

# Kintetsu World Express GRI index

GRI number of disclosure	Description	Reference
Organizational profile		
102-1	<b>Name of the organization</b> a. Name of the organization.	<a href="#">Company Data</a> <a href="#">Sustainability Report</a> <a href="#">Front cover/back cover</a>
102-2	<b>Activities, brands, products, and services</b> a. A description of the organization’s activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	<a href="#">Services</a> <a href="#">Sustainability Report</a> <a href="#">P37 Corporate Data</a>
102-3	<b>Location of headquarters</b> a. Location of the organization’s headquarters.	<a href="#">Company Data</a> <a href="#">Sustainability Report Back cover</a>
102-4	<b>Location of operations</b> a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	<a href="#">Sustainability Report</a> <a href="#">P2 KWE in Progress</a> <a href="#">P36 ESG Data</a> <a href="#">P37 Corporate Data</a>
102-5	<b>Ownership and legal form</b> a. Nature of ownership and legal form.	<a href="#">Company Data</a>
102-6	<b>Markets served</b> a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	<a href="#">Sustainability Report □</a> <a href="#">P37 Corporate Data</a>
102-7	<b>Scale of the organization</b> a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	<a href="#">Company Data</a> <a href="#">IR Archive</a> <a href="#">Sustainability Report</a> <a href="#">P2 KWE in Progress</a> <a href="#">P36 ESG Data</a> <a href="#">P37 Corporate Data</a>
102-8	<b>Information on employees and other workers</b> a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization’s activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	<a href="#">Sustainability Report</a> <a href="#">P37 Corporate Data</a>
102-9	<b>Supply chain</b> a. A description of the organization’s supply chain, including its main elements as they relate to the organization’s activities, primary brands, products, and services.	<a href="#">Sustainability Report ☒</a> <a href="#">P26 Social Impacts in the Supply Chain</a>
102-11	<b>Precautionary Principle or approach</b> a. Whether and how the organization applies the Precautionary Principle or approach.	<a href="#">Sustainability Report</a> <a href="#">P12-13 Disclosures based on the TCFD recommendations (scenario analysis)</a> <a href="#">P20 Data Security</a> <a href="#">P25 Occupational Safety and Health</a> <a href="#">P28-29 KWE and the COVID-19 Pandemic</a> <a href="#">P34 Risk Management</a>
102-12	<b>External initiatives</b> a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	<a href="#">Sustainability Report</a> <a href="#">P12 Our Initial Response to the TCFD Recommendations</a>

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GRI number of disclosure	Description	Reference
Strategy		
102-14	<b>Statement from senior decision-maker</b> a. A 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.	<a href="#">Message from President &amp; CEO</a>
		<a href="#">Sustainability Report</a> <a href="#">P4-5</a> <a href="#">Message from President &amp; CEO</a>
102-15	<b>Key impacts, risks, and opportunities</b> a. A description of key impacts, risks, and opportunities.	<a href="#">Sustainability Report</a> □ <a href="#">P7</a> <a href="#">Materiality Assessment</a> □ <a href="#">P12-13</a> <a href="#">Our Initial Response to the TCFD Recommendations</a>
Ethics and integrity		
102-16	<b>Values, principles, standards, and norms of behavior</b> a. A description of the organization’s values, principles, standards, and norms of behavior.	<a href="#">Our Policy</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P3</a> <a href="#">Philosophy and Policies</a>
102-17	<b>Mechanisms for advice and concerns about ethics</b> a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	<a href="#">Compliance</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P31-32</a> <a href="#">Anti-Corruption</a>
Governance		
102-18	<b>Governance structure</b> a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	<a href="#">Corporate Governance</a>
		<a href="#">Sustainability Report</a> <a href="#">P33</a> <a href="#">Corporate Governance</a>
102-19	<b>Delegating authority</b> a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	<a href="#">Our Approach to Sustainability</a>
102-20	<b>Executive-level responsibility for economic, environmental, and social topics</b> a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	<a href="#">Our Approach to Sustainability</a>
		<a href="#">Sustainability Report</a> <a href="#">P7</a> <a href="#">Sustainability Governance Framework</a>
102-21	<b>Consulting stakeholders on economic, environmental, and social topics</b> a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	<a href="#">Materiality</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P7-8</a> <a href="#">Materiality Assessment</a>
102-22	<b>Composition of the highest governance body and its committees</b> a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual’s other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	<a href="#">Corporate Governance</a>
		<a href="#">Sustainability Report</a> <a href="#">P33</a> <a href="#">Corporate Governance</a>
102-23	<b>Chair of the highest governance body</b> a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization’s management and the reasons for this arrangement.	<a href="#">Our Leadership</a>

