## Corporate Social Resposibility Report2016 - GRI Guideline(G4) Reference Table

General Standard [	Disclosures	
No	Guidelines	Content of CSR Report and Page
Strategy and Analys	sis	
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance sustainability to the organization and the organization's strategy for addressing sustainability.	Philosophy · Fundamental Management Policy · CSR Fundamental Policy Message from our president (P3-7)
G4-2	a. Provide a description of key impacts, risks and opportunities.	CSR Fundamental Policy, Message from our president (P5-7
Organizational Prof	ile	, , , , , , , , , , , , , , , , , , , ,
G4-3	a. Report the name of the organization.	Company Profile · Group Companies (P8-9)
G4-4	a. Report the primary brands, products, and services.	Our Product Line-up, Our Technology (P10-11)
G4-5	a. Report the location of the organization's headquarters.	Company Profile · Group Companies (P8-9)
G4-6	a. Report the 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.	National Network, Glabal Network (P9)
G4-7	a. Report the nature of ownership and legal form.	Company Profile · Group Companies (P8-9)
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Our Product Line-up(P10)
G4-9	a. Report the scale of the organization, including:	Company Profile · Group Companies (P8-9)
G4-10	<ul> <li>a. Report the total number of employees by employment contract and gender.</li> <li>b. Report the total number of permanent employees by employment type and gender.</li> <li>c. Report the total workforce by employees and supervised workers and by gender.</li> <li>d. Report the total workforce by region and gender.</li> <li>e. Report 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.</li> <li>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries.)</li> </ul>	Employee diversity (P26)
G4-11	<ul> <li>a. Report the percentage of total employees covered by collective bargaining agreenents.</li> </ul>	_
G4-12	a. Describe the organization's supply chain.	NAMICS' material purchasing policy (P25)
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:  •Changes in the location of, or changes in, operations, including facility openings, closings, and expansions  •Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)  •Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.	
Commitments to Ex	ternal Initiatives	<del>,</del>
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	Reduction of Environmental impact for Sustainability (P19-24)
G4-15	<ul> <li>a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</li> </ul>	_
G4-16	a. 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	Editional Policy (P2)
Identified Material A	Aspects and Boundaries	
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents.     b. Report whether any entity included in the organization's consolidated financial statements or equivalent document is not covered by the report.	Editional Policy (P2)
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries.     b. Explain how the organization has implemented the Reporting	Editional Policy (P2)

G4-26  a. Report the 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.  a. Report 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. Report the stakeholder groups that raised each of the key topics and concerns.  Report Profile  G4-28  a. Reporting period (such as fiscal or calendar year) for information provided.  G4-29  a. Date of most recent previous report (if any).  G4-30  a. Reporting cycle (such as annual, biennial).  G4-31  a. Provide the contact point for questions regarding the report or its contents.  GRI Content Index  G4-32  a. Report the "in accordance" option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below).  c. Report the reference to the External Assurance Report, if the report has been externally assurance All recommends the use of external assurance but it is not a requirement to be "in accordance" with the Guidelines.  Assurance  G4-33  a. Report the organization's policy and current practice with regard to seeking external assurance but it is not a requirement to be "in accordance" with the Guidelines.  Assurance  G4-34  a. Report the erganization's policy and current practice with regard to seeking external assurance but it is not a requirement to be "in accordance" with the sustainability report, report the scope and basis of any external assurance provided.  c. Report the relationship between the organization and the assurance provider.  d. Report the governance structure of the organization including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	No	Guidelines	Content of CSR Report and Page
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organization, as follows:  - Report whether the Aspect is material within the organization - If the Aspect is not material for all entities within the organization (as described in [4-17], select on of the following two approaches and report wither - Aspect is not material - The list of entities or groups of entities included in G4-17 for which the Aspect is not material - Report any specific limitation regarding the Aspect Boundary - Report whether the Aspect is material - Report any specific limitation regarding the Aspect Boundary - White the organization - If the Aspect is material - Report whether the Aspect is material custile of the organization, identify the - Report whether the Aspect is material reports to which the Aspect is material - Report whether the Aspect is material custile of the organization, identify the - Aspect is material for the entities discribed - Report whether the Aspect is material custile of the organization, identify the - Aspect is material or the entities discribed - Report the Aspect is material custile of the organization, identify the - Aspect is material or the entities discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Aspect is material or the entitle discribed - Report the Description of the Aspect Boundaries - Report the Section of Section of Stakeholder - Report the Description of the Aspect Boundaries - Report the Organization and Section of Stakeholder - Report the Section of Stakeholder - Report the Section of Stakeholder - Report the Section and Concerns the Section of Stakeholder - Report the Section and Concerns the Section of Stakeholder - Report the Section of Section and Concerns the Section of Stakeholder - Report t		•	Specifying NAMICS Group Key CSR Issues(P16)
