

GRI内容索引
GRI content index

利用に関する声明 Statement of use	電通グループは、当該期間〔報告期間の2022年1月1日から2022年12月31日〕までの期間について、GRIスタンダードを参照して報告する。 Dentsu Group Inc. has reported in accordance with the GRI Standards for the period [January 1, 2022-December 31, 2022].
利用したGRI 1 GRI 1 used	GRI1：基礎2021 GRI 1: Foundation 2021

GRIスタンダード GRI STANDARD	開示事項 DISCLOSURE		掲載場所 LOCATION	URL	
				日本語	ENGLISH
GRI2： 一般開示事項2021 General Disclosures 2021	2-1	組織の詳細 Organizational details	ESG Data Book [Basic Data No.1-6]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-2	組織のサステナビリティ報告の対象となる事業体 Entities included in the organization's sustainability reporting	ESG Data Book [Basic Data No.14]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-3	報告期間、報告頻度、連絡先 Reporting period, frequency and contact point	ESG Data Book [Basic Data No.9,10,12,13]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-4	情報の修正・訂正記述 Restatements of information	過去の報告期間で提示した情報の修正・訂正記述なし No restatement information	-	-
	2-5	外部保証 External assurance	ESG Data Book [Basic Data No.15]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-7	従業員 Employees	ESG Data Book [Basic Data No.7,8]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-9	ガバナンス構造と構成 Governance structure and composition	ESG Data Book [Basic Data No.20]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-10	最高ガバナンス機関における指名と選出 Nomination and selection of the highest governance body	ESG Data Book [Governance No.5]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-11	最高ガバナンス機関の議長 Chair of the highest governance body	ESG Data Book [Governance No.6]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-12	インパクトのマネジメントの監督における最高ガバナンス機関の役割 Role of the highest governance body in overseeing the management of impacts	ESG Data Book [Basic Data No.20]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-13	インパクトのマネジメントに関する責任の移譲 Delegation of responsibility for managing impacts	ESG Data Book [Basic Data No.20]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-14	サステナビリティ報告における最高ガバナンス機関の役割 Role of the highest governance body in sustainability reporting	ESG Data Book [Basic Data No.20]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-15	利益相反 Conflicts of interest	ESG Data Book [Governance No.42, 43]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-16	重大な懸念事項の伝達 Communication of critical concerns	ESG Data Book [Social No.270] ESG Data Book [Governance No.46]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	2-17	最高ガバナンス機関の集合的知見 Collective knowledge of the highest governance body	ESG Data Book [Governance No.10,12]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf

GRIスタンダード GRI STANDARD	開示事項 DISCLOSURE		掲載場所 LOCATION	URL		
				日本語	ENGLISH	
	2-18	最高ガバナンス機関のパフォーマンス評価 Evaluation of the performance of the highest governance body	ESG Data Book [Governance No.10]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
GRI2 : 一般開示事項2021 General Disclosures 2021	2-19	報酬方針 Remuneration policies	ESG Data Book [Governance No.31, 32]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-20	報酬の決定プロセス Process to determine remuneration	ESG Data Book [Governance No.32, 33]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-21	年間報酬総額の比率 Annual total compensation ratio	ESG Data Book [Governance No.34]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-22	持続可能な発展に向けた戦略に関する声明 Statement on sustainable development strategy	統合レポート2023 [チーフ・サステナビリティ・オフィサー メッセージ] Integrated Report 2023 [Chief Sustainability Officers messages]	https://www.group.dentsu.com/jp/sustainability/common/pdf/integrated-report2023_all.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/integrated-report2023_all.pdf	
	2-23	方針声明 Policy commitments	ESG Data Book [Governance No.1-4, 40-45, 57, 58] ESG Data Book [Environment No.1] ESG Data Book [Social No.264, 265]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-24	方針声明の実践 Embedding policy commitments	ESG Data Book [Governance No.5, 46-54, 59, 60, 61] ESG Data Book [Environment No.2, 3, 4] ESG Data Book [Social No.268, 269]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-25	マイナスのインパクトの是正プロセス Processes to remediate negative impacts	ESG Data Book [Social No.270] ESG Data Book [Governance No.46]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-26	助言を求める制度および懸念を提起する制度 Mechanisms for seeking advice and raising concerns	ESG Data Book [Social No.270] ESG Data Book [Governance No.46]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-27	法規制遵守 Compliance with laws and regulations	ESG Data Book [Social No.270] ESG Data Book [Governance No.40-54]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-28	会員資格を持つ団体 Membership associations	ESG Data Book [Initiative No.1-23] ESG Data Book [Environment No.4]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-29	ステークホルダー・エンゲージメントへのアプローチ Approach to stakeholder engagement	ESG Data Book [Basic Data No.21]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	2-30	労働協約 Collective bargaining agreements	ESG Data Book [Social No.240, 241, 242]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
	GRI 3 : マテリアルな項目 2021 Material Topics 2021	3-1	マテリアルな項目の決定プロセス Process to determine material topics	ESG Data Book [Basic Data No.21]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
		3-2	マテリアルな項目のリスト List of material topics	ESG Data Book [Basic Data No.21, 22]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
3-3		マテリアルな項目のマネジメント Management of material topics	ESG Data Book [Basic Data No.22]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf	
GRI200 経済パフォーマンス Economic Performance						
GRI 201 : 経済パフォーマンス 2016 Economic Performance 2016	201-1	創出、分配した直接的経済価値 Direct economic value generated and distributed	有価証券報告書 Securities Report (Japanese only)	https://ssl4.eir-parts.net/doc/4324/yojo_pdf/S100QHOJ/00.pdf	https://ssl4.eir-parts.net/doc/4324/yojo_pdf/S100QHOJ/00.pdf	

