

Comparative Table with GRI Standards

1. Organizational Profile		Where to find	Page(s)
102-1	Name of the organization	The JXTG Group's Businesses	2
102-2	Activities, brands, products, and services	The JXTG Group's Businesses	2
102-3	Location of headquarters	Editorial Policy	1
102-4	Location of operations	The JXTG Group's Businesses	2
		Main Sites and Areas of Core Operating Company Groups	83-84
102-5	Ownership and legal form	The JXTG Group's Businesses	2
		JXTG Integrated Report 2018	
102-6	Markets served	The JXTG Group's Businesses	2
		Main Sites and Areas of Core Operating Company Groups	83-84
102-7	Scale of the organization	The JXTG Group's Businesses	2
		JXTG Integrated Report 2018	
102-8	Information on employees and other workers	Data	80-81
102-9	Supply chain	JXTG Integrated Report 2018 (Introduction)	
		JXTG Integrated Report 2018	
102-10	Significant changes to the organization and its supply chain	–	
102-11	Precautionary Principle or approach	Risk Management	21-22
		Compliance	23-26
102-12	External initiatives	Principal Declarations and Initiatives the JXTG Group Participates in and Supports	14
		Communication with Industry Organizations	14
102-13	Membership of associations	Principal Declarations and Initiatives the JXTG Group Participates in and Supports	14
		Communication with Industry Organizations	14
2. Strategy		Where to find	Page(s)
102-14	Statement from senior decision-maker	Management Message	5-6
		Messages from Senior Management of the JXTG Group's Core Operating Companies	7
102-15	Key impacts, risks, and opportunities	Management Message	5-6
		Messages from Senior Management of the JXTG Group's Core Operating Companies	7
		Risk Management	21-22
3. Ethics and Integrity		Where to find	Page(s)
102-16	Values, principles, standards, and norms of behavior	JXTG Group Philosophy	3
		JXTG Group Code of Conduct	4
102-17	Mechanisms for advice and concerns about ethics	Compliance	23-26
4. Governance		Where to find	Page(s)
102-18	Governance Structure	Corporate Governance Framework	16
102-19	Delegating authority	CSR Promotion Structure	10-11
102-20	Executive-level responsibility for economic, environmental, and social topics	CSR Promotion Structure	10-11
102-21	Consulting stakeholders on economic, environmental, and social topics	–	
102-22	Composition of the highest governance body and its committees	Corporate Governance Framework	16
102-23	Chair of the highest governance body	Corporate Governance Framework	16
102-24	Nominating and selecting the highest governance body	JXTG Integrated Report 2018	
		Corporate Governance Report	
102-25	Conflicts of interest	JXTG Integrated Report 2018	
		Corporate Governance Report	
102-26	Role of highest governance body in setting purpose, values, and strategy	CSR Promotion Structure	10-11
102-27	Collective knowledge of highest governance body	CSR Promotion Structure	10-11
102-28	Evaluating the highest governance body's performance	CSR Promotion Structure	10-11
102-29	Identifying and managing economic, environmental, and social impacts	Risk Management	21-22
102-30	Effectiveness of risk management processes	Risk Management	21-22
102-31	Review of economic, environmental, and social topics	CSR Promotion Structure	10-11
102-32	Highest governance body's role in sustainability reporting	CSR Promotion Structure	10
102-33	Communicating critical concerns	Compliance	23-26
102-34	Nature and total number of critical concerns	Compliance	23-26

102-35	Remuneration policies	JXTG Integrated Report 2018 Corporate Governance Report Determination of Director Compensation	20
102-36	Process for determining remuneration	JXTG Integrated Report 2018 Corporate Governance Report	
102-37	Stakeholders' involvement in remuneration	–	
102-38	Annual total compensation ratio	–	
102-39	Percentage increase in annual total compensation ratio	–	
5. Stakeholder Engagement		Where to find	Page(s)
102-40	List of stakeholder groups	Stakeholder Engagement	13
102-41	Collective bargaining agreements	–	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	13
102-43	Approach to stakeholder engagement	Stakeholder Engagement	13
102-44	Key topics and concerns raised	Stakeholder Engagement (Major Initiatives)	13
6. Reporting practice		Where to find	Page(s)
102-45	Entities included in the consolidated financial statements	Editorial Policy	1
102-46	Defining report content and topic Boundaries	CSR Management	8
102-47	List of material topics	CSR Management	8-9
102-48	Restatements of information	Data	77-82
102-49	Changes in reporting	Data	77-82
102-50	Reporting period	Editorial Policy	1
102-51	Date of most recent report	Editorial Policy	1
102-52	Reporting cycle	Editorial Policy	1
102-53	Contact point for questions regarding the report	Editorial Policy	1
102-54	Claims of reporting in accordance with the GRI Standards	Comparative Table with GRI Standards	86-90
102-55	GRI content Index	Comparative Table with GRI Standards	86-90
102-56	External assurance	Independent Practitioner's Assurance Report	85
GRI 103: Management Approach		Where to find	Page(s)
103-1	Explanation of the material topic and its Boundary	The Group's Top CSR Priorities	9
103-2	The management approach and its components	CSR Promotion Structure	10-11
103-3	Evaluation of the management approach	CSR Promotion Structure	10-11

