

Kansai Paint GRI Standards Content Index

General Disclosure	Topics in GRP Standards	Applicable Topics	URL
<b>GRI 1: Foundation 2021</b>			
<b>3. Reporting in accordance with the GRI Standards</b>		Integrated Report: Value Creation Story	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a>
<b>GRI 2: General Disclosures</b>			
<b>1. The organization and its reporting practices</b>	2-1 Organizational details	HP: Company Profile	<a href="https://www.kansai.com/about-us/company_profile.html">https://www.kansai.com/about-us/company_profile.html</a>
	2-2 Entities included in the organization's sustainability reporting	Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-3 Reporting period, frequency and contact point	Integrated Report: Value Creation Story	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a>
	2-4 Restatements of information	Integrated Report: Financial Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-5.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-5.pdf</a>
	2-5 External assurance	Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
<b>2. Activities and workers</b>	2-6 Activities, value chain and other business relationships	HP: Company Profile Integrated Report: Value Creation Story HP: Products	<a href="https://www.kansai.com/about-us/company_profile.html">https://www.kansai.com/about-us/company_profile.html</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a> <a href="https://www.kansai.com/products/">https://www.kansai.com/products/</a>
	2-7 Employees	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	2-8 Workers who are not employees		
<b>3. Governance</b>	2-9 Governance structure and composition	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-10 Nomination and selection of the highest governance body	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-11 Chair of the highest governance body	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	HP: Message from the President Integrated Report: Value Creation Story HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/about-us/message.html">https://www.kansai.com/about-us/message.html</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a> <a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-13 Delegation of responsibility for managing impacts	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-14 Role of the highest governance body in sustainability reporting	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-15 Conflicts of interest	Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-16 Communication of critical concerns	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-17 Collective knowledge of the highest governance body	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-18 Evaluation of the performance of the highest governance body	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-19 Remuneration policies	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	2-20 Process to determine remuneration	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-21 Annual total compensation ratio	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
<b>4. Strategy, policies and practices</b>	2-22 Statement on sustainable development strategy	HP: Message from the President Integrated Report: Value Creation Story Integrated Report: Medium-term Management Plan	<a href="https://www.kansai.com/about-us/message.html">https://www.kansai.com/about-us/message.html</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-2.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-2.pdf</a>
	2-23 Policy commitments	HP: Governance Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese) HP: Philosophy Integrated Report: Value Creation Story	<a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://www.kansai.com/about-us/philosophy.html">https://www.kansai.com/about-us/philosophy.html</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a>
	2-24 Embedding policy commitments	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-25 Processes to remediate negative impacts	HP: Compliance and Risk Management	<a href="https://www.kansai.com/sustainability/governance/compliance/">https://www.kansai.com/sustainability/governance/compliance/</a>
	2-26 Mechanisms for seeking advice and raising concerns	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	2-27 Compliance with laws and regulations	HP: Compliance and Risk Management	<a href="https://www.kansai.com/sustainability/governance/compliance/">https://www.kansai.com/sustainability/governance/compliance/</a>
	2-28 Membership associations	CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
<b>5. Stakeholder engagement</b>	2-29 Approach to stakeholder engagement	CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
	2-30 Collective bargaining agreements	HP: Respect for human rights	<a href="https://www.kansai.com/sustainability/social/humanrights/">https://www.kansai.com/sustainability/social/humanrights/</a>
<b>GRI 2: General Disclosures</b>			
<b>2. Disclosures on material topics</b>	3-1 Process to determine material topics	HP: マテリアリティ	<a href="https://www.kansai.co.jp/sustainability/materiality/">https://www.kansai.co.jp/sustainability/materiality/</a>
	3-2 List of material topics	Integrated Report: Value Creation Story	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-1.pdf</a>
	3-3 Management of material topics	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese) HP: Governance	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://www.kansai.com/sustainability/governance/">https://www.kansai.com/sustainability/governance/</a>
<b>Economic Topics</b>			
<b>GRI201: Economic Performance</b>	201-1 Direct economic value generated and distributed	Annual Security Report (Japanese) Integrated Report: Medium-term Management Plan Integrated Report: Financial Data	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-2.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-2.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-5.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-5.pdf</a>
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Security Report (Japanese) ESG Data	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	201-3 Defined benefit plan obligations and other retirement plans	Annual Security Report (Japanese)	<a href="https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz">https://ssl4.eir-parts.net/doc/4613/yocho_pdf/S100R7SL/00.pdf?fsi=Cf9DG0Tz</a>
	201-4 Financial assistance from government		
<b>GRI202: Market Presence</b>	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	Integrated Report: Strategy	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-3.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-3.pdf</a>
<b>GRI203: Indirect Economic Impacts</b>	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
<b>GRI204: Procurement Practices</b>	204-1 Proportion of spending on local suppliers		
<b>GRI205: Anti-corruption</b>	205-1 Operations assessed for risks related to corruption		
	205-2 Communication and training about corruption policies and procedures	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	205-3 Confirmed incidents of corruption and actions taken	Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese) ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
<b>GRI206: Anti-competitive Behavior</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
<b>Environmental Topics</b>			
<b>GRI301: Materials</b>	301-1 Materials used by weight or volume		
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging material		
<b>GRI302: Energy</b>	302-1 Energy consumption within the organization	ESG Data Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	302-4 Reduction of energy consumption	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	302-5 Reductions in energy requirements of products and services		
<b>GRI303: Water</b>	303-1 Interactions with water as a shared resource	ESG Data Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese) CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
	303-2 Management of water discharge-related impacts	CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
	303-3 Water withdrawal	CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
	303-4 Water discharge	ESG Data CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
	303-5 Water consumption	CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
<b>GRI304: Biodiversity</b>	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		
	304-3 Habitats protected or restored		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
<b>GRI305: Emissions</b>	305-1 Direct (Scope 1) GHG emissions	ESG Data Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese) CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Data CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity	CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
	305-5 Reduction of GHG emissions	CDP Climate Change Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_ClimateChange_2023_E.pdf</a>
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
<b>GRI306: Waste</b>	306-1 Water discharge by quality and destination	CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
	306-2 Waste by type and disposal method	ESG Data Integrated Report: System and Framework to Support Sustainable Annual Security Report (Japanese)	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a> <a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	306-3 Significant spills		