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GRI number of disclosure	Description	Reference
102-24	<b>Nominating and selecting the highest governance body</b> a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	<a href="#">Corporate Governance</a>
		<a href="#">Sustainability Report</a> <a href="#">P33 Corporate Governance</a> <a href="#">P36 ESG Data</a>
102-25	<b>Conflicts of interest</b> a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	<a href="#">Corporate Governance</a>
102-26	Role of highest governance body in setting purpose, values, and strategy a. 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 topics.	<a href="#">Our Approach to Sustainability</a>
		<a href="#">Sustainability Report</a> <a href="#">P6 Sustainability Governance Framework</a> <a href="#">P33 Corporate Governance</a>
102-27	Collective knowledge of highest governance body a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	<a href="#">Our Approach to Sustainability</a>
		<a href="#">Sustainability Report</a> <a href="#">P6 Sustainability Governance Framework</a> <a href="#">P33 Corporate Governance</a>
102-28	Evaluating the highest governance body's performance a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. 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.	<a href="#">Our Approach to Sustainability</a>
		<a href="#">Sustainability Report</a> <a href="#">P6 Sustainability Governance Framework</a> <a href="#">P33 Corporate Governance</a>
102-29	Identifying and managing economic, environmental, and social impacts a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its 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 topics and their impacts, risks, and opportunities.	<a href="#">Materiality</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P7-8 Materiality Assessment</a>

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GRI number of disclosure	Description	Reference
102-30	Effectiveness of risk management processes a. Highest governance body’s role in reviewing the effectiveness of the organization’s risk management processes for economic, environmental, and social topics.	<a href="#">Risk Management</a>
		<a href="#">Sustainability Report</a> <a href="#">P34 Risk Management</a>
102-31	Review of economic, environmental, and social topics a. Frequency of the highest governance body’s review of economic, environmental, and social topics and their impacts, risks, and opportunities.	<a href="#">Risk Management</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P34 Risk Management</a>
102-32	Highest governance body’s role in sustainability reporting a. The highest committee or position that formally reviews and approves the organization’s sustainability report and ensures that all material topics are covered.	<a href="#">Our Approach to Sustainability</a>
		<a href="#">Sustainability Report</a> <a href="#">P6 Sustainability Governance Framework</a> <a href="#">P33 Corporate Governance</a>
102-33	Communicating critical concerns a. Process for communicating critical concerns to the highest governance body.	<a href="#">Risk Management</a> <a href="#">Corporate Governance</a>
		<a href="#">Sustainability Report</a> □ <a href="#">P33 Corporate Governance</a> □ <a href="#">P34 Risk Management</a>
102-35	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body’s and senior executives’ objectives for economic, environmental, and social topics.	<a href="#">Annual Report</a> <a href="#">P25 3. Compensation Structure</a> <a href="#">P26 4. Compensations for Audit &amp; Supervisory Board Members and Outside Directors</a> <a href="#">5. Determination and Review Procedures for Compensations</a>
102-36	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	

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GRI number of disclosure	Description	Reference
Stakeholder engagement		
102-40	List of stakeholder groups a. A list of stakeholder groups engaged by the organization.	<a href="#">Sustainability Report□</a> <a href="#">P6 KWE Stakeholders</a>
102-42	Identifying and selecting stakeholders a. The basis for identifying and selecting stakeholders with whom to engage.	<a href="#">Sustainability Report□</a> <a href="#">P7 Stakeholder Engagement</a>
102-43	Approach to stakeholder engagement a. The organization’s approach 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.	
102-44	Key topics and concerns raised a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	<a href="#">Materiality</a>
		<a href="#">Sustainability Report□</a> <a href="#">P7-8 Materiality Assessment</a>
Reporting practice		
102-46	Defining report content and topic Boundaries a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	<a href="#">Sustainability Report□</a> <a href="#">P1 Editorial policy</a>
102-47	List of material topics a. A list of the material topics identified in the process for defining report content.	<a href="#">Materiality</a>
		<a href="#">Sustainability Report</a> <a href="#">P7-8 Materiality Assessment</a>
102-50	Reporting period a. Reporting period for the information provided.	<a href="#">Sustainability Report</a> <a href="#">P1 Editorial policy</a>
102-52	Reporting cycle a. Reporting cycle.	Annually reported.
102-53	Contact point for questions regarding the report a. The contact point for questions regarding the report or its contents.	<a href="#">Corporate Planning &amp; Administration Department</a>
102-55	GRI content index a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	<a href="#">Comparative Table with GRI Standards</a>

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GRI number of disclosure	Description	Reference
Management Approach		
103-1	Explanation of the material topic and its Boundary a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	<a href="#">Materiality</a>  <a href="#">Sustainability Report</a> □ <a href="#">P7-8 Materiality Assessment</a>
103-2	The management approach and its components a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	<a href="#">Emissions &amp; Energy</a>  <a href="#">Data Security</a>  <a href="#">Diversity and Equal Opportunity</a>  <a href="#">Social Impacts in the Supply Chain</a>  <a href="#">Anti-Corruption</a>  <a href="#">Sustainability Report</a> <a href="#">P11 Emissions &amp; Energy</a> <a href="#">P20 Data Security</a> <a href="#">P22 Diversity and Equal Opportunity</a> <a href="#">P26 Social Impacts in the Supply Chain</a> <a href="#">P31 Anti-Corruption</a>
103-3	Evaluation of the management approach a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	<a href="#">Sustainability Report</a> □ <a href="#">P10 Emissions &amp; Energy</a> □ <a href="#">P19 Data Security, Diversity and Equal Opportunity, Social Impacts in the Supply Chain</a> □ <a href="#">P31 Anti-Corruption</a>

