GRI 102: General Standard Disclosures					
No	Guidelines	Content of CSR Report2022 and Page			
1. Organizational pro	<del>_</del>				
102-1	a. Name of the organization.				
Name of the		Company Profile • Group Companies (P8-9)			
organization 102-2	organization COO 2				
Activities, brands, products, and services	<ul> <li>a. A description of the organization's activities.</li> <li>b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.</li> </ul>	Company Profile · Group Companies (P8-9) Our Product Line-up (P10-11)			
102-3 Location of	a. Location of the organization's headquarters.	Company Profile • Group Companies (P8-9)			
headquarters 102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are	Company Profile - Group Companies (F0-5)			
Location of operations	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	a. Markets served, including:				
Markets served	i. geographic locations where products and services are offered;	Our Product Line-up (P10)			
	ii. sectors served; iii. types of customers and beneficiaries.				
102-7	a. Scale of the organization, including:				
Scale of the	i. total number of employees;				
organization	ii. total number of operations;	Company Profile Crown Companies (DO O)			
	iii. net sales (for private sector organizations) or net revenues (for public sector organizations);	Company Profile · Group Companies (P8-9)			
	iv. total capitalization (for private sector organizations) broken down in terms of debt and equity;				
	v. quantity of products or services provided.				
102-8	a. Total number of employees by employment contract (permanent and temporary), by gender.				
Information on	b. Total number of employees by employment contract (permanent and temporary), by region.				
employees and	c. Total number of employees by employment type (full-time and part-time), by gender.				
other workers	d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a	Employee diversity (P26)			
	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.				
102-9 Supply chain	<ul> <li>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.</li> </ul>	NAMICS' material purchasing policy (P25)			
102-10	a. Significant changes to the organization's size, structure, ownership, or supply chain, including:				
Significant changes	i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions;				
to the organization	ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector				
and its supply chain	organizations);	Full-scale operation of new production facility			
	iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and				
	termination.				
102-11	a. Whether and how the organization applies the Precautionary Principle or approach.				
Precautionary	· · · · · · · · · · · · · · · · · · ·	Reduction of Environmental impact for Sustainability (P19-			
Principle or		24)			
approach					
102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization				
External initiatives	subscribes, or which it endorses.	-			
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.				
Membership of		Editorial Policy (P2)			
associations					
2. Strategy					
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the	Philosophy · Fundamental Management Policy · CSR			
Statement from	relevance of sustainability to the organization and its strategy for addressing sustainability.	Fundamental Policy			
senior decision-		Message from Our president (P3-7)			
maker 102-15	a. A description of key impacts, risks, and opportunities.				
102-15 Key impacts, risks,	a. A description of key impacts, risks, and opportunities.	CSR Fundamental Policy,			
and opportunities		Message from Our president (P5-7)			
3. Ethics and integrit	у				
102-16	a. A description of the organization's values, principles, standards, and norms of behavior.				
Values, principles,		Philosophy · Fundamental Management Policy · Activity			
standards, and		Guideline (P3-4)			
norms of behavior 102-17	a. A description of internal and external mechanisms for:				
Mechanisms for	a. A description of internal and external mechanisms for:  i. seeking advice about ethical and lawful behavior, and organizational integrity;	Corporate Governance (P12)			
	ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	Permanent Hot line establishment (P28)			
about ethics	, , , , , , , , , , , , , , , , , , , ,	(, 20)			
4. Governance					
102-18	a. Governance structure of the organization, including committees of the highest governance body.	Corporate Governance (P12)			
Governance	b. Committees responsible for decision-making on economic, environmental, and social topics.	CSR Promotion Structure (P14)			
structure 102-19	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)			
5 - 5 - 2 - 2 - 2 - 2 - 2 - 2		CSR Promotion Structure (P14)			
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and				
Executive-level	social topics.				
responsibility for	b. Whether post holders report directly to the highest governance body.	Corporate Governance (P12)			
economic,		CSR Promotion Structure (P14)			
environmental, and					
social topics					
102-21	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.				
Consulting	b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance				
stakeholders on	body.	Corporate Governance (P12)			
economic, environmental, and		CSR Promotion Structure (P14)			
social topics					
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GKI 102. General Sta	andard Disclosures	
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102-22	a. Composition of the highest governance body and its committees by:	
Composition of the	i. executive or non-executive;	
highest governance	ii. independence;	
body and its	iii. tenure on the governance body;	
committees	iv. number of each individual's other significant positions and commitments, and the nature of the commitments;	Corporate Governance (P12)
	v. gender;	corporate covernance (112)
	vi. membership of under-represented social groups;	
	vii. competencies relating to economic, environmental, and social topics;	
	viii. stakeholder representation.	
102-23	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	Comparato Couramento (B13)
_		Corporate Governance (P12)
governance body	arrangement.	
102-24	a. Nomination and selection processes for the highest governance body and its committees.	
Nominating and	b. Criteria used for nominating and selecting highest governance body members, including whether and how:	
selecting the highest		
governance body	ii. diversity is considered;	
governance body		Corporate Governance (P12)
	iii. independence is considered;	
	iv. expertise and experience relating to economic, environmental, and social topics are considered.	
102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	
Conflicts of interest	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;	Corporate Governance (P12)
	iii. Existence of controlling shareholder;	
	iv. Related party disclosures.	
