

GRI Content Index

The Sumitomo Metal Mining Co., Ltd. Integrated Report 2022 and ESG Data Book 2022 have been prepared in accordance with the Core option of the GRI Sustainability Reporting Standards. This GRI Content Index includes G4-MM indicators which were recommended for the Mining and Metals Sector.

Regarding Topic Boundaries

In the process of identifying material issues, as a result of analysis on factors that impact in-house business activities and analysis on factors that have an impact within the supply chain, the topic boundaries for emissions of gas into the atmosphere; effluent and waste; and human rights assessments were defined as the SMM Group and its suppliers. Boundaries other than these topics were defined as the SMM Group (see p. 4 and 5 for the Group's scope in the Integrated Report 2022).

GENERAL DISCLOSURES 2016

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
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102-8	Information on employees and other workers	Financial and Non-Financial Highlights: Number of Employees & Officers by Region, Consolidated Number of Employees & Officers Worldwide ESG Data Book 2022: Employee and Labor-Related Information	36 21
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102-10	Significant changes to the organization and its supply chain	Message from the President Summary of the 2018 3-Year Business Plan, FY2021 Results, 2022 Plan Financial Strategy Mineral Resources Business	12-17 40-41 46-47 48-52
102-11	Precautionary Principle or approach	Vision for 2030 Risks and Opportunities Climate Change: Action for TCFD Initiatives for Business and Human Rights Risk Management ESG Data Book 2022: Partnerships with Outside Organizations	8-9 32-33 92-93 102-105 136-137 24
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102-13	Membership of associations	ESG Data Book 2022: Main Organizations in Which SMM Has Membership	23
▶ Strategy			
102-14	Statement from senior decision-maker	Message from the President	12-17
102-15	Key impacts, risks, and opportunities	Vision for 2030 Risks and Opportunities	8-9 32-33
▶ Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	The Sumitomo Business Spirit and the SMM Group Corporate Philosophy Compliance: SMM Group Code of Conduct	6 135
102-17	Mechanisms for advice and concerns about ethics	Compliance: Whistle-blowing System (Speak Up System)	135

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102-18	Governance structure	Corporate Governance Sustainability at the SMM Group	118-129 72-73
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102-23	Chair of the highest governance body	Corporate Governance: Decision Making and Supervisory System Corporate Governance Report	120-121 Website
102-24	Nominating and selecting the highest governance body	Corporate Governance: Policies and Procedures in the Nomination of Director Candidates, Appointment or Dismissal of Senior Management, and Nomination of Audit & Supervisory Board Member Candidates	121
102-25	Conflicts of interest	Corporate Governance Guidelines: Ensuring Shareholder Rights	Website
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability at the SMM Group	72-73
102-27	Collective knowledge of highest governance body	No disclosure	
102-28	Evaluating the highest governance body's performance	Corporate Governance: Analysis and Evaluation of the Effectiveness of the Board as a whole, and the Results; Analysis and Evaluation of the Effectiveness of Auditing by Audit & Supervisory Board Members and the Audit & Supervisory Board, and the Results	125-126
102-29	Identifying and managing economic, environmental, and social impacts	Vision for 2030	8-10
102-30	Effectiveness of risk management processes	Sustainability at the SMM Group	72-73
102-31	Review of economic, environmental, and social topics	Sustainability at the SMM Group	72-73
102-32	Highest governance body's role in sustainability reporting	Sustainability at the SMM Group	72-73
102-33	Communicating critical concerns	Corporate Governance Guidelines: Whistle-blowing System (Speak Up System)	Website
102-34	Nature and total number of critical concerns	Compliance: Whistle-blowing System (Speak Up System)	135
102-35	Remuneration policies	Corporate Governance: Basic Policy and Procedures for Remuneration of Directors and Procedures for Remuneration of Audit & Supervisory Board Members	124
102-36	Process for determining remuneration	Corporate Governance: Basic Policy and Procedures for Remuneration of Directors; Procedures for Remuneration of Audit & Supervisory Board Members	124
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102-38	Annual total compensation ratio	No disclosure	
102-39	Percentage increase in annual total compensation ratio	No disclosure	
▶ Stakeholder Engagement			
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102-44	Key topics and concerns raised	ESG Data Book 2022: Engagement with Stakeholders	22
▶ Reporting Practice			
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102-46	Defining report content and topic boundaries	Referenced Guidelines and Assurance The Process of Formulating Vision for 2030	5 10
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102-48	Restatements of information	N/A	
102-49	Changes in reporting	N/A	
102-50	Reporting period	Period Covered	5
102-51	Date of most recent report	Publication Date	5
102-52	Reporting cycle	Publication Date	5
102-53	Contact point for questions regarding the report	Enquiries	5
102-54	Claims of reporting in accordance with the GRI Standards	Referenced Guidelines and Assurance	5
102-55	GRI content index	GRI Content Index	Website
102-56	External assurance	Referenced Guidelines and Assurance Independent Assurance Report	5 142-143