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GRI number of disclosure	Description	Reference
Economic Performance		
201-1	Direct economic value generated and distributed a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization’s global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	<a href="#">Sustainability Report</a> □ <a href="#">P2 KWE in Progress</a> □ <a href="#">P37 Corporate Data</a>
201-2	Financial implications and other risks and opportunities due to climate change a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	<a href="#">Our Initial Response to the TCFD Recommendations</a>  <a href="#">Sustainability Report</a> <a href="#">P13 Disclosure Aligned with TCFD Recommendations -Assessing and Managing Climate-related Risks and Opportunities</a>
201-3	Defined benefit plan obligations and other retirement plans a. If the plan’s liabilities are met by the organization’s general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan’s pension liabilities: i. the extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	<a href="#">Annual Report</a> <a href="#">P44 Note 8: Accounting for Retirement Benefits</a>
201-4	Financial assistance received from government a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	<a href="#">Annual Report</a> <a href="#">P37</a>
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	<a href="#">Social Contributions</a>

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GRI number of disclosure	Description	Reference
Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures a. Total number and percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization’s anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization’s anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	<a href="#">Social Impacts in the Supply Chain</a>  <a href="#">Sustainability Report</a> <a href="#">P26 Social Impacts in the Supply Chain</a> <a href="#">P32 Compliance Training</a>
205-3	Confirmed incidents of corruption and actions taken a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	<a href="#">NA</a>
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	<a href="#">Sustainability Report</a> <a href="#">P32 Anti-Corruption</a>
Materials		
301-1	Materials used by weight or volume a. Total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	<a href="#">Data about Environment</a>  <a href="#">Sustainability Report</a> <a href="#">P36 ESG Data</a>



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GRI number of disclosure	Description	Reference
Energy		
302-1	Energy consumption within the organization a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	<div><a href="#">Data about Environment</a></div> <div><a href="#">Sustainability Report</a>□ <a href="#">P36 ESG Data</a></div>
302-4	Reduction of energy consumption a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	<div><a href="#">Sustainability Report</a> <a href="#">P17 Other Initiatives at Domestic Sites</a></div>
302-5	Reductions in energy requirements of products and services a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	<div><a href="#">Sustainability Report</a> <a href="#">P17 Other Initiatives at Domestic Sites</a></div>
Water		
303-5	Water consumption a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	<div><a href="#">Data about Environment</a></div> <div><a href="#">Sustainability Report</a>□ <a href="#">P36 ESG Data</a></div>

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GRI number of disclosure	Description	Reference
Emissions		
305-1	Direct (Scope 1) GHG emissions a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	<div><a href="#">Our Initial Response to the TCFD Recommendations</a> <a href="#">4 . Metrics and Targets</a></div> <div><a href="#">Sustainability Report</a>□ <a href="#">P12 Metrics and Targets</a>□ <a href="#">P36 ESG Data</a></div>
305-2	Energy indirect (Scope 2) GHG emissions a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	<div><a href="#">Our Initial Response to the TCFD Recommendations</a>□ <a href="#">4 . Metrics and Targets</a></div> <div><a href="#">Sustainability Report</a>□ <a href="#">P12 Metrics and Targets</a>□ <a href="#">P36 ESG Data</a></div>
305-5	Reduction of GHG emissions a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	<div><a href="#">Sustainability Report</a> <a href="#">P17 Other Initiatives at Domestic Sites</a></div>
Effluents and Waste		
306-3	Waste generated a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	<div><a href="#">Data about Environment</a></div> <div><a href="#">Sustainability Report</a>□ <a href="#">P36 ESG Data</a></div>
Supplier Environmental Assessment		

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GRI number of disclosure	Description	Reference
308-2	Negative environmental impacts in the supply chain and actions taken a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	<a href="#">Sustainability Report</a> <a href="#">P26 Social Impacts in the Supply Chain</a>
Occupational Health and Safety		
403-1	Occupational health and safety management system a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	<a href="#">Occupational Safety and Health</a>  <a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a> <a href="#">P37 Corporate Data</a>
403-2	Hazard identification, risk assessment, and incident investigation a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	<a href="#">Occupational Safety and Health</a>  <a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>
403-3	Occupational health services A description of the occupational health services’ functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers’ access to them.	<a href="#">Occupational Safety and Health</a>  <a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>

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GRI number of disclosure	Description	Reference
403-4	Worker participation, consultation, and communication on occupational health and safety a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	<a href="#">Occupational Safety and Health</a>
		<a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>
403-5	Worker training on occupational health and safety a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	<a href="#">Occupational Safety and Health</a>
		<a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships a. A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.	<a href="#">Occupational Safety and Health</a>
		<a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>
403-8	Workers covered by an occupational health and safety management system a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<a href="#">Occupational Safety and Health</a>
		<a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a> <a href="#">P37 Corporate Data</a>
403-10	Work-related ill health a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<a href="#">Occupational Safety and Health</a>
		<a href="#">Sustainability Report</a> <a href="#">P25 Occupational Safety and Health</a>

