

Comparative Tables with GRI Standards, SASB Standards, and ISO 26000 Subjects

## Comparative Table with GRI Standards

### Universal Standards

#### General Disclosures

| Organizational profile |  | References   |
|------------------------|--|--|
| 102-1                  | Name of the organization                                     | > <a href="#">Corporate Outline</a>  |
| 102-2                  | Activities, brands, products, and services                   | > <a href="#">Corporate Outline</a><br>> <a href="#">Our Businesses</a>  |
| 102-3                  | Location of headquarters                                     | > <a href="#">Global Network</a>   |
| 102-4                  | Location of operations                                       | > <a href="#">Global Network</a>   |
| 102-5                  | Ownership and legal form                                     | > <a href="#">Corporate Outline</a><br>> <a href="#">Financial Results</a>   |
| 102-6                  | Markets served   | > <a href="#">Corporate Outline</a><br>> <a href="#">Financial Results</a>   |
| 102-7                  | Scale of the organization                                    | > <a href="#">Corporate Outline</a><br>> <a href="#">Financial Results</a>   |
| 102-8                  | Information on employees and other workers                   | > <a href="#">ESG Data</a>   |
| 102-9                  | Supply chain   | > <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a>   |
| 102-10                 | Significant changes to the organization and its supply chain | N/A  |
| 102-11                 | Precautionary Principle or approach                          | > <a href="#">Risk Management</a><br>> <a href="#">Corporate Ethics and Legal Compliance</a><br>> <a href="#">Initiatives for Product Safety and Quality Assurance</a><br>> <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a>   |
| 102-12                 | External initiatives   | > <a href="#">Human Rights Promotion and Human Resources Development</a><br>> <a href="#">Statement on the UK's Modern Slavery Act</a><br>> <a href="#">Toray Group's Approach to Climate Change</a>   |
| 102-13                 | Membership of associations                                   | Toray Industries, Inc. belongs to the following associations: <ul style="list-style-type: none"> <li>• Nippon Keidanren (Japan Business Federation)</li> <li>• Japan Chemical Industry Association</li> <li>• Japan Chemical Fibers Association (chaired by the president of Toray Industries, Inc.)</li> <li>• SAC (Sustainable Apparel Coalition)</li> </ul> |
| Strategy               |  | References   |

| Organizational profile |   | References  |
|------------------------|---|---|
| 102-14                 | Statement from senior decision-maker  | > <a href="#">Message from the President</a> ;  |
| 102-15                 | Key impacts, risks, and opportunities   | > <a href="#">Securities Report (available only in Japanese)</a><br>> <a href="#">Annual Reports</a><br>> <a href="#">Risk Management Initiatives</a>   |
| Ethics and Integrity   |   | References  |
| 102-16                 | Values, principles, standards, and norms of behavior                          | > <a href="#">Toray Philosophy</a>  |
| 102-17                 | Mechanisms for advice and concerns about ethics                               | > <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a>   |
| Governance             |   | References  |
| 102-18                 | Governance structure  | > <a href="#">Corporate Governance and Management Transparency Corporate Governance Report</a> <b>PDF</b>   |
| 102-19                 | Delegating authority  | Toray Group Corporate Social Responsibility Initiatives   |
| 102-20                 | Executive-level responsibility for economic, environmental, and social topics | > <a href="#">CSR Road Map</a><br>Toray Group Corporate Social Responsibility Initiatives   |
| 102-21                 | Consulting stakeholders on economic, environmental, and social topics         | > <a href="#">Communication</a>   |
| 102-22                 | Composition of the highest governance body and its committees                 | <a href="#">Corporate Governance Report</a> <b>PDF</b><br>> <a href="#">Basic Policy on Corporate Governance</a><br>> <a href="#">Corporate Governance and Management Transparency</a>  |
| 102-23                 | Chair of the highest governance body  | <a href="#">Corporate Governance Report</a> <b>PDF</b>  |
| 102-24                 | Nominating and selecting the highest governance body                          | <a href="#">Corporate Governance Report</a> <b>PDF</b>  |
| 102-25                 | Conflicts of interest   | <a href="#">Corporate Governance Report</a> <b>PDF</b>  |
| 102-26                 | Role of highest governance body in setting purpose, values, and strategy      | > <a href="#">Basic Policy on Corporate Governance</a>  |
| 102-27                 | Collective knowledge of highest governance body                               |   |
| 102-28                 | Evaluating the highest governance body's performance                          | <a href="#">Corporate Governance Report</a> <b>PDF</b>  |
| 102-29                 | Identifying and managing economic, environmental, and social impacts          |   |
| 102-30                 | Effectiveness of risk management processes                                    | > <a href="#">Risk Management</a>   |
| 102-31                 | Review of economic, environmental, and social topics                          |   |
| 102-32                 | Highest governance body's role in sustainability reporting                    |   |
| 102-33                 | Communicating critical concerns   | <a href="#">Corporate Governance Report</a> <b>PDF</b><br>> <a href="#">Corporate Ethics and Legal Compliance</a><br>> <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a><br>> <a href="#">Risk Management</a> |
| 102-34                 | Nature and total number of critical concerns                                  |   |

