

Statement of use	Mirait One Co., Ltd. has reported the information in the comparison chart in accordance with the GRI Standards for this period (from April 1, 2024 to March 31, 2025, including the latest information).
GRI 1 used	GRI 1: Foundation 2021

GRI No.	Disclosure	URL (Headline)
General Disclosures		
GRI 2: General Disclosures 2021		
2-1	Organizational details	Corporate>Overview
2-2	Entities included in the organization's sustainability reporting	ESG(Disclosure Policy)
2-3	Reporting period, frequency and contact point	ESG(Disclosure Policy)
2-4	Restatements of information	-
2-5	External assurance	ESG>Data(Independent Assurance Statement)
2-6	Activities, value chain and other business relationships	Corporate>Business
2-7	Employees	ESG>Data(Non-financial data/Diversity)
2-8	Workers who are not employees	ESG>Data(Non-financial data/Diversity)
2-9	Governance structure and composition	ESG>Governance(Enhancing corporate governance)
2-10	Nomination and selection of the highest governance body	ESG>Governance(Enhancing corporate governance)
2-11	Chair of the highest governance body	ESG>Governance(Enhancing corporate governance)
2-12	Role of the highest governance body in overseeing the management of impacts	ESG>Activities>(Sustainability Promotion Structure)
2-13	Delegation of responsibility for managing impacts	ESG>Activities>(Sustainability Promotion Structure)
2-14	Role of the highest governance body in sustainability reporting	ESG>Activities>(Sustainability Promotion Structure)
2-15	Conflicts of interest	ESG>Governance(Transactions with Related Parties)
2-16	Communication of critical concerns	ESG>Governance(Thorough Compliance)
2-17	Collective knowledge of the highest governance body	ESG>Governance(Effective Use of Outside Directors)
2-18	Evaluation of the performance of the highest governance body	ESG>Governance(Appraisal of the Effectiveness of the Board of Directors)
2-19	Remuneration policies	ESG>Governance(Compensation, etc. of Executive Officers)
2-20	Process to determine remuneration	ESG>Governance(Compensation, etc. of Executive Officers)
2-21	Annual total compensation ratio	-
2-22	Statement on sustainable development strategy	Corporate>Top message [MIRAIT ONE Group:Charter on Safety and Compliance]
2-23	Policy commitments	[MIRAIT ONE Group: Basic Policy of Human Rights] [MIRAIT ONE Group Action Guidelines on Biodiversity and Natural Capital]
2-24	Embedding policy commitments	ESG>Social(Respect for human rights)
2-25	Processes to remediate negative impacts	ESG>Governance(Thorough risk management)
2-26	Mechanisms for seeking advice and raising concerns	ESG>Data(Internal reports)
2-27	Compliance with laws and regulations	ESG>Data(Serious violations of laws and regulations)
2-28	Membership associations	ESG>Activities(Sustainability Promotion Structure) ESG>Environment(Collaboration with External Organizations)
2-29	Approach to stakeholder engagement	IR infomation>Dialogue with shareholders
2-30	Collective bargaining agreements	ESG>Social(Labor-Management Relations) IR information(Annual Report/Labor union)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	ESG>Activities(Materiality)
3-2	List of material topics	ESG>Activities(Materiality)
3-3	Management of material topics	ESG>Activities(Materiality)

Economic

GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	IR information>Financial Information>Financial Highlights
201-2	Financial implications and other risks and opportunities due to climate change	ESG>Environment(Information disclosure based on TCFD proposal)
201-3	Defined benefit plan obligations and other retirement plans	IR information(Annual Report/Provision for retirement benefits)
201-4	Financial assistance received from government	-
GRI 202: 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: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Corporate>Business
203-2	Significant indirect economic impacts	ESG>Environment(Realization of a decarbonized society)
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	ESG>Governance(Thorough Compliance)
205-2	Communication and training about anti-corruption policies and procedures	ESG>Governance(Thorough Compliance)
205-3	Confirmed incidents of corruption and actions taken	ESG>Data(Serious violations of laws and regulations)
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG>Data(Thorough Compliance)
GRI 207: Tax 2019		
207-1	Approach to tax	ESG>Governance(Thorough Compliance)
207-2	Tax governance, control, and risk management	-
207-3	Stakeholder engagement and management of concerns related to tax	-
207-4	Country-by-country reporting	-