TOPIC-SPECIFIC STANDARD

An asterisk (*) indicates information that is disclosed in both the Integrated Report and the ESG Databook.

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201-1	Direct economic value generated and distributed	Financial and Non-Financial Highlights: Distribution of Economic Value to Stakeholders ESG Data Book 2022: Distribution of Economic Value to Stakeholders	37 27
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change: Action for TCFD	92-93
201-3	Defined benefit plan obligations and other retirement plans	ESG Data Book 2022: Projected Benefit Obligation	27
201-4	Financial assistance received from government	ESG Data Book 2022: Financial Assistance from the Government	27
GRI 202: MARKET PRESENCE 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	No disclosure	
202-2	Proportion of senior management hired from the local community	ESG Data Book 2022: Number of Locally-Hired Senior Managers (General Managers and above) and Locally-Hired Employees	26
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	ESG Data Book 2022: Investment in Infrastructure and Support Services	25
203-2	Significant indirect economic impacts	ESG Data Book 2022: Indirect Economic Impact	26
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	ESG Data Book 2022: Percentage of Payments to Local Suppliers and Local Employment	25
GRI 205: ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption	Compliance: Initiatives on Preventing Corruption	134
205-2	Communication and training about anti-corruption policies and procedures	Compliance: Participants of Compliance Education	135
205-3	Confirmed incidents of corruption and actions taken	Compliance: Initiatives to Take on Issues and Provide Improvements	134
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance: Initiatives to Take on Issues and Provide Improvements	134
GRI 207: Tax 2019			
207-1	Disclosure 207-1 Approach to tax	Tax Governance	132-133
207-2	Disclosure 207-2 Tax governance, control, and risk management	Tax Governance	132-133
207-3	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Tax Governance	132-133
207-4	Disclosure 207-4 Country-by-country reporting	Financial and Non-Financial Highlights: Income Tax by Country or Region ESG Data Book 2022: Income Tax by Country or Region	35 27

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
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► GRI 103: Management Approach 2016			
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103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Effective Use of Non-Ferrous Metal Resources Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Effective Use of Non-Ferrous Metal Resources Effective Use of Non-Ferrous Metal Resources	72-73 74 76-78 90
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Effective Use of Non-Ferrous Metal Resources Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Effective Use of Non-Ferrous Metal Resources Effective Use of Non-Ferrous Metal Resources	72-73 74 76-78 90
► GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Material Flows within Business Activity: INPUTS ESG Data Book 2022: Material Flows within Business Activity: INPUTS	100* 5*
301-2	Recycled input materials used	Material Flows within Business Activity: INPUTS ESG Data Book 2022: Material Flows within Business Activity: INPUTS ESG Data Book 2022: Percentage of Recycled Input Raw Materials Used; Slag as a Recycled Material	100* 5* 1
301-3	Reclaimed products and their packaging materials	No disclosure	
MATERIAL TOPIC—GRI 302: ENERGY 2016			
► GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Climate Change Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Climate Change Climate Change	72-73 74 79 91-95
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Climate Change Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Climate Change Climate Change	72-73 74 79 91-95
► GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Material Flows within Business Activity: INPUTS ESG Data Book 2022: Material Flows within Business Activity: INPUTS	100* 5*
302-2	Energy consumption outside of the organization	No disclosure	
302-3	Energy intensity	Climate Change: Unit Energy and CO ₂ Emissions Index ESG Data Book 2022: Unit Energy Consumption and CO ₂ Emissions Index	94* 3*
302-4	Reduction of energy consumption	Climate Change: Unit Energy and CO ₂ Emissions Index ESG Data Book 2022: Unit Energy Consumption and CO ₂ Emissions Index	94* 3*
302-5	Reductions in energy requirements of products and services	No disclosure	
MATERIAL TOPIC—GRI 303: WATER AND EFFLUENTS 2018			
► GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Significant Environmental Accidents; Biodiversity	72-73 74 80 96-101