| Organizational profile |  | References   |
|------------------------|--|--|
| 102-35                 | Remuneration policies                                      | <a href="#">Corporate Governance Report</a> <a href="#">PDF</a>  |
| 102-36                 | Process for determining remuneration                       | <a href="#">Corporate Governance Report</a> <a href="#">PDF</a>  |
| 102-37                 | Stakeholders' involvement in remuneration                  | <a href="#">Corporate Governance Report</a> <a href="#">PDF</a>  |
| 102-38                 | Annual total compensation ratio                            | > <a href="#">ESG Data</a>   |
| 102-39                 | Percentage increase in annual total compensation ratio     | > <a href="#">ESG Data</a>   |
| Stakeholder Engagement |  | References   |
| 102-40                 | List of stakeholder groups                                 | <ul style="list-style-type: none"> <li>&gt; <a href="#">Communication</a></li> <li>&gt; <a href="#">Comments from Thought Leaders</a></li> <li>&gt; <a href="#">Implementing CSR Activities and Improving CSR Education</a></li> <li>&gt; <a href="#">Corporate Governance and Management Transparency</a></li> <li>&gt; <a href="#">Communication with Local Communities</a></li> </ul> |
| 102-41                 | Collective bargaining agreements                           | > <a href="#">Corporate Governance and Management Transparency</a>   |
| 102-42                 | Identifying and selecting stakeholders                     | > <a href="#">Communication</a>  |
| 102-43                 | Approach to stakeholder engagement                         | <ul style="list-style-type: none"> <li>&gt; <a href="#">CSR Roadmap 2022</a></li> <li>&gt; <a href="#">Communication</a></li> </ul>  |
| 102-44                 | Key topics and concerns raised                             | <ul style="list-style-type: none"> <li>&gt; <a href="#">Comments from Thought Leaders</a></li> <li>&gt; <a href="#">Materiality</a></li> </ul>   |
| Reporting practice     |  | References   |
| 102-45                 | Entities included in the consolidated financial statements | <ul style="list-style-type: none"> <li>&gt; <a href="#">Corporate Outline</a></li> <li>&gt; <a href="#">Financial Results</a></li> </ul>   |
| 102-46                 | Defining report content and topic Boundaries               | <ul style="list-style-type: none"> <li>&gt; <a href="#">Materiality</a></li> <li>&gt; <a href="#">Editorial Policy</a></li> </ul>  |
| 102-47                 | List of material topics                                    | <ul style="list-style-type: none"> <li>&gt; <a href="#">Materiality</a></li> <li>&gt; <a href="#">CSR Roadmap 2022</a></li> </ul>  |
| 102-48                 | Restatements of information                                | N/A  |
| 102-49                 | Changes in reporting                                       | N/A  |
| 102-50                 | Reporting period   | > <a href="#">Editorial Policy</a>   |
| 102-51                 | Date of most recent report                                 | September ,2019  |
| 102-52                 | Reporting cycle  | End of September yearly  |
| 102-53                 | Contact point for questions regarding the report           | > <a href="#">Contact Us</a>   |
| 102-54                 | Claims of reporting in accordance with the GRI Standards   | > <a href="#">GRI Standards Content Index</a>  |
| 102-55                 | GRI content index  | > <a href="#">GRI Standards Content Index</a>  |
| 102-56                 | External assurance   | > <a href="#">Third-Party Assurance</a>  |

