

CSR Report 2025: GRI Standards Content Index

GRI 1 : Foundation		
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GRI 1 used	GRI 1: Foundation 2021	

GRI	Title	Page Reference
GRI 2 : General Disclosures 2021		
2 – 1	Organizational details	3. Company Profile, Group Companies p.4 Company Profile p.4 National Network p.4 Global Network
2 – 2	Entities included in the organization’s sustainability reporting	2. Editorial Policy(p.3) 3. Company Profile, Group Companies p.4 Company Profile p.4 National Network p.4 Global Network Back cover
2 – 3	Reporting period, frequency and contact point	2. Editorial Policy(p.3) Back cover
2 – 4	Restatements of information	No restatements of information
2 – 5	External assurance	External assurance has not been obtained for this report.
2 – 6	Activities, value chain and other business relationships	3. Company Profile, Group Companies p.4 Company Profile p.5 Main Products and Services p.5 NAMICS Technology 11. Supply Chain Management p.18 Basic Concept and Policy p.18 NAMICS Supply Chain Management
2 – 7	Employees	14. Human Capital Management p.30 Promoting Diversity p.31 Human Resource Retention
2 – 8	Workers who are not employees	14. Human Capital Management p.30 Promoting Diversity
2 – 9	Governance structure and composition	5. CSR Basic Policy and Promotion Structure p.8 CSR Promotion Structure 16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2 – 10	Nomination and selection of the highest governance body	16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2 – 11	Chair of the highest governance body	16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2 – 12	Role of the highest governance body in overseeing the management of impacts	5. CSR Basic Policy and Promotion Structure p.8 CSR Promotion Structure 6. CSR Material Issues p.9 CSR Material Issues 16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference p.36 Compliance p.37 Risk Management
2 – 13	Delegation of responsibility for managing impacts	5. CSR Basic Policy and Promotion Structure p.8 CSR Promotion Structure 7. Environmental Management p.11 Environmental Management System 12. Occupational Health and Safety p.20 Promotion Structure 13. Quality Management p.24 Promotion Structure 16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2 – 14	Role of the highest governance body in sustainability reporting	5. CSR Basic Policy and Promotion Structure p.8 CSR Promotion Structure 6. CSR Material Issues p.9 CSR Material Issues 16. Corporate Governance p.35 Corporate Governance Structure
2 – 15	Conflicts of interest	—
2 – 16	Communication of critical concerns	14. Human Capital Management p.26 Respect for Human Rights 16. Corporate Governance p.35 Board of Directors / Management Conference p.36 Compliance
2 – 17	Collective knowledge of the highest governance body	—
2 – 18	Evaluation of the performance of the highest governance body	16. Corporate Governance p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2 – 19	Remuneration policies	—
2 – 20	Process to determine remuneration	—
2 – 21	Annual total compensation ratio	—
2 – 22	Statement on sustainable development strategy	4. Message from the President(p.6) 6. CSR Material Issues p.9 SDGs Approach p.9 CSR Material Issues
2 – 23	Policy commitments	1. Corporate Philosophy, Fundamental Management Policy, and Activity Guidelines p.1 NAMICS’ Management Vector (Corporate Philosophy System) p.1 Corporate Philosophy - Our raison d’être - p.2 Fundamental Management Policy - The direction we should aim - p.2 Values (NAMICS WAY) - Guidelines for conduct: How we should act - p.2 Corporate Social Responsibility (CSR) – Management that is conscious of impacts on society – 5. CSR Basic Policy and Promotion Structure(p.8) 7. Environmental Management p.10 Environmental Policy 11. Supply Chain Management p.18 NAMICS Supply Chain Management 13. Quality Management p.23 Basic Concept and Policy

