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.		
G R I used	GRI standars 2021 revised edition	

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• [Contributions to the Local Community] (P32) • [Investment in Social Capital at Workplace] (P34)		2-24	Embedding policy commitments	\$\[\begin{align*}	Coccupational Safety] (P18) Education/Training] (P19) Environmental Policy] (P20) Cacquisition of ISO Certification] (P21) Cacquisition of Water Pollution] (P23) Cacquisition of Water Pollution] (P24) Cacquisition of Water Pollution] (P24) Control of Chemical Substances] (P25) Cacquisition of Cacq
Investment in Social Capital at Workplace] (P34)		2 – 24	Embedding policy commitments	\$\[\begin{align*}	Coccupational Safety] (P18) Education/Training] (P19) Environmental Policy] (P20) Lacquisition of ISO Certification] (P21) Waste Management Education] (P21) Environmetal Protection] (P22) Prevention of Water Pollution] (P23) Efforts towards Decarbonization] (P24) Control of Chemical Substances] (P25) Environmetally-friendly Product Development] (P25) For Green Purchasing] (P25) NAMICS' Material Purchasing Policy] (P26) Diversity] (P27) Human Resource Rentention] (P27) Overtime] (P28) Paid holiday] (P28) Human Resource Development] (P28) Promotion of women's active engagement in professional life] (P29) En-House Nursery School Establishment] (P29) Returning to work after maternity or childcare leave] (P29)
INVESTMENT IN COCISI CONICIO A MONUMENTALE INVESTMENTALE		2 – 24	Embedding policy commitments	\$\[\begin{align*}	[Occupational Safety] (P18) [Education/Training] (P19) [Environmental Policy] (P20) [Acquisition of ISO Certification] (P21) [Waste Management Education] (P21) [Environmetal Protection] (P22) [Prevention of Water Pollution] (P23) [Efforts towards Decarbonization] (P24) [Control of Chemical Substances] (P25) [Environmetally-friendly Product Development] (P25) ["Green"Purchasing] (P25) [INAMICS' Material Purchasing Policy] (P26) [Diversity] (P27) [Human Resource Rentention] (P27) [Overtime] (P28) [Paid holiday] (P28) [Ihuman 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		2 – 24	Embedding policy commitments	\$\[\begin{align*}	Coccupational Safety] (P18) Education/Training] (P19) Environmental Policy] (P20) Cacquisition of ISO Certification] (P21) Waste Management Education] (P21) Environmetal Protection] (P22) Prevention of Water Pollution] (P23) Efforts towards Decarbonization] (P24) Control of Chemical Substances] (P25) Environmetally-friendly Product Development] (P25) "Green"Purchasing] (P25) INAMICS' Material Purchasing Policy] (P26) Diversity] (P27) Human Resource Rentention] (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) Contributions to the Local Community] (P32)
• [Human Capital Management and Providing a Comfortable Work Environment] (P34)		2-24	Embedding policy commitments	\$\[\] \[Coccupational Safety] (P18) Education/Training] (P19) Environmental Policy] (P20) Cacquisition of ISO Certification] (P21) Maste Management Education] (P21) Environmetal Protection] (P22) Prevention of Water Pollution] (P23) Efforts towards Decarbonization] (P24) Control of Chemical Substances] (P25) Environmetally-friendly Product Development] (P25) Environmetally-friendly Product Development] (P25) MAMICS' Material Purchasing Policy] (P26) Diversity] (P27) Human Resource Rentention] (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) Respect for Human Rights,Legal Compliance] (P30) Contributions to the Local Community] (P32) Investment in Social Capital at Workplace] (P34)