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Significant Environmental Accidents; Biodiversity	72-73 74 80 96-101

► GRI 303: WATER AND EFFLUENTS 2018

303-1	Interactions with water as a shared resource	Significant Environmental Accidents; Biodiversity: Effective Use of Water Resources (Water Stewardship)	97
303-2	Management of water discharge-related impacts	Significant Environmental Accidents; Biodiversity: Effective Use of Water Resources (Water Stewardship)	97
303-3	Water withdrawal	Material Flows within Business Activity: INPUTS ESG Data Book 2022: Material Flows within Business Activity: INPUTS ESG Data Book 2022: Emissions into Water	100* 5* 7
303-4	Water discharge	Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Emissions into Water	101* 6* 7
303-5	Water consumption	Material Flows within Business Activity: INPUTS ESG Data Book 2022: Material Flows within Business Activity: INPUTS	100* 5*

MATERIAL TOPIC—GRI 304: BIODIVERSITY 2016

► GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Significant Environmental Accidents; Biodiversity	72-73 74 80 96-101
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Significant Environmental Accidents; Biodiversity	72-73 74 80 96-101

► 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	Significant Environmental Accidents; Biodiversity: Business Activities in Areas of High Biodiversity Value ESG Data Book 2022: Business Activities in Areas of High Biodiversity Value	99* 11*
304-2	Significant impacts of activities, products, and services on biodiversity	Significant Environmental Accidents; Biodiversity: Biodiversity: Initiatives and Sustainability Data	98-99
304-3	Habitats protected or restored	No disclosure	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	No disclosure	

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Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Significant Environmental Accidents; Biodiversity: Amount of Land Developed or Rehabilitated ESG Data Book 2022: Amount of Land Developed or Rehabilitated	99* 11*
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Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Significant Environmental Accidents; Biodiversity: Business Activities in Areas of High Biodiversity Value ESG Data Book 2022: Business Activities in Areas of High Biodiversity Value	99* 11*
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MATERIAL TOPIC—GRI 305: EMISSIONS 2016

► GRI 103: Management Approach 2016

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GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Climate Change; Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Climate Change; Significant Environmental Accidents; Biodiversity Climate Change Significant Environmental Accidents; Biodiversity	72-73 74 79-80 91-95 96-101
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Climate Change; Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Climate Change; Significant Environmental Accidents; Biodiversity Climate Change Significant Environmental Accidents; Biodiversity	72-73 74 79-80 91-95 96-101

► GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Climate Change: GHG Emissions (Scope 1 + 2) ESG Data Book 2022: GHG Emissions (Scope 1 + 2) Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS	94* 3* 101* 6*
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change: Greenhouse Gas Emissions (Scope 1 + 2) ESG Data Book 2022: Greenhouse Gas Emissions (Scope 1 + 2) Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS	94* 3* 101* 6*
305-3	Other indirect (Scope 3) GHG emissions	Climate Change: GHG Emissions (Scope 3) FY2021 ESG Data Book 2022: GHG Emissions (Scope 3) FY2021	95* 4*
305-4	GHG emissions intensity	Climate Change: Energy intensity and CO ₂ Emissions intensity Index ESG Data Book 2022: Energy intensity and CO ₂ Emissions intensity Index	94* 3*
305-5	Reduction of GHG emissions	Vision for 2030, KPIs, Results and Action Plans: Climate Change Climate Change: Energy intensity and CO ₂ Emissions intensity Index ESG Data Book 2022: Energy intensity and CO ₂ Emissions intensity Index	79 94* 3*
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book 2022: Release Control for Chemical Substances	8
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Emissions into the Atmosphere	101* 6* 7

