

Comparative Table with GRI Standards

ESG information disclosed by the Oji Group refers to the GRI Sustainability Reporting Standards.
The sections published in this cross-reference table are shown below.

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102.36	Process for determining remuneration	Policy on Determination of Director Compensation and Total Compensation Amount	68	Corporate Governance Structures		Annual Securities Report (in Japanese only)
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202.1	Ratios of standard entry level wage by gender compared to local minimum wage			Respect for Human Rights/ Fair treatment		
203.0	GRI 203: Indirect Economic Impacts 2016					
204.0	GRI 204: Procurement Practices 2016					
205.0	GRI 205: Anti-corruption 2016					
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