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General Disclosure	Topics in GRP Standards		Applicable Topics	URL
	306-4	Transport of Hazardous waste		
	306-5	Water bodies affected by water discharges and/or runoff	CDP Water Security Questionnaire 2023	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_CDP_WaterSecurity_2023_E.pdf</a>
<b>GRI308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria		
	308-2	Negative environmental impacts in the supply chain and actions taken		
<b>Social Topics</b>				
<b>GRI401: Employment</b>	401-1	New employee hires and employee turnover	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	401-3	Parental leave	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
<b>GRI402: Labor/Management</b>	402-1	Minimum notice periods regarding operational changes		
<b>GRI403: Occupational Health and Safety</b>	403-1	Occupational health and safety management system		
	403-2	Hazard identification, risk assessment, and incident investigation		
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety		
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system		
	403-9	Work-related injuries	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
	403-10	Work-related ill health	ESG Data	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_ESG-Data_2023_E.pdf</a>
<b>GRI404: Training and Education</b>	404-1	Average hours of training per year per employee		
	404-2	Programs for upgrading employee skills and transition assistance programs	Integrated Report: System and Framework to Support Sustainable Growth	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	404-3	Percentage of employees receiving regular performance and career development reviews		
<b>GRI405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employee	Integrated Report: System and Framework to Support Sustainable	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	405-2	Ratio of basic salary and remuneration of women to men		
<b>GRI406: Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken		
<b>GRI407: Freedom of Association and Collective</b>	407-1	Operations and suppliers in which the freedom of association and collective bargaining may be at risk		
<b>GRI408: Child Labor</b>	408-1	Operations and suppliers at significant risk for incidents of child labor		
<b>GRI409: Forced or Compulsory Labor</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		
<b>GRI410: Security Practice</b>	410-1	Security personnel trained in human rights policies or procedures		
<b>GRI411: Rights of Indigenous</b>	411-1	Incidents of violations involving rights of indigenous peoples		
<b>GRI412: Human Rights Assessment</b>	412-1	Operations that have been subject to human rights reviews or impact assessments	HP: Human Rights Policy	<a href="https://www.kansai.com/sustainability/social/humanrights/">https://www.kansai.com/sustainability/social/humanrights/</a>
	412-2	Employee training on human rights policies or procedures	HP: Human Rights Policy	<a href="https://www.kansai.com/sustainability/social/humanrights/">https://www.kansai.com/sustainability/social/humanrights/</a>
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	HP: Human Rights Policy	<a href="https://www.kansai.com/sustainability/social/humanrights/">https://www.kansai.com/sustainability/social/humanrights/</a>
<b>GRI413: Local Communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs		
	413-2	Operations with significant actual and potential negative impacts on local communities		
<b>GRI414: Supplier Social Assessment</b>	414-1	New suppliers that were screened using social criteria	Integrated Report: System and Framework to Support Sustainable	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	414-2	Negative social impacts in the supply chain and actions take	Integrated Report: System and Framework to Support Sustainable	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
<b>GRI415: Public Policy</b>	415-1	Political contributions		
<b>GRI416: Customer Health and Safety</b>	416-1	Assessment of the health and safety impacts of product and service categories	Integrated Report: System and Framework to Support Sustainable Growth	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	416-2	Incidents of non-compliance concerning the health and safety impacts and services		
<b>GRI417: Marketing and Labeling</b>	417-1	Requirements for product and service information and labeling	Integrated Report: System and Framework to Support Sustainable	<a href="https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf">https://www.kansai.com/sustainability/library/pdf/2023/KansaiPaint_IntegratedReport_2023_E-4.pdf</a>
	417-2	Incidents of non-compliance concerning product and service information and labeling		
	417-3	Incidents of non-compliance concerning marketing communications		
<b>GRI418: Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		