


## Universal Standard

GRI Standard	Indicator		Contents	Sustainability Report 2023
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## 200: Economic

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## 300: Environment

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	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	This item does not apply because there is no mine where we have management rights	
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<b>305: Emissions</b>	305-1	Direct (Scope 1) GHG emissions	Initiatives for Building a Decarbonized Society Sustainability Data List (Non-Consolidated and Consolidated)	P28 P207
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<b>306: Waste</b>	306-1	Waste generation and significant waste-related impacts	Reducing Environmental Impact and Preventing Environmental Pollution	P59
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	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	This item does not apply because there is no mine where we have management rights	
<b>308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	Providing High Added-value Functional Materials and Products	P90
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## 400: Society

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<b>401: Employment</b>	401-1	New employee hires and employee turnover	Talent Retention and Development	P159
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	403-2	Hazard identification, risk assessment, and incident investigation	Preventing Occupational Accidents	P111
	403-3	Occupational health services	Preventing Occupational Accidents	P111
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	403-5	Worker training on occupational health and safety	Preventing Occupational Accidents	P111
	403-6	Promotion of worker health	Preventing Occupational Accidents	P111
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Preventing Occupational Accidents	P111
	403-8	Workers covered by an occupational health and safety management system	Preventing Occupational Accidents	P111
	403-9	Work-related injuries	Preventing Occupational Accidents	P111
	403-10	Work-related ill health		
<b>404: Training and Education</b>	404-1	Average hours of training per year per employee	Talent Retention and Development	P159
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Retention and Development	P159
	404-3	Percentage of employees receiving regular performance and career development reviews		
<b>405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	Corporate Governance Report Talent Retention and Development Promotion of Flexible Work Styles	P159 P165
	405-2	Ratio of basic salary and remuneration of women to men		
<b>406: Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	Talent Retention and Development	P159
<b>407: Freedom of Association and Collective Bargaining</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
<b>408: Child Labor</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	Providing High Added-value Functional Materials and Products	P90
<b>409: Forced or Compulsory Labor</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Providing High Added-value Functional Materials and Products	P90
<b>410: Security Practices</b>	410-1	Security personnel trained in human rights policies or procedures		
<b>411: Rights of Indigenous Peoples</b>	411-1	Incidents of violations involving rights of indigenous peoples		
	MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	This item does not apply because there is no mine where we have management rights	

<b>413: Local Communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Reducing Environmental Impact and Preventing Environmental Pollution Providing High Added-value Functional Materials and Products	P59 P90
	413-2	Operations with significant actual and potential negative impacts on local communities	This item does not apply because there is no mine where we have management rights	
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	This item does not apply because there is no mine where we have management rights	
	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	This item does not apply because there is no mine where we have management rights	
	MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	This item does not apply because there is no mine where we have management rights	
	MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	This item does not apply because there is no mine where we have management rights	
	MM10	Number and percentage of operations with closure plans	This item does not apply because there is no mine where we have management rights	
<b>414: Supplier Social Assessment</b>	414-1	New suppliers that were screened using social criteria	Providing High Added-value Functional Materials and Products Respect for Human Rights	P90 P108
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	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
<b>417: Marketing and Labeling</b>	417-1	Requirements for product and service information and labeling	Providing High Added-value Functional Materials and Products	P90
	417-2	Incidents of non-compliance concerning product and service information and labeling		
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<b>418: Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no applicable events	