

CSR Report 2024 - GRI Content Index Reference Table

Statement of use	NAMICS has reported the information cited in this GRI content index for the period April 1, 2023 to March 31, 2024 with reference to the GRI Standards.			
GRI used	GRI standards 2021 revised edition			
GRI Standard	Disclosure	Location		
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> · [Company Profile] (P8) · [National Network] (P9) · [Global Network] (P9) · [Our Product Line-up] (P12) · [Our Technology] (P12) 	
	2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> · [Company Profile] (P8) · [National Network] (P9) · [Global Network] (P9) 	
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> · [1. Editorial Policy] (P2) · Back Cover (P35) 	
	2-4	Restatements of information	Not applicable	
	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> · [5. Company Profile - Group Companies] · [6. Corporate Governance] · [9. Specifying Key CSR Issues for NAMICS Group] (P16) 	<ul style="list-style-type: none"> · [Our Product Line-up] (P12) · [Our Technology] (P12) · [Operation of Overseas Subsidiaries] (P13)
			<ul style="list-style-type: none"> · [10. Workplace Safety] 	<ul style="list-style-type: none"> · [Occupational Safety] (P18) · [Education/Training] (P19)
			<ul style="list-style-type: none"> · [11. Reduction of Environmental impact for Sustainability] 	<ul style="list-style-type: none"> · [Environmental Policy] (P20) · [Acquisition of ISO Certification] (P21) · [Waste Management Education] (P21) · [Environmental Protection] (P22) · [Prevention of Water Pollution] (P23) · [Efforts towards Decarbonization] (P24) · [Control of Chemical Substances] (P25) · [Environmentally-friendly Product Development] (P25) · ["Green" Purchasing] (P25)
			<ul style="list-style-type: none"> · [12. Building the Reliable Value Chain for Our Customers] 	<ul style="list-style-type: none"> · [NAMICS' Material Purchasing Policy] (P26)
			<ul style="list-style-type: none"> · [13. Promotion of Diversity and Sustainability] 	<ul style="list-style-type: none"> · [Diversity] (P27) · [Human Resource Retention] (P27) · [Overtime] (P28) · [Paid holiday] (P28) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [In-House Nursery School Establishment] (P29) · [Returning to work after maternity or childcare leave] (P29) · [Respect for Human Rights, Legal Compliance] (P30)
			<ul style="list-style-type: none"> · [14. Investment in Social Capital] 	<ul style="list-style-type: none"> · [Contributions to the Local Community] (P32) · [Investment in Social Capital at Workplace] (P34) · [Human Capital Management and Providing a Comfortable Work Environment] (P34)
	2-7	Employees	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Operation of Overseas Subsidiaries] (P13)
			<ul style="list-style-type: none"> · [13. Promotion of Diversity and Sustainability] 	<ul style="list-style-type: none"> · [Diversity] (P27) · [Human Resource Retention] (P27) · [Overtime] (P28) · [Paid holiday] (P28) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [In-House Nursery School Establishment] (P29) · [Returning to work after maternity or childcare leave] (P29) · [Respect for Human Rights, Legal Compliance] (P30)
	2-9	Governance structure and composition	<ul style="list-style-type: none"> · [6. Corporate Governance] · [7. CSR Promotion Structure] (P15) 	<ul style="list-style-type: none"> · [Operation of Overseas Subsidiaries] (P13)
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
			<ul style="list-style-type: none"> · [7. CSR Promotion Structure] (P15) 	<ul style="list-style-type: none"> · [Operation of Overseas Subsidiaries] (P13)
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
			<ul style="list-style-type: none"> · [7. CSR Promotion Structure] (P15) 	<ul style="list-style-type: none"> · [Operation of Overseas Subsidiaries] (P13)
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> · [6. Corporate Governance] · [8. Risk Management] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11) · [BCP Standards] (P15)