GRI 306: WASTE 2020

306-1	Waste generation and significant waste-related impacts	Significant Environmental Accidents; Biodiversity: Managing Tailings Dams; Rehabilitating Tailings Dams; Managing Decommissioned and Closed Mines	96-97
306-2	Management of significant waste-related impacts	Significant Environmental Accidents; Biodiversity: Managing Tailings Dams; Rehabilitating Tailings Dams; Managing Decommissioned and Closed Mines	96-97
306-3	Waste generated	Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Waste by Type and Treatment Method; Emissions of waste Plastic	101* 6* 9
306-4	Waste diverted from disposal	ESG Data Book 2022: Waste by Type and Treatment Method; Emissions of waste Plastic	9
306-5	Waste directed to disposal	ESG Data Book 2022: Final Disposal Amount of Industrial and Mining Waste in Japan; Waste by Type and Treatment Method; Emissions of waste Plastic	9

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Total amounts of overburden, rock, tailings, and sludges (in tons) and their associated risks	Significant Environmental Accidents; Biodiversity: Managing Tailings Dams Material Flows within Business Activity: OUTPUTS ESG Data Book 2022: Material Flows within Business Activity: OUTPUTS	96 101* 6*
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MATERIAL TOPIC—GRI 307: ENVIRONMENTAL COMPLIANCE 2016

► GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
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GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Compliance	72-73 74 80 134-135
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Significant Environmental Accidents; Biodiversity Compliance	72-73 74 80 134-135
▶ GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Vision for 2030, Material Issues, KPIs (Indicators and Goals): Significant Environmental Accidents; Biodiversity Compliance: Initiatives to Take on Issues and Provide Improvements	74 134
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1	New suppliers that were screened using environmental criteria	Human Rights in the Supply Chain: Responsible mineral sourcing	116
308-2	Negative environmental impacts in the supply chain and actions taken	Human Rights in the Supply Chain: SMM Group Questionnaire on Sustainable Procurement	117
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	ESG Data Book 2022: New Hires and Departures	17-18
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	No disclosure	
401-3	Parental leave	Diverse Human Resources; Development and Participation of Human Resources: Diversity Initiatives ESG Data Book 2022: Current Situation Regarding Parental Leave	108* 19*
GRI 402: LABOR/MANAGEMENT RELATIONS 2016			
402-1	Minimum notice periods regarding operational changes	Diverse Human Resources; Development and Participation of Human Resources: Dialogues between labor and management ESG Data Book 2022: Stakeholder Engagement	108 22
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	Number of strikes and lock-outs exceeding one week's duration, by country	Initiatives for Business and Human Rights	102
MATERIAL TOPIC—GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Employees' Occupational Health and Safety Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Employees' Occupational Health and Safety Employees' Occupational Health and Safety	72-73 74 81 106-107
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Employees' Occupational Health and Safety Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Employees' Occupational Health and Safety Employees' Occupational Health and Safety	72-73 74 81 106-107
▶ GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Employees' Occupational Health and Safety: Occupational Health and Safety Management System ESG Data Book 2022: Occupational Health and Safety Management System	106 13-14

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403-3	Occupational health services	ESG Data Book 2022: Provision of Occupational Health and Safety Services	15
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Data Book 2022: Labor-Management Discussion concerning Occupational Health and Safety (Status of Occupational Health and Safety Committees)	16
403-5	Worker training on occupational health and safety	Employees' Occupational Health and Safety: VR (Virtual Reality) - based hazard simulation training ESG Data Book 2022: Provision of Occupational Health and Safety Services ESG Data Book 2022: General Education and Training Regarding Occupational Health and Safety	107 15 16
403-6	Promotion of worker health	ESG Data Book 2022: Provision of Occupational Health and Safety Services	15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Data Book 2022: Identification of Hazard Sources, Risk Assessment and Accident Investigation	14
403-8	Workers covered by an occupational health and safety management system	ESG Data Book 2022: Occupational Health and Safety Management System	13-14
403-9	Work-related injuries	ESG Data Book 2022: Work-Related Incidents	12
403-10	Work-related ill health	ESG Data Book 2022: Work-Related Ill Health	13
MATERIAL TOPIC—GRI 404: TRAINING AND EDUCATION 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Diverse Human Resources; Development and Participation of Human Resources Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Diverse Human Resources; Development and Participation of Human Resources Diverse Human Resources; Development and Participation of Human Resources	72-73 75 82-84 108-109
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals): Diverse Human Resources; Development and Participation of Human Resources Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Diverse Human Resources; Development and Participation of Human Resources Diverse Human Resources; Development and Participation of Human Resources	72-73 75 82-84 108-109
▶ GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Diverse Human Resources; Development and Participation of Human Resources: Total Time Spent on Employee Education ESG Data Book 2022: Total Time Spent on Employee Education	109* 16*
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Data Book 2022: Employee Skill Improvement and Transition Support Program	20
404-3	Percentage of employees receiving regular performance and career development reviews	Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Diverse Human Resources; Development and Participation of Human Resources Diverse Human Resources; Development and Participation of Human Resources: One-on-one meetings	82-84 109
MATERIAL TOPIC—GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	8-9

