

Comparative Table with GRI Guidelines

* A dash (-) indicates that this information was not disclosed.

Item	Indicators	Where to find	Page(s)
GENERAL STANDARD DISCLOSURES			
Strategy and Analysis			
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	- Management Message - Messages from Senior Management of the JXTG Group's Core Operating Companies	7–9
G4-2	Description of key impacts, risks, and opportunities	- Management Message - Messages from Senior Management of the JXTG Group's Core Operating Companies - Risk Management	7–9 19
Organizational Profile			
G4-3	Name of the organization	The JXTG Group's Businesses	2
G4-4	Primary brands, products, and services	The JXTG Group's Businesses	2
G4-5	Location of the organization's headquarters	Editorial Policy	1
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	- The JXTG Group's Businesses - Main Sites and Areas of Core Operating Company Groups	2 83–84
G4-7	Nature of ownership and legal form	The JXTG Group's Businesses	2
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	- The JXTG Group's Businesses - Main Sites and Areas of Core Operating Company Groups	2 83–84
G4-9	Scale of the organization	The JXTG Group's Businesses	2
G4-10	- Total number of employees by employment contract and gender - Total number of permanent employees by employment type and gender - Total workforce by employees and supervised workers and by gender - Total workforce by region and gender - 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 - Any significant variations in employment numbers	Data	80
G4-11	Percentage of total employees covered by collective bargaining agreements	Data	82
G4-12	Organization's supply chain	JXTG Integrated Report 2017 (Introduction)	
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	The JXTG Group — Created through a Business Integration	2
Commitments to External Initiatives			
G4-14	Reporting of whether and how the precautionary approach or principle is addressed by the organization	- Risk Management - Compliance	19–20 20–21
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	- Principal Declarations and Initiatives the JXTG Group Participates in and Supports - Communication with Industry Organizations	15 16
G4-16	List 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	- Principal Declarations and Initiatives the JXTG Group Participates in and Supports - Communication with Industry Organizations	15 16
Identified Material Aspects and Boundaries			
G4-17	- List of all entities included in the organization's consolidated financial statements or equivalent documents - Reporting of whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	Editorial Policy	1
G4-18	- Process for defining the report content and the Aspect Boundaries - How the organization has implemented the Reporting Principles for Defining Report Content	CSR Management	11
G4-19	List of all material Aspects identified in the process for defining report content	CSR Management	11
G4-20	For each aspect Boundary within the organization	-	
G4-21	For each aspect Boundary outside the organization	-	
G4-22	Reporting of the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Data	78
G4-23	Reporting of significant changes from previous reporting periods in the Scope and Aspect Boundaries	Data	78
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organization	Communication with Stakeholders	14
G4-25	Basis for identification and selection of stakeholders with whom to engage	Communication with Stakeholders	14
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	Communication with Stakeholders	14
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	CSR Management (TOPICS)	16
Report Profile			
G4-28	Reporting period for information provided	Editorial Policy	1

