

SEGA SAMMY GROUP SUSTAINABILITY ACTION REPORT 2021

GRI Standards Content Index

This report and website refer to the GRI Sustainability Reporting Standards. The relevant parts for the information of each disclosure indicator are shown below.

Disclosure		Listings and Links
<b>GRI-102: General Disclosures</b>		
1. Organizational profile		
102-1	Name of the organization	<a href="#">Company Profile</a>
102-2	Activities, brands, products, and services	<a href="#">Group Overview</a>
102-3	Location of headquarters	<a href="#">Company Profile</a>
102-4	Location of operations	<a href="#">Group Companies List (Overseas)</a>
102-5	Ownership and legal form	<a href="#">Company Profile</a>
102-6	Markets served	<a href="#">Group Overview</a>
102-7	Scale of the organization	<a href="#">Earnings information</a>
102-8	Information on employees and other workers	<a href="#">SDGs - ESG - Social Data</a>
102-9	Supply chain	-
102-10	Significant changes to the organization and its supply chain	-
102-11	Precautionary principle or approach	<a href="#">Group CSR Charter, Group Code of Conduct</a>
		<a href="#">Corporate Governance</a>
		<a href="#">Compliance and Risk Management</a>
		<a href="#">SDGs - ESG</a>
102-12	External initiatives	<a href="#">Group CSR Charter, Group Code of Conduct</a> <a href="#">SDGs - ESG</a>
102-13	Membership of associations	-
2. Strategy		
102-14	Statement from senior decision-maker	<a href="#">CSR Top Message</a>
102-15	Key impacts, risks, and opportunities	<a href="#">Top Message</a>
		<a href="#">Group CSR &amp; SDGs Policy</a>
		<a href="#">SDGs - ESG</a>
		<a href="#">Corporate Governance</a>
		<a href="#">Compliance and Risk Management</a>
		<a href="#">Group CSR Charter</a>
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	<a href="#">Group CSR Charter</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Compliance and Risk Management</a>
4. Governance		
102-18	Governance structure	<a href="#">Corporate Governance</a>
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	<a href="#">Corporate Governance</a>
102-23	Chair of the highest governance body	<a href="#">Corporate Governance Report: P.8</a>
102-24	Nominating and selecting the highest governance body	<a href="#">Corporate Governance Report: P.3, 17-20</a>
102-25	Conflicts of interest	-
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Group CSR Charter</a>
102-27	Collective knowledge of highest governance body	-
102-28	Evaluating the highest governance body's performance	<a href="#">Group CSR Charter, Group Code of Conduct</a>
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	<a href="#">Group CSR Charter</a>
102-32	Highest governance body's role in sustainability reporting	-
102-33	Communicating critical concerns	-
102-34	Nature and total number of critical concerns	-
102-35	Remuneration policies	<a href="#">Corporate Governance Report: P.3, 16-20</a>
102-36	Process for determining remuneration	<a href="#">Corporate Governance Report: P.3</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	<a href="#">Group CSR Charter</a>
102-41	Collective bargaining agreements	-
102-42	Identifying and selecting stakeholders	-
102-43	Approach to stakeholder engagement	<a href="#">Group CSR Charter</a>
102-44	Key topics and concerns raised	-
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	-
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	The report mainly covers the fiscal year ended March 31, 2021 (April 1, 2020-March 31, 2021) but also includes data from outside of that period.
102-51	Date of most recent report	October 1, 2021
102-52	Reporting cycle	Year
102-53	Contact point for questions regarding the report	<a href="#">Company Profile</a>
102-54	Claims of reporting in accordance with the GRI Standards	Reference
102-55	GRI content index	GRI Standards Content Index (this table)
102-56	External assurance	-
<b>GRI-103: Management Approach</b>		
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 SUSTAINABILITY ACTION REPORT 2021

