



GRI Standard Comparative Table

Statement of use	Mitsubishi Tanabe Pharma Corporation has reported the information cited in this GRI Standard Comparative Table for the period from April 1, 2023, to March 31, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

General Disclosures

1. The organization and its reporting practices

	Disclosure		Page
General Disclosures 2021	2-1	Organizational details	> Business Outline
			> Network
			> Group Companies
	2-2	Entities included in the organization's sustainability reporting	> Network
			> Group Companies
	2-3	Reporting period, frequency and contact point	> Editorial Policies

2. Activities and workers

General Disclosures 2021	2-6	Activities, value chain and other business relationships	> Business Outline
	2-7	Employees	> Business Outline
			> Data (Together with Employees)
2-8	Workers who are not employees	> Data (Together with Employees)	

3. Governance

General Disclosures 2021	2-9	Governance structure and composition	> About Us
	2-12	Role of the highest governance body in overseeing the management of impacts	> Environmental Management
	2-13	Delegation of responsibility for managing impacts	> Environmental Management (Environmental Management Promotion System)
	2-16	Communication of critical concerns	> Risk Management
> Environmental Management			

4. Strategy, policies and practices

General Disclosures 2021	2-22	Statement on sustainable development strategy	> About Us
	2-23	Policy commitments	> Policies
			> Respect for Human Rights
	2-24	Embedding policy commitments	> Compliance
			> Respect for Human Rights
	2-25	Processes to remediate negative impacts	> Compliance
			> Respect for Human Rights
2-26	Mechanisms for seeking advice and raising concerns	> Compliance	
		> Respect for Human Rights	
2-27	Compliance with laws and regulations	> Compliance	
		> Environmental Management (Status of Environmental Accidents/Violations of Environmental Laws and Regulations)	
2-28	Membership associations	KEIDANREN (Japan Business Federation), Federation of Pharmaceutical Manufacturers' Associations of Japan, Japan Pharmaceutical Manufacturers Association, etc.	

5. Stakeholder engagement

General Disclosures 2021	2-29	Approach to stakeholder engagement	> Stakeholder Engagement
	2-30	Collective bargaining agreements	> Promoting Diversity & Inclusion (Building Sound Labor-Management Relations)

Material Topics




		Disclosure	Page
Material Topics 2021	3-1	Process to determine material topics	> Materiality
	3-2	List of material topics	> Materiality
	3-3	Management of material topics	> Risk Management

Economic

Indirect Economic Impacts

		Disclosure	Page
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	> Solving Issues Related to Improving Access to Healthcare

Anti-corruption

GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	> Promotion of Fair Operating Practices (Initiatives to Prevent Bribery and Corruption)
	205-2	Communication and training about anti-corruption policies and procedures	> Promotion of Fair Operating Practices (Initiatives to Prevent Bribery and Corruption) > Compliance
GRI207: Tax 2019	207-1	Approach to tax	MCG Group Global Tax Policy [PDF: 256KB] 
	207-2	Tax governance, control, and risk management	MCG Group Global Tax Policy [PDF: 256KB] 
	207-3	Stakeholder engagement and management of concerns related to tax	MCG Group Global Tax Policy [PDF: 256KB] 

Environmental

Energy

	Disclosure		Page
GRI 302: Energy 2016	302-1	Energy consumption within the organization	> Targets & Initiatives (Material balance) > Climate Change Initiatives
	302-2	Energy consumption outside of the organization	> Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	302-3	Energy intensity	> Climate Change Initiatives (Reduction of Greenhouse Gas (GHG) Emissions)
	302-4	Reduction of energy consumption	> Climate Change Initiatives

Water

GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	> Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-2	Management of water discharge-related impacts	> Initiatives to Prevent Pollution (Water Pollution, Prevention of Soil and Groundwater)
	303-3	Water withdrawal	> Targets & Initiatives (Material balance) > Water Resource Initiatives
	303-5	Water consumption	> Water Resource Initiatives

Biodiversity

GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	> Biodiversity Initiatives
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Emissions

GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> > Climate Change Initiatives (Supply Chain Greenhouse Gas Emissions Reduction Overview)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<ul style="list-style-type: none"> > Targets & Initiatives (Material balance) > Initiatives to Prevent Pollution (Air Pollutant Emissions)

Waste

GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	> Targets & Initiatives(Material balance)
			> Initiatives to Reduce Waste and Recycle Resources
	306-2	Management of significant waste-related impacts	> Targets & Initiatives(Material balance)
			> Initiatives to Reduce Waste and Recycle Resources
	306-3	Waste generated	> Targets & Initiatives(Material balance)
			> Initiatives to Reduce Waste and Recycle Resources
	306-5	Waste directed to disposal	> Targets & Initiatives(Material balance)
			> Initiatives to Reduce Waste and Recycle Resources

Social

Employment

	Disclosure	Page	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	> Data (Together with Employees)
	401-3	Parental leave	> Promoting Diversity & Inclusion (Support for Diverse Working Styles)
			> Data (Together with Employees)

Occupational Health and Safety

GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	> Occupational Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	> Occupational Health and Safety
	403-3	Occupational health services	> Occupational Health and Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	> Occupational Health and Safety
	403-5	Worker training on occupational health and safety	> Occupational Health and Safety
	403-6	Promotion of worker health	> Occupational Health and Safety
			> Health and Productivity Management
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	> Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	> Data (Occupational Health and Safety)
	403-9	Work-related injuries	> Occupational Health and Safety
403-10	Work-related ill health	> Occupational Health and Safety	
		> Health and Productivity Management	
		> Data (Occupational Health and Safety, Health and Productivity Management)	

Training and Education

GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	> Human Resources Development
	404-2	Programs for upgrading employee skills and transition assistance programs	> Human Resources Development

Diversity and Equal Opportunity

GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	> Data (Together with Employees)
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Human Rights Assessment

GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	> Respect for Human Rights
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Local Communities

GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> > Promotion of Local Communities (Historical Museum, Doshomachi Museum Street, The Doshomachi Club, etc.)
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Customer Health and Safety

GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> > Stable Supply > Drug Safety / Quality Assurance
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Marketing and Labeling

GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> > Information Provision > Stable Supply > Promotion of Fair Operating Practices
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