

GRI G4 Guidelines Content Index

GENERAL STANDARD DISCLOSURES

STRATEGY AND ANALYSIS

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-1	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	Executive Message	P5
G4-2	Description of key impacts, risks, and opportunities	Executive Message Management: The Structure of the SEGA SAMMY Group's Management Philosophy, Our Policy on CSR Management: Risk Management	P5 P11-14 P17

ORGANIZATIONAL PROFILE

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-3	Name of the organization	Group Overview	P1
G4-4	Primary brands, products, and services	Business Overview	P3-4
G4-5	Location of the organization's headquarters	Group Overview	P1
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	—	—
G4-7	Nature of ownership and legal form	Group Overview	P1
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	—	—
G4-9	Scale of the organization, including: a. Total number of employees b. Total number of operations c. Net sales (for private sector organizations) or net revenues (for public sector organizations) d. Total capitalization broken down in terms of debt and equity (for private sector organizations) e. Quantity of products or services provided	Group Overview Financial Data (Consolidated)	P1 P2
G4-10	Composition of the workforce, including: a. Total number of employees by employment contract and gender b. Total number of permanent employees by employment type and gender c. Total workforce by employees and supervised workers and by gender d. Total workforce by region and gender e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	Financial Data (Consolidated) With Employees: Personnel and Labor Data	P2 P37
G4-11	Percentage of total employees covered by collective bargaining agreements	Industrial Relations	P36
G4-12	Organization's supply chain	—	—
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	—	—
Commitment to External Initiatives			
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	Management	P11-17
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Management: Our Policy on CSR	P12

G4-16	List of memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic	—	—
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IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-17	a. List of all entities included in the organization's consolidated financial statements or equivalent documents b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	—	—
G4-18	a. Process for defining the report content and the Aspect Boundaries b. How the organization has implemented the Reporting Principles for Defining Report Content	—	—
G4-19	List of all the material Aspects identified in the process for defining report content	Management: Our Policy on CSR	P12
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	Scope and Boundaries of this Report	P2
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	—	—
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	—	—
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	—	—

STAKEHOLDER ENGAGEMENT

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-24	List of stakeholder groups engaged by the organization	Management: Our Policy on CSR	P12
G4-25	Report the basis for identification and selection of stakeholders with whom to engage		—
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Management: Our Policy on CSR	P12
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	—	—

REPORT PROFILE

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-28	Reporting period (such as fiscal or calendar year) for information provided	Scope and Boundaries of this Report	P2
G4-29	Date of most recent previous report (if any)	Editorial Policy	P2
G4-30	Reporting cycle (such as annual, biennial)	Editorial Policy	P2
G4-31	Contact point for questions regarding the report or its contents		back cover
GRI Content Index			
G4-32	a. The 'in accordance' option the organization has chosen b. GRI Content Index for the chosen c. Reference to the External Assurance Report, if the report has been externally assured		This table
Assurance			
G4-33	a. Organization's policy and current practice with regard to seeking external assurance for the report b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided c. Relationship between the organization and the assurance providers d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	—	—

GOVERNANCE

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
Governance Structure and Composition			
G4-34	a. Governance structure of the organization, including committees of the highest governance body b. Identify any committees responsible for decision-making on economic, environmental and social impacts	Management: Corporate Governance	P15
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	—	—
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	Management: Group CSR Framework	P13
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	—	—
G4-38	Composition of the highest governance body and its committees	Management: Corporate Governance	P15
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)	—	—
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	—	—
G4-41	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed b. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: Cross-board membership Cross-shareholding with suppliers and other stakeholders Existence of controlling shareholder Related party disclosures	—	—
Role of Highest Governance Body in Setting the Purpose, Value and Strategies			
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	—	—
Ability of the Highest Governance Body and Evaluation of its Performance			
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	—	—
G4-44	a. Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evolution is a self-assessment b. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	—	—
Role of the Highest Governance Body in Risk Management			
G4-45	a. Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities	—	—
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	—	—
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Management: Group CSR Framework	P13
Role of the Highest Governance Body in the Sustainability Report			
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	—	—