102.20	A Highest governoes holds and copies eventhing relacis the days over the standard of the first or the standard	
102-26	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value	
Role of highest	or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	
governance body in		Corporate Governance (P12)
setting purpose,		
values, and strategy		
102-27	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social	
Collective	topics.	
		Corporate Governance (P12)
knowledge of		CSR Promotion Structure (P14)
highest governance		
body		
102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and	
Evaluating the	social topics.	
highest governance	b. Whether such evaluation is independent or not, and its frequency.	Corporate Governance (P12)
body's performance	c. Whether such evaluation is a self-assessment.	CSR Promotion Structure (P14)
,	d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic,	esic Follocion structure (F14)
	environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	
102-29	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and	
Identifying and	opportunities - including its role in the implementation of due diligence processes.	
managing economic,	b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic,	Components Component (D13)
environmental, and	environmental, and social topics and their impacts, risks, and opportunities.	Corporate Governance (P12)
	erwionmental, and social topics and their impaces, risks, and opportunities.	CSR Promotion Structure (P14)
social impacts		
102-30	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic,	
		Corporate Governance (P12)
Effectiveness of risk	environmental, and social topics.	Corporate Governance (P12)
Effectiveness of risk management		Corporate Governance (P12) CSR Promotion Structure (P14)
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Effectiveness of risk management processes 102-31	environmental, and social topics.  a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and	CSR Promotion Structure (P14)
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103-1 Explanation of the material topic and its Boundary is Boundary ii. where the imp ii. the organizati directly linked to c. Any specific lir 103-2 The management approach and its components ii. Policies iii. Commitments		
material topic and its Boundary ii. the organization directly linked to c. Any specific lir a. An explanation b. A statement approach and its components ii. Policies ii. Commitments	xplanation of why the topic is material.	
The management approach and its components i. Policies ii. Commitments	Boundary for the material topic, which includes a description of:  e the impacts occur;  rganization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is  linked to the impacts through its business relationships.  specific limitation regarding the topic Boundary.	Editorial Policy (P2) Specifying Key CSR Issues for NAMICS Group (P16)
iii. Goals and tan		
	ponsibilities	
103-3 a. An explanation i. the mechanism	xplanation of how the organization evaluates the management approach, including: nechanisms for evaluating the effectiveness of the management approach; esults of the evaluation of the management approach;	-

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GRI 102: General Sta	ndard Disclosures	
GRI 302: Energy		
302-1	The reporting organization shall report the following information:	
Energy consumption	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used	
within the	b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	
organization	c. In joules, watt-hours or multiples, the total:	
	i. electricity consumption	
	ii. heating consumption	
	iii. cooling consumption	
	iv. steam consumption	5
	d. In joules, watt-hours or multiples, the total:	Environmental impacts overview (P21)
	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	
	q. Source of the conversion factors used	
GRI 303: Water and I	-	
303-3	The reporting organization shall report the following information:	
Water withdrawal	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface	
Trace: Tricilaration	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	Prevention of Water Pollution (P22)
	withdrawal sources listed in i-iv.	Waste Control and Recycling (P21)
	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 (≤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.	
303-4	The reporting organization shall report the following information:	
Water discharge	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following	
rrater distriarge		
	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 (≤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.	Prevention of Water Pollution (P22)
	Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	Waste Control and Recycling (P21)
	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.	
GRI 305: Emissions		
305-1	The reporting organization shall report the following information:	
Direct (Scope 1)	a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	
GHG emissions	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;	Environmental Impacts Overview (P21)
	ii. emissions in the base year;	Environmental Impacts overview (121)
	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	
GRI 306: Effluents an 306-2	d waste The reporting organization shall report the following information:	
		Waste Control and Recycling (P21)
dsiposal method	b. Total weight of non-hazardous waste	
CDI 401. Empleyenson	c. How the waste disposal method has been determined	
GRI 401: Employmen		<u> </u>
401-1	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	Human Resource Retesting (D30)
and employee	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	Human Resource Retention (P30)
turnover		
401-3	The reporting organization shall report the following information:	
Parental leave	a. Total number of employees that were entitled to parental leave, by gender	In-House Nursery School Establishment (P30)
	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	
GRI 404: Training and	d Education	
404-2	The reporting organization shall report the following information:	
Programs for	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	Environmental Training (P18)
skills and transition	retirement or termination of employment.	, , ,
assistance programs		
GRI 405: Diversity an	d Equal Opportunity	
405-1	The reporting organization shall report the following information:	
Diversity of	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	
governance bodies	i. Gender	
and employees	ii. Age group	
cpioyees	iii. Other indicators of diversity where relevant	Employee Diversity (P26)
	b. Percentage of employees per employee category in each of the following diversity categories:	
	i. Gender;	
	ii. Age group	
405-2	The reporting organization shall report the following information:	Namics provides appropriate administration regardless of
Ratio of basic salary	a. Ratio of the basic salary and remuneration of women to men for each employee category	gender and has no difference in basic salaries based on
	b. The definition used fpr significant locations of operation'	gender.
women to men		
GRI 412: Human righ	ts Assessment	·
412-2	The reporting organization shall report the following information:	Human rights aspect and humanity improvement training
Employee training	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human	(P26)
on human rights	rights that are relevant to operations.	
policies or	B. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights	
procedures	that are relevant to operations.	
	·	<u> </u>
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