ECONOMIC

GRI 201: Economic Performance		Where to find	Page(s)
201-1	Direct economic value generated and distributed	–	
201-2	Financial implications and other risks and opportunities due to climate change	Risk Management	21
		Environmental Management (Basic Approach)	28
		Initiatives to Prevent Global Warming	31-32
201-3	Defined benefit plan obligations and other retirement plans	–	
201-4	Financial assistance received from government	–	
GRI 202: Market Presence		Where to find	Page(s)
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		Where to find	Page(s)
203-1	Infrastructure investments and services supported	Social Contribution	71-76
203-2	Significant indirect economic impacts	Social Contribution	71-76
GRI 204: Procurement Practices		Where to find	Page(s)
204-1	Proportion of spending on local suppliers	–	
GRI 205: Anti-Corruption		Where to find	Page(s)
205-1	Operations assessed for risks related to corruption	Compliance	23-26
205-2	Communication and training on anti-corruption policies and procedures	Compliance	23-26
205-3	Confirmed incidents of corruption and actions taken	Compliance	23-26
GRI 206: Anti-Competitive Behavior		Where to find	Page(s)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance	23-26

ENVIRONMENTAL

GRI 301: Materials		Where to find	Page(s)
301-1	Materials used by weight or volume	Overview of the JXTG Group's Environmental Impact	30
301-2	Recycled input materials used	Initiatives for the Effective Use of Resources	35-36
301-3	Reclaimed products and their packaging materials	–	
GRI 302: Energy		Where to find	Page(s)
302-1	Energy consumption within the organization	Overview of the JXTG Group's Environmental Impact	30
		Data	78
302-2	Energy consumption outside of the organization	–	
302-3	Energy intensity	Initiatives to Prevent Global Warming	31
		Data	78
302-4	Reduction of energy consumption	Data	78
		Energy Conservation	31
302-5	Reductions in energy requirements of products and services	–	
GRI 303: Water		Where to find	Page(s)
303-1	Water withdrawal by source	Effective Utilization of Water Resources and Reducing the Release of Water Pollutants	40-41
303-2	Water sources significantly affected by withdrawal of water	Effective Utilization of Water Resources and Reducing the Release of Water Pollutants	40-41
303-3	Water recycled and reused	Effective Utilization of Water Resources and Reducing the Release of Water Pollutants	40-41
GRI 304: Biodiversity		Where to find	Page(s)
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Initiatives for Biodiversity	42-44
304-2	Significant impacts of activities, products, and services on biodiversity	Initiatives for Biodiversity	42-44
304-3	Habitats protected or restored	Initiatives for Biodiversity	42-44
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	–	
GRI 305: Emissions		Where to find	Page(s)
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Overview of the JXTG Group's Environmental Impact	30
		Initiatives to Prevent Global Warming	31-32
		Data	79
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Overview of the JXTG Group's Environmental Impact	30
		Initiatives to Prevent Global Warming	31-32
		Data	79
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Overview of the JXTG Group's Environmental Impact	30
		Initiatives to Prevent Global Warming	31-32
		Initiatives for Operations Outside of Production Sites	32
305-4	Greenhouse gas (GHG) emissions intensity	–	
305-5	Reduction of GHG emissions	Initiatives to Prevent Global Warming	31-34
305-6	Emissions of ozone-depleting substances (ODS)	–	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Initiatives to Reduce the Release of Air Pollutants	39
		Data	79
GRI 306: Effluents and Waste		Where to find	Page(s)
306-1	Water discharge by quality and destination	Effective Utilization of Water Resources and Reducing the Release of Water Pollutants	41
306-2	Waste by type and disposal method	Initiatives for Promoting the 3Rs (Reduce, Reuse, Recycle) and Major Initiatives to Reduce Waste	35-36
306-3	Significant spills	–	
306-4	Transport of hazardous waste	–	
306-5	Water bodies affected by water discharges and/or runoff	–	
GRI 307: Environmental Compliance		Where to find	Page(s)
307-1	Non-compliance with environmental laws and regulations	Data	79
		Environmental Accidents	30
GRI 308: Supplier Environmental Assessment		Where to find	Page(s)
308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	68-70
308-2	Negative environmental impacts in the supply chain and actions taken	Initiatives to Prevent Global Warming	31-34
		Supply Chain Management	68-70