	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> · [3. Philosophy - Fundamental Management Policy - Activity Guideline] 	<ul style="list-style-type: none"> · [Corporate philosophy system] (P5) · [Corporate Philosophy - Our significance of existence -] (P5) · [Fundamental Management Policy - Direction at which we should aim -] (P6) · [Value (NAMICS WAY) - Standards of conduct how we should act -] (P6) · [Corporate Social Responsibility (CSR) - Corporate activities that take into consideration of the impact on society -] (P6)
			<ul style="list-style-type: none"> · [4. CSR Fundamental Policy] (P7) 	
			<ul style="list-style-type: none"> · [2. Message from Our president] (P3~P4) 	
	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
	2-20	Process to determine remuneration	<ul style="list-style-type: none"> · [6. Corporate Governance] 	<ul style="list-style-type: none"> · [Board of Directors / Management Conferences] (P11)
	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> · [2. Message from Our president] (P3~P4) · [9. Specifying Key CSR Issues for NAMICS Group] (P16) 	
	2-23	Policy commitments	<ul style="list-style-type: none"> · [3. Philosophy - Fundamental Management Policy - Activity Guideline] 	<ul style="list-style-type: none"> · [Corporate philosophy system] (P5) · [Corporate Philosophy - Our significance of existence -] (P5) · [Fundamental Management Policy - Direction at which we should aim -] (P6) · [Value (NAMICS WAY) - Standards of conduct how we should act -] (P6) · [Corporate Social Responsibility (CSR) - Corporate activities that take into consideration of the impact on society -] (P6)
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<ul style="list-style-type: none"> · [8. Risk Management] 			<ul style="list-style-type: none"> · [BCP Standards] (P16) 	
<ul style="list-style-type: none"> · [11. Reduction of Environmental impact for Sustainability] 			<ul style="list-style-type: none"> · [Environment Policy] (P20) 	
<ul style="list-style-type: none"> · [12. Building the Reliable Value Chain for Our Customers] 			<ul style="list-style-type: none"> · [NAMICS' Material Purchasing Policy] (P26) 	
2-24	Embedding policy commitments	<ul style="list-style-type: none"> · [6. Corporate Governance] · [7. CSR Promotion Structure] (P15) · [8. Risk Management] · [9. Specifying Key CSR Issues for NAMICS Group] (P17) 	<ul style="list-style-type: none"> · [Operation of Overseas Subsidiaries] (P13) · [BCP Standards] (P16) 	
		<ul style="list-style-type: none"> · [10. Workplace Safety] 	<ul style="list-style-type: none"> · [Occupational Safety] (P18) · [Education/Training] (P19) 	
		<ul style="list-style-type: none"> · [11. Reduction of Environmental impact for Sustainability] 	<ul style="list-style-type: none"> · [Environmental Policy] (P20) · [Acquisition of ISO Certification] (P21) · [Waste Management Education] (P21) · [Environmental Protection] (P22) · [Prevention of Water Pollution] (P23) · [Efforts towards Decarbonization] (P24) · [Control of Chemical Substances] (P25) · [Environmentally-friendly Product Development] (P25) · ["Green" Purchasing] (P25) 	
		<ul style="list-style-type: none"> · [12. Building the Reliable Value Chain for Our Customers] 	<ul style="list-style-type: none"> · [NAMICS' Material Purchasing Policy] (P26) 	
		<ul style="list-style-type: none"> · [13. Promotion of Diversity and Sustainability] 	<ul style="list-style-type: none"> · [Diversity] (P27) · [Human Resource Retention] (P27) · [Overtime] (P28) · [Paid holiday] (P28) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [In-House Nursery School Establishment] (P29) · [Returning to work after maternity or childcare leave] (P29) · [Respect for Human Rights, Legal Compliance] (P30) 	
		<ul style="list-style-type: none"> · [14. Investment in Social Capital] 	<ul style="list-style-type: none"> · [Contributions to the Local Community] (P32) · [Investment in Social Capital at Workplace] (P34) · [Human Capital Management and Providing a Comfortable Work Environment] (P34) 	

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GRI Standard	Disclosures	Location		
	2 – 2 5	Processes to remediate negative impacts	¶8.Risk Management]	
	2 – 2 6	Mechanisms for seeking advice and raising concerns	¶6.Corporate Governance] · [Operation of Overseas Subsidiaries] (P13)	
	2 – 2 7	Compliance with laws and regulations	¶13.Promotion of Diversity and Sustainability] · [Respect for Human Rights,Legal Compliance] (P30)	
