

GRI Comparison Table

Disclosure		Content	Report page
Organizational profile			
102-1	Name of the organization	—	back cover
102-2	Activities, brands, products, and services	Provision of high added-value products	46-49
102-3	Location of headquarters	—	back cover
102-4	Location of operations	Overview of our major operating companies	7-8
102-5	Ownership and legal form	—	back cover
102-6	Markets served	Overview of our major operating companies	7-8
102-7	Scale of the organization	Overview of our major operating companies	7-8
		Toward sustainable growth (Financial overview)	13-14
102-8	Information on employees and other workers	Promotion of the acceptance and activity for diverse human resources (Diversity efforts)	51-52
102-9	Supply chain	Strengthening of supply chain management that delivers safe and reliable products	41-45
102-10	Significant changes to the organization and its supply chain	Promotion of fair and transparent business activities (Committed to supply chain safety and reliability)	43-44
102-11	Precautionary Principle or approach	Our foundation for sustainable growth (CSR Promotion System)	18
102-12	External initiatives	Participation in the United Nations Global Compact	1
102-13	Membership of associations	Participation in the United Nations Global Compact	1
		Development and revitalization of local communities (Safety Station activities)	34
Strategy			
102-14	Statement from senior decision-maker	Message from our President	3-6
102-15	Key impacts, risks, and opportunities	Our stakeholders and determination of material issues	11-12
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Group principles / Group Code of Conduct / Sustainability Policy	9-10
102-17	Mechanisms for advice and concerns about ethics	Our foundation for sustainable growth (Compliance Status)	18
Governance			
102-18	Governance structure	Our foundation for sustainable growth (Corporate governance / CSR Promotion System)	17-18
102-19	Delegating authority	Our foundation for sustainable growth (CSR Promotion System)	18
102-20	Executive-level responsibility for economic, environmental, and social topics	Our foundation for sustainable growth (CSR Promotion System)	18
102-21	Consulting stakeholders on economic, environmental, and social topics	Our foundation for sustainable growth (CSR Promotion System)	18
102-22	Composition of the highest governance body and its committees	Our foundation for sustainable growth (Corporate governance)	17
102-23	Chair of the highest governance body	—	—
102-24	Nominating and selecting the highest governance body	—	—
102-25	Conflicts of interest	—	—
102-26	Role of highest governance body in setting purpose, values, and strategy	Our foundation for sustainable growth (CSR Promotion System)	18
102-27	Collective knowledge of highest governance body	—	—
102-28	Evaluating the highest governance body's performance	Our foundation for sustainable growth (Corporate governance)	17
102-29	Identifying and managing economic, environmental, and social impacts	Our stakeholders and determination of material issues (Process of determining the material issues)	11-12
		Our stakeholders and determination of material issues (The most material issues of FamilyMart UNY Group)	12
102-30	Effectiveness of risk management processes	Our foundation for sustainable growth (CSR Promotion System)	18
102-31	Review of economic, environmental, and social topics	Our foundation for sustainable growth (CSR Promotion System)	18
102-32	Highest governance body's role in sustainability reporting	Our foundation for sustainable growth (Corporate Governance System of FamilyMart UNY Holdings Group)	17
		Our foundation for sustainable growth (CSR Promotion System of FamilyMart UNY Group)	18
102-33	Communicating critical concerns	Our foundation for sustainable growth (CSR Promotion System)	18
102-34	Nature and total number of critical concerns	—	—
102-35	Remuneration policies	—	—
102-36	Process for determining remuneration	—	—
102-37	Stakeholders' involvement in remuneration	—	—
102-38	Annual total compensation ratio	—	—
102-39	Percentage increase in annual total compensation ratio	—	—
Stakeholder engagement			
102-40	List of stakeholder groups	Our stakeholders and determination of material issues (Stakeholders of FamilyMart UNY Group)	11
		Stakeholder engagement	15-16
102-41	Collective bargaining agreements	—	—
102-42	Identifying and selecting stakeholders	Stakeholder engagement	15-16
102-43	Approach to stakeholder engagement	Stakeholder engagement	15-16
102-44	Key topics and concerns raised	Stakeholder engagement	15-16