Environmental

GRI 301: Materials 2016		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	ESG>Environment(Contributing to Circular Society)
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Integrated report(Value Creation Process)
302-2	Energy consumption outside of the organization	ESG>Environment(Information disclosure based on TCFD proposal)
302-3	Energy intensity	-
302-4	Reduction of energy consumption	ESG>Environment(Realization of a decarbonized society)
302-5	Reductions in energy requirements of products and services	ESG>Environment(Realization of a decarbonized society)
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	ESG>Data(Water resources used)
303-2	Management of water discharge-related impacts	-
303-3	Water withdrawal	ESG>Data(Water resources used)
303-4	Water discharge	ESG>Data(Total water discharged)
303-5	Water consumption	-
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG>Environment(Information disclosure based on TNFD proposal)
304-2	Significant impacts of activities, products and services on biodiversity	ESG>Environment(Information disclosure based on TNFD proposal)
304-3	Habitats protected or restored	ESG>Environment(Biodiversity Preservation Initiatives)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	ESG>Data(CO2 emissions Scope1)
305-2	Energy indirect (Scope 2) GHG emissions	ESG>Data(CO2 emissions Scope2)
305-3	Other indirect (Scope 3) GHG emissions	ESG>Data(CO2 emissions Scope3)
305-4	GHG emissions intensity	-
305-5	Reduction of GHG emissions	ESG>Environment(Science Based Targets)(Information disclosure based on TCFD proposal)
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	ESG>Environment(Contributing to Circular Society) MIRAIT ONE Group: Policy on Disposal of Industrial Waste
306-2	Management of significant waste-related impacts	ESG>Environment(Contributing to Circular Society)
306-3	Waste generated	-
306-4	Waste diverted from disposal	ESG>Data(Industrial waste recycling ratio)
306-5	Waste directed to disposal	ESG>Data(Industrial waste final disposal ratio)
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	ESG>Environment(Environmental Standards for Evaluating and Selecting Business Partners)(Contributing to Circular Society)
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Sustainability Promotion Guidelines

Social

GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	ESG>Data(Total number of new recruits·Turnover rate)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	IR information(Annual Report/Defined benefit plan)
401-3	Parental leave	ESG>Data(Rate of parental leave taken)
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	ESG>Social(Respect for human rights)(Labor-Management Relations)
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	ESG>Social(Safety and Quality Improvement)
403-2	Hazard identification, risk assessment, and incident investigation	ESG>Social(Safety and Quality Improvement)
403-3	Occupational health services	ESG>Data(Stress check participation rate)
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG>Social(Safety and Quality Improvement)
403-5	Worker training on occupational health and safety	ESG>Social(Safety and Quality Improvement)
403-6	Promotion of worker health	ESG>(Health management action)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG>Social(Safety and Quality Improvement)
403-8	Workers covered by an occupational health and safety management system	Integrated management system(Policy for occupational health and safety)
403-9	Work-related injuries	ESG>Data(Occupational accident frequency rate)
403-10	Work-related ill health	ESG>Data(Percentage of highly stressed employees)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	ESG>Data(Talent development)
404-3	Percentage of employees receiving regular performance and career development reviews	ESG>Social(Promotion of human resource development)
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	ESG>Data(Total number of directors (executives)·Ratio of managers)
405-2	Ratio of basic salary and remuneration of women to men	ESG>Social(Workstyle reform)
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	ESG>Governance(Thorough Compliance)
GRI 407: Freedom of Association 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 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	-
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	ESG>Social(Corporate Citizenship Activities)
413-2	Operations with significant actual and potential negative impacts on local communities	-
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	-
GRI 415: Public Policy 2016		
415-1	Political contributions	-
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
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	-