Item	Indicators	Where to find	Page(s)
G4-29	Date of most recent previous report	Editorial Policy	1
G4-30	Reporting cycle	Editorial Policy	1
G4-31	Contact point for questions regarding the report or its contents	Editorial Policy	1
GRI Content Index			
G4-32	• 'In accordance' option the organization has chosen • GRI Content Index for the chosen option • Reference to the External Assurance Report, if the report has been externally assured	Comparative Table with GRI Guidelines	86–90
Assurance			
G4-33	• Organization's policy and current practice with regard to seeking external assurance for the report • If not included in the assurance report accompanying the sustainability report, scope and basis of any external assurance provided • Relationship between the organization and the assurance providers • Whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	Independent Practitioner's Assurance Report	85
Governance			
Governance Structure and Composition			
G4-34	Governance structure of the organization, including committees of the highest governance body	Corporate Governance Framework	18
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	CSR Promotion Structure	12–14
G4-36	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	CSR Promotion Structure	12–14
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	-	
G4-38	Composition of the highest governance body and its committees	Corporate Governance Framework	18
G4-39	Whether the Chair of the highest governance body is also an executive officer	Corporate Governance Framework	18
G4-40	Nomination and selection processes for the highest governance body and its committees	• JXTG Integrated Report 2017 • Corporate Governance Report	
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders	• JXTG Integrated Report 2017 • Corporate Governance Report	
Highest Governance Body's Role in Setting Purpose, Values, and Strategy			
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	CSR Promotion Structure	12–14
Highest Governance Body's Competencies and Performance Evaluation			
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	CSR Promotion Structure	12–14
G4-44	• Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics • Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	CSR Promotion Structure	12–14
Highest Governance Body's Role in Risk Management			
G4-45	• Report the 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. • 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.	Risk Management	19–20
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Risk Management	19–20
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	CSR Promotion Structure	12–14
Highest Governance Body's Role in Sustainability Reporting			
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	CSR Promotion Structure	12–14
Highest Governance Body's Role in Evaluating Economic, Environmental and Social Performance			
G4-49	Process for communicating critical concerns to the highest governance body	Compliance	20–21
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	Compliance	20–21
Remuneration and Incentives			
G4-51	Remuneration policies for the highest governance body and senior executives	• JXTG Integrated Report 2017 • Corporate Governance Report	
G4-52	Process for determining remuneration	• JXTG Integrated Report 2017 • Corporate Governance Report	
G4-53	How stakeholders' views are sought and taken into account regarding remuneration	-	
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			
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	• JXTG Group Philosophy • JXTG Group Code of Conduct	3–4
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	Compliance	20–21
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	Compliance	20–21
SPECIFIC STANDARD DISCLOSURES			
Disclosures on Management Approach			
G4-DMA	Management approach	-	

Item	Indicators	Where to find	Page(s)
CATEGORY: ECONOMIC			
Aspect: Economic Performance			
G4-EC1	Direct economic value generated and distributed	-	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Environmental Management (Basic Approach)	25
G4-EC3	Coverage of the organization's defined benefit plan obligations	-	
G4-EC4	Financial assistance received from government	-	
Aspect: Market Presence			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	-	
Aspect: Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	Social Contribution	70–76
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Social Contribution	70–76
Aspect: Procurement Practices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	-	
CATEGORY: ENVIRONMENTAL			
Aspect: Materials			
G4-EN1	Materials used by weight or volume	Overview of the JXTG Group's Environmental Impact	28
G4-EN2	Percentage of materials used that are recycled input materials	-	
Aspect: Energy			
G4-EN3	Energy consumption within the organization	• Overview of the JXTG Group's Environmental Impact • Data	28 78
G4-EN4	Energy consumption outside of the organization	-	
G4-EN5	Energy intensity ratio	• Initiatives to Reduce CO ₂ Emissions along the Entire Supply Chain • Data	29–30 78
G4-EN6	Reduction of energy consumption	Data	78
G4-EN7	Reductions in energy requirements of products and services	-	
Aspect: Water			
G4-EN8	Total water withdrawal by source	Effective Utilization of Water Resources and Preventing the Release of Water Pollutants	39
G4-EN9	Water sources significantly affected by withdrawal of water	Effective Utilization of Water Resources and Preventing the Release of Water Pollutants	39
G4-EN10	Percentage and total volume of water recycled and reused	Effective Utilization of Water Resources and Preventing the Release of Water Pollutants	39
Aspect: Biodiversity			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Initiatives for Biodiversity	42–45
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Initiatives for Biodiversity	42–45
G4-EN13	Habitats protected or restored	Initiatives for Biodiversity	42–45
G4-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			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	• Initiatives to Reduce CO ₂ Emissions along the Entire Supply Chain • Data	29–30 79
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	• Initiatives to Reduce CO ₂ Emissions along the Entire Supply Chain • Data	29–30 79
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Initiatives to Reduce CO ₂ Emissions along the Entire Supply Chain	29–30
G4-EN18	Greenhouse gas (GHG) emissions intensity	-	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Initiatives to Reduce CO ₂ Emissions along the Entire Supply Chain	29–30
G4-EN20	Emissions of ozone-depleting substances (ODS)	-	
G4-EN21	NO _x , SO _x , and other significant air emissions	• Initiatives Controlling the Release of Air Pollutants • Data	38–39 79
Aspect: Effluents and Waste			
G4-EN22	Total water discharge by quality and destination	Effective Utilization of Water Resources and Preventing the Release of Water Pollutants	39
G4-EN23	Total weight of waste by type and disposal method	Initiatives to Reduce Waste	34
G4-EN24	Total number and volume of significant spills	-	
G4-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	-	
G4-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	-	