Disclosure		Content	Report page
Reporting practice			
102-45	Entities included in the consolidated financial statements	—	—
102-46	Defining report content and topic Boundaries	Overview of this report	2
102-47	List of material topics	Our stakeholders and determination of material issues (The most material issues of FamilyMart UNY Group)	11-12
102-48	Restatements of information	—	—
102-49	Changes in reporting	—	—
102-50	Reporting period	Overview of this report	2
102-51	Date of most recent report	—	—
102-52	Reporting cycle	—	—
102-53	Contact point for questions regarding the report	—	back cover
102-54	Claims of reporting in accordance with the GRI Standards	—	—
102-55	GRI content index	this table	—
102-56	External assurance	—	—
Management Approach			
103-1	Explanation of the material topic and its Boundaries	Our stakeholders and determination of material issues (Process of determining the material issues)	11-12
103-2	The management approach and its components	Group principles / Group Code of Conduct / Sustainability Policy (Background and intention of establishment of the Sustainability Policy)	10
		Our foundation for sustainable growth (CSR Promotion System)	18
		Construction of a recycling-oriented society (Eco-First Commitments)	20
		Provision of safe and reliable products / services (Responsibility to provide and explain safe and reliable products)	42
103-3	Evaluation of the management approach	—	—
Economics			
Economic Performance			
201-1	Direct economic value generated and distributed	Toward sustainable growth (Performance highlights)	13-14
201-2	Financial implications and other risks and opportunities due to climate change	—	—
201-3	Defined benefit plan obligations and other retirement plans	—	—
201-4	Financial assistance received from government	—	—
Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	—
202-2	Proportion of senior management hired from the local community	—	—
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	Disaster countermeasures and support for disaster-affected areas (Serving as social and living infrastructure during disasters)	36
		Working together with NGOs / NPOs and harmonious coexistence with local communities (Support for NGO / NPO activities through Connecting Dreams Foundation Donation)	39
203-2	Significant indirect economic impacts	—	—
Procurement Practices			
204-1	Proportion of spending on local suppliers	—	—
Anti-corruption			
205-1	Operations assessed for risks related to corruption	—	—
205-2	Communication and training about anti-corruption policies and procedures	—	—
205-3	Confirmed incidents of corruption and actions taken	Our foundation for sustainable growth (Compliance Status)	18
Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	—
Environment			
Materials			
301-1	Materials used by weight or volume	Contribution to a low carbon society (Container packaging initiatives)	23
		Contribution to a low carbon society (Reducing CO ₂ in conjunction with customers)	24
301-2	Recycled input materials used	—	—
301-3	Reclaimed products and their packaging materials	Construction of a recycling-oriented society (Promoting food recycling)	22
		Contribution to a low carbon society (Container packaging initiatives)	23
Energy			
302-1	Energy consumption within the organization	—	—
302-2	Energy consumption outside of the organization	—	—
302-3	Energy intensity	—	—
302-4	Reduction of energy consumption	—	—
302-5	Reductions in energy requirements of products and services	Toward realization of a society that coexists in harmony with nature (Efforts being made at environmentally-conscious stores)	27-28
Water			
303-1	Water withdrawal by source	—	—
303-2	Water sources significantly affected by withdrawal of water	—	—
303-3	Water recycled and reused	—	—