| Management Approach  |  |  |
|--|--|--|
| General Requirements for Reporting the Management Approach |  | References   |
| 103-1  | Explanation of the material topic and its Boundary | <ul style="list-style-type: none"> <li>&gt; <a href="#">Materiality</a></li> </ul>   |
| 103-2  | The management approach and its components         | <ul style="list-style-type: none"> <li>&gt; <a href="#">Toray Group Corporate Social Responsibility Initiatives</a></li> <li>&gt; <a href="#">Fiscal 2019 CSR Activity Report</a></li> <li>&gt; <a href="#">CSR Roadmap 2022</a></li> <li>&gt; <a href="#">Contributing Solutions to Social Issues through Business Activities</a></li> <li>&gt; <a href="#">Corporate Governance and Management Transparency</a></li> <li>&gt; <a href="#">Corporate Ethics and Legal Compliance</a></li> <li>&gt; <a href="#">Risk Management</a></li> <li>&gt; <a href="#">Human Rights Promotion and Human Resources Development</a></li> <li>&gt; <a href="#">Product Safety and Quality</a></li> <li>&gt; <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a></li> <li>&gt; <a href="#">Communication</a></li> <li>&gt; <a href="#">Social Contribution Activities</a></li> <li>&gt; <a href="#">Safety, Accident Prevention, and Environmental Preservation</a></li> </ul> |
| 103-3  | Evaluation of the management approach              | <ul style="list-style-type: none"> <li>&gt; <a href="#">Toray Group Corporate Social Responsibility Initiatives</a></li> <li>&gt; <a href="#">Fiscal 2019 CSR Activity Report</a></li> <li>&gt; <a href="#">CSR Roadmap 2022</a></li> <li>&gt; <a href="#">Contributing Solutions to Social Issues through Business Activities</a></li> <li>&gt; <a href="#">Corporate Governance and Management Transparency</a></li> <li>&gt; <a href="#">Corporate Ethics and Legal Compliance</a></li> <li>&gt; <a href="#">Risk Management</a></li> <li>&gt; <a href="#">Human Rights Promotion and Human Resources Development</a></li> <li>&gt; <a href="#">Product Safety and Quality</a></li> <li>&gt; <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a></li> <li>&gt; <a href="#">Communication</a></li> <li>&gt; <a href="#">Social Contribution Activities</a></li> <li>&gt; <a href="#">Safety, Accident Prevention, and Environmental Preservation</a></li> </ul> |

## Topic-Specific Standards

| Economic             |  |   |
|----------------------|--|---|
| Economic Performance |  | References  |
| 201-1                | Direct economic value generated and distributed                                | <ul style="list-style-type: none"> <li>&gt; <a href="#">Financial Results</a></li> <li>&gt; <a href="#">Securities Report (available only in Japanese)</a></li> <li>&gt; <a href="#">Social Contribution Activities Fiscal 2019 Results (Data)</a></li> </ul> |
| 201-2                | Financial implications and other risks and opportunities due to climate change | <ul style="list-style-type: none"> <li>&gt; <a href="#">Toray Group's Approach to Climate Change</a></li> </ul>   |
| 201-3                | Defined benefit plan obligations and other retirement plans                    | <ul style="list-style-type: none"> <li>&gt; <a href="#">Securities Report (available only in Japanese)</a></li> </ul>   |

