

Code	Environmental Disclosure Item	GRI Reference
ENV1	Environmental policies and objectives	GRI 103
ENV2	Energy consumption disclosure	GRI 302
ENV3	Renewable energy initiatives	GRI 302
ENV4	Greenhouse gas emissions disclosure	GRI 305
ENV5	Carbon reduction targets	GRI 305
ENV6	Waste management practices	GRI 306
ENV7	Recycling initiatives	GRI 306
ENV8	Water consumption disclosure	GRI 303
ENV9	Biodiversity protection initiatives	GRI 304
ENV10	Environmental compliance and penalties	GRI 307
ENV11	Environmental investments or expenditures	GRI 103
ENV12	Climate change risk disclosure	GRI 201/305
ENV13	Sustainable resource management	GRI 301
ENV14	Pollution prevention initiatives	GRI 306
ENV15	Environmental certifications (ISO 14001, etc.)	GRI 103

Code	Social Disclosure Item	GRI Reference
SOC1	Employee training and development	GRI 404
SOC2	Employee health and safety programs	GRI 403
SOC3	Workplace diversity and inclusion policies	GRI 405
SOC4	Gender equality initiatives	GRI 405
SOC5	Human rights policies	GRI 412
SOC6	Community engagement activities	GRI 413
SOC7	Charitable donations and social contributions	GRI 413
SOC8	Employee welfare programs	GRI 401
SOC9	Customer satisfaction initiatives	GRI 416
SOC10	Product quality and safety disclosure	GRI 416
SOC11	Labor relations disclosure	GRI 402
SOC12	Anti-discrimination policies	GRI 406
SOC13	Occupational injury disclosure	GRI 403
SOC14	Consumer privacy protection	GRI 418
SOC15	Supply chain social responsibility practices	GRI 414

Code	Governance Disclosure Item	GRI Reference
GOV1	Board structure disclosure	GRI 102
GOV2	Board independence disclosure	GRI 102
GOV3	Board gender diversity disclosure	GRI 405
GOV4	CEO duality disclosure	GRI 102
GOV5	Executive compensation disclosure	GRI 102
GOV6	Sustainability committee disclosure	GRI 102
GOV7	Anti-corruption policies	GRI 205
GOV8	Ethics and code of conduct disclosure	GRI 102
GOV9	Risk management framework	GRI 102
GOV10	Shareholder rights disclosure	GRI 102
GOV11	Stakeholder engagement mechanisms	GRI 102
GOV12	ESG governance strategy disclosure	GRI 102
GOV13	Whistleblowing mechanisms	GRI 102
GOV14	Internal control and audit practices	GRI 102
GOV15	Regulatory compliance disclosure	GRI 419

ESG Disclosure Index Calculation

The ESG disclosure index is calculated as follows:

$$ESGD1 = \frac{\sum_{i=1}^n Disclosure\ Item_i}{n}$$

Where:

- **Disclosure Item_i** = 1 if the item is disclosed, 0 otherwise.
- **n** = total number of applicable disclosure items.

The checklist contains a total of **45 ESG disclosure items**, distributed across environmental, social, and governance dimensions.

Coding Procedure

All annual reports were manually reviewed by two independent coders trained in ESG content analysis. Each disclosure item was coded dichotomously (1 = disclosed; 0 = not disclosed). To improve consistency, coding guidelines and examples were established prior to data collection. Discrepancies between coders were discussed and resolved through consensus.

Inter-coder reliability was assessed using Cohen's Kappa coefficient, yielding a value of $\kappa = 0.86$, which indicates strong agreement and high coding reliability.