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to senior executives and other employees. CSR Promotion Structure(P14)	G4-35	environmental and social topics from the highest governance body	Corporate Governance (P12), CSR Promotion Structure(P14)

C4-36  In Page 1 whether the cognization has appointed an executive will position or position with responsibility for economic, environmental and social topics, and whether post holders report divided to the post of the po	No	Cuidolinos	Content of CSR Report and Page
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de-37 increases for consultation between stakeholders and the lipidest governance body on account. environmental and social topics. It consultation is delegated, describe to whom and any cultural processes for consultation between stakeholders and the lipidest governance body on account. environmental and social topics. It consultation is delegated, describe to whom and any cultural processes to the highest governance body and its exhibition. The consultation is delegated, describe to whom and any cultural processes. It consultations are the governance body in the companion of the highest governance body and its exhibition. The consultations and commitments.  - Report whether the Chair of the highest governance body is also companionate. An amagement and selection processes for the highest governance body and its committee, environmental and social impacts.  - Stakeholder representation.  G4-30 a. Report whether the Chair of the highest governance body is also companionate. In a selecting the common, environmental and social impacts.  - Stakeholder representation.  G4-40 a. Report the normination and selection processes for the highest governance body and its committee, and the critical resources of the highest governance body and its committee.  - Whether and how independence is considered.  - Whether and how independe	G4-30		Corporate Governance (P12)
G4-37  G4-38  G-47  G4-38  G-47  G4-38  G-47  G-			· · · · · · · · · · · · · · · · · · ·
highest governance body on economic, environmental and social process. It consultation is delegated, describe to whom and any feedback processes to the highest governance body.  GR Promotion Structure(P14)  Corporate Governance (P12).  Corporate Governance (P12).  Corporate Governance (P12).  Grandar - Membership of under-represented social groups  - Competence relating to economic, environmental and social impacts.  Gender - Membership of under-represented social groups  - Competence relating to economic, environmental and social impacts.  GR Promotion Structure(P12)  GR Report where the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organizations management and the reasons for this arrangement).  GR Report where the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organizations management and the reasons for this arrangement).  GR Report the management and the reasons for this arrangement, including:  - Whether and how depandence is considered whether and how independence is considered environmental and social topics are considered environmental and social topics are considered environmental and social topics are considered.  GR Report the most stakeholders (including shareholders) are involved.  GR Report the conflict of with suppliers and other stakeholders environmental and social formation of the highest governance body and seminor executives' roles in the development, approxil, and updating of the organization's purpose, value or mession statements, strategies, socialists, and the promotion structure(P14).  GR-4-43  GR Report the measures taken to devolve and enhance the highest governance of consoning, environmental and social topics. Report whether such evaluation is a self-assessment.  B. Report the independe		· · · · · · · · · · · · · · · · · · ·	CSR Promotion Structure(P14)
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Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: - Cross-board membership - Cross-shareholding with suppliers and other stakeholders - Existence of controlling shareholder - Related party disclosures  G4-42	04-41		
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Cross-shareholding with suppliers and other stakeholders -Existence of controlling shareholder -Related party disclosures  a. Report the 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  a. Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.  G4-44  a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is a self-assessment.  b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.  G4-45  a. 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.  b. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management of economic, environmental and social impacts, risks, and opportunities.  G4-46  a. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social impacts, risks, and opportunities.  G4-47  a. Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.  G5R Promotion Structure(P14)  C5R Promotion Structure(P14)  C6R Promotion Structure(P14)  C6R-47  a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures		·	Corporate Covernance (P12)
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G4-48  a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.  G4-49  a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.  Corporate Governance (P12)  CSR Promotion Structure(P14)  CSR Promotion Structure(P14)  CSR Promotion Structure(P14)	G4-47	a. Report the frequency of the highest governance body's review of	Corporato Covernance (P42)
G4-48  a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.  G4-49  a. Report the highest committee or position that formally reviews Corporate Governance (P12).  CSR Promotion Structure(P14)  Corporate Governance (P12)		· · · · · · · · · · · · · · · · · · ·	1
and approves the organization's sustainability report and ensures that all material Aspects are covered.  G4-49  a. Report the process for communicating critical concerns to the big bett approach bett.  Corporate Governance (P12).  CSR Promotion Structure(P14)  Corporate Governance (P12).			USK Promotion Structure(P14)
that all material Aspects are covered.  G4-49  a. Report the process for communicating critical concerns to the bight and approves the original sustainability report and ensures CSR Promotion Structure(P14)  CSR Promotion Structure(P14)  Corporate Governance (P12)	G4-48		Corporate Governance (P12).