	2 – 2 8	Membership associations	¶3.CSR Fundamental Policy] (P7) ¶7.CSR Promotion Structure] (P15)	
	2 – 2 9	Approach to stakeholder engagement	¶14.Investment in Social Capital] · [Contributions to the Local Community] (P32) · [Youth Development] (P34) · [Human Capital Management and Providing a Comfortable Work Environment] (P34) · [Diversity] (P27) · [Human Resource Retention] (P27) · [Overtime] (P28) · [Paid holiday] (P28) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [In-House Nursery School Establishment] (P29) · [Returning to work after maternity or childcare leave] (P29) · [Respect for Human Rights,Legal Compliance] (P30) · [Board of Directors / Management Conferences] (P11) · [Operation of Overseas Subsidiaries] (P13)	
GRI3 : Material Topics 2021	3 – 1	Process to determine material topics	¶6.Corporate Governance] · [Board of Directors / Management Conferences] (P11) ¶7.CSR Promotion Structure] (P15)	
	3 – 2	List of material topics	¶9.Specifying Key CSR Issues for NAMICS Group] (P17)	
	3 – 3	Management of material topics	¶6.Corporate Governance] · [Board of Directors / Management Conferences] (P11) ¶7.CSR Promotion Structure] (P15) ¶8.Risk Management] · [BCP Standards] (P16) ¶9.Specifying Key CSR Issues for NAMICS Group] (P17) ¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19) ¶11.Reduction of Environmental impact for Sustainability] · [Environmental Policy] (P20) · [Acquisition of ISO Certification] (P21) · [Waste Management Education] (P21) · [Environmental Protection] (P22) · [Prevention of Water Pollution] (P23) · [Efforts towards Decarbonization] (P24) · [Control of Chemical Substances] (P25) · [Environmentally-friendly Product Development] (P25) · ["Green"Purchasing] (P25) ¶12.Building the Reliable Value Chain for Our Customers] · [NAMICS' Material Purchasing Policy] (P26) ¶13.Promotion of Diversity and Sustainability] · [Diversity] (P27) · [Human Resource Retention] (P27) · [Overtime] (P28) · [Paid holiday] (P28) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [In-House Nursery School Establishment] (P29) · [Returning to work after maternity or childcare leave] (P29) · [Respect for Human Rights,Legal Compliance] (P30) ¶14.Investment in Social Capital] · [Contributions to the Local Community] (P32) · [Youth Development] (P34) · [Human Capital Management and Providing a Comfortable Work Environment] (P34)	
	GRI203 : Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	¶14.Investment in Social Capital]
	GRI205 : Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Not applicable
GRI206 : Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable	
GRI301 : Materials 2016	301-3	Reclaimed products and their packaging materials	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
GRI302 : Energy2016	302-1	Energy consumption within the organization	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
GRI303 : Water and Effluents 2018	303-1	Interactions with water as a shared resource	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22) · [Prevention of Water Pollution] (P23)	
	303-2	Management of water discharge-related impacts	¶11.Reduction of Environmental impact for Sustainability] · [Prevention of Water Pollution] (P23)	
	303-3	Water withdrawal	¶11.Reduction of Environmental impact for Sustainability] · [Prevention of Water Pollution] (P23)	
	303-4	Water discharge	¶11.Reduction of Environmental impact for Sustainability] · [Prevention of Water Pollution] (P23)	
	303-5	Water consumption	¶11.Reduction of Environmental impact for Sustainability] · [Prevention of Water Pollution] (P23)	
GRI306 : Waste 2020	306-1	Waste generation and significant waste-related impact	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
	306-2	Management of significant waste-related impact	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
	306-3	Waste generated	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
	306-4	Waste diverted from disposal	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
	306-5	Waste directed to disposal	¶11.Reduction of Environmental impact for Sustainability] · [Environmental Protection] (P22)	
