

**CSR Report2019 - GRI Standard Core Option Reference Table**

GRI 102: General Standard Disclosures		
No	Guidelines	Content of CSR Report2019 and Page
<b>1. Organizational profile</b>		
102-1 Name of the organization	a. Name of the organization.	Company Profile · Group Companies (P8-9)
102-2 Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Company Profile · Group Companies (P8-9) Our Product Line-up (P10-11)
102-3 Location of headquarters	a. Location of the organization's headquarters.	Company Profile · Group Companies (P8-9)
102-4 Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Global Network (P9)
102-5 Ownership and legal form	a. Nature of ownership and legal form.	Company Profile · Group Companies (P8-9)
102-6 Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	Our Product Line-up (P10)
102-7 Scale of the organization	a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	Company Profile · Group Companies (P8-9)
102-8 Information on employees and other workers	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	Employee diversity (P26)
102-9 Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	NAMICS' material purchasing policy (P25)
102-10 Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	Full-scale operation of new production facility
102-11 Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	Reduction of Environmental impact for Sustainability (P19-24)
102-12 External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	-
102-13 Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	Editorial Policy (P2)
<b>2. Strategy</b>		
102-14 Statement from senior decision-maker	a. A 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 its strategy for addressing sustainability.	Philosophy · Fundamental Management Policy · CSR Fundamental Policy Message from Our president (P3-7)
102-15 Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities.	CSR Fundamental Policy, Message from Our president (P5-7)
<b>3. Ethics and integrity</b>		
102-16 Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior.	Philosophy · Fundamental Management Policy · Activity Guideline (P3-4)
102-17 Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	Corporate Governance (P12) Permanent Hot line establishment (P28)
<b>4. Governance</b>		
102-18 Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-19 Delegating authority	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-20 Executive-level responsibility for economic, environmental, and social topics	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-21 Consulting stakeholders on economic, environmental, and social topics	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	Corporate Governance (P12) CSR Promotion Structure (P14)

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GRI 102: General Standard Disclosures		
102-22 Composition of the highest governance body and its committees	a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	Corporate Governance (P12)
102-23 Chair of the highest governance body	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	Corporate Governance (P12)
102-24 Nominating and selecting the highest governance body	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	Corporate Governance (P12)
102-25 Conflicts of interest	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	Corporate Governance (P12)
102-26 Role of highest governance body in setting purpose, values, and strategy	a. 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 topics.	Corporate Governance (P12)
102-27 Collective knowledge of highest governance body	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-28 Evaluating the highest governance body's performance	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. 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.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-29 Identifying and managing economic, environmental, and social impacts	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-30 Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-31 Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-32 Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-33 Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body.	Corporate Governance (P12)
102-34 Nature and total number of critical concerns	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	Corporate Governance (P12) CSR Promotion Structure (P14)
102-35 Remuneration policies	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	-
102-36 Process for determining remuneration	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	Corporate Governance (P12)
102-37 Stakeholders' involvement in remuneration	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	Corporate Governance (P12)
102-38 Annual total compensation ratio	a. 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.	-
102-39 Percentage increase in annual total compensation ratio	a. Ratio of the 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.	-

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<b>5. Stakeholder engagement</b>		
102-40 List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	Specifying Key CSR Issues for NAMICS Group (P16)
102-41 Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	-
102-42 Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Specifying Key CSR Issues for NAMICS Group (P16)
102-43 Approach to stakeholder engagement	a. 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.	Specifying Key CSR Issues for NAMICS Group (P16)
102-44 Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	Specifying Key CSR Issues for NAMICS Group (P16)
<b>6. Reporting practice</b>		
102-45 Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Editorial Policy (P2)
102-46 Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	Editorial Policy (P2)
102-47 List of material topics	a. A list of the material topics identified in the process for defining report content.	Editorial Policy (P2) Specifying Key CSR Issues for NAMICS Group (P16)
102-48 Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	-
102-49 Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic boundaries.	-
102-50 Reporting period	a. Reporting period for the information provided.	Editorial Policy (P2)
102-51 Date of most recent report	a. If applicable, the date of the most recent previous report.	Editorial Policy (P2)
102-52 Reporting cycle	a. Reporting cycle	Editorial Policy (P2)
102-53 Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	General affairs Group CSR (P35)
102-54 Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'	Editorial Policy (P2) and GRI standard Core option
102-55 GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	Editorial Policy (P2) and GRI standard core option
102-56 External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	-
<b>103 : Management Approach</b>		
103-1 Explanation of the material topic and its Boundary	a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Editorial Policy (P2) Specifying Key CSR Issues for NAMICS Group (P16)
103-2 The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	-
103-3 Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	-

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GRI 302: Energy		
302-1 Energy consumption within the organization	The reporting organization shall report the following information: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples f. Standards, methodologies, assumptions, and/or calculation tools used g. Source of the conversion factors used	Environmental impacts overview (P21)
GRI 303: Water and Effluents		
303-3 Water withdrawal	The reporting organization shall report the following information: a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $> 1,000$ mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Prevention of Water Pollution (P22) Waste Control and Recycling (P21)
303-4 Water discharge	The reporting organization shall report the following information: a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $> 1,000$ mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ( $> 1,000$ mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Prevention of Water Pollution (P22) Waste Control and Recycling (P21)
GRI 305: Emissions		
305-1 Direct (Scope 1) GHG emissions	The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent b. Gases included in the calculation c. Biogenic CO2 emissions in metric tons of CO2 equivalent d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. Consolidation approach for emissions; whether equity share, financial control, or operational control g. Standards, methodologies, assumptions, and/or calculation tools	Environmental Impacts Overview (P21)
GRI 306: Effluents and Waste		
306-2 Waste by type and disposal method	The reporting organization shall report the following information: a. Total weight of hazardous waste b. Total weight of non-hazardous waste c. How the waste disposal method has been determined	Waste Control and Recycling (P21)
GRI 401: Employment		
401-1 New employee hires and employee turnover	The reporting organization shall report the following information: a. Total number and rate of new employee hires during the reporting period, by age group, gender and region b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	Human Resource Retention (P30)
401-3 Parental leave	The reporting organization shall report the following information: a. Total number of employees that were entitled to parental leave, by gender b. Total number of employees that took parental leave, by gender c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	In-House Nursery School Establishment (P30)
GRI 404: Training and Education		
404-2 Programs for upgrading employee skills and transition assistance programs	The reporting organization shall report the following information: a. Type and scope of programs implemented and assistance provided to upgrade employee skills b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Environmental Training (P18)
GRI 405: Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender ii. Age group iii. Other indicators of diversity where relevant b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group	Employee Diversity (P26)
405-2 Ratio of basic salary and remuneration of women to men	The reporting organization shall report the following information: a. Ratio of the basic salary and remuneration of women to men for each employee category b. The definition used for significant locations of operation <sup>1</sup>	Namics provides appropriate administration regardless of gender and has no difference in basic salaries based on gender.
GRI 412: Human rights Assessment		
412-2 Employee training on human rights policies or procedures	The reporting organization shall report the following information: a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Human rights aspect and humanity improvement training (P26)