

GRI Content Index

The PPIH Group refers to the Global Reporting Initiative (GRI) Sustainability Reporting Standards in preparing its reports and other documents. Our efforts are described in the "Integrated Report 2021," on our website, and in the ESG Data Book.

1. General Disclosures

Disclosures		References		
		Integrated Report 2021	WEB	ESG Data Book
Organizational profile				
102-1	Name of the organization	Corporate Data	Corporate Information	—
102-2	Activities, brands, products, and services	Overview	Group companies	—
		Value Creation Story/Portfolio	Private brand	
		Management		
		Corporate Information	Group companies	
102-3	Location of headquarters	Corporate Data	Corporate Information	—
102-4	Location of operations	Corporate Data	Group companies	—
102-5	Ownership and legal form	Corporate Information	Corporate Information	—
102-6	Markets served	Overview	Corporate Information	—
102-7	Scale of the organization	Overview	Corporate Information	P7
102-8	Information on employees and other workers	Number of Group Employees Number of Full-Time Group Employees by Gender PPIH Employees	Corporate Information	P13-16
102-9	Supply chain	—	PPIH Group Sustainable Procurement Policy Supply Chain Management	—
102-10	Significant changes to the organization and its supply chain	—	Supply Chain Management	—
102-11	Precautionary Principle or approach	Bolster the corporate governance framework	Supply Chain Management	P3
102-12	External initiatives	—	—	—
102-13	Membership of associations	—	—	
Strategy				
102-14	Statement from senior decision-maker	Top Message	Top Message	
102-15	Key impacts, risks, and opportunities	Top Message Operating Environment Outlook	—	
Ethics and integrity				

102-16	Values, principles, standards, and norms of behavior	Corporate Principle of the PPIH Group	The Source (The Corporate Philosophy of PPIH Group)	P3
102-17	Mechanisms for advice and concerns about ethics	Bolster the corporate governance framework	Basic Concept to Corporate Governance	P3
Governance				
102-18	Governance structure	Bolster the corporate governance framework	Summary of Corporate Governance	P3
102-19	Delegating authority	Value Creation Story/Portfolio Management Domestic Business Strategy	PPIH Group outline	—
102-20	Executive-level responsibility for economic, environmental, and social topics	—	Summary of Corporate Governance	—
102-21	Consulting stakeholders on economic, environmental, and social topics	Develop stores and products that embody “The Customer Matters Most”	—	—
102-22	Composition of the highest governance body and its committees	Bolster the corporate governance framework	Summary of Corporate Governance	P3 , P4
102-23	Chair of the highest governance body	—	Summary of Corporate Governance Corporate Governance Report	—
102-24	Nominating and selecting the highest governance body	Bolster the corporate governance framework	Summary of Corporate Governance Corporate Governance Report	—
102-25	Conflicts of interest	—	Summary of Corporate Governance Corporate Governance Report	—
102-26	Role of highest governance body in setting purpose, values, and strategy	Bolster the corporate governance framework	Basic Policy on Corporate Governance	—
102-27	Collective knowledge of highest governance body	—	—	—
102-28	Evaluating the highest governance body’s performance	—	Corporate Governance Report	P3 , P5 , P6
102-29	Identifying and managing economic, environmental, and social impacts	The PPIH Group’s Sustainability Structure	—	—
102-30	Effectiveness of risk management processes	The PPIH Group’s Sustainability Structure	Business Risks	—
102-31	Review of economic, environmental, and social topics	—	Summary of Corporate Governance	—
102-32	Highest governance body’s role in	The PPIH Group’s Sustainability	PPIH Group’s Sustainability	—

	sustainability reporting	Structure		
102-33	Communicating critical concerns	The PPIH Group's Sustainability Structure	Internal Control Structure Summary of Corporate Governance	—
102-34	Nature and total number of critical concerns	—	—	—
102-35	Remuneration policies	Director Remuneration System	Remuneration for Directors	—
102-36	Process for determining remuneration	—	Remuneration for Directors	
102-37	Stakeholders' involvement in remuneration	Corporate Governance System	Remuneration for Directors	
102-38	Annual total compensation ratio	Director Remuneration System	—	P5 、 P6
102-39	Percentage increase in annual total compensation ratio	—	—	P5 、 P6
Stakeholder engagement				
102-40	List of stakeholder groups	The PPIH Group's Sustainability Structure	PPIH Group's Sustainability	—
102-41	Collective bargaining agreements	—	Respect for Human Rights	P13 、 P16
102-42	Identifying and selecting stakeholders	—	The Stakeholders of PPIH Group	—
102-43	Approach to stakeholder engagement	The PPIH Group's Sustainability Structure	The Stakeholders of PPIH Group	—
102-44	Key topics and concerns raised	—	—	—
報告実務				
102-45	Entities included in the consolidated financial statements	Corporate Information	Corporate Information	—
102-46	Defining report content and topic boundaries	Table of Contents	—	—
102-47	List of material topics	The PPIH Group's Sustainability Structure	Materiality	—
102-48	Restatements of information	—	—	—
102-49	Changes in reporting	—	—	—
102-50	Reporting period	Applicable period	—	表紙
102-51	Date of most recent report	December 2021	PPIH Group's Sustainability	—
102-52	Reporting cycle	annual	IR Calendar	都度
102-53	Contact point for questions regarding the report	—	Contact	—
102-54	Claims of reporting in accordance with the GRI Standards	—	—	—
102-55	GRI content index	Table of Contents	Sitemap	—
102-56	External assurance	We have not received any assurances regarding the Integrated Report.	—	—