GRI401 : Employment 2016	401-1	New employee hires and employee turnover	¶13.Promotion of Diversity and Sustainability] · [Human Resource Retention] (P27)	
	401-3	Parental leave	¶13.Promotion of Diversity and Sustainability] · [In-House Nursery School Establishment] (P29)	
GRI403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	¶3.CSR Fundamental Policy] (P5) ¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19) ¶12.Building the Reliable Value Chain for Our Customers] · [NAMICS' Material Purchasing Policy] (P26)	
	403-2	Hazard identification, risk assessment, and incident investigation	¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19)	
	403-3	Occupational health services	¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19)	
	403-4	Worker participation, consultation, and communication on occupational health and safety	¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19)	
	403-5	Worker training on occupational health and safety	¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19)	
	403-8	Workers covered by an occupational health and safety management system	¶13.Promotion of Diversity and Sustainability] · [Diversity] (P27)	
	403-9	Work-related injuries	¶10.Workplace Safety] · [Occupational Safety] (P18) · [Education/Training] (P19)	
GRI404 : Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	¶10.Workplace Safety] · [Education/Training] (P19) ¶11.Reduction of Environmental impact for Sustainability] · [Waste Management Education] (P21) · [Human Resource Development] (P28) · [Promotion of women's active engagement in professional life] (P29) · [Respect for Human Rights,Legal Compliance] (P30)	
GRI405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	¶6.Corporate Governance] · [Board of Directors / Management Conferences] (P11)	
	405-2	Ratio of basic salary and remuneration of women to men	¶13.Promotion of Diversity and Sustainability] · [Diversity] (P27) Namics provides appropriate administration regardless of gender and has no difference in basic salaries based on gender.	
GRI406 : Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Not applicable	
GRI408 : Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	¶4.CSR Fundamental Policy] (P7) ¶9.Specifying Key CSR Issues for NAMICS Group] (P17) ¶12.Building the Reliable Value Chain for Our Customers] · [NAMICS' Material Purchasing Policy] (P26) ¶13.Promotion of Diversity and Sustainability] · [Respect for Human Rights,Legal Compliance] (P30)	
	GRI409 : Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	¶4.CSR Fundamental Policy] (P7) ¶9.Specifying Key CSR Issues for NAMICS Group] (P17) ¶12.Building the Reliable Value Chain for Our Customers] · [NAMICS' Material Purchasing Policy] (P26) ¶13.Promotion of Diversity and Sustainability] · [Respect for Human Rights,Legal Compliance] (P30)
		GRI410 : Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures
GRI411 : Rights of Indigenous Peoples 2016			411-1	Incidents of violations involving rights of indigenous peoples

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GRI413 : Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	¶14.Investment in Social Capital¶ · [Contributions to the Local Community] (P32) · [Youth Development] (P34) · [Human Capital Management and Providing a Comfortable Work Environment] (P34)
	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI416 : Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	¶5.Company Profile · Group Companies¶ · [Our Technology] (P12) · [Environmental Policy] (P20) · [Acquisition of ISO Certification] (P21) · [Environmental Protection] (P22) · [Prevention of Water Pollution] (P23) · [Efforts towards Decarbonization] (P24) · [Control of Chemical Substances] (P25) · [Environmentally-friendly Product Development] (P25) · ["Green"Purchasing] (P25)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	¶11.Reduction of Environmental impact for Sustainability¶ ¶12.Building the Reliable Value Chain for Our Customers¶ · [NAMICS' Material Purchasing Policy] (P26)
GRI417 : Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable
	417-3	Incidents of non-compliance concerning marketing communications	Not applicable
GRI418 : Customer Privacy2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable