0 1		D	
Code	Requirements	Relevant section in the Sustainability Report	Page
	Role of the highest governance body in overseeing the management of impacts	Promotion of Sustainability > Sustainability Promotion Structure	P. 32
2-12		Environmental Management > Fundamental Approach > Environmental Management Structure, Environmental Management Process	P. 44
		Promotion of Sustainability > Sustainability Promotion Structure	P. 32
		Environmental Management > Fundamental Approach > Environmental Management Structure, Environmental Management Process	P. 44
2-13	Delegation of responsibility for managing impacts	Safety and Health > Fundamental Approach > Promotion Structure	P. 88
	manaying impacts	Safety and Health > Health > Health and Productivity Management Initiatives and Implementation Framework	P. 90
		Corporate Governance > Corporate Governance System	P. 102
2-14	Role of the highest governance body in sustainability reporting	Promotion of Sustainability > Sustainability Promotion Structure	P. 32
2-15	Conflicts of interest	Corporate Governance > Operational Execution and Supervision > Conflicts of Interest	P. 102
2-16	Communication of critical concerns	Environmental Management > Fundamental Approach > Environmental Management Structure, Environmental Management Process	P. 44
		Corporate Governance > Corporate Governance System	P. 102
	Collective knowledge of the highest governance body	Promotion of Sustainability > Sustainability Promotion Structure	P. 32
		Corporate Governance > Fundamental Approach, Operational Execution and Supervision	P. 102
2-17		Human Resources Development Initiatives > Fundamental Approach > Workplace Creation Activities	P. 86
		Compliance > Whistle-blowing System and Harassment Consultation Desk > Compliance Education	P. 106
2-18	Evaluation of the performance of the highest governance body	_	

Section 7

Data

109 Environmental Data

116 Social Data

117 GRI Content Index

124 Editorial Policy / Update History

Section

What Is Daihatsu?

Section 2

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section

Environment

0

Social

Section

Corporate Governance

Section

118

What Is Daihatsu?

Section 2

Section 7

Data

109 Environmental Data

117 GRI Content Index

124 Editorial Policy / Update History

116 Social Data

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section 4

Environment

Section 5 Social

Section 6

Corporate Governance

Code	Requirements	Relevant section in the Sustainability Report	Page
2-19	Remuneration policies	_	
2-20	Process to determine remuneration	_	
2-21	Annual total compensation ratio	_	
2-22	Statement on sustainable development strategy	Message from the President	P. 2-3
		Stakeholder Engagement > Daihatsu Sustainability Basic Policy	P. 33
		Environment > Basic Philosophy	P. 38
		Product Safety Initiatives > Safety Technology > Fundamental Approach	P. 76
2 22	Daliau aanamikaanka	Human Rights > Fundamental Approach	P. 80
2-23	Policy commitments	Respect for Human Rights in the Supply Chain > Fundamental Approach, Supply Chain > Supplier CSR Guidelines	P. 82
		Safety and Health > Fundamental Approach	P. 88
		Risk Management > Fundamental Approach	P. 103
		Compliance > Fundamental Approach	P. 105
		Promotion of Sustainability	P. 31-32
	Embedding policy commitments	Environmental Management > Fundamental Approach	P. 44
		Environmental Management > Environment Month Events > Environmental Education, Daihatsu Environmental Communication System	P. 50
2-24		Human Rights > Education Related to Human Rights	P. 81
2-24		Respect for Human Rights in the Supply Chain > Supply Chain	P. 82
		Safety and Health > Fundamental Approach > Promotion Structure	P. 88
		Safety and Health > Safety and Health Management	P. 89
		Risk Management > Risk Management Process	P. 103
		Compliance > Compliance Promotion Structure	P. 105
			-

Code	Requirements	Relevant section in the Sustainability Report	Page
		Promotion of Sustainability	P. 31-32
		Environment > Fundamental Approach > 2024 Review of the Seventh Daihatsu Environmental Action Plan (2025 Targets)	P. 41-43
2-25	Processes to remediate negative impacts	Environmental Management > Daihatsu Environmental Communication System	P. 50
		Human Rights > Education Related to Human Rights > Corrective Action Process	P. 81
		Compliance > Whistle-blowing System and Harassment Consultation Desk	P. 106
2-26	Mechanisms for seeking advice and raising concerns	Compliance > Whistle-blowing System and Harassment Consultation Desk	P. 106
2-27	Compliance with laws and regulations	Environmental Management > Chemical Substances and Risk Management > Chemical Substances, Risk Management Relating to Environmental Laws and Regulations	P. 48
		Compliance > Fundamental Approach	P. 105
2-28	Membership associations	Stakeholder Engagement > Suppliers and Memberships > Memberships	P. 36
	Approach to stakeholder engagement	Instilling Our Corporate Philosophy > Efforts to Instill Our Corporate Philosophy	P. 30
2-29		Daihatsu Motor's Approach to Sustainability > Stakeholder Engagement	P. 33
		Environment > Environmental Management > Environmental Communication with Local Communities	P. 51
		Quality Assurance Initiatives > For Customers	P. 74
2-30	Collective bargaining agreements	Social Data > Employees	P. 116

# Data

Section 7

109 Environmental Data

116 Social Data

124 Editorial Policy / Update History

117 GRI Content Index

What Is Daihatsu?