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103-2	The management approach and its components	Sustainability at the SMM Group	72-73
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		Vision for 2030: (Results and Achievement Criteria and Action Plan up to FY2030): Diverse Human Resources; Development and Participation of Human Resources	82-84
103-3	Evaluation of the management approach	Diverse Human Resources; Development and Participation of Human Resources	108-109
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		Vision for 2030, Material Issues, KPIs (Indicators and Goals): Diverse Human Resources; Development and Participation of Human Resources	75
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		Diverse Human Resources; Development and Participation of Human Resources	108-109
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405-1	Diversity of governance bodies and employees	Financial and Non-Financial Highlights: Number of Employees & Officers Worldwide (Consolidated)	36
		Directors and Audit & Supervisory Board Members	140-141
		ESG Data Book 2022: Employee and Labor-Related Information Diverse Human Resources; Development and Participation of Human Resources; Employment Ratio of Disabled People Over the Past Five Years	109*
405-2	Ratio of basic salary and remuneration of women to men	ESG Data Book 2022: Employment Ratio of Disabled People Over the Past Five Years	20*
		No disclosure	
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective actions taken	Initiatives for Business and Human Rights	102
		Compliance: Number of reports received	135
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Initiatives for Business and Human Rights	102
MATERIAL TOPIC—GRI 408: CHILD LABOR 2016			
► GRI 103: Management Approach 2016			
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G4-MMS			
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		ESG Data Book 2022: Current Status of the Implementation of the Basic Survey into Employee Human Rights	19
412-2	Employee training on human rights policies or procedures	Diverse Human Resources; Development and Participation of Human Resources: Employee Human Rights Initiatives	108
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Corporate Governance: System of Internal Memorandums for Approval and the Management Committee	127
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► GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	ESG Data Book 2022: Engagement with Stakeholders ESG Data Book 2022: Indirect Economic Impact Co-Existence and Mutual Prosperity with Local Communities	22 26 113-114
413-2	Operations with significant actual and potential negative impacts on local communities	ESG Data Book 2022: Engagement with Stakeholders ESG Data Book 2022: Indirect Economic Impact	22 26
G4-MM6			
	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	ESG Data Book 2022: Engagement with Stakeholders	22
G4-MM7			
	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	ESG Data Book 2022: Engagement with Stakeholders	22

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G4-MM8			
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G4-MM9			
	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	ESG Data Book 2022: Engagement with Stakeholders	22
G4-MM10			
	Number and percentage of operations with closure plans	ESG Data Book 2022: Closure Plans for Mines and Smelting Plants	26
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414-1	New suppliers that were screened using social criteria	Human Rights in the Supply Chain: Responsible Mineral Sourcing	116
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GRI 415: PUBLIC POLICY 2016			
415-1	Political contributions	No disclosure	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
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416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Compliance: Initiatives to Take on Issues and Provide Improvements	134
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417-3	Incidents of non-compliance concerning marketing communications	Compliance: Initiatives to Take on Issues and Provide Improvements	134
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No disclosure	
GRI 419: SOCIOECONOMIC COMPLIANCE 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance: Initiatives to Take on Issues and Provide Improvements; Whistle-blowing System (Speak Up System)	134-135