

GRI Content Index

[Statement of use]	The artience Group has reported the information cited in this GRI content index for the period [January 1, 2023 to December 31, 2023] with reference to the GRI Standards.
[GRI used]	GRI1: Foundation 2021

■ GRI2: General Disclosures 2021

GRI Standards		References		
		Sustainability Data Book 2024		Other materials
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2-12	Role of the highest governance body in overseeing the management of impacts	8-9 63-64	Sustainability Management Corporate Governance	Integrated Report 2024
2-13	Delegation of responsibility for managing impacts	8-9 63-64	Sustainability Management Corporate Governance	Integrated Report 2024
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2-16	Communication of critical concerns	71-72 76	Risk Management Compliance	
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2-21	Annual total compensation ratio			—
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2-23	Policy commitments	8 16 56 63	Sustainability Management Environmental Management Respect for Human Rights Corporate Governance	Integrated Report 2024 Related policies and guidelines https://www.artiencegroup.com/en/corporate/sustainability/policies/index.html
2-24	Embedding policy commitments	2-79	Sustainability Data Book 2024	
2-25	Processes to remediate negative impacts	56-59 60-61 76-78	Respect for Human Rights Promotion of CSR procurement Compliance	
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Stakeholder engagement				
2-29	Approach to stakeholder engagement	14	Relationship with Stakeholders	Integrated Report 2024
2-30	Collective bargaining agreements			—

■ GRI3: Material Topics 2021

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201-2	Financial implications and other risks and opportunities due to climate change	20-22	Response to Climate Change	Integrated Report 2024
201-3	Defined benefit plan obligations and other retirement plans		—	Annual Securities Report
201-4	Financial assistance received from government		—	
GRI202: Market Presence 2016				
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GRI203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	62	Social Contribution Activities	
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GRI204: Procurement Practices 2016				
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GRI205: Anti-corruption 2016				
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207-3	Stakeholder engagement and management of concerns related to tax	79	Tax Affairs	
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GRI302: Energy 2016				
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303-2	Management of water discharge-related impacts	26-27	Water Resource Management	
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GRI 305: Emissions 2016				
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305-5	Reduction of GHG emissions	20-25	Response to Climate Change	
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GRI306: Waste 2020				
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306-2	Management of significant waste-related impacts	28-30	Waste Management	
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GRI308: Supplier Environmental Assessment 2016				
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401-3	Parental leave	48	Childcare support	Childcare Support https://www.artiencegroup.com/en/corporate/sustainability/social/work-life-balance/
GRI402: Labor / Management Relations 2016				
402-1	Minimum notice periods regarding operational changes			—
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403-5	Worker training on occupational health and safety	55	Training for occupational safety and health	
403-6	Promotion of worker health	50-52	Health and Productivity Management	Health and Productivity Management https://www.artiencegroup.com/en/corporate/sustainability/social/health-management/
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61	Initiatives for solving logistics issues	Sustainable Supply Chain Guidelines https://www.artiencegroup.com/ja/corporate/sustainability/pdf/ss_guidelines.pdf
403-8	Workers covered by an occupational health and safety management system	53	Basic approach	Basic Policy on Occupational Safety and Health https://www.artiencegroup.com/en/corporate/sustainability/social/safety-management/#qa_1_1
403-9	Work-related injuries	54 95	Changes in the frequency rate and the severity rate for lost-workday injuries ESG Data Collection	
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408-1	Operations and suppliers at significant risk for incidents of child labor	59	Child labor, forced labor	
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410-1	Security personnel trained in human rights policies or procedures		—	
GRI411: Rights of Indigenous Peoples 2016				
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GRI413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	62	Social Contribution Activities	
413-2	Operations with significant actual and potential negative impacts on local communities		—	
GRI414: Supplier Social Assessment 2016				
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414-2	Negative social impacts in the supply chain and actions taken		—	
GRI415: Public Policy 2016				
415-1	Political contributions		Not applicable	
GRI416: Customer Health and Safety 2016				
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GRI417: Marketing and Labeling 2016				
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417-2	Incidents of non-compliance concerning product and service information and labeling		Not applicable	
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GRI418: Customer Privacy 2016				
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Legend of "References (Title)": —: No data, Not applicable: There are no applicable disclosures.