Environment; (P34) NAMICS CSR REPORT2		2-24	Embedding policy commitments	\$\[\] \[Coccupational Safety] (P18) Education/Training] (P19) Environmental Policy] (P20) Cacquisition of ISO Certification] (P21) Waste Management Education] (P21) Environmetal Protection] (P22) Prevention of Water Pollution] (P23) Efforts towards Decarbonization] (P24) Control of Chemical Substances] (P25) Environmetally-friendly Product Development] (P25) Environmetally-friendly Product Development] (P25) NAMICS' Material Purchasing Policy] (P26) Diversity] (P27) Human Resource Rentention] (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) Contributions to the Local Community] (P32) Investment in Social Capital at Workplace] (P34)

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Ī	G R I used	GRI standars 2021 revised edition

GRI Standard		Disclosure		ocation
GRI Standard	2 – 2 5	Processes to remediate negative impacts	8.Risk Management	ocation
	2 – 2 6	Mechanisms for seeking advice and raising concerns	[6.Corporate Governance]	[Operation of Overseas Subsidiaries] (P13)
			¶13.Promotion of Diversity and Sustainability ¶3.CSR Fundamental Policy ¶(77)	· [Respect for Human Rights,Legal Compliance] (P30)
	2 – 2 7	Compliance with laws and regulations	『7.CSR Promotion Structure』(P15)	
	2 – 28	Membership associations	『1.Editorial Policy』(P2)	· [Contributions to the Local Community] (P32)
		Approach to stakeholder engagement	『14.Investment in Social Capital』	[Youth Development] (P34) [Human Capital Management and Providing a Comfortable Work Environment] (P34) [Diversity] (P27)
	2-29		『13.Promotion of Diversity and Sustainability』(P27∼P30)	[Human Resource Rentention] (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)
			f6.Corporate Governance	[Returning to work after maternity or childcare leave] (P29) [Respect for Human Rights,Legal Compliance] (P30) [Board of Directors / Management Conferences] (P11)
	3-1	Process to determine material topics	『7.CSR Promotion Structure』(P15)	· [Operation of Overseas Subsidiaries] (P13)
	3 – 2	List of material topics	『9.Specifying Key CSR Issues for NAMICS Group』(P17)	
			[6.Corporate Governance]	[Board of Directors / Management Conferences] (P11)
			8.Risk Management	· [BCP Standards] (P16)
			『9.Specifying Key CSR Issues for NAMICS Group』(P17)	· [Occupational Safety] (P18)
			『10.Workplace Safety』	· [Education/Training] (P19)
GRI3 : Material Topics 2021			『11.Reduction of Environmental impact for Sustainability』	[Environmental Policy] (P20) [Acquisition of ISO Certification] (P21) [Waste Management Education] (P21) [Environmetal Protection] (P22) [Prevention of Water Pollution] (P23) [Efforts towards Decarbonization] (P24) [Control of Chemicai Substances] (P25) [Environmetally-friendly Product Development] (P25)
	3-3	Management of material topics		· ["Green"Purchasing] (P25)
			¶12.Building the Reliable Value Chain for Our Customers』	[NAMICS' Material Purchasing Policy] (P26) [Diversity] (P27) [Human Resource Rentention] (P27) [Overtime] (P28) [Paid holiday] (P28)
			『13.Promotion of Diversity and Sustainability』	[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)
			『14.Investment in Social Capital』	[Respect for Human Rights,Legal Compliance] (P30) [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』	 [Contributions to the Local Community] (P32) [Youth Development] (P34) [Human Capital Management and Providing a Comfortable Work Environment] (P34)
GRI205 : Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Not applicable	
GRI206 :		Local actions for outil commotitive behavior autility.		