Item	Indicators	Where to find	Page(s)
Aspect: Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Initiatives to Prevent Global Warming	29–33
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	-	
Aspect: Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Data	79
Aspect: Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	• Initiatives to Reduce CO₂ Emissions along the Entire Supply Chain • Initiatives Involving Ocean Tankers	29–30 45
Aspect: Overall			
G4-EN31	Total environmental protection expenditures and investments by type	-	
Aspect: Supplier Environmental Assessment			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Supply Chain Management	68–69
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	• Initiatives to Reduce CO₂ Emissions along the Entire Supply Chain • Supply Chain Management	29–30 68–69
Aspect: Environmental Grievance Mechanisms			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Compliance	20–21
CATEGORY: SOCIAL			
Labor Practices and Decent Work			
Aspect: Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Data	81
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	-	
G4-LA3	Return to work and retention rates after parental leave, by gender	Data	82
Aspect: Labor/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-	
Aspect: Occupational Health and Safety			
G4-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	Data	82
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and gender	• Results of Major Initiatives for Safety Activities • Data	48 82
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	• Results of Major Initiatives for Safety Activities • Health Enhancement	48 60
G4-LA8	Health and safety topics covered in formal agreements with trade unions	• Results of Major Initiatives for Safety Activities • Health Enhancement	48 60
Aspect: Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	• Human Resource Development • Data	57 82
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Human Resource Development	57
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Data	82
Aspect: Diversity and Equal Opportunity			
G4-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	Data	78, 80–81
Aspect: Equal Remuneration for Women and Men			
G4-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			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	-	
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Supply Chain Management	68–69
Aspect: Labor Practices Grievance Mechanisms			
G4-LA16	Number of grievances about Labor practices filed, addressed, and resolved through formal grievance mechanisms	Compliance	20–21
Human Rights			
Aspect: Investment			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	-	
G4-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	Human Rights	53
Aspect: Non-Discrimination			
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Compliance	20–21
Aspect: Freedom of Association and Collective Bargaining			
G4-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			
G4-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	Supply Chain Management	68–69

Item	Indicators	Where to find	Page(s)
Aspect: Forced and Compulsory Labor			
G4-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	Supply Chain Management	68–69
Aspect: Security Practices			
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	-	
Aspect: Indigenous Rights			
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken	-	
Aspect: Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	• Human Rights Due Diligence • Confronting the Issue of Conflict Minerals	53 55, 69
Aspect: Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	-	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Supply Chain Management	68–69
Aspect: Human Rights Grievance Mechanisms			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Compliance	20–21
Society			
Aspect: Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Social Contribution	70–76
G4-SO2	Operations with significant actual and potential negative impacts on local communities	-	
Aspect: Anti-Corruption			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Compliance	20–21
G4-SO4	Communication and training on anti-corruption policies and procedures	Compliance	20–21
G4-SO5	Confirmed incidents of corruption and actions taken	Compliance	20–21
Aspect: Public Policy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	No political contributions	
Aspect: Anti-Competitive Behavior			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Compliance	20–21
Aspect: Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Compliance	20–21
Aspect: Supplier Assessment for Impacts on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Supply Chain Management	68–69
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supply Chain Management	68–69
Aspect: Grievance Mechanisms for Impacts on Society			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Compliance	20–21
Product Responsibility			
Aspect: Customer Health and Safety			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Quality (Major Initiatives)	66
G4-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	Quality (Major Initiatives)	66
Aspect: Product and Service Labeling			
G4-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	-	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Compliance	20–21
G4-PR5	Results of surveys measuring customer satisfaction	-	
Aspect: Marketing Communications			
G4-PR6	Sale of banned or disputed products	-	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcomes	-	
Aspect: Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Compliance	20–21
Aspect: Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Compliance	20–21