

SEGA SAMMY GROUP CSR BOOKLET 2020

GRI Standards Content Index

This report is prepared with reference to the GRI Sustainability Reporting Standards. The relevant pages for the information of each disclosure indicator are shown below.

Disclosure		Relevant Sections in CSR BOOKLET 2020	Report Page
GRI-102: General Disclosures 2016			
1. Organizational profile			
102-1	Name of the organization	Company Profile	P.1
102-2	Activities, brands, products, and services	Group Overview	P.1
102-3	Location of headquarters	Company Profile	P.1
102-4	Location of operations	Group Companies List (Overseas) (https://www.segasammy.co.jp/english/pr/corp/group/list_kaigai/)	N/A
102-5	Ownership and legal form	Company Profile	P.1
102-6	Markets served	Group Overview	P.1
102-7	Scale of the organization	Performance Data (Consolidated)	P.2
102-8	Information on employees and other workers	Performance Data (Consolidated) With Employees: Personnel and Labor Data Securities Report (from April 1, 2019 to March 31, 2020): P.9 (Status of Employees)	P.2 P.41 N/A
102-9	Supply chain	-	-
102-10	Significant changes to the organization and its supply chain	-	-
102-11	Precautionary Principle or approach	Management: Our Policy on CSR	P.14-20
102-12	External initiatives	Management: Our Policy on CSR	P.16,21-22
102-13	Membership of associations	-	-
2. Strategy			
102-14	Statement from senior decision-maker	Executive Messages	P.3-4
102-15	Key impacts, risks, and opportunities	Executive Messages Management: Our Policy on CSR, Risk Management With Customers: Safety and Quality Assurance of Products and Services, Creating a Wholesome Environment for User Enjoyment	P.3-4 P.14-20 P.23-29
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Management: Structure of the SEGA SAMMY Group's Management Philosophy	P.13
102-17	Mechanisms for advice and concerns about ethics	Management: Compliance	P.17-18
4. Governance			
102-18	Governance structure	Securities Report (from April 1, 2019 to March 31, 2020): P.44 (Schematic diagram of corporate governance system) Management: Our Policy on CSR	N/A P.15
102-19	Delegating authority	-	-
102-20	Executive-level responsibility for economic, environmental, and social topics	-	-
102-21	Consulting stakeholders on economic, environmental, and social topics	-	-
102-22	Composition of the highest governance body and its committees	Securities Report (from April 1, 2019 to March 31, 2020): P.44 (Schematic diagram of corporate governance system), P.52-58 (Status of Executives) Corporate Governance Report: P.5-8	N/A
102-23	Chair of the highest governance body	Corporate Governance Report: P.5	N/A
102-24	Nominating and selecting the highest governance body	Corporate Governance Report: P.2, 9-10	N/A
102-25	Conflicts of interest	Securities Report (from April 1, 2019 to March 31, 2020): P.43-51 (Status of Corporate Governance), P.52-58 (Status of Executives)	N/A
102-26	Role of highest governance body in setting purpose, values, and strategy	Management: Structure of the SEGA SAMMY Group's Management Philosophy	P.13
102-27	Collective knowledge of highest governance body	-	-
102-28	Evaluating the highest governance body's performance	Management: Our Policy on CSR	P.15
102-29	Identifying and managing economic, environmental, and social impacts	-	-
102-30	Effectiveness of risk management processes	-	-
102-31	Review of economic, environmental, and social topics	Management: Our Policy on CSR	P.15
102-32	Highest governance body's role in sustainability reporting	-	-
102-33	Communicating critical concerns	Securities Report (from April 1, 2019 to March 31, 2020): P.44 (Schematic diagram of corporate governance system)	N/A
102-34	Nature and total number of critical concerns	-	-
102-35	Remuneration policies	Corporate Governance Report: P.2 [Principle 3.1 Full Information Disclosure: (3) Policies and procedures in Board of Directors' determination of the remuneration of senior management and directors], P.8-10	N/A
102-36	Process for determining remuneration	Corporate Governance Report: P.2 [Principle 3.1 Full Information Disclosure: (3) Policies and procedures in Board of Directors' determination of the remuneration of senior management and directors]	N/A
102-37	Stakeholders' involvement in remuneration	-	-
102-38	Annual total compensation ratio	-	-
102-39	Percentage increase in annual total compensation ratio	-	-
5. Stakeholder engagement			
102-40	List of stakeholder groups	Management: Our Policy on CSR	P.14-16, 20
102-41	Collective bargaining agreements	-	-
102-42	Identifying and selecting stakeholders	-	-
102-43	Approach to stakeholder engagement	Management: Our Policy on CSR	P.14-16, 20
102-44	Key topics and concerns raised	Management: Our Policy on CSR	P.15
6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Securities Report (from April 1, 2019 to March 31, 2020): P.5-6 (Content of Business), P.79 (Matters on Scope of Consolidation)	N/A
102-46	Defining report content and topic Boundaries	-	-
102-47	List of material topics	-	-
102-48	Restatements of information	-	-
102-49	Changes in reporting	-	-
102-50	Reporting period	Scope of this Report	P.2
102-51	Date of most recent report	Editorial Policy	P.2
102-52	Reporting cycle	Editorial Policy	P.2
102-53	Contact point for questions regarding the report	-	Back cover
102-54	Claims of reporting in accordance with the GRI Standards	Reference	This table
102-55	GRI content index	GRI Standards Content Index (this table)	This table
102-56	External assurance	N/A	N/A