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GRI	Title	Page Reference	
2 – 24	Embedding policy commitments	5. CSR Basic Policy and Promotion Structure	p.8 CSR Promotion Structure
		6. CSR Material Issues	p.9 CSR Material Issues
		7. Environmental Management	p.11 Environmental Management System p.11 Status of Environmental ISO Certifications
		8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality
		9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling p.15 Waste Management Education Initiatives p.15 Management of Chemical Substances p.16 Conservation of Water Resources
		10. Environmentally-friendly Product Development	p.17 Product Development for Overcoming a Plethora of Challenges
		11. Supply Chain Management	p.18 NAMICS Supply Chain Management
		12. Occupational Health and Safety	p.20 Promotion Structure p.21 Occupational Accidents p.21 Health and Safety Patrol p.22 Education / Training
		13. Quality Management	p.23 Status of Quality-related ISO Certifications p.24 Promotion Structure p.24 Main Initiatives
		14. Human Capital Management	p.25 Basic Concept and Policy p.26 Respect for Human Rights p.27 Creating a Comfortable Work Environment p.28 Promotion of Internal Communication p.29 Well-being p.29 Health Management and Mental Health p.30 Promotion of Women’s Active Engagement in Professional Life p.31 Human Resource Development
		15. Contributions to the Local Community	p.32 Initiatives for the Next Generation p.33 Support for Cultural Activities p.34 Supporting Community-Based Professional Sports
		16. Corporate Governance	p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference p.36 Compliance p.37 Risk Management p.38 Emphasis on Intellectual Property and Use of Intellectual Property Rights p.39 Operation of Overseas Subsidiaries p.39 Internal Control Audits of Overseas Subsidiaries
2 – 25	Processes to remediate negative impacts	11. Supply Chain Management	p.18 NAMICS Supply Chain Management
		14. Human Capital Management	p.26 Respect for Human Rights
		16. Corporate Governance	p.36 Compliance
2 – 26	Mechanisms for seeking advice and raising concerns	11. Supply Chain Management	p.18 NAMICS Supply Chain Management
		14. Human Capital Management	p.26 Respect for Human Rights
		16. Corporate Governance	p.36 Compliance
2 – 27	Compliance with laws and regulations	No material breaches of laws or regulations occurred during the reporting period.	
2 – 28	Membership associations	3. Company Profile, Group Companies	p.4 Company Profile
2 – 29	Approach to stakeholder engagement	11. Supply Chain Management	p.18 Basic Concept and Policy p.18 NAMICS Supply Chain Management
		12. Occupational Health and Safety	p.20 Promotion Structure
		13. Quality Management	p.24 Main Initiatives
		14. Human Capital Management	p.26 Respect for Human Rights p.27 Creating a Comfortable Work Environment p.28 Promotion of Internal Communication p.29 Well-being p.30 Promotion of Women’s Active Engagement in Professional Life
		15. Contributions to the Local Community	p.32 Initiatives for the Next Generation p.33 Support for Cultural Activities p.34 Supporting Community-Based Professional Sports
		—	
GRI 3 : Material Topics 2021			
3 – 1	Process to determine material topics	6. CSR Material Issues	p.9 CSR Material Issues
3 – 2	List of material topics	6. CSR Material Issues	p.9 CSR Material Issues
3 – 3	Management of material topics	7. Environmental Management	p.10 Environmental Policy p.11 Environmental Management System p.11 Status of Environmental ISO Certifications
		8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality

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GRI	Title	Page Reference			
3 – 3	Management of material topics	9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling p.15 Waste Management Education Initiatives p.15 Management of Chemical Substances p.16 Conservation of Water Resources		
		10. Environmentally-friendly Product Development	p.17 Product Development for Overcoming a Plethora of Challenges		
		11. Supply Chain Management	p.18 NAMICS Supply Chain Management		
		12. Occupational Health and Safety	p.20 Promotion Structure p.21 Occupational Accidents p.21 Health and Safety Patrol p.22 Education / Training		
			13. Quality Management	p.23 Basic Concept and Policy p.23 Status of Quality-related ISO Certifications p.24 Promotion Structure p.24 Main Initiatives	
				14. Human Capital Management	p.25 Basic Concept and Policy p.26 Respect for Human Rights p.27 Creating a Comfortable Work Environment p.28 Promotion of Internal Communication p.29 Well-being p.29 Health Management and Mental Health p.30 Promoting Diversity p.30 Promotion of Women’s Active Engagement in Professional Life p.31 Human Resource Development p.31 Human Resource Retention
					15. Contributions to the Local Community
GRI 203 : Indirect Economic Impacts 2016					
203-1	Infrastructure investments and services supported	14. Human Capital Management	p.27 Creating a Comfortable Work Environment		
		15. Contributions to the Local Community	p.32 Initiatives for the Next Generation p.33 Support for Cultural Activities p.34 Supporting Community-Based Professional Sports		
203-2	Significant indirect economic impacts	Not applicable			
GRI 205 : Anti-corruption 2016					
205-1	Operations assessed for risks related to corruption	16. Corporate Governance	p.36 Compliance p.39 Internal Control Audits of Overseas Subsidiaries		
205-2	Communication and training about anti-corruption policies and procedures	16. Corporate Governance	p.36 Compliance p.39 Internal Control Audits of Overseas Subsidiaries		
205-3	Confirmed incidents of corruption and actions taken	Not applicable			
GRI 206 : Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable			
GRI 302 : Energy 2016					
302-1	Energy consumption within the organization	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality		
		9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling		
302-2	Energy consumption outside of the organization	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality		
		9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling		
302-3	Energy intensity	—			
302-4	Reduction of energy consumption	—			
302-5	Reductions in energy requirements of products and services	—			
GRI 303 : Water and Effluents 2018					
303-1	Interactions with water as a shared resource	9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling p.16 Conservation of Water Resources		
303-2	Management of water discharge-related impacts	9. Resource Circulation and Reduction of Environmental Impact	p.16 Conservation of Water Resources		
303-3	Water withdrawal	9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling		
303-4	Water discharge	9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling p.16 Conservation of Water Resources		
303-5	Water consumption	9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling p.16 Conservation of Water Resources		
GRI 305 : Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality		
305-2	Energy indirect (Scope 2) GHG emissions	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality		
305-3	Other indirect (Scope 3) GHG emissions	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality		