Disclosure		Content	Report page
Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	—
304-2	Significant impacts of activities, products, and services on biodiversity	Toward realization of a society that coexists in harmony with nature (The biodiversity that maintains our way of life)	25
		Toward realization of a society that coexists in harmony with nature (Sales of products that protect biodiversity / Efforts to achieve a society in harmony with nature)	26
304-3	Habitats protected or restored	Toward realization of a society that coexists in harmony with nature (The biodiversity that maintains our way of life)	25
		Toward realization of a society that coexists in harmony with nature (Sales of products that protect biodiversity / Efforts to achieve a society in harmony with nature)	26
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—
Emissions			
305-1	Direct (Scope 1) GHG emissions	—	—
305-2	Energy indirect (Scope 2) GHG emissions	—	—
305-3	Other indirect (Scope 3) GHG emissions	—	—
305-4	GHG emissions intensity	—	—
305-5	Reduction of GHG emissions	Environmental awareness	19
		Contribution to a low carbon society (Container packaging initiatives)	23
		Contribution to a low carbon society (Reducing CO ₂ in conjunction with customers)	24
		Toward realization of a society that coexists in harmony with nature (Efforts being made at environmentally-conscious stores)	27-28
		Promotion of fair and transparent business activities (Committed to supply chain safety and reliability)	43-44
305-6	Emissions of ozone-depleting substances (ODS)	—	—
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—	—
Effluents and Waste			
306-1	Water discharge by quality and destination	—	—
306-2	Waste by type and disposal method	Construction of a recycling-oriented society (Efforts to reduce food waste)	20
		Construction of a recycling-oriented society (Creating a "Food Recycling Loop" / Promoting food recycling)	21-22
		Toward realization of a society that coexists in harmony with nature (Efforts being made at environmentally-conscious stores)	27-28
306-3	Significant spills	—	—
306-4	Transport of hazardous waste	—	—
306-5	Water bodies affected by water discharges and/or runoff	Toward realization of a society that coexists in harmony with nature (Efforts being made at environmentally-conscious stores)	27
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	—	—
Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	—	—
308-2	Negative environmental impacts in the supply chain and actions taken	Promotion of fair and transparent business activities (Committed to supply chain safety and reliability)	43-44
Social			
Employment			
401-1	New employee hires and employee turnover	—	—
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	—
401-3	Parental leave	Promotion of the acceptance and activity for diverse human resources (Promote workstyle reforms through membership in the "IkuBoss Corporate Alliance")	51
		Promotion of the acceptance and activity for diverse human resources (Diversity efforts)	52
Labor / Management Relations			
402-1	Minimum notice periods regarding operational changes	—	—
Minimum notice periods regarding operational changes			
403-1	Workers representation in formal joint management-worker health and safety committees	—	—
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	—	—
403-3	Workers with high incidence or high risk of diseases related to their occupation	—	—
403-4	Health and safety topics covered in formal agreements with trade unions	—	—
Training and Education			
404-1	Average hours of training per year per employee	—	—
404-2	Programs for upgrading employee skills and transition assistance programs	Promotion of the acceptance and activity for diverse human resources (Human resource development efforts)	52

Disclosure		Content	Report page
404-3	Percentage of employees receiving regular performance and career development reviews	—	—
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Enhancing diversity	50
		Promotion of the acceptance and activity for diverse human resources (FMWP (FamilyMart Women Project) start-up)	51
405-2	Ratio of basic salary and remuneration of women to men	—	—
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	—	—
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	—
Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	—	—
Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—	—
Security Practices			
410-1	Security personnel trained in human rights policies or procedures	—	—
Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	—	—
Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	—	—
412-2	Employee training on human rights policies or procedures	—	—
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	Environmental awareness	19
		Promotion ESD (Education for Sustainable Development)	29-30
		Contributing to the development of vibrant local communities as social and living infrastructure	31
		Development and revitalization of local communities (Community gatherings)	32
		Development and revitalization of local communities (Efforts to ensure peace of mind among the elderly)	33-34
		Disaster countermeasures and support for disaster-affected areas (Safe and reliable community development)	35
		Disaster countermeasures and support for disaster-affected areas (Serving as social and living infrastructure during disasters)	36
		Supporting the development of the next generation	37-38
Working together with NGOs / NPOs and harmonious coexistence with local communities (Activities in collaboration with local NGOs / NPOs)	40		
413-2	Operations with significant actual and potential negative impacts on local communities	—	—
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	—	—
414-2	Negative social impacts in the supply chain and actions taken	—	—
Public Policy			
415-1	Political contributions	—	—
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	—	—
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Our foundation for sustainable growth (Compliance Status)	18
Marketing and Labeling			
417-1	Requirements for product and service information and labeling	—	—
417-2	Incidents of non-compliance concerning product and service information and labeling	—	—
417-3	Incidents of non-compliance concerning marketing communications	—	—
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	—
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Our foundation for sustainable growth (Compliance Status)	18