Section 2

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section 4

Environment

Section 5

Social

Section 6

Corporate Governance

Data

Code	Requirements	Relevant section in the Sustainability Report	Page	
GRI 3:	Material Topics 2021			
3-1	Process to determine material topics	Promotion of Sustainability	P. 31-32	
3-2	List of material topics	Promotion of Sustainability	P. 31-32	
		Environment > Basic Philosophy	P. 38	
	Management of material topics	Environmental Management	P. 44-51	
		Quality Assurance Initiatives	P. 70-74	
			Product Safety Initiatives	P. 76-79
		Human Rights	P. 80	
3-3		Respect for Human Rights in the Supply Chain	P. 82	
		Diversity and Inclusion	P. 83-85	
		Human Resources Development Initiatives	P. 86-87	
		Compliance	P. 105-107	
		Corporate Governance	P. 102	
		Risk Management	P. 103-104	

GRI Content Index

GRI 201	: I : Economic Performance 2	2016	J
201-1	Direct economic value generated and distributed	_	
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	_	
GRI 202	2: Market Presence 2016		
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	_	
GRI 203	3: Indirect Economic Impac	ts 2016	
203-1	Infrastructure investments and services supported	Building a Recycling Society > End-of-life Vehicle Recycling Initiatives	P. 61-62
203-2	Significant indirect economic impacts	Daihatsu's Car Creating > Product Safety Initiatives > Safety Technology	P. 76-79
	economic impacts	Social Contribution	P. 91-100
GRI 204	4: Procurement Practices 2	016	
204-1	Proportion of spending on local suppliers	_	
GRI 205	5: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	_	
205-2	Communication and training about anti- corruption policies and procedures	Compliance > Fundamental Approach > Anti- corruption Initiatives, Anti-bribery Initiatives	P. 105

Relevant section in the Sustainability Report

Page

Requirements

Code

120

What Is Daihatsu?

Section 7

Data

109 Environmental Data

117 GRI Content Index

124 Editorial Policy / Update History

116 Social Data

Daihatsu's Story

Daihatsu Motor's Approach to Sustainability

Environment

Social

Corporate Governance

Section 7

Data

Environmental Data > Water and Air Quality P. 114-115 Environmental Data > Water > Water Withdrawal P. 111 Environmental Data > Water > Water Discharge P. 111 P. 114-115 Environmental Data > Water and Air Quality Environmental Data > Water > Water Consumption P. 111

Page

P. 59

P. 109

P. 110

P. 54-55

P. 110

P. 109

P. 47

P. 47

P. 66-68

Relevant section in the Sustainability Report

Building a Recycling Society > Flow of Materials

Environmental Data > Greenhouse Gases (GHG) >

CO<sub>2</sub> Emissions Scope 3 (Other Indirect Emissions)

\* Energy consumption is converted to GHG emissions before disclosure.

Building a Low-carbon Society > Initiatives for

\* Energy consumption is converted to GHG emissions before disclosure.

Environmental Data > Greenhouse Gases (GHG) >

Average CO<sub>2</sub> Emissions from New Vehicles: Global

Environmental Management > Management of

Environmental Management > Management of

Water, Standards for Waste Water

Water Resources > Purification and Reuse of Waste

Environmental Data > Energy

Environmental Data > Energy

Production

Water Resources

Operational sites owned, leased, managed in, or adjacent to, protected Building a Society in Harmony with Nature > 304-1 P. 66-68 areas and areas of high Conservation of Biodiversity Initiatives biodiversity value outside protected areas

Significant impacts of Building a Society in Harmony with Nature > 304-2 activities, products and P. 65 Conservation of Biodiversity services on biodiversity Building a Society in Harmony with Nature > Habitats protected or 304-3 P. 66-68 Conservation of Biodiversity Initiatives restored **IUCN** Red List species

and national Building a Society in Harmony with Nature > conservation list species 304-4 Conservation of Biodiversity Initiatives with habitats in areas