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable	
2016 GRI301 : Materials 2016	301-3	Reclaimed products and their packaging materials	『11.Reduction of Environmental impact for Sustainability』	· [Environmetal Protection] (P22)
GRI302 : Energy2016	302-1	Energy consumption within the organization	『11.Reduction of Environmental impact for Sustainability』	· [Environmetal Protection] (P22)
	303-1	Interactions with water as a shared resource	『11.Reduction of Environmental impact for Sustainability』	[Environmetal Protection] (P22) [Provention of Water Pollution] (P33)
GRI303:	303-2	Management of water discharge-related impacts	『11.Reduction of Environmental impact for Sustainability』	[Prevention of Water Pollution] (P23) [Prevention of Water Pollution] (P23)
Water and Effluents 2018	303-3	Water withdrawal	『11.Reduction of Environmental impact for Sustainability』	· [Prevention of Water Pollution] (P23)
	303-4 303-5	Water discharge Water consumption	『11.Reduction of Environmental impact for Sustainability』 『11.Reduction of Environmental impact for Sustainability』	[Prevention of Water Pollution] (P23) [Prevention of Water Pollution] (P23)
	306-1	Waste generation and significant waste-related impact	『11.Reduction of Environmental impact for Sustainability』	· [Environmetal Protection] (P22)
GRI306 : Waste 2020	306-2 306-3	Management of significant waste-related impact Waste generated	『11.Reduction of Environmental impact for Sustainability』 『11.Reduction of Environmental impact for Sustainability』	[Environmetal Protection] (P22) [Environmetal Protection] (P22)
	306-4	Waste diverted from disposal	『11.Reduction of Environmental impact for Sustainability』	· [Environmetal Protection] (P22)
	306-5 401-1	Waste directed to disposal New employee hires and employee turnover	『11.Reduction of Environmental impact for Sustainability』 『13.Promotion of Diversity and Sustainability』	[Environmetal Protection] (P22) [Human Resource Rentention] (P27)
GRI401 : Employment 2016	401-3	Parental leave	In 3.Promotion of Diversity and Sustainability.	· [In-House Nursery School Establishment] (P29)
	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) [Occupational Safety] (P18)
	403-2	Hazard identification, risk assessment, and incident investigation	『10.Workplace Safety』	· [Education/Training] (P19)
GRI403:	403-3	Occupational health services	『10.Workplace Safety』	[Occupational Safety] (P18) [Education/Training] (P19)
Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication	『10.Workplace Safety』	· [Occupational Safety] (P18)
, ====		on occupational health and safety		[Education/Training] (P19) [Occupational Safety] (P18)
	403-5	Worker training on occupational health and safety	『10.Workplace Safety』	· [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)
	.55-9		#10.Workplace Safety』	[Education/Training] (P19) [Education/Training] (P19)
GRI404 : Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	#11.Reduction of Environmental impact for Sustainability』 #13.Promotion of Diversity and 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 :	405-1	Diversity of governance bodies and employees	[6.Corporate Governance]	· [Board of Directors / Management Conferences] (P11)
Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	§13.Promotion of Diversity and Sustainability. Namics provides appropriate administration regardless of gender as	· [Diversity] (P27) nd has no difference in basic salaries based on gender.
GRI406:	406-1	Incidents of discrimination and corrective actions taken	Not applicable	
Non-discrimination 2016 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』 『4.CSR Fundamental Policy』 (P7)	· [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	¶9.Specifying Key CSR Issues for NAMICS Group』 (P17) ¶12.Building the Reliable Value Chain for Our Customers』 ¶13.Promotion of Diversity and Sustainability』 □	[NAMICS' Material Purchasing Policy] (P26) [Respect for Human Rights,Legal Compliance] (P30)
GRI410 : Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	[4.CSR Fundamental Policy] (P7) [9.Specifying Key CSR Issues for NAMICS Group] (P17) [12.Building the Reliable Value Chain for Our Customers] [13.Promotion of Diversity and Sustainability]	
GRI411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable	

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GRI Standard		Disclosure	Location	
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	
			『5.Company Profile · Group Companies』	· [Our Technology] (P12)
GRI416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	『11.Reduction of Environmental impact for Sustainability』	[Environmental Policy] (P20) [Acquisition of ISO Certification] (P21) [Environmetal Protection] (P22) [Prevention of Water Pollution] (P23) [Efforts towards Decarbonization] (P24) [Control of Chemicai Substances] (P25) [Environmetally-friendly Product Development] (P25) ["Green"Purchasing] (P25) [NAMICS' Material Purchasing Policy] (P26)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable	· [MAMILES Material Purchasing Policy] (F20)
GRI417 :	417-2	Incidents of non-compliance concerning product and	Not applicable	
Marketing and Labeling 2016	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	