GRIスタンダード GRI STANDARD	開示事項 DISCLOSURE		掲載場所 LOCATION	URL	
				日本語	ENGLISH
	201-2	気候変動による財務上の影響、その他のリスクと機会 Financial implications and other risks and opportunities due to climate change	ESG Data Book [Environment No.6, 7]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
間接的な経済的インパクト Indirect Economic Impacts					
GRI 203 : 間接的な経済的インパクト 2016 Indirect Economic Impacts 2016	203-1	インフラ投資および支援サービス Infrastructure investments and services supported	ESG Data Book [Social No.284-293]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
腐敗防止 Anti-corruption					
GRI 205 : 腐敗防止 2016 Anti-corruption 2016	205-1	腐敗に関するリスク評価を行っている事業所 Operations assessed for risks related to corruption	ESG Data Book [Governance No.48, 49]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	205-2	腐敗防止の方針や手順に関するコミュニケーションと研修 Communication and training about anti-corruption policies and procedures	ESG Data Book [Governance No.52, 53]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
反競争的行為 Anti-competitive Behavior					
GRI 206 : 反競争的行為 Anti-competitive Behavior 2016	206-1	反競争的行為、反トラスト、独占的慣行により受けた法的措置 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	統合レポート2023 [CEOメッセージ, 取締役会議長メッセージ, dentsu Japan改革委員会が推進する再発防止に向けた「意識行動改革」について] Integrated Report2023 [CEO message, Chairman message, "Mindset and Behavior Reform" for recurrence prevention promoted by the dentsu Japan Reform Committee]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
税金 Tax					
GRI 207 : 税金 2019 Tax 2019	207-1	税務へのアプローチ Approach to tax	ESG Data Book [Governance No.55]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	207-2	税務ガバナンス、管理、およびリスクマネジメント Tax governance, control, and risk management	ESG Data Book [Governance No.55]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	207-3	税務に関連するステークホルダー・エンゲージメントおよび懸念への対処 Stakeholder engagement and management of concerns related to tax	ESG Data Book [Governance No.55]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
GRI300					
エネルギー Energy					
GRI 302 : エネルギー 2016 Energy 2016	302-1	組織内のエネルギー消費量 Energy consumption within the organization	ESG Data Book [Environment No.69, 71-77]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	302-2	組織外のエネルギー消費量 Energy consumption outside of the organization	ESG Data Book [Environment No.29-34, 59-64]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	302-4	エネルギー消費量の削減 Reduction of energy consumption	ESG Data Book [Environment No.68, 70]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
水と廃水 Water and Effluents					
GRI 303 : 水と廃水 2018 Water and Effluents 2018	303-5	水消費 Water consumption	ESG Data Book [Environment No.78, 79, 80]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
大気への排出 Emissions					
GRI 305 : 大気への排出 2016 Emissions 2016	305-1	直接的なGHG排出 (スコープ1) Direct (Scope 1) GHG emissions	ESG Data Book [Environment No.9, 13, 14, 15]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	305-2	間接的なGHG排出 (スコープ2) Energy indirect (Scope 2) GHG emissions	ESG Data Book [Environment No.9, 16, 17, 18]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf

GRIスタンダード GRI STANDARD	開示事項 DISCLOSURE		掲載場所 LOCATION	URL	
				日本語	ENGLISH
	305-3	その他の間接的なGHG排出 (スコープ3) Other indirect (Scope 3) GHG emissions	ESG Data Book [Environment No.9, 20-67]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	305-5	温室効果ガス (GHG) 排出量の削減 Reduction of GHG emissions	ESG Data Book [Environment No.3, 8]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
廃棄物 Waste					
GRI 306 : 廃棄物 2020 Waste 2020	306-3	発生した廃棄物 Waste generated	ESG Data Book [Environment No.82, 83, 84]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	306-4	処分されなかった廃棄物 Waste diverted from disposal	ESG Data Book [Environment No.85]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
GRI 306 : 廃棄物 2020 Waste 2020	306-5	処分された廃棄物 Waste directed to disposal	ESG Data Book [Environment No.82, 83, 84]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
サプライヤーの環境面のアセスメント Supplier Environmental Assessment					
GRI 308 : サプライヤーの環境面のアセスメント 2016 Supplier Environmental Assessment 2016	308-1	環境基準により選定した新規サプライヤー New suppliers that were screened using environmental criteria	ESG Data Book [Environment No.86] ESG Data Book [Governance No.57-61]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	308-2	サプライチェーンにおけるマイナスの環境インパクトと実施した措置 Negative environmental impacts in the supply chain and actions taken	ESG Data Book [Environment No.86] ESG Data Book [Governance No.57-61]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
GRI400 雇用 Employment					
GRI 401 : 雇用 2016 Employment 2016	401-1	従業員の新規雇用と離職 New employee hires and employee turnover	ESG Data Book [Social No.129-157, 184-199]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	401-3	育児休暇 Parental leave	ESG Data Book [Social No.79, 200-208]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
労働安全衛生 Occupational Health and Safety					
GRI 403 : 労働安全衛生 2018 Occupational Health and Safety 2018	403-1	労働安全衛生マネジメントシステム Occupational health and safety management system	ESG Data Book [Social No.231]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-2	危険性 (ハザード) の特定、リスク評価、事故調査 Hazard identification, risk assessment, and incident investigation	ESG Data Book [Social No.233]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-3	労働衛生サービス Occupational health services	ESG Data Book [Social No.233]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-4	労働安全衛生における労働者の参加、協議、コミュニケーション Worker participation, consultation, and communication on occupational health and safety	ESG Data Book [Social No.233]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-5	労働安全衛生に関する労働者研修 Worker training on occupational health and safety	ESG Data Book [Social No.233]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-6	労働者の健康増進 Promotion of worker health	ESG Data Book [Social No.233]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-7	ビジネス上の関係で直接結びついた労働安全衛生の影響の防止と軽減 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Data Book [Social No.233, 234]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf

GRIスタンダード GRI STANDARD	開示事項 DISCLOSURE		掲載場所 LOCATION	URL	
				日本語	ENGLISH
	403-8	労働安全衛生マネジメントシステムの対象となる労働者 Workers covered by an occupational health and safety management system	ESG Data Book [Social No.231]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-9	労働関連の傷害 Work-related injuries	ESG Data Book [Social No.243-248, 252-263]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	403-10	労働関連の疾病・体調不良 Work-related ill health	ESG Data Book [Social No.243, 244, 245, 249, 250, 251, 255-263]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
研修と教育 Training and Education					
GRI 404 : 研修と教育 2016 Training and Education 2016	404-1	従業員一人あたりの年間平均研修時間 Average hours of training per year per employee	ESG Data Book [Social No.22, 23]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	404-2	従業員スキル向上プログラムおよび移行支援プログラム Programs for upgrading employee skills and transition assistance programs	ESG Data Book [Social No.5-10]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
GRI 404 : 研修と教育 2016 Training and Education 2016	404-3	業績とキャリア開発に関して定期的なレビューを受けている従業員の割合 Percentage of employees receiving regular performance and career development reviews	ESG Data Book [Social No.11]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
ダイバーシティと機会均等 Diversity and Equal Opportunity					
GRI 405 : ダイバーシティと機会均等 2016 Diversity and Equal Opportunity 2016	405-1	ガバナンス機関および従業員のダイバーシティ Diversity of governance bodies and employees	ESG Data Book [Social No.39-71, 85-127, 161, 162, 163]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
	405-2	基本給と報酬の男女比 Ratio of basic salary and remuneration of women to men	ESG Data Book [Social No.213-222, 227-230]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
地域コミュニティ Local Communities					
GRI 413 : 地域コミュニティ 2016 Local Communities 2016	413-1	地域コミュニティとのエンゲージメント、インパクト評価、開発プログラムを実施した事業所 Operations with local community engagement, impact assessments, and development programs	統合レポート2023 [denstuのステークホルダー] Integrated Report2023 [Dentsu's Stakeholder]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf
サプライヤーの社会面のアセスメント Supplier Social Assessment					
GRI 414 : サプライヤーの社会面のアセスメント 2016 Supplier Social Assessment 2016	414-1	社会的基準により選定した新規サプライヤー New suppliers that were screened using social criteria	ESG Data Book [Governance No.57-61]	https://www.group.dentsu.com/jp/sustainability/common/pdf/esgdatabook2023.pdf	https://www.group.dentsu.com/en/sustainability/common/pdf/esgdatabook2023.pdf