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: - Holds a position on the governance body - Participates in projects or committees - Provides substantive funding beyond routine membership dues - Views membership as strategic	■	N/A		None
<b>Identified Material Aspects and Boundaries</b>					
<u>G4-17</u>	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	■	Main Centers for Development, Design and Production, Group Network Corporate Profile (p12 - 14)	p6 <a href="#">Our Website</a>	Organization/Global Network
<u>G4-18</u>	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	■	Our business management and CSR Editorial Policy	p3 p4	
<u>G4-19</u>	List all the material Aspects identified in the process for defining report content.	■	The process to define material aspects of our CSR disclosure	<a href="#">Our Website</a>	Procedures to edit our CSR Report

GRI Indicators		Location of Standard Disclosures			Additional Reference
No.	Description	Status	Report Section(s)	Page(s) or Location	
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: —The list of entities or groups of entities included in G4-17 for which the Aspect is not material or —The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization	■	The process to define material aspects of our CSR disclosure	<a href="#">Our Website</a>	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization	■	Group Codes of Conduct Group Network Collaboration with Stakeholders	<a href="#">Our Website</a> p6 <a href="#">Our Website</a>	Group Codes of Conduct stipulates how the Group engages its stakeholders with regard to each of the material aspects.
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	■	Reduction of Waste Prevention of Global Warming and Energy Saving	p20 p21	Scope of data was revised in accordance with a broader definition of production sites
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	■	Group Network	p6	
<b>Stakeholder Engagement</b>					
G4-24	List of stakeholder groups engaged by the organization	■	Collaboration with Stakeholders	<a href="#">Our Website</a>	
G4-25	Basis for identification and selection of stakeholders with whom to engage	■	Guidelines and Commitments Editorial Policy Group Codes of Conduct Value Created through Dialogue with Customers Promoting Responsible Procurement Activities Living together with Communities	p3 p4 <a href="#">Our Website</a> p7 - 8 p10 p16-17	Hitachi Kokusai Electric Group COC.
G4-26	Approaches 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	■	Collaboration with Stakeholders Promoting Responsible Procurement Activities Living together with Communities	<a href="#">Our Website</a> p10 p16-17	None of the engagement was undertaken as part of the report preparation process.
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. The stakeholder groups that raised each of the key topics and concerns	■	Promoting Responsible Procurement Activities Respecting and Enhancing Human Assets Living together with Communities	p10 p15 p16	"Aiming to Improve Operational Efficiency from a Female ..." TOPIC "Inviting suggestions ..."
<b>Report Profile</b>					
G4-28	Reporting period (such as fiscal or calendar year) for information provided	■			
G4-29	Date of most recent previous report (if any)	■	Editorial Policy	p4	
G4-30	Reporting cycle (such as annual, biennial)	■			
G4-31	Contact point for questions regarding the report or its contents	■	Corporate Communication Office, CSR Center	Back Cover	
<b>GRI CONTENT INDEX</b>					
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	■	GRI Content Index Procedures to edit our CSR Report	Our Website <a href="#">Our Website</a>	(This table) The process to define material aspects of our CSR disclosure / Assurance
<b>ASSURANCE</b>					
G4-33	a. Policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, the scope and basis of any external assurance provided. c. Relationship between the reporting organization and the assurance providers d. Whether the highest governance body or senior executives are involved in seeking assurance for the sustainability report	■	Procedures to edit our CSR Report	<a href="#">Our Website</a>	Assurance
<b>Governance</b>					
<b>GOVERNANCE STRUCTURE AND COMPOSITION</b>					
G4-34	Governance structure of the organization, including committees of the highest governance body Identify any committees responsible for decision-making on economic, environmental and social impacts	■	Corporate Governance	p12	
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	■	Corporate Governance	p12	
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	■	Corporate Governance Corporate Profile (p12)	p12 <a href="#">Our Website</a>	Corporate Information
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	■	Collaboration with Stakeholders Corporate Governance	<a href="#">Our Website</a> p12	
G4-38	Report the composition of the highest governance body and its committees by: • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's other significant positions and commitments, and the nature of the commitments • Gender • Membership of under-represented social groups • Competences relating to economic, environmental and social impacts • Stakeholder representation	■	Corporate Governance Corporate Profile (p12) Respecting and Enhancing Human Assets Board of Directors and Executive Officers	p12 <a href="#">Our Website</a> p15 <a href="#">Our Website</a>	Corporate Information Makeup of Personnel Hitachi Kokusai Announces Executive Changes