2.Material topics

Disclosures		References		
		Integrated Report 2021	WEB	ESG Data Book
Economic Performance				
GRI 103:Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	The PPIH Group's Sustainability Structure	Materiality	—
103-2	The management approach and its components	Management Approach	Materiality	—
103-3	Evaluation of the management approach	The PPIH Group's Sustainability Structure	—	—
GRI 201 : Economic Performance2016				
201-1	Direct economic value generated and distributed	The PPIH Group's Value Creation Financial and Non-Financial Highlights	Summary of Corporate Governance Social contribution activities	—
201-2	Financial implications and other risks and opportunities due to climate change	Operating Environment Outlook	Materiality Response to Climate Change	—
201-3	Defined benefit plan obligations and other retirement plans	—	—	—
201-4	Financial assistance received from government	—	—	—
GRI 202 : Market Presence2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage (男女別)	—	—	—
202-2	Proportion of senior management hired from the local community	—	—	—
GRI 203 : Indirect Economic Impacts2016				
203-1	Infrastructure investments and services supported	—	Strengthen cooperation with local governments	—
203-2	Significant indirect economic impacts	Reduce environmental burden caused by business activities Policy on Activities	Efforts to export Japanese products	—
GRI 204 : Procurement Practices2016				
204-1	Proportion of spending on	Value Creation Process	Support activities adapted to	—

	local suppliers		the"with Covid-19" era	
GRI 205 : Anti-corruption2016				
205-1	Operations assessed for risks related to corruption	Bolster the corporate governance framework	Internal Control Structure	—
205-2	Communication and training about anti-corruption policies and procedures	—	Transmission of Group DNA by Spreading Understanding of Genryu	—
205-3	Confirmed incidents of corruption and actions taken	—	—	—
GRI 206 : Anti-competitive Behavior2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	—	—
GRI 207 : Tax2019				
207-1	Approach to tax	—	—	—
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	—	—	—
GRI 301-1 : Materials2016				
301-1	Materials used by weight or volume	—	—	—
301-2	Recycled input materials used	Reduce environmental burden caused by business activities	—	—
301-3	Reclaimed products and their packaging materials	—	Private brand products and original services that aim to solve social and environmental issues	—
GRI 302 : Energy2016				
302-1	Energy consumption within the organization	Financial and Non-Financial Highlights	—	P11
302-2	Energy consumption outside of the organization	—	—	—
302-3	Energy intensity	—	—	—
302-4	Reduction of energy consumption	—	—	—
302-5	Reductions in energy requirements of products and services	—	—	—

GRI 303 : Water and Effluents 2018				
303-1	Interactions with water as a shared resource	—	—	—
303-2	Management of water discharge related impacts	—	—	—
303-3	Water withdrawal	—	—	—
303-4	Water discharge	—	—	P12
303-5	Water consumption	—	—	P12
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	—	—	
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	—	—	—
GRI 305 : Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	Financial and Non-Financial Highlights	—	P9
305-2	Energy indirect (Scope 2) GHG emissions	—	—	P9
305-3	Other indirect (Scope 3) GHG emissions	—	—	P10
305-4	GHG emissions intensity	—	—	P11
305-5	Reduction of GHG emissions	—	—	—
305-6	Emissions of ozone-depleting substances (ODS)	—		P9
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—		—
GRI 306 : Waste 2016				
306-1	Waste generation and significant waste-related impacts	—	—	
306-2	Management of significant waste-	Reduce environmental burden caused	Reduce the environmental	—

	related impacts	by business activities	impact of our business activities Private brand products and original services that aim to solve social and environmental issues	
306-3	Waste generated	—	—	—
306-4	Waste diverted from disposal	—	—	—
306-5	Waste directed to disposal	—	—	—
GRI 307 : Environmental Compliance 2016				
307-1	Non-compliance with environmental laws and regulations	—	Environmental Policy	P9
GRI 308 : Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	—	—	—
308-2	Negative environmental impacts in the supply chain and actions taken	—	—	—
GRI 401 : Employment 2016				
401-1	New employee hires and employee turnover	—	—	P14,P15
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	—	
401-3	Parental leave	—	Diversity Management Committee	P16
GRI 402 : Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes		—	
GRI 403 : Occupational Health and Safety 2018				
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	—	Occupational Health and Safety Policy	—
403-9	Work-related injuries	—	—	P16
403-10	Work-related ill health	—	—	
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	A New Domestic Organizational Framework and Work-Style Reforms to Support PPIH Enhance acceptance of diversity and create a more rewarding working environment Develop stores and products that embody “The Customer Matters Most”	—	—
404-3	Percentage of employees receiving regular performance and career development reviews	—	—	—
GRI 405 : Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	Enhance acceptance of diversity and create a more rewarding working environment Board of Directors	Social Policy	P3,P4,P13,P14,P15
405-2	Ratio of basic salary and remuneration of women to men	—		—
GRI 406 : Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	—	Respect for Human Rights	—
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	—	PPIH Group Sustainable Procurement Policy	—
GRI 409 : Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—	PPIH Group Sustainable Procurement Policy	—
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 412 : Human Rights Assessment 2016				
412-1	Operations that have been subject to human rights reviews or impact assessments	—	Respect for Human Rights PPIH Group Sustainable Procurement Policy	—
412-2	Employee training on human rights policies or procedures	—	Respect for Human Rights	—
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	PPIH Group Sustainable Procurement Policy	—
GRI 413 : Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	PPIC's initiatives	Social contribution activities Efforts to export Japanese products Community-Based Individual Store Management	
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	Building Quality Control Operations	—	—
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	—	—	P8
417-3	Incidents of non-compliance concerning marketing communications	—	—	P8
GRI 418 : Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	—	—
GRI 419 : Socioeconomic Compliance 2016				
419-1	Non-compliance with laws and regulations in the social and economic area	—	—	P8