

GRI content index

Abbreviations

IR: Integrated Report 2025
 SR: Securities Report for the Fiscal Year Ended March 2025*
 CGR: Corporate Governance Report* *Japanese only

Statement of use Hankyu Hanshin Holdings, Inc. has reported in reference to the GRI Standards for the period from 1 April 2024 to 31 March 2025.

GRI 1 used GRI 1: Foundation 2021

DISCLOSURE	Sustainability Databook2025	Other reports
GRI 2: General Disclosures 2021		

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2-1	Organizational details	P61	IR P152
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2-11	Chair of the highest governance body	—	IR P92 CGR P7
2-12	Role of the highest governance body in overseeing the management of impacts	P6	IR P66
2-13	Delegation of responsibility for managing impacts	P6	IR P66
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2-20	Process to determine remuneration	—	IR P94 SR P76-78
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4. Strategy, policies and practices

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2-24	Embedding policy commitments	P6 P8 P17 P24-25 P29	IR P46 P52-53 P56 P58 P60 P62
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2-30	Collective bargaining agreements	—	—

GRI 3: Material Topics 2021

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3-2	List of material topics	P4	IR P65
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201-2	Financial implications and other risks and opportunities due to climate change	P37	Corporate website IR P73-74
201-3	Defined benefit plan obligations and other retirement plans	—	SR P117-119
201-4	Financial assistance received from government	—	—

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202-2	Proportion of senior management hired from the local community	—	—

GRI 203: Indirect Economic Impacts 2016

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203-2	Significant indirect economic impacts	—	—
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	—	—
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205-1	Operations assessed for risks related to corruption	—	—
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205-3	Confirmed incidents of corruption and actions taken	—	—
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207-2	Tax governance, control, and risk management	—	<u>IR P98</u>
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