GRI 302: Energy 2016 Energy consumption

GRI Content Index

Requirements

Confirmed incidents of

corruption and actions

Legal actions for anti-

competitive behavior,

GRI 206: Anti-competitive Behavior 2016

anti-trust, and monopoly

Tax governance, control,

and risk management

concerns related to tax

Materials used by weight

Recycled input materials

Reclaimed products and

their packaging

materials

Country-by-country

taken

practices

Approach to tax

Stakeholder engagement and

reporting

or volume

GRI 301: Materials 2016

management of

GRI 207: Tax 2019

Relevant section in the Sustainability Report

Compliance > Fundamental Approach > Anti-bribery

Environmental Data > Recycling > Amount of Raw

Building a Recycling Society > End-of-life Vehicle

Building a Recycling Society > Reducing Waste at

Environmental Data > Recycling > Amount of Parts

Building a Recycling Society > End-of-life Vehicle

Building a Recycling Society > Reducing Waste at

Plants and Other Facilities > Types of Waste

Environmental Data > Recycling > Number of

Recycling Processed, Recycling Rate, ASR Processing Volume, Amount of Parts Recycled

Appropriate End-of-life Vehicle Treatment and

Recycling Initiatives, Flow of Materials

Material and Recycling Methods

Initiatives

Compliance > Tax Affairs

Compliance > Tax Affairs

Compliance > Tax Affairs

Materials Used

Recycled

Recycling Initiatives

Plants and Other Facilities

Page

P. 105

P. 107

P. 107

P. 107

P. 112

P. 61-62

P. 63

P. 112

P. 59

P. 63

P. 112

P. 110

P. 61-62

Code

302-2

302-4

302-5

303-2

303-3

303-4

Requirements

Energy consumption

outside of the

Energy intensity

consumption

Reduction of energy

Reductions in energy

products and services

Interactions with water

as a shared resource

Management of water

discharge-related

Water withdrawal

Water discharge

GRI 304: Biodiversity 2016

Water consumption

affected by operations

impacts

GRI 303: Water and Effluents 2018

requirements of

organization

Code

205-3

206-1

207-1

207-2

207-3

207-4

301-1

301-2

301-3

Environmental Data > Energy within the organization

121

Code	Requirements	Relevant section in the Sustainability Report	Page
GRI 30	5: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental Data > Greenhouse Gases (GHG)	P. 109
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data > Greenhouse Gases (GHG)	P. 109
305-3	Other indirect (Scope 3) GHG emissions	Environmental Data > Greenhouse Gases (GHG)	P. 109
305-4	GHG emissions intensity	Environmental Data > Greenhouse Gases (GHG)	P. 109
305-5	Reduction of GHG	Fundamental Approach > 2024 Review of the Seventh Daihatsu Environmental Action Plan (2025 Targets)	P. 41-43
	emissions	Environmental Data > Greenhouse Gases (GHG) > Average $CO_2$ Emissions from New Vehicles: Global	P. 109
305-6	Emissions of ozone- depleting substances (ODS)	_	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Management > Management of Environmental Load Substances in Production Activities	P. 46
303-7		Environmental Data > VOC, NOx, SOx	P. 113
		Environmental Data > Water and Air Quality	P. 114-115
GRI 30	6: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Building a Recycling Society > Flow of Materials	P. 59
306-2	Management of significant waste-related impacts	Building a Recycling Society	P. 58-64
306-3	Waste generated	Environmental Data > Waste > Amount of Waste	P. 113
306-4	Waste diverted from	Environmental Data > Recycling > Recycling Rate, Amount of Parts Recycled	P. 112
	disposal	Environmental Data > Waste > Amount of Waste	P. 113
306-5	Waste directed to disposal	Environmental Data > Waste > Amount of Waste	P. 113

Code	Requirements	Relevant section in the Sustainability Report	Page
GRI 30	8: Supplier Environmental A	Assessment 2016	
308-1	New suppliers that were screened using environmental criteria	Environmental Management > Daihatsu Group Initiatives > Green Procurement Guidelines	P. 45
308-2	Negative environmental impacts in the supply chain and actions taken	_	
GRI 40	1: Employment 2016		
401-1	New employee hires and employee turnover	Social Data > Employees	P. 116
401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees	_	
401-3	Parental leave	Social Data > Employees	P. 116
GRI 40	2: Labor/Management Rela	itions 2016	
402-1	Minimum notice periods regarding operational changes	_	
GRI 40	3: Occupational Health and	Safety 2018	
/02.1	Occupational health and	Safety and Health > Fundamental Approach > Safety and Health Management Organizational Chart	P. 88
403-1	safety management system	Safety and Health > Safety and Health Management > Organization for Safety and Health Management and Management Systems	P. 89
403-2	Hazard identification, risk assessment, and incident investigation	Safety and Health > Safety and Health Management	P. 89
402.2	Occupational health	Safety and Health > Fundamental Approach > Safety and Health Management Organizational Chart	P. 88
403-3	services	Safety and Health > Safety and Health Management > Organization for Safety and Health Management and Management Systems	P. 89

Section 7

### Data

109 Environmental Data

116 Social Data

117 GRI Content Index

124 Editorial Policy / Update History

Section 1

What Is Daihatsu?