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GRI	Title	Page Reference		
305-4	GHG emissions intensity	—		
305-5	Reduction of GHG emissions	—		
305-6	Emissions of ozone-depleting substances (ODS)	—		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—		
GRI 306 : Waste 2020				
306-1	Waste generation and significant waste-related impacts	9. Resource Circulation and Reduction of Environmental Impact	p.14	Initiatives for Waste Control and Resource Recycling
			p.15	Waste Management Education Initiatives
306-2	Management of significant waste-related impacts	9. Resource Circulation and Reduction of Environmental Impact	p.14	Initiatives for Waste Control and Resource Recycling
			p.15	Waste Management Education Initiatives
306-3	Waste generated	9. Resource Circulation and Reduction of Environmental Impact	p.14	Initiatives for Waste Control and Resource Recycling
			p.15	Waste Management Education Initiatives
306-4	Waste diverted from disposal	—		
306-5	Waste directed to disposal	—		
GRI 401 : Employment 2016				
401-1	New employee hires and employee turnover	14. Human Capital Management	p.31	Human Resource Retention
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—		
401-3	Parental leave	14. Human Capital Management	p.30	Promotion of Women’s Active Engagement in Professional Life
GRI 403 : Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	12. Occupational Health and Safety	p.20	Promotion Structure
			p.21	Occupational Accidents
			p.21	Health and Safety Patrol
			p.22	Education / Training
403-2	Hazard identification, risk assessment, and incident investigation	12. Occupational Health and Safety	p.20	Promotion Structure
			p.21	Occupational Accidents
			p.21	Health and Safety Patrol
			p.22	Education / Training
403-3	Occupational health services	12. Occupational Health and Safety	p.21	Health and Safety Patrol
			p.22	Education / Training
		14. Human Capital Management	p.29	Health Management and Mental Health
403-4	Worker participation, consultation, and communication on occupational health and safety	12. Occupational Health and Safety	p.20	Promotion Structure
			p.21	Occupational Accidents
			p.21	Health and Safety Patrol
			p.22	Education / Training
403-5	Worker training on occupational health and safety	12. Occupational Health and Safety	p.22	Education / Training
403-6	Promotion of worker health	14. Human Capital Management	p.29	Health Management and Mental Health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	12. Occupational Health and Safety	p.20	Promotion Structure
			p.21	Occupational Accidents
			p.21	Health and Safety Patrol
			p.22	Education / Training
403-8	Workers covered by an occupational health and safety management system	12. Occupational Health and Safety	p.20	Promotion Structure
403-9	Work-related injuries	12. Occupational Health and Safety	p.21	Occupational Accidents
403-10	Work-related ill health	—		
GRI 404 : Training and Education 2016				
404-1	Average hours of training per year per employee	—		
404-2	Programs for upgrading employee skills and transition assistance programs	9. Resource Circulation and Reduction of Environmental Impact	p.15	Waste Management Education Initiatives
		12. Occupational Health and Safety	p.22	Education / Training
		14. Human Capital Management	p.25	Basic Concept and Policy
			p.26	Respect for Human Rights
			p.30	Promotion of Women’s Active Engagement in Professional Life
	p.31	Human Resource Development		
	p.31	Human Resource Retention		
		16. Corporate Governance	p.36	Compliance
404-3	Percentage of employees receiving regular performance and career development reviews	—		
GRI 405 : Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	14. Human Capital Management	p.30	Promoting Diversity
			p.31	Human Resource Retention
405-2	Ratio of basic salary and remuneration of women to men	NAMICS provides fair treatment regardless of gender, and there is no difference in basic salaries based on gender.		
GRI 406 : Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination		
GRI 411 : Rights of Indigenous Peoples 2016				
411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations		

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GRI 413 : Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and Achieving Carbon Neutrality
		9. Resource Circulation and Reduction of Environmental Impact	p.14 Initiatives for Waste Control and Resource Recycling
		12. Occupational Health and Safety	p.20 Promotion Structure
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413-2	Operations with significant actual and potential negative impacts on local communities	—	
GRI 416 : Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	9. Resource Circulation and Reduction of Environmental Impact	p.15 Management of Chemical Substances
		10. Environmentally-friendly Product Development	p.17 Product Development for Overcoming a Plethora of Challenges
		13. Quality Management	p.23 Basic Concept and Policy p.23 Status of Quality-related ISO Certifications p.24 Promotion Structure p.24 Main Initiatives
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning the health and safety impacts were identified	
GRI 417 : Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	—	
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance were identified	
417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance were identified	
GRI 418 : Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were identified	