G4-39	Whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)	■	Notice of Convocation of the 93rd Ordinary General Meeting of Shareholders (p6)	<a href="#">Our Website</a>	Reason for the nomination as candidate for Director (Mr. Kaichiro Sakuma)
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: • Whether and how diversity is considered • Whether and how independence is considered • Whether and how expertise and experience relating to economic, environmental and social topics are considered • Whether and how stakeholders (including shareholders) are involved	■	Corporate Governance Notice of Convocation of the 93rd Ordinary General Meeting of Shareholders (p4-7)	p12 <a href="#">Our Website</a>	Election of Five Directors

GRI Indicators		Location of Standard Disclosures			Additional Reference
No.	Description	Status	Report Section(s)	Page(s) or Location	
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures	<input type="checkbox"/>	Corporate Governance  Notice of Convocation of the 93rd Ordinary General Meeting of Shareholders (p4-7)	p12  <a href="#">Our Website</a>	Election of Five Directors
HIGHEST GOVERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY					
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	<input type="checkbox"/>	Commitment of the President and Chief Executive Officer Our business management and CSR Corporate Statement, Hitachi Kokusai Electric Way, Guidelines and Commitments Group Codes of Conduct Respect for Human Rights, Basics and Ethics Eco-Mind & Global Environmental Management	p1 - 2 p3 p3 <a href="#">Our Website</a> p11 - 12 p18	Hitachi Kokusai Electric Group COC.
HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION					
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	<input type="checkbox"/>	Our business management and CSR Pursuing Quality, Promoting Responsible Procurement Activities, Respect for Human Rights, Basics and Ethics, Respecting and Enhancing Human Assets Group Codes of Conduct Eco-Mind & Global Environmental Management	p3 p9 - 15 <a href="#">Our Website</a> p18, 19	Hitachi Kokusai Electric Group COC.
G4-44	a. Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics Whether such evaluation is independent or not, and its frequency. Whether such evaluation is a self-assessment. b. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.	<input type="checkbox"/>	Corporate Governance	p12	
HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT					
G4-45	a. Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	<input type="checkbox"/>	Our business management and CSR Pursuing Quality, Promoting Responsible Procurement Activities, Respect for Human Rights, Basics and Ethics, Respecting and Enhancing Human Assets Group Codes of Conduct Eco-Mind & Global Environmental Management	p3 p9 - 15 <a href="#">Our Website</a> p18, 19	Hitachi Kokusai Electric Group COC.
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	<input type="checkbox"/>	Corporate Governance	p12	
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	<input type="checkbox"/>	Corporate Governance Eco-Mind & Global Environmental Management	p12 p18, 19	
HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING					
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	<input type="checkbox"/>	Procedures to edit our CSR Report	<a href="#">Our Website</a>	Supplementary Data for CSR Report
HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE					
G4-49	Process for communicating critical concerns to the highest governance body.	<input type="checkbox"/>	Respect for Human Rights, Basics and Ethics	p11	
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	<input type="checkbox"/>	Respect for Human Rights, Basics and Ethics, Governance	p11, 12	No critical concern is identified
REMUNERATION AND INCENTIVES					
G4-51	a. Remuneration policies for the highest governance body and senior executives for the below types of remuneration: • Fixed pay and variable pay: — Performance-based pay — Equity-based pay — Bonuses — Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	<input type="checkbox"/>	Annual Report (p6)	<a href="#">Our Website</a>	The Compensation Committee
G4-52	Process for determining remuneration Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Any other relationships which the remuneration consultants have with the organization	<input type="checkbox"/>	Annual Report (p6)	<a href="#">Our Website</a>	The Compensation Committee No remuneration consultant is concerned
G4-53	How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	<input type="checkbox"/>	Annual Report (p6)	<a href="#">Our Website</a>	The Compensation Committee Detailed consideration is not disclosed
G4-54	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	<input type="checkbox"/>			Not disclosed
G4-55	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	<input type="checkbox"/>			Not disclosed
<b>Ethics and Integrity</b>					
G4-56	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<input type="checkbox"/>	Commitment of the President and Chief Executive Officer Our business management and CSR Corporate Statement, Hitachi Kokusai Electric Way, Guidelines and Commitments Group Codes of Conduct	p1 - p2 p3 p3 <a href="#">Our Website</a>	Hitachi Kokusai Electric Group COC.