Section 2

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section 4

Environment

Section 5

Social

Section 6

Corporate Governance

Secti

## Data

Section 7

109	<b>Environmental Dat</b>
107	LIIVII OIIIIICIItat Dat

116 Social Data

## 117 GRI Content Index

124 Editorial Policy / Update History

Code	Requirements	Relevant section in the Sustainability Report	Page
GRI 40	5: Diversity and Equal Oppo	ortunity 2016	
405-1	Diversity of governance bodies and employees	Social Data > Employees	P. 116
405-2	Ratio of basic salary and remuneration of women to men	_	
GRI 40	6: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	_	
GRI 40	7: Freedom of Association a	and Collective Bargaining 2016	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	_	
GRI 40	8: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	_	
GRI 40	9: Forced or Compulsory La	abor 2016	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	_	
GRI 41	0: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	_	
GRI 41	1: Rights of Indigenous Pec	ples 2016	
411-1	Incidents of violations involving rights of indigenous peoples	_	

Section 1

What Is Daihatsu?

Section 2

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section 4

Environment

Section 5

Social

Section 6

Corporate Governance

Section

Data

Code	Requirements	Relevant section in the Sustainability Report	Page
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety and Health > Fundamental Approach > Promotion Structure	P. 88
403-5	Worker training on occupational health and safety	Safety and Health > Safety and Health Management > Safety and Health Education	P. 89
403-6	Promotion of worker health	Safety and Health > Health	P. 90
	Daniel de la contraction de la	Safety and Health > Safety and Health Management	P. 89
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health > Activities to Eliminate Risks and Promote Intrinsic Safety, Prevention of Health Damage by Chemical Substances https://www.daihatsu.com/csr/social/workplace.html	
403-8	Workers covered by an occupational health and safety management system	Safety and Health > Safety and Health Management	P. 89
403-9	Work-related injuries	Safety and Health > Safety and Health Management > Work Accidents and Illnesses	P. 89
403-10	Work-related ill health	Safety and Health > Safety and Health Management > Work Accidents and Illnesses	P. 89
GRI 404	4: Training and Education 2	016	
404-1	Average hours of training per year per employee	Human Resources Development Initiatives > Education and Career Development	P. 87
404-2	Programs for upgrading employee skills and transition assistance programs	Human Resources Development Initiatives > Education and Career Development	P. 87
404-3	Percentage of employees receiving regular performance and career development reviews	Human Resources Development Initiatives > Employee Evaluation and Feedback	P. 86

GRI Content Index

## GRI Content Index

Code	Requirements	Relevant section in the Sustainability Report	Page
GRI 413	3: Local Communities 2016		
		Stakeholder Engagement > Customers > Engagement with Customers and Local Residents through KOTODUKURI	P. 34
413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement > Employees, Local Communities, and Shareholders (Investors) > Communication with Local Communities: National and Local Governmental Agencies, Communication with Local Communities: Nonprofit Organizations, etc.	P. 35-36
		Social Contribution	P. 91-100
413-2	Operations with significant actual and potential negative impacts on local communities	_	
GRI 41	4: Supplier Social Assessm	ent 2016	
414-1	New suppliers that were screened using social criteria	Respect for Human Rights in the Supply Chain > Fundamental Approach, Supply Chain > Supplier CSR Guidelines	P. 82
414-2	Negative social impacts in the supply chain and actions taken	_	
GRI 41	5: Public Policy 2016		
415-1	Political contributions	_	
GRI 41	6: Customer Health and Saf	ety 2016	
	Assessment of the	Quality Assurance Initiatives	P. 70-74
416-1	health and safety impacts of product and service categories	Product Safety Initiatives > Safety Technology > Third-party Safety Evaluations	P. 79
416-2	Incidents of non- compliance concerning the health and safety impacts of products and services	Quality Assurance Initiatives > For Customers > Responses to Quality Defects (Recalls, etc.)	P. 74

Code	Requirements	Relevant section in the Sustainability Report	Page
GRI 417: Marketing and Labeling 2016			
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	_	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	_	

109 Environmental Data

116 Social Data

Section 7

Data

117 GRI Content Index

124 Editorial Policy / Update History

Section

What Is Daihatsu?

Section 2

Daihatsu's Story

Section 3

Daihatsu Motor's Approach to Sustainability

Section 4

Environment

Section 5

Social

Section 6

Corporate Governance

Section