

GRI standard comparison table

Statement of use	Senju Metal Industry (SMIC) Group has reported the information cited in this GRI content index for the period [1 January 2022 – 31 December 2022] with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	
The organization and its reporting practices	
2-1 Organizational details	CSR Report P45 Company Profile / Network Website Company Information Company Profile
2-2 Entities included in the organization's sustainability reporting	CSR Report P2 Editorial Policy CSR Report P45 Company Profile / Network
2-3 Reporting period, frequency and contact point	CSR Report P2 Editorial Policy CSR Report P45 Company Profile / Network CSR Report Back Cover
2-4 Restatements of information	CSR Report P2 Editorial Policy
2-5 External assurance	CSR Report P43 Independent Third-party Assurance Report
2-7 Employees	CSR Report P33 Employee Data
2-8 Workers who are not employees	CSR Report P33 Employee Data
Governance	
2-9 Governance structure and composition	CSR Report P39 Corporate Governance
2-10 Nomination and selection of the highest governance body	CSR Report P39 Corporate Governance
2-11 Chair of the highest governance body	CSR Report P39 Corporate Governance
2-14 Role of the highest governance body in sustainability reporting	CSR Report P2 Editorial Policy
2-15 Conflicts of interest	CSR Report P42 Compliance Website CSR information Compliance Website CSR information CSR Goals for Senju Metal Industry Co., Ltd.
2-16 Communication of critical concerns	CSR Report P39 Corporate Governance
Strategy, policies and practices	
2-22 Statement on sustainable development strategy	CSR Report P3-4 Message from the President Website CSR information Message from the President
2-23 Policy commitments	Website CSR information SMIC's CSR activities are based on RBA+JEITA Website CSR information SMIC Group CSR Basic Policy Website CSR information CSR Goals for Senju Metal Industry Co., Ltd.
2-24 Embedding policy commitments	Website CSR information SMIC's CSR activities are based on RBA+JEITA
2-25 Processes to remediate negative impacts	CSR Report P42 Compliance
2-26 Mechanisms for seeking advice and raising concerns	CSR Report P42 Compliance
2-27 Compliance with laws and regulations	CSR Report P42 Compliance
2-28 Membership associations	CSR Report P2 Editorial Policy
Stakeholder engagement	
2-29 Approach to stakeholder engagement	Website CSR information Coordination With Stakeholders
2-30 Collective bargaining agreements	Percentage of total employees covered by collective agreements In Japan: 81.4% Overseas: Employees have the right to collective bargaining based on the laws and regulations of each country.
GRI 3: Material Topics 2021	
3-2 List of material topics	CSR Report P3-4 Message from the President Website CSR information Message from the President
GRI 300: Environmental	
GRI 301: Materials 2016	
301-2 Recycled input materials used	CSR Report P26 SMIC Group's Solder Recycling System Website CSR information Effective Utilization of Resources
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	CSR Report P23-24 Environmental Footprint Material Balance/Greenhouse Gas Reduction
302-3 Energy intensity	CSR Report P24 Greenhouse Gas Reduction
302-4 Reduction of energy consumption	CSR Report P24 Greenhouse Gas Reduction
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Website CSR information Biodiversity
304-3 Habitats protected or restored	Website CSR information Biodiversity
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	CSR Report P23-24 Environmental Footprint Material Balance/Greenhouse Gas Reduction

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305-2	Energy indirect (Scope 2) GHG emissions	CSR Report P23-24 Environmental Footprint Material Balance/Greenhouse Gas Reduction
305-3	Other indirect (Scope 3) GHG emissions	CSR Report P24 Greenhouse Gas Reduction
305-5	Reduction of GHG emissions	Website CSR information Climate change
GRI 400: Social		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	CSR Report P33 Employee Data
401-3	Parental leave	CSR Report P33 Employee Data
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	CSR Report P30 Health & Safety
403-5	Worker training on occupational health and safety	CSR Report P30 Health & Safety
403-6	Promotion of worker health	CSR Report P30 Health & Safety
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	CSR Report P29 Our Principle on Human Resources Website CSR information Personnel Training
404-3	Percentage of employees receiving regular performance and career development reviews	CSR Report P29 Our Principle on Human Resources
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	CSR Report P34-37 Activities of Social Contribution Website CSR information Social Contributions
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	CSR Report P27 Securing the Quality and Safety of Our Products Website CSR information Support System