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	<input type="checkbox"/>	Internal reporting system	p11	
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	<input type="checkbox"/>	Internal reporting system	p11	

GRI Indicators		Location of Standard Disclosures			Additional Reference
No.	Description	Status	Report Section(s)	Page(s) or Location	
<b>SPECIFIC STANDARD DISCLOSURES</b>					
<b>Category / Sub-category</b>					
<b>Aspect</b>					
<b>ECONOMIC</b> <span style="float: right;">↓ <input checked="" type="checkbox"/> : fully / <input type="checkbox"/> : partially / <input type="checkbox"/> : not covered</span>					
<b>Economic Performance</b>					
G4-EC1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	<input type="checkbox"/>	Living together with Communities, Environmental Accounting	p16 - 17, 19	
G4-EC2	FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE	<input type="checkbox"/>	Environmental Accounting, Prevention of Global Warming	p19, 21	
<b>Indirect Economic Impacts</b>					
G4-EC7	DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED	<input type="checkbox"/>	Living together with Communities	p16 - 17	
G4-EC8	SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS	<input type="checkbox"/>	Environmental Accounting	p19	
<b>Procurement Practices</b>					
G4-EC9	PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION	<input type="checkbox"/>	Promotion of Globalization, Addressing the CSR Activity	p10	
<b>ENVIRONMENTAL</b>					
<b>Materials</b>					
G4-EN1	MATERIALS USED BY WEIGHT OR VOLUME	<input type="checkbox"/>	Operations and Environmental Loads	p20	
<b>Energy</b>					
G4-EN3	ENERGY CONSUMPTION WITHIN THE ORGANIZATION	<input type="checkbox"/>	Operations and Environmental Loads	p20	
G4-EN4	ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION	<input type="checkbox"/>	GHG Emissions throughout the Hitachi Kokusai Electric Value Chain	<a href="#">Our Website</a>	Supplementary Data for CSR Report
G4-EN5	ENERGY INTENSITY	<input type="checkbox"/>	Prevention of Global Warming (Energy-saving Efforts)	p21	
G4-EN6	REDUCTION OF ENERGY CONSUMPTION	<input type="checkbox"/>	Targets and Results of the Environmental Activities	p18	
G4-EN7	REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES	<input type="checkbox"/>	Eco-Friendly, Next Generation Products	p22	
<b>Water</b>					
G4-EN8	TOTAL WATER WITHDRAWAL BY SOURCE	<input type="checkbox"/>	Operations and Environmental Loads	p20	
<b>Biodiversity</b>					
G4-EN11	OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS	<input type="checkbox"/>	Living together with Communities	p17	No such an area is identified.  A volunteer activity at an area of some biodiversity value is briefly reported.