GRI 200: Economic topics		
GRI-201: Economic Performance		
201-1	Direct economic value generated and distributed	<a href="#">Sales by segment</a>
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: 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	<a href="#">Disaster Relief Activities</a> <a href="#">Social and Community Support Activities</a>
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	<a href="#">Compliance and Risk Management</a> <a href="#">SUSTAINABILITY ACTION REPORT 2021: P.14</a>
205-3	Confirmed incidents of corruption and actions taken	N/A
GRI-206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
GRI 207: Tax		
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 300: Environmental topics		
GRI-301: Materials		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	<a href="#">SUSTAINABILITY ACTION REPORT 2021: P.16</a>
301-3	Reclaimed products and their packaging materials	<a href="#">SEGA SAMMY Group Environmental Protection</a>
GRI-302: Energy		
302-1	Energy consumption within the organization	<a href="#">SDGs · ESG - ESG Data · Environment Data</a> <a href="#">Environmental Protection at Sega Group</a>
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		
303-1	Interactions with water as a shared resource	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
303-2	Management of water discharge-related impacts	-
303-3	Water withdrawal	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
303-4	Water discharge	-
303-5	Water consumption	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
GRI-304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">SUSTAINABILITY ACTION REPORT 2021: P.18</a>
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	<a href="#">SEGA SAMMY Group Environmental Protection</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by	-
GRI-305: Emissions		
305-1	Direct (Scope 1) GHG emissions	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
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: Waste		
306-1	Waste generation and significant waste-related impacts	-
306-2	Management of significant waste-related impacts	-
306-3	Waste generated	<a href="#">SDGs · ESG - ESG Data · Environment Data</a>
306-4	Waste diverted from disposal	<a href="#">SUSTAINABILITY ACTION REPORT 2021: P.17</a> <a href="#">INTEGRATED REPORT 2021: P.57 (Non-Financial Data)</a>
306-5	Waste directed to disposal	-
GRI-307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	N/A
GRI-308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions	-

SEGA SAMMY GROUP SUSTAINABILITY ACTION REPORT 2021

GRI 400: Social topics		
GRI-401: Employment		
401-1	New employee hires and employee turnover	<a href="#">SDGs - ESG - ESG Data - Social Data</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time	-
401-3	Parental leave	<a href="#">SDGs - ESG - ESG Data - Social Data</a> <a href="#">SUSTAINABILITY ACTION REPORT 2021: P.10</a>
GRI-402: Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	-
GRI-403: Occupational Health and Safety		
403-1	Occupational health and safety management system	<a href="#">Group CSR Charter, Group Code of Conduct - SEGA SAMMY Group Human Resources Policy</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Group CSR Charter, Group Code of Conduct - SEGA SAMMY Group Human Resources Policy</a>
403-3	Occupational health services	<a href="#">Group CSR Charter, Group Code of Conduct - SEGA SAMMY Group Human Resources Policy</a> <a href="#">Group CSR Charter, Group Code of Conduct - Group Code of Conduct</a>
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	<a href="#">Group CSR Charter, Group Code of Conduct - SEGA SAMMY Group Human Resources Policy</a>
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	<a href="#">SUSTAINABILITY ACTION REPORT 2021: P.10</a>
403-10	Work-related ill health	-
GRI-404: Training and Education		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Group CSR Charter, Group Code of Conduct - SEGA SAMMY Group Human Resources Policy</a>
404-3	Percentage of employees receiving regular performance and career development reviews	-
GRI-405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<a href="#">SDGs - ESG - ESG Data - Social Data</a>
405-2	Ratio of basic salary and remuneration of women to men	-
GRI-406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	-
GRI-407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI-408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Group CSR Charter, Group Code of Conduct - UK Modern Slavery Act statement</a> <a href="#">Sega Sammy Group Supply-Chain CSR Deployment Guidebook</a>
GRI-409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Group CSR &amp; SDGs Policy</a>
GRI-410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	-
GRI-411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	N/A
GRI-412: Human Rights Assessment		
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		
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
GRI-414: Supplier Social Assessment		
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		
415-1	Political contributions	-
GRI-416: Customer Health and Safety		
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		
417-1	Requirements for product and service information and labeling	<a href="#">SUSTAINABILITY ACTION REPORT 2021: P.12</a>
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		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
GRI-419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	N/A