G4-49  a. Report he process for communicating critical concerns to the Corporate Governance (P12)			· ·
highest servers and back.	0.4.40	•	` '
Permanent Hot Line establishment (P27)	G4-49		
	04.50		Permanent Hot Line establishment (P27)
G4-50  a. Report the nature and total number of critical concerns that were	G4-50		COD F In (14 Pull 1957)
communicated to the highest governance body and the CSR Fundamental Policy(P5) mechanism(s) used to address and resolve them.			CSK Fundamental Policy(P5)
ווופטומוווסווונים) עספע נט מעעופסס מווע ופסטועפ נוופווו.		medianioni(s) used to address and resolve (nem.	<u> </u>

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No	Guidelines	Content of CSR Report and Page
G4-51	a. Report the remuneration policies for the highest governance	
	body and senior executives for the below types of	
	remuneration:	
	• Fixed pay and variable pay:	
	- Performance-based pay	
	- Equity-based pay - Bonuses	
	- Deferred or vested shares	
	Sign-on bonuses or recruitment incentive payments	Corporate Governance (P12)
	Termination payments	Corporate Governance (1 12)
	• Clawbacks	
	Retirement benefits, including the difference between benefit	
	schemes and contribution rates for the highest governance body,	
	senior executives, and all other employees	
	b. Report how performance criteria in the remuneration policy relate	
	to the highest governance body's and senior executives' economic,	
	environmental and social objectives	
G4-52	a. Report the process for determining remuneration. Report	
	whether remuneration consultants are involved in determining	
	remuneration and whether they are independent of management.	Corporate Governance (P12)
	Report any other relationships which the remuneration consultants	
	have with the organization.	
G4-53	a. Report how stakeholders' views are sought and taken into	Corporate Governance (P12)
	account regarding remuneration, including the results of votes on	
	remuneration policies and proposals, if applicable.	Permanent Hot Line establishment (P27)
G4-54	a. Report the 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	a. Report the 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 Integri	ty	
G4-56	a. Describe the organization's values, principles, standards and	A (1 % O 1 L % (DA)
	norms of behavior such as codes of conduct and codes of ethics.	Activity Guideline(P4)
G4-57	a. Report the internal and external mechanisms for seeking advice	Corporato Covernance (P12)
	on ethical and lawful behavior, and matters related to	Corporate Governance (P12)
	organizational integrity, such as helplines or advice lines.	Permanent Hot Line establishment (P27)
G4-58	a. Report the internal and external mechanisms for reporting	
	concerns about unethical or unlawful behavior, and matters related	Corporate Governance (P12)
	to organizational integrity, such as escalation through line	Permanent Hot Line establishment (P27)
	management, whistleblowing mechanisms or hotlines.	Tomation for Elife establishment (121)
Specific Standard	Disclosures	l
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No	Guidelines	Content of CSR Report and Page
Category: Econon		
Aspects: Econom	ics Performance	
G4-EC1	Direct economic value generated and distributed	Company Profile · Group Companies (P8-9)
Category: Environ	nment	
Aspects: Energy		
G4-EN3		Environmental impacts overview
G4-EN3	Energy consumption within the organization	(Including overseas factory) (P21)
A = = = = = = = = = = = = = = = = = = =		(Including Overseas raciony) (F21)
Aspects: Emmissi	ions	T= .
G4-EN15	Direct Greenhouse Gas (GHG) emissions (Scope 1)	Environmental impacts overview
	Direct Greenhouse Gas (GFIG) ethissions (Scope 1)	(Including overseas factory) (P21)
G4-EN16	Infrard Organization (OUIO)	Environmental impacts overview
	Indirect Greenhouse Gas (GHG) emissions (Scope 2)	(Including overseas factory) (P21)
Aspects: Effluents	s and Waste	
G4-EN22		Environmental impacts overview
♥ 1 L1422	Total water discharge by quality and destination	(Including overseas factory) (P21)
G4-EN23		Environmental impacts overview
OT-LINZU	Total weight of waste by type and disposal method	· ·
A		(Including overseas factory) (P21)
Aspects: Products		
G4-EN27	Extent of impact mitigation of environmental impacts of products	Environmentally friendly product development (D24)
	and services	Environmentally-friendly product development (P24)
Category: Social		
	bor Practices and Decent Work	
Aspects: Employn		
G4-LA1	Total number and rates of new employee hires and employee	Human Resource Retention (P29)
	turnover by age group, gender and region	The state of the s
G4-LA3	Return to work and retention rates after parental leave, by gender	Human Resource Retention (P29)
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No	Guidelines	Content of CSR Report and Page	
Aspects: Occupational Health and Safety			
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 by gender	Workplace Safty(P17)	
Aspects: Diversity ar	nd 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	Corporate Governance (P12) Respect for Human right, Legal Compliance, Diversity(P26)	
Aspects: Equal Rem	Aspects: 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	Namics provides appropriate administration regardless of gender and has no difference in basic salaries based on gender.	
Aspects: Supplier As	ssessment for Labor Practices		
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	NAMICS' material purchasing pilicy(P25)	
Sub-Category: Human Rights			
Aspects: Investment			
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 right aspect and humanity improvement training(P26)	