G4-EN12	DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS				
G4-EN13	HABITATS PROTECTED OR RESTORED				
<b>Emissions</b>					
Disclosure on Management Approach					
G4-DMA	a. Why the Aspect is material. Report the impacts that make this Aspect material b. How the organization manages the material Aspect or its impacts c. Evaluation of the management approach, including: - The mechanisms for evaluating the effectiveness of the management approach - The results of the evaluation of the management approach - Any related adjustments to the management approach	<input checked="" type="checkbox"/>	Procedures to edit our CSR Report  Eco-Mind & Global Environmental Management	<a href="#">Our Website</a>  p18 - 19	The process to define material aspects of our CSR disclosure
G4-EN15	DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)	<input checked="" type="checkbox"/>	GHG Emissions throughout the Hitachi Kokusai Electric Value Chain	<a href="#">Our Website</a>	Supplementary Data for CSR Report
G4-EN16	ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)	<input checked="" type="checkbox"/>	GHG Emissions throughout the Hitachi Kokusai Electric Value Chain	<a href="#">Our Website</a>	Supplementary Data for CSR Report
G4-EN17	OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3)	<input checked="" type="checkbox"/>	GHG Emissions throughout the Hitachi Kokusai Electric Value Chain	<a href="#">Our Website</a>	Supplementary Data for CSR Report
G4-EN19	REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS	<input type="checkbox"/>	Operations and Environmental Loads	p20	
G4-EN21	NOX, SOX, AND OTHER SIGNIFICANT AIR EMISSIONS	<input type="checkbox"/>	Operations and Environmental Loads	p20	
<b>Effluents and Waste</b>					
G4-EN22	TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION	<input type="checkbox"/>	Operations and Environmental Loads	p20	
G4-EN23	TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD	<input type="checkbox"/>	Operations and Environmental Loads	p20	
G4-EN24	TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS	<input checked="" type="checkbox"/>	N/A		None
<b>Products and Services</b>					
G4-EN27	EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES	<input type="checkbox"/>	Eco-Friendly, Next Generation Products	p22	
<b>Compliance</b>					
G4-EN29	MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS	<input checked="" type="checkbox"/>	N/A		None
<b>Transport</b>					
G4-EN30	SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE	<input type="checkbox"/>	Targets and Results of the Environmental Activities	p18	
<b>Overall</b>					
G4-EN31	TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE	<input type="checkbox"/>	Environmental Accounting	p19	
<b>Supplier Environmental Assessment Compliance</b>					
G4-EN32	PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	No such an incident is identified.
G4-EN33	SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN				
<b>SOCIAL / LABOR PRACTICES AND DECENT WORK</b>					
<b>Employment</b>					
G4-LA1	TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION	<input type="checkbox"/>	Makeup of Personnel	p15	

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No.	Description	Status	Report Section(s)	Page(s) or Location	
G4-LA3	RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER	<input type="checkbox"/>	Work-life Balance	p14	
<b>Occupational Health and Safety</b>					
Disclosure on Management Approach					
G4-DMA	a. Why the Aspect is material. Report the impacts that make this Aspect material b. How the organization manages the material Aspect or its impacts c. Evaluation of the management approach, including: - The mechanisms for evaluating the effectiveness of the management approach - The results of the evaluation of the management approach - Any related adjustments to the management approach	<input type="checkbox"/>	Procedures to edit our CSR Report	<a href="#">Our Website</a>	The process to define material aspects of our CSR disclosure
			Respecting and Enhancing Human Assets	p13 - 15	
G4-LA5	PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS	<input type="checkbox"/>	Health and Safety	p15	
G4-LA6	TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER	<input type="checkbox"/>	Data relating to Occupational Health and Safety	<a href="#">Our Website</a>	Supplementary Data for CSR Report
G4-LA8	HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS	<input type="checkbox"/>	Health and Safety	p15	
<b>Training and Education</b>					
G4-LA9	AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY	<input type="checkbox"/>	Training of Global Human Resources	p13	
G4-LA10	PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS	<input type="checkbox"/>	Employment of Diverse Human Resources	p14	
<b>Diversity and Equal Opportunity</b>					
G4-LA12	COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY	<input type="checkbox"/>	Makeup of Personnel	p15	Supplementary Data for CSR Report
			Workplace Diversity Management	<a href="#">Our Website</a>	
<b>Supplier Assessment for Labor Practices</b>					
G4-LA14	PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING LABOR PRACTICES CRITERIA	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	No such an incident is identified.
G4-LA15	SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS FOR LABOR PRACTICES IN THE SUPPLY CHAIN AND ACTIONS TAKEN				
<b>SOCIAL / HUMAN RIGHTS</b>					
<b>Investment</b>					
G4-HR1	TOTAL NUMBER AND PERCENTAGE OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT UNDERWENT HUMAN RIGHTS SCREENING	<input type="checkbox"/>	Respect of Human Rights	<a href="#">Our Website</a>	Human Rights Consideration on Business Expansion
G4-HR2	TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED	<input type="checkbox"/>	Respect of Human Rights	<a href="#">Our Website</a>	Human Rights Seminars
<b>Non-discrimination</b>					
G4-HR3	TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	<input type="checkbox"/>	Respect of Human Rights	<a href="#">Our Website</a>	No such an incident is identified.
