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

Comparative Table with ISO 26000 Subjects

Core subjects
- Organizational governance
- Human rights
- Labor practices
- The environment
- Fair operating practices
- Consumer issues
- Community involvement and development

### Organizational governance

<table>
<thead>
<tr>
<th>Issues</th>
<th>Toray's initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.Organizational governance</td>
<td>Toray Philosophy and CSR</td>
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<tr>
<td></td>
<td>Message from the President</td>
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<td>Management Strategies and CSR</td>
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<td></td>
<td>Toray Group Corporate Social Responsibility</td>
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<td>Toray Group Corporate Social Responsibility Initiatives</td>
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<td>Materiality</td>
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<td>CSR Activity Report (CSR Guideline Activity Reports)</td>
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<td></td>
<td>CSR Roadmap 2022 (Fiscal 2020 – Fiscal 2022)</td>
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<td>Corporate Governance</td>
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<td>Communication with Employees</td>
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<td>Ethics and Compliance</td>
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<td>Promoting Diversity</td>
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<td>Communication</td>
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<td><strong>Risk Management Initiatives</strong></td>
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<td></td>
<td><strong>Facilitating CSR Initiatives Throughout the Supply Chain</strong></td>
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<td></td>
<td><strong>Socially Responsible Procurement Initiatives at Toray Group</strong></td>
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<tr>
<td>2. Human rights risk situations</td>
<td><strong>Human Rights Promotion and Human Resources Development</strong></td>
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<td></td>
<td><strong>Socially Responsible Procurement Initiatives at Toray Group</strong></td>
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<td>3. Avoidance of complicity</td>
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<td><strong>Facilitating CSR Initiatives Throughout the Supply Chain</strong></td>
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<td><strong>Socially Responsible Procurement Initiatives at Toray Group</strong></td>
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<td>4. Resolving grievances</td>
<td><strong>Establishing a Corporate Culture of Total Respect for Ethics and Compliance</strong></td>
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<td>5. Discrimination and vulnerable groups</td>
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<td><strong>Promoting Diversity</strong></td>
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<td>6. Civil and political rights</td>
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<td><strong>Human Rights Promotion and Human Resources Development</strong></td>
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<td>7. Economic, social and cultural rights</td>
<td>Human Rights Promotion and Human Resources Development</td>
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<td></td>
<td>Securing and Developing Human Resources to Create New Value</td>
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<td>Social Contribution Activities as a Good Corporate Citizen</td>
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| 8. Fundamental principles and rights at work | Human Rights Promotion and Human Resources Development |
## Labor practices

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<td>Securing and Developing Human Resources to Create New Value</td>
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<td>2. Conditions of work and social protection</td>
<td>Creating a Positive Workplace for Employees</td>
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<td>3. Social dialogue</td>
<td>Creating a Positive Workplace for Employees</td>
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<td>5. Human development and training in the workplace</td>
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<td>Safety, Accident Prevention and Environmental Preservation (Safety, Health, Accident Prevention and Environmental Preservation Management)</td>
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<td>Voluntary Initiatives to Reduce Atmospheric Emissions of Chemical Substances</td>
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<td>Initiatives to Prevent Air and Water Pollution</td>
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<td>Environmental Risk Management</td>
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<td>Risk Management Initiatives</td>
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<td>2. Sustainable resource use</td>
<td>Approach to Green Innovation Products</td>
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<td>Realizing a Circular Economy</td>
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<td>Toray Group Distribution Initiatives</td>
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<td>Environmental Impact Overview</td>
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<td>Toray Group’s Approach to Climate Change</td>
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<td>Contributing Solutions to Social Issues through Business Activities</td>
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<tr>
<th>4. Protection of the environment, biodiversity and restoration of natural habitats</th>
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## Community involvement and development

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