Role of the Highest Governance Body in the Evaluation of Social Environmental and Social Performance			
G4-49	Process for communicating critical concerns to the highest governance body	Management: Corporate Governance	P15
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	—	—
Remuneration and Incentives			
G4-51	Remuneration policies for the highest governance body and senior executives	Management: Corporate Governance	P15
G4-52	Process for determining remuneration	Management: Corporate Governance	P15
G4-53	How stakeholders' views are sought and taken into account regarding remuneration	Management: Corporate Governance	P15
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	—	—
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	—	—

ETHICS AND INTEGRITY

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Management: The Structure of the SEGA SAMMY Group's Management Philosophy	P11
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	Management: Compliance	P16
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Management: Compliance	P16

SPECIFIC STANDARD DISCLOSURES

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
DMA	(DMA: Disclosures on Management Approach) a. Report why the Aspect is material. Report the impacts that make this Aspect material b. Report how the organization manages the material Aspect or its impacts c. Report the evaluation of the management approach, including • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach Include all DMAs for General Aspects and Specific Aspects	Management	P11-17

ECONOMIC

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT: ECONOMIC PERFORMANCE			
EC1	Direct economic value generated and distributed	Financial Data (Consolidated)	P2
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	—	—
EC3	Coverage of the organization's defined benefit plan obligations	—	—
EC4	Financial assistance received from government	—	—
ASPECT: MARKET PRESENCE			
EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	—	—
EC6	Proportion of senior management hired from the local community at significant locations of operation	With Employees: Personnel and Labor Data Overseas Subsidiaries	P37
ASPECT: INDIRECT ECONOMIC IMPACTS			
EC7	Development and impact of infrastructure investments and services supported	—	—
EC8	Significant indirect economic impacts, including the extent of impacts	—	—
ASPECT: PROCUREMENT PRACTICES			
EC9	Proportion of spending on local suppliers at significant locations of operation	—	—

ENVIRONMENTAL

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT : MATERIALS			
EN1	Materials used by weight or volume	—	—
EN2	Percentage of materials used that are recycled input materials	—	—
ASPECT : ENERGY			
EN3	Energy consumption within the organization	With Society – Environment: Environmental Data	P41
EN4	Energy consumption outside of the organization	—	—
EN5	Energy intensity	—	—
EN6	Reduction of energy consumption	—	—
EN7	Reductions in energy requirements of products and services	—	—
ASPECT : WATER			
EN8	Total water withdrawal by source	—	—
EN9	Water sources significantly affected by withdrawal of water	—	—
EN10	Percentage and total volume of water recycled and reused	—	—
ASPECT : BIODIVERSITY			
EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	—
EN12	Description of significant impacts of activities ,products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	—	—
EN13	Habitats protected or restored	With Society – Environment: Other Environmental Protection Initiatives	P40
EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	—	—
ASPECT : EMISSIONS			
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	With Society – Environment: Environmental Data	P41
EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	With Society – Environment: Environmental Data	P41
EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	—	—
EN18	Greenhouse gas (GHG) emissions intensity	—	—
EN19	Reduction of greenhouse gas (GHG) emissions	—	—
EN20	Emissions of ozone-depleting substances (ODS)	—	—
EN21	NOX, SOX, and other significant air emissions	—	—
ASPECT : EFFLUENTS AND WASTE			
EN22	Total water discharge by quality and destination	—	—
EN23	Total weight of waste by type and disposal method	—	—
EN24	Total number and volume of significant spills	Not applicable	Not applicable
EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII and percentage of transported waste shipped internationally	—	—
EN26	Identity ,size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization’s discharges of water and runoff	—	—
ASPECT : PRODUCTS AND SERVICES			
EN27	Extent of impact mitigation of environmental impacts of products and services	With Society – Environment: Product Development and Designing Stage Initiatives	P39
EN28	Percentage of products sold and their packaging materials that are reclaimed by category	With Society – Environment: Production, Transportation and Disposal Stage Initiatives With Society (Environment) : Environmental Data	P39–40 P41
ASPECT : COMPLIANCE			
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	—	—
ASPECT : TRANSPORT			
EN30	Significant environmental impacts of transporting products and other goods and materials for the organization’s operations, and transporting members of the workforce	—	—
ASPECT : OVERALL			
EN31	Total environmental protection expenditures and investments by type	—	—
ASPECT : SUPPLIER ENVIRONMENTAL ASSESSMENT			
EN32	Percentage of new suppliers that were screened using environmental criteria	—	—
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	—	—
ASPECT : ENVIRONMENTAL GRIEVANCE MECHANISMS			
EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	—	—

