CSR Report 2026: GRI Standards Content Index

GRI 1: Foundation	
Statement of use	NAMICS has reported the information cited in this GRI content index for the period from April 1, 2025, to March 31, 2026, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI	Title	Page Reference	
GRI 2: General Disclosures 2021			
2-1	Organizational details	3. Company Profile	p.4 Company Profile p.4 Japan Network p.4 Global Network
		Company Profile	https://www.namics.co.jp/en/company/outline/
2-2	Entities included in the organization's sustainability reporting	3. Company Profile	p.4 Company Profile p.4 Japan Network p.4 Global Network
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	p.5 Main Products and Services p.5 NAMICS Technology
2-7	Employees	12. Human Capital Management	p.30 Promoting Diversity p.31 Human Resource Retention
2-8	Workers who are not employees	12. Human Capital Management	p.30 Promoting Diversity p.31 Human Resource Retention
2-9	Governance structure and composition	5. CSR Initiatives	p.8 CSR Promotion Structure
		14. Corporate Governance	p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference
2-10	Nomination and selection of the highest governance body	14. Corporate Governance	p.35 Corporate Governance Structure
2-11	Chair of the highest governance body	-	
2-12	Role of the highest governance body in overseeing the management of impacts	5. CSR Initiatives	p.8 CSR Promotion Structure p.9 CSR Material Issues
		14. Corporate Governance	p.35 Corporate Governance Structure p.35 Board of Directors / Management Conference p.37 Risk Management
2-13	Delegation of responsibility for managing impacts	5. CSR Initiatives	p.8 CSR Promotion Structure
		6. Environmental Management	p.11 Environmental Management System
		10. Occupational Health and Safety	p.20 Promotion Structure
		11. Quality Management	p.24 Promotion Structure
		14. 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 Initiatives	p.8 CSR Promotion Structure p.9 CSR Material Issues
		14. Corporate Governance	p.35 Corporate Governance Structure
2-15	Conflicts of interest	-	
2-16	Communication of critical concerns	12. Human Capital Management	p.26 Respect for Human Rights
		14. Corporate Governance	p.35 Board of Directors / Management Conference
2-17	Collective knowledge of the highest governance body	-	
2-18	Evaluation of the performance of the highest governance body	14. 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
		5. CSR Initiatives	p.9 CSR Material Issues
2-23	Policy commitments	5. CSR Initiatives	p.8 Fundamental CSR Policy
		6. Environmental Management	p.10 Environmental Policy
		9. Supply Chain Management	p.18 NAMICS Supply Chain Management
2-24	Embedding policy commitments	5. CSR Initiatives	p.8 CSR Promotion Structure
		6. Environmental Management	p.11 Environmental Management System p.11 Status of Environment-related ISO Certifications p.12 Environmentally Friendly Product Development
		7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society
		9. Supply Chain Management	p.18 NAMICS Supply Chain Management
		10. Occupational Health and Safety	p.20 Promotion Structure p.22 Education / Training
2-25	Processes to remediate negative impacts	9. Supply Chain Management	p.18 NAMICS Supply Chain Management
		12. Human Capital Management	p.26 Respect for Human Rights
		14. Corporate Governance	p.36 Compliance
2-26	Mechanisms for seeking advice and raising concerns	9. Supply Chain Management	p.18 NAMICS Supply Chain Management
		12. Human Capital Management	p.26 Respect for Human Rights
		14. 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	p.4 Company Profile
2-29	Approach to stakeholder engagement	9. Supply Chain Management	p.18 Basic Concept and Policy p.18 NAMICS Supply Chain Management
		10. Occupational Health and Safety	p.20 Promotion Structure
		11. Quality Management	p.24 Main Initiatives
		12. Human Capital Management	p.28 Promotion of Internal Communication
2-30	Collective bargaining agreements	-	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	5. CSR Initiatives	p.9 CSR Material Issues
3-2	List of material topics	5. CSR Initiatives	p.9 CSR Material Issues
3-3	Management of material topics	6. Environmental Management	p.10 Environmental Policy p.11 Environmental Management System p.11 Status of Environment-related ISO Certifications
		7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society

GRI	Title	Page Reference	
3-3	Management of material topics	10. Occupational Health and Safety	p.20 Basic Concept and Policy p.20 Promotion Structure
		11. Quality Management	p.23 Basic Concept and Policy p.23 Status of Quality-related ISO Certifications p.24 Promotion Structure
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	-	
203-2	Significant indirect economic impacts	No applicable cases were identified	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	14. Corporate Governance	p.40 Internal Control Audits of Overseas Subsidiaries
205-2	Communication and training about anti-corruption policies and procedures	14. Corporate Governance	p.36 Compliance p.40 Internal Control Audits of Overseas Subsidiaries
205-3	Confirmed incidents of corruption and actions taken	No applicable cases were identified	
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No applicable cases were identified	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	8. Resource Circulation and Reduction of Environmental Impact	p.15 About Environmental Impact Overview
302-2	Energy consumption outside of the organization	-	
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	8. Resource Circulation and Reduction of Environmental Impact	p.17 Conservation of Water Resources
303-2	Management of water discharge-related impacts	8. Resource Circulation and Reduction of Environmental Impact	p.17 Conservation of Water Resources
303-3	Water withdrawal	-	
303-4	Water discharge	8. Resource Circulation and Reduction of Environmental Impact	p.17 Conservation of Water Resources
303-5	Water consumption	-	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society
305-2	Energy indirect (Scope 2) GHG emissions	7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society
305-3	Other indirect (Scope 3) GHG emissions	7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society
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	8. Resource Circulation and Reduction of Environmental Impact	p.15 Initiatives for Waste Control and Resource Recycling p.16 Waste Management Education Initiatives
306-2	Management of significant waste-related impacts	8. Resource Circulation and Reduction of Environmental Impact	p.15 Initiatives for Waste Control and Resource Recycling p.16 Waste Management Education Initiatives
306-3	Waste generated	8. Resource Circulation and Reduction of Environmental Impact	p.15 Initiatives for Waste Control and Resource Recycling
306-4	Waste diverted from disposal	-	
306-5	Waste directed to disposal	-	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	12. 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	12. 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	10. Occupational Health and Safety	p.20 Promotion Structure p.21 Occupational Accidents
403-2	Hazard identification, risk assessment, and incident investigation	10. 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	10. Occupational Health and Safety	p.21 Occupational Accidents p.22 Education / Training
403-4	Worker participation, consultation, and communication on occupational health and safety	10. Occupational Health and Safety	p.20 Promotion Structure p.21 Occupational Accidents
403-5	Worker training on occupational health and safety	10. Occupational Health and Safety	p.22 Education / Training
403-6	Promotion of worker health	12. 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	10. Occupational Health and Safety	p.22 Education / Training
403-8	Workers covered by an occupational health and safety management system	-	
403-9	Work-related injuries	10. 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	8. Resource Circulation and Reduction of Environmental Impact	p.16 Waste Management Education Initiatives
		12. Human Capital Management	p.31 Human Resource Development
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	12. Human Capital Management	p.30 Promoting Diversity
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 applicable cases were identified	
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	No applicable cases were identified	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	7. Efforts towards Decarbonization	p.13 Realization of a Decarbonized Society
		8. Resource Circulation and Reduction of Environmental Impact	p.15 Initiatives for Waste Control and Resource Recycling
		10. Occupational Health and Safety	p.21 Occupational Accidents

GRI	Title	Page Reference	
		13. 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
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	11. Quality Management	p.23 Basic Concept and Policy p.23 Status of Quality-related ISO Certifications
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 applicable cases were identified	