|                           |   |   |
|---------------------------|---|---|
| 201-4                     | Financial assistance received from government                                   | Restrictions related to confidentiality and/or information difficult to obtain  |
| Market Presence           |   | References  |
| 202-1                     | Ratios of standard entry level wage by gender compared to local minimum wage    | > <a href="#">Application guidelines for new graduates (available only in Japanese)</a>   |
| 202-2                     | Proportion of senior management hired from the local community                  |   |
| Indirect Economic Impacts |   | References  |
| 203-1                     | Infrastructure investments and services supported                               |   |
| 203-2                     | Significant indirect economic impacts   |   |
| Procurement Practices     |   | References  |
| 204-1                     | Proportion of spending on local suppliers                                       | > <a href="#">Facilitating CSR Initiatives Throughout the Supply Chain</a>  |
| Anti-corruption           |   | References  |
| 205-1                     | Operations assessed for risks related to corruption                             | > <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a><br>> <a href="#">Antitrust Compliance and Bribery Prevention</a>  |
| 205-2                     | Operations assessed for risks related to corruption                             | > <a href="#">Establishing a Corporate Culture of Total Respect for Corporate Ethics and Legal Compliance</a><br>> <a href="#">Antitrust Compliance and Bribery Prevention</a><br>> <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a> |
| 205-3                     | Confirmed incidents of corruption and actions taken                             | No incidents  |
| Anti-competitive Behavior |   | References  |
| 206-1                     | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | N/A   |
| Tax                       |   | References  |
| 207-1                     | Approach to tax   | > <a href="#">Ensuring Tax Compliance</a>   |
| 207-2                     | Tax governance, control, and risk management                                    | > <a href="#">Ensuring Tax Compliance</a>   |
| 207-3                     | Stakeholder engagement and management of concerns related to tax                | > <a href="#">Ensuring Tax Compliance</a>   |
| 207-4                     | Country-by-country reporting  |   |
| <b>Environment</b>        |   |   |
| Materials                 |   | References  |
| 301-1                     | Materials used by weight or volume  |   |
| 301-2                     | Recycled input materials used   | Information difficult to obtain   |

|                     |  |   |
|---------------------|--|---|
| 301-3               | Reclaimed products and their packaging materials   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Reduce Waste</a></li> <li>&gt; <a href="#">Toray Group Distribution Initiatives (Expanding Collection and Reuse of Packaging Materials)</a></li> </ul>   |
| Energy              |  | References  |
| 302-1               | Energy consumption within the organization   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |
| 302-2               | Energy consumption outside of the organization   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul>  |
| 302-3               | Energy intensity   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |
| 302-4               | Reduction of energy consumption  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |
| 302-5               | Reductions in energy requirements of products and services   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Green Innovation Business Expansion Project</a></li> </ul>  |
| Water and Effluents |  | References  |
| 303-1               | Interactions with water as a shared resource   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives for Managing Water Resources</a></li> </ul>   |
| 303-2               | Management of water discharge-related impacts  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Prevent Air and Water Pollution</a></li> </ul>   |
| 303-3               | Water withdrawal   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">SASB Standards</a></li> </ul>   |
| 303-4               | Water discharge  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Prevent Air and Water Pollution</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |
| 303-5               | Water consumption  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">SASB Standards</a></li> </ul>   |
| Biodiversity        |  | References  |
| 304-1               | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas Biodiversity Initiatives | <ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>   |
| 304-2               | Significant impacts of activities, products, and services on biodiversity  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>   |
| 304-3               | Habitats protected or restored   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Biodiversity Initiatives</a></li> </ul>   |
| 304-4               | IUCN Red List species and national conservation list species with habitats in areas affected by operations   | Information difficult to obtain   |
| Emissions           |  | References  |
| 305-1               | Direct (Scope 1) GHG emissions   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul> |
| 305-2               | Energy indirect (Scope 2) GHG emissions  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul> |
| 305-3               | Other indirect (Scope 3) GHG emissions   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |

|                                   |   |  |
|-----------------------------------|---|--|
|                                   |   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Third-Party Assurance</a></li> </ul>   |
| 305-4                             | GHG emissions intensity   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>  |
| 305-5                             | Reduction of GHG emissions  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>  |
| 305-6                             | Emissions of ozone-depleting substances (ODS)   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Energy Saving and Curbing Climate Change (Initiatives to Protect the Ozone Layer)</a></li> </ul>   |
| 305-7                             | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Initiatives to Prevent Air and Water Pollution</a></li> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Chemical Substance Emissions and Transfer Data</a></li> </ul> |
| Effluents and Waste               |   | References   |
| 306-1                             | Water discharge by quality and destination  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> </ul>   |
| 306-2                             | Waste by type and disposal method   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Impact Overview</a></li> <li>&gt; <a href="#">Initiatives to Reduce Waste</a></li> <li>&gt; <a href="#">SASB Standards</a></li> </ul>  |
| 306-3                             | Significant spills  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Risk Management</a></li> </ul>   |
| 306-4                             | Transport of hazardous waste  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Chemical Substance Emissions and Transfer Data</a></li> </ul>  |
| 306-5                             | Water bodies affected by water discharges and / or runoff   | N/A  |
| Environmental Compliance          |   | References   |
| 307-1                             | Non-compliance with environmental laws and regulations  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Risk Management</a></li> </ul>   |
| Supplier Environmental Assessment |   | References   |
| 308-1                             | New suppliers that were screened using environmental criteria   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a></li> </ul>   |
| 308-2                             | Negative environmental impacts in the supply chain and actions taken<br>New suppliers that were screened using environmental criteria | <ul style="list-style-type: none"> <li>&gt; <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a></li> </ul>   |
| <b>Social Initiatives</b>         |   |  |
| Employment                        |   | References   |
| 401-1                             | New employee hires and employee turnover  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Securing and Developing Human Resources to Create New Value</a></li> </ul>   |
|                                   |   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Creating a Positive Workplace for Employees</a></li> </ul>   |
| 401-2                             | Benefits provided to full-time employees that are not provided to temporary or part-time employees                                    | <ul style="list-style-type: none"> <li>&gt; <a href="#">Promoting Diversity</a></li> </ul>   |
|                                   |   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Creating a Positive Workplace for Employees</a></li> </ul>   |
| 401-3                             | Parental leave  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Creating a Positive Workplace for Employees</a></li> </ul>   |
| Labor Management Relations        |   | References   |
| 402-1                             | Minimum notice periods regarding operational changes  |  |

| Occupational Health and Safety                   |  | References   |
|--|--|--|
| 403-1  | Occupational health and safety management system   | > <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>  |
| 403-2  | Hazard identification, risk assessment, and incident investigation   | > <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>  |
| 403-3  | Occupational health services   | > <a href="#">Safety, Accident Prevention, and Environmental Preservation</a>  |
| 403-4  | Worker participation, consultation, and communication on occupational health and safety                        | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| 403-5  | Worker training on occupational health and safety  | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| 403-6  | Promotion of worker health   | > <a href="#">Creating a Positive Workplace for Employees</a>  |
| 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| 403-8  | Workers covered by an occupational health and safety management system   | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| 403-9  | Work-related injuries  | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| 403-10   | Work-related ill health  | > <a href="#">Occupational Safety and Accident Prevention Activities</a>   |
| Training and Education                           |  | References   |
| 404-1  | Average hours of training per year per employee  | > <a href="#">Securing and Developing Human Resources to Create New Value</a>  |
| 404-2  | Programs for upgrading employee skills and transition assistance programs                                      | > <a href="#">Securing and Developing Human Resources to Create New Value</a><br>> <a href="#">Promoting Diversity</a> |
| 404-3  | Percentage of employees receiving regular performance and career   | > <a href="#">Securing and Developing Human Resources to Create New Value</a>  |
| Diversity and Equal Opportunity                  |  | References   |
| 405-1  | Diversity of governance bodies and employees   | > <a href="#">Promoting Diversity</a><br>> <a href="#">ESG Data</a>  |
| 405-2  | Ratio of basic salary and remuneration of women to men   | > <a href="#">Human Rights Promotion and Human Resources Development</a>   |
| Non-discrimination                               |  | References   |
| 406-1  | Incidents of discrimination and corrective actions taken   | > <a href="#">Human Rights Promotion and Human Resources Development</a>   |
| Freedom of Association and Collective Bargaining |  | References   |
| 407-1  | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | > <a href="#">Corporate Governance and Management Transparency</a>   |
| Child Labor                                      |  | References   |