SOCIAL

GRI 401: Employment		Where to find	Page(s)
401-1	New employee hires and employee turnover	Data	81
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	–	
401-3	Parental leave	Healthy Work Environment Data	63-64 81
GRI 402: Labor/Management Relations		Where to find	Page(s)
402-1	Minimum notice periods regarding operational changes	–	
GRI 403: Occupational Health and Safety		Where to find	Page(s)
403-1	Workers representation in formal joint management–worker health and safety committees	Data	81
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Results of Major Initiatives for Ensuring Safety Data	47-48 82
403-3	Workers with high incidence or high risk of diseases related to their occupation	Results of Major Initiatives for Ensuring Safety Health	47-48 59-60
403-4	Health and safety topics covered in formal agreements with trade unions	Results of Major Initiatives for Ensuring Safety Health	47-48 59-60
GRI 404: Training and Education		Where to find	Page(s)
404-1	Average hours of training per year per employee	Human Resource Development Data	56 82
404-2	Programs for upgrading employee skills and transition assistance programs	Human Resource Development Healthy Work Environment	55-58 62
404-3	Percentage of employees receiving regular performance and career development reviews	–	
GRI 405: Diversity and Equal Opportunity		Where to find	Page(s)
405-1	Diversity of governance bodies and employees	Diversity and Inclusion Data	62-63 80-81
405-2	Ratio of basic salary and remuneration of women to men	–	
GRI 406: Non-Discrimination		Where to find	Page(s)
406-1	Incidents of discrimination and corrective actions taken	Compliance Human Rights Healthy Work Environment	23-26 51-54 63
GRI 407: Freedom of Association and Collective Bargaining		Where to find	Page(s)
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	
GRI 408: Child Labor		Where to find	Page(s)
408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management Human Rights	68-70 51-54
GRI 409: Forced and Compulsory Labor		Where to find	Page(s)
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management Human Rights	68-70 51-54
GRI 410: Security Practices		Where to find	Page(s)
410-1	Security personnel trained in human rights policies or procedures	–	
GRI 411: Indigenous Rights		Where to find	Page(s)
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights	51-54
GRI 412: Human Rights Assessment		Where to find	Page(s)
412-1	Operations that have been subject to human rights reviews or impact assessments	Initiatives for Human Rights Due Diligence Mine Development and Respecting the Human Rights of Local Residents Confronting the Issue of Conflict Minerals (Supply Chain Management)	53 54 70
412-2	Employee training on human rights policies or procedures	Human Rights	52-54
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	–	
GRI 413: Local Communities		Where to find	Page(s)
413-1	Operations with local community engagement, impact assessments, and development programs	Social Contribution Addressing Customer Needs	71-76 67
413-2	Operations with significant actual and potential negative impacts on local communities	–	

GRI 414: Supplier Social Assessment		Where to find	Page(s)
414-1	New suppliers that were screened using social criteria	–	
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	68-70
GRI 415: Public Policy		Where to find	Page(s)
415-1	Political contributions	–	
GRI 416: Customer Health and Safety		Where to find	Page(s)
416-1	Assessment of the health and safety impacts of product and service categories	Quality (Major Initiatives)	65-67
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	–	
GRI 417: Marketing and Labeling		Where to find	Page(s)
417-1	Requirements for product and service information and labeling	–	
417-2	Incidents of non-compliance concerning product and service information and labeling	Compliance	23-26
417-3	Incidents of non-compliance concerning marketing communications	–	
GRI 418: Customer Privacy		Where to find	Page(s)
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	Compliance	23-26
GRI 419: Socioeconomic Compliance		Where to find	Page(s)
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance	23-26