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-5 External assurance	External assurance has not been obtain	<u> </u>
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GRI 203 : Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	14. Human Capital Management	p.27 Creating a Comfortable Work Environment
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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
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205-2 Communication and training about anti-corruption policies and	16. Corporate Governance	p.36 Compliance
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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	Not applicable	
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GRI 302 : Energy 2016		
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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	p.14	Initiatives for Waste Control and Resource Recycling
	of Environmental Impact	•	Waste Management Education Initiatives
306-2 Management of significant waste-related impacts	9. Resource Circulation and Reduction	p.14	Initiatives for Waste Control and Resource Recycling
	of Environmental Impact		Waste Management Education Initiatives
306-3 Waste generated	9. Resource Circulation and Reduction	•	Initiatives for Waste Control and Resource Recycling
206 4 144 1 15 1 16 15 1	of Environmental Impact	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	n 31	Human Resource Retention
401-2 Benefits provided to full-time employees that are not provided to	— —	h.21	Turnari Negotiree Necessions
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
			Health and Safety Patrol
			Education / Training
403-2 Hazard identification, risk assessment, and incident investigation	12. Occupational Health and Safety		Promotion Structure
			Occupational Accidents Health and Safety Patrol
			Education / Training
403-3 Occupational health services	12. Occupational Health and Safety	<u> </u>	Health and Safety Patrol
	,		Education / Training
	14. Human Capital Management	p.29	Health Management and Mental Health
403-4 Worker participation, consultation, and communication on occupational	12. Occupational Health and Safety	p.20	Promotion Structure
health and safety			Occupational Accidents
			Health and Safety Patrol
400 F. Washan begins and a second baselih and a feb.	12. Occupational Health and Cofety		Education / Training
403-5 Worker training on occupational health and safety403-6 Promotion of worker health	12. Occupational Health and Safety 14. Human Capital Management		Education / Training Health Management and Mental Health
403-7 Prevention and mitigation of occupational health and safety impacts	12. Occupational Health and Safety		Promotion Structure
directly linked by business relationships	12. Secapational Ficular and Surety	•	Occupational Accidents
, , , , , , , , , , , , , , , , , , , ,			Health and Safety Patrol
		p.22	Education / Training
403-8 Workers covered by an occupational health and safety management	12. Occupational Health and Safety	p.20	Promotion Structure
system			
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 employee404-2 Programs for upgrading employee skills and transition assistance	9. Resource Circulation and Reduction	n 15	Waste Management Education Initiatives
programs	of Environmental Impact	٧.٢٥	Tracto Francisco Education Initiatives
F 2	12. Occupational Health and Safety	p.22	Education / Training
	14. Human Capital Management		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
	16.6	p.31 p.31	Human Resource Retention
404-3. Percentage of employees receiving regular perfermance and environ	16. Corporate Governance	p.31 p.31	·
404-3 Percentage of employees receiving regular performance and career	16. Corporate Governance —	p.31 p.31	Human Resource Retention
development reviews	16. Corporate Governance —	p.31 p.31	Human Resource Retention
development reviews GRI 405 : Diversity and Equal Opportunity 2016		p.31 p.31 p.36	Human Resource Retention Compliance
development reviews	16. Corporate Governance — 14. Human Capital Management	p.31 p.31 p.36 p.30	Human Resource Retention Compliance Promoting Diversity
development reviews GRI 405 : Diversity and Equal Opportunity 2016	14. Human Capital Management	p.31 p.36 p.36 p.30 p.31	Human Resource Retention Compliance
development reviews GRI 405 : Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees	14. Human Capital Management	p.31 p.36 p.36 p.30 p.31	Human Resource Retention Compliance Promoting Diversity Human Resource Retention
development reviews GRI 405 : Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	14. Human Capital Management	p.31 p.36 p.36 p.30 p.31	Human Resource Retention Compliance Promoting Diversity Human Resource Retention
development reviews GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men GRI 406: Non-discrimination 2016 406-1 Incidents of discrimination and corrective actions taken GRI 411: Rights of Indigenous Peoples 2016	14. Human Capital Management NAMICS provides fair treatment regard	p.31 p.36 p.36 p.30 p.31	Human Resource Retention Compliance Promoting Diversity Human Resource Retention
development reviews GRI 405: Diversity and Equal Opportunity 2016 405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men GRI 406: Non-discrimination 2016 406-1 Incidents of discrimination and corrective actions taken	14. Human Capital Management NAMICS provides fair treatment regard	p.31 p.36 p.36 p.30 p.31	Human Resource Retention Compliance Promoting Diversity Human Resource Retention

GRI 1 : Foundation	
Statement of use	NAMICS has reported in accordance with the GRI standards for the period from April 1, 2024 to March 31, 2025. Some
	information updated after the reporting period is also included.
GRI 1 used	GRI 1: Foundation 2021

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GRI	Title		Page Reference
GRI 4	13 : Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and	8. Efforts towards Decarbonization	p.12 Fulfilling the Corporate Social Responsibility of the Materials Industry and
	development programs		Achieving Carbon Neutrality
		9. Resource Circulation and Reduction	p.14 Initiatives for Waste Control and Resource Recycling
		of Environmental Impact	
		12. Occupational Health and Safety	p.20 Promotion Structure
		14. Human Capital Management	p.27 Creating a Comfortable Work Environment
		15. Contributions to the Local	p.32 Initiatives for the Next Generation
		Community	p.33 Support for Cultural Activities
			p.34 Supporting Community-Based Professional Sports
13-2	Operations with significant actual and potential negative impacts on local	_	
	communities		
iRI 4	16 : Customer Health and Safety 2016		
16-1	Assessment of the health and safety impacts of product and service	9. Resource Circulation and Reduction	p.15 Management of Chemical Substances
	categories	of Environmental Impact	
		10. Environmentally-friendly Product	p.17 Product Development for Overcoming a Plethora of Challenges
		Development	
		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
16-2	Incidents of non-compliance concerning the health and safety impacts of	No incidents of non-comliance concerni	ing the health and safety impacts were identified
	products and services		
SRI 4	17 : Marketing and Labeling 2016		
	Requirements for product and service information and labeling		
17-2	Incidents of non-compliance concerning product and service information	No incidents of non-compliance were identified	
	and labeling		
	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance were id	dentified
GRI 4	18 : Customer Privacy 2016		
118-1	Substantiated complaints concerning breaches of customer privacy and	No substantiated complaints were iden	tified
	losses of customer data		