			Group Codes of Conduct	<a href="#">Our Website</a>	
<b>Freedom of Association and Collective Bargaining</b>					
G4-HR4	OPERATIONS AND SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE VIOLATED OR AT SIGNIFICANT RISK, AND MEASURES TAKEN TO SUPPORT THESE RIGHTS	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	All the officers and employees of our Group receive training on our Group Codes of Conduct, which include human rights clauses. We have not identified any of our operations with significant risk for child labor, forced or compulsory labor, or violation of the right to exercise freedom of association and collective bargaining
			Respect of Human Rights	<a href="#">Our Website</a>	
			Group Codes of Conduct	<a href="#">Our Website</a>	
<b>Child Labor</b>					
G4-HR5	OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, AND MEASURES TAKEN TO CONTRIBUTE TO THE EFFECTIVE ABOLITION OF CHILD LABOR	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	
			Respect of Human Rights	<a href="#">Our Website</a>	
			Group Codes of Conduct	<a href="#">Our Website</a>	
<b>Forced or Compulsory Labor</b>					
G4-HR6	OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	
			Respect of Human Rights	<a href="#">Our Website</a>	
			Group Codes of Conduct	<a href="#">Our Website</a>	
<b>Security Practices</b>					
G4-HR7	PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS	<input type="checkbox"/>	Respect of Human Rights	<a href="#">Our Website</a>	Human Rights Consideration of Personnel Assuring Security and Safety
<b>Indigenous Rights</b>					
G4-HR8	TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES AND ACTIONS TAKEN	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	No such an incident is identified.
<b>Supplier Human Rights Assessment</b>					
G4-HR10	PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA	<input type="checkbox"/>	Promoting Responsible Procurement Activities	p10	No such an incident is identified.
G4-HR11	SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN				
<b>SOCIAL / SOCIETY</b>					
<b>Local Communities</b>					
G4-SO1	PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	<input type="checkbox"/>	Living together with Communities	p16 - 17	
			Eco-factories & Offices	p20 - 21	

GRI Indicators		Location of Standard Disclosures			Additional Reference
No.	Description	Status	Report Section(s)	Page(s) or Location	
<b>Anti-corruption</b>					
G4-S03	TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED	■	Identifying and addressing risks	p11	
G4-S04	COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES	■	Group Codes of Conduct	<a href="#">Our Website</a>	Relations with Society
G4-S05	CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	■	Respect for Human Rights, Basics and Ethics	p11	Identifying and addressing risks
<b>Anti-competitive Behavior</b>					
Disclosure on Management Approach					
G4-DMA	a. Why the Aspect is material. Report the impacts that make this Aspect material	■	Procedures to edit our CSR Report	<a href="#">Our Website</a>	Supplementary Data for CSR Report
	b. How the organization manages the material Aspect or its impacts		News Release on February 2, 2017	<a href="#">Our Website</a>	Notice of cease and desist order from the Japan Fair Trade Commission regarding supply of the equipment for fire rescue digital radio
	c. Evaluation of the management approach, including: - The mechanisms for evaluating the effectiveness of the management approach - The results of the evaluation of the management approach - Any related adjustments to the management approach		Respect for Human Rights, Basics and Ethics	p11	Identifying and addressing risks properly
G4-S07	TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES	■	News Release on February 2, 2017	<a href="#">Our Website</a>	There has been only one legal action taken against the Company.
<b>Supplier Assessment for Impacts on Society</b>					
G4-S09	PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING CRITERIA FOR IMPACTS ON SOCIETY	■	Promoting Responsible Procurement Activities	p10	No such an incident is identified.
G4-S010	SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN				
<b>SOCIAL / PRODUCT RESPONSIBILITY</b>					
<b>Customer Health and Safety</b>					
G4-PR1	PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT	■	Pursuing Quality, Eco-Friendly, Next Generation Products	p9, 22	
<b>Product and Service Labeling</b>					
G4-PR3	TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS	■	Pursuing Quality	p9	
G4-PR5	RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION	■	Pursuing Quality	p9	