SEGA SAMMY GROUP CSR BOOKLET 2020

Disclosure		Relevant Sections in CSR BOOKLET 2020	Report Page
GRI-103: Management Approach 2016			
GRI-103: Management Approach			
103-1	Explanation of the material topic and its Boundary	-	-
103-2	The management approach and its components	-	-
103-3	Evaluation of the management approach	-	-

SEGA SAMMY GROUP CSR BOOKLET 2020

Disclosure		Relevant Sections in CSR BOOKLET 2020	Report Page
GRI 200: Economic topics 2016			
GRI-201: Economic Performance			
201-1	Direct economic value generated and distributed	Performance Data (Consolidated) Securities Report (from April 1, 2019 to March 31, 2020): P.2-3 (Trends in key management indicators), P.9 (Status of Employees), P.42 (Dividend policy), P.73-74 (Consolidated statement of income and comprehensive income)	P.2 N/A
201-2	Financial implications and other risks and opportunities due to climate change	-	-
201-3	Defined benefit plan obligations and other retirement plans	Securities Report (from April 1, 2019 to March 31, 2020): P.103 (Retirement benefit relationship)	N/A
201-4	Financial assistance received from government	-	-
GRI-202: Market Presence			
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			
203-1	Infrastructure investments and services supported	Reconstruction Support	P.9-12
203-2	Significant indirect economic impacts	-	-
GRI-204: Procurement Practices			
204-1	Proportion of spending on local suppliers	-	-
GRI-205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	-	-
205-2	Communication and training about anti-corruption policies and procedures	Management: Compliance	P.17-18
205-3	Confirmed incidents of corruption and actions taken	N/A	N/A
GRI-206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	N/A

Disclosure		Relevant Sections in CSR BOOKLET 2020	Report Page
GRI 300: Environmental topics			
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	With Society—Environment: Designing Environmentally Friendly Products, Environmental Data	P.45, 48
GRI-302: Energy 2016			
302-1	Energy consumption within the organization	With Society—Environment: Environmental Data	P.48
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	With Society—Environment: Environmental Data	P.48
303-2	Management of water discharge-related impacts	-	-
303-3	Water withdrawal	With Society—Environment: Environmental Data	P.48
303-4	Water discharge	-	-
303-5	Water consumption	With Society—Environment: Environmental Data	P.48
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	With Society—Environment: Seagaia Beach Cleaning Campaign in Hitotsuba, Twelfth Year of the Adopt-A-Forest Activity SEGA-no-Mori, Let's Grow a Forest in Hitotsuba	P.46, 47
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	With Society—Environment: Environmental Data	P.48
305-2	Energy indirect (Scope 2) GHG emissions	With Society—Environment: Environmental Data	P.48
305-3	Other indirect (Scope 3) GHG emissions	-	-
305-4	GHG emissions intensity	-	-
305-5	Reduction of GHG emissions	-	-
305-6	Emissions of ozone-depleting substances (ODS)	-	-
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-
GRI-306: Effluents and Waste 2016			
306-1	Water discharge by quality and destination	-	-
306-2	Waste by type and disposal method	With Society—Environment: Environmental Data	P.48
306-3	Significant spills	N/A	N/A
306-4	Transport of hazardous waste	-	-
306-5	Water bodies affected by water discharges and/or runoff	-	-
GRI-307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	N/A	N/A
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	-	-

SEGA SAMMY GROUP CSR BOOKLET 2020

Disclosure		Relevant Sections in CSR BOOKLET 2020	Report Page
GRI 400: Social topics			
GRI-401: Employment 2016			
401-1	New employee hires and employee turnover	With Employees: Personnel and Labor Data	P.41
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-
401-3	Parental leave	With Employees: Personnel and Labor Data	P.41
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	With Employees: Creating a More Attractive Workplace (Occupational Safety Initiatives)	P.39
403-2	Hazard identification, risk assessment, and incident investigation	With Employees: Creating a More Attractive Workplace (Occupational Safety Initiatives)	P.39
403-3	Occupational health services	With Employees: Respect for Human Rights, Creating a More Attractive Workplace (Occupational Safety Initiatives)	P.38, 39
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	With Employees: Creating a More Attractive Workplace (Health Maintenance)	P.39
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	-	-
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	With Employees: Cultivation and Evaluation of Human Resources	P.37-38
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	With Employees: Personnel and Labor Data	P.41
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	-	-
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	With Partners: Ensuring Fair and Impartial Procurement	P.32-33
GRI-409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	With Partners: Ensuring Fair and Impartial Procurement	P.32-33
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	N/A	N/A
GRI-412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	-	-
412-2	Employee training on human rights policies or procedures	-	-
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	-
GRI-413: Local Communities 2016			
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	N/A	N/A
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	With Customers: Creating a Wholesome Environment for User Enjoyment	P.28
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	-	-
GRI-419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	N/A	N/A