No.	Title	Related Items
Economy		