SOCIAL

LABOR PRACTICES AND DECENT WORK

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT: EMPLOYMENT			
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	—	—
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	—	—
LA3	Return to work and retention rates after parental leave, by gender	—	—
ASPECT: LABOR/MANAGEMENT RELATIONS			
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	—	—
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	—	—
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	—	—
LA7	Workers with high incidence or high risk of diseases related to their occupation	—	—
LA8	Health and safety topics covered in formal agreements with trade unions	—	—
ASPECT: TRAINING AND EDUCATION			
LA9	Average hours of training per year per employee by gender, and by employee category	—	—
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	With Employees: Cultivation and Evaluation of Human Resources (Educational Systems)	P33
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	—	—
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	With Employees: Personnel and Labor Data	P37
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN			
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	—	—
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
LA14	Percentage of new suppliers that were screened using labor practices criteria	—	—
LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	—	—
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS			
LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	—	—

HUMAN RIGHTS

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT: INVESTMENT			
HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—
HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	—	—
ASPECT: NON-DISCRIMINATION			
HR3	Total number of incidents of discrimination and corrective actions taken	—	—
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	—	—
ASPECT: CHILD LABOR			
HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Ensuring Fairness in All Respects: Prohibition of Child Labor and Forced Labor	P28

ASPECT: FORCED OR COMPULSORY LABOR			
HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Ensuring Fairness in All Respects: Prohibition of Child Labor and Forced Labor	P28
ASPECT: SECURITY PRACTICES			
HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	—	—
ASPECT: INDIGENOUS RIGHTS			
HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Not applicable	Not applicable
ASPECT: ASSESSMENT			
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	—	—
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
HR10	Percentage of new suppliers that were screened using human rights criteria	—	—
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Ensuring Fairness in All Respects: Prohibition of Child Labor and Forced Labor	P28
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS			
HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Not applicable	Not applicable

SOCIETY

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT: LOCAL COMMUNITIES			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	—	—
SO2	Operations with significant actual and potential negative impacts on local communities	Not applicable	Not applicable
ASPECT: ANTI-CORRUPTION			
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	—	—
SO4	Communication and training on anti-corruption policies and procedures	Management: Compliance (Prevention of Corruption)	P16
SO5	Confirmed incidents of corruption and actions taken	Not applicable	Not applicable
ASPECT: PUBLIC POLICY			
SO6	Total value of political contributions by country and recipient/beneficiary	—	—
ASPECT: ANTI-COMPETITIVE BEHAVIOR			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes a. Report the total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant b. Report the main outcomes of completed legal actions, including any decisions or judgments	Not applicable	Not applicable
ASPECT: COMPLIANCE			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Not applicable	Not applicable
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
SO9	Percentage of new suppliers that were screened using criteria for impacts on society	—	—
SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	—	—
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY			
SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	—	—

PRODUCT RESPONSIBILITY

Section	Indicator	Relevant Sections in CSR Report 2015	Report Page
ASPECT: CUSTOMER HEALTH AND SAFETY			
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	—	—
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	—	—

ASPECT: PRODUCT AND SERVICE LABELING			
PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	—	—
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Safety and Quality Assurance of Products and Services: Product and Service Labeling	P23
PR5	Results of surveys measuring customer satisfaction	—	—
ASPECT: MARKETING COMMUNICATIONS			
PR6	Sale of banned or disputed products	—	—
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	—	—
ASPECT: CUSTOMER PRIVACY			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	—	—
ASPECT: COMPLIANCE			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not applicable	Not applicable