|                             |  |   |
|-----------------------------|--|---|
| 408-1                       | Operations and suppliers at significant risk for incidents of child labor  | <ul style="list-style-type: none"> <li>&gt; <a href="#">Human Rights Promotion and Human Resources Development</a></li> <li>&gt; <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a></li> </ul> |
| Forced or Compulsory Labor  |  | References  |
| 409-1                       | Operations and suppliers at significant risk for incidents of forced or compulsory labor                                   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Human Rights Promotion and Human Resources Development</a></li> <li>&gt; <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a></li> </ul> |
| Security Practices          |  | References  |
| 410-1                       | Security personnel trained in human rights policies or procedures  |   |
| Rights of Indigenous People |  | References  |
| 411-1                       | Incidents of violations involving rights of indigenous peoples   |   |
| Human Rights Assessment     |  | References  |
| 412-1                       | Operations that have been subject to human rights reviews or impact assessments  |   |
| 412-2                       | Employee training on human rights policies or procedures   | > <a href="#">Committed to Human Rights</a>   |
| 412-3                       | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | > <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>   |
| Local Communities           |  | References  |
| 413-1                       | Operations with local community engagement, impact assessments, and development programs                                   | <ul style="list-style-type: none"> <li>&gt; <a href="#">Environmental Accounting</a></li> <li>&gt; <a href="#">Social Contribution Activities</a></li> </ul>  |
| 413-2                       | Operations with significant actual and potential negative impacts on local communities                                     | N/A   |
| Supplier Social Assessment  |  | References  |
| 414-1                       | New suppliers that were screened using social criteria   | > <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>   |
| 414-2                       | Negative social impacts in the supply chain and actions taken  | > <a href="#">Socially Responsible Procurement Initiatives at Toray Group</a>   |
| Public Policy               |  | References  |
| 415-1                       | Political contributions  | > <a href="#">ESG Data</a>  |
| Customer Health and Safety  |  | References  |
| 416-1                       | Assessment of the health and safety impacts of product and service categories  | > <a href="#">Initiatives for Product Safety and Quality Assurance</a>  |
| 416-2                       | Incidents of non-compliance concerning the health and safety impacts of products and services                              | > <a href="#">Initiatives for Product Safety and Quality Assurance</a>  |
| Marketing and Labeling      |  | References  |

|                          |  |   |
|--------------------------|--|---|
| 417-1                    | Requirements for product and service information and labeling                                | <ul style="list-style-type: none"> <li>&gt; <a href="#">Product Safety and Quality</a></li> <li>&gt; <a href="#">Our Businesses</a></li> <li>&gt; <a href="#">Initiatives for Product Safety and Quality Assurance</a></li> </ul> |
| 417-2                    | Incidents of non-compliance concerning product and service information and labeling          | N/A   |
| 417-3                    | Incidents of non-compliance concerning marketing communications                              | N/A   |
| Customer Privacy         |  | References  |
| 418-1                    | Substantiated complaints concerning breaches of customer privacy and losses of customer data | <ul style="list-style-type: none"> <li>&gt; <a href="#">Protection of Personal Information</a></li> </ul>   |
| Socioeconomic Compliance |  | References  |
| 419-1                    | Non-compliance with laws and regulations in the social and economic area                     | <ul style="list-style-type: none"> <li>&gt; <a href="#">Corporate Ethics and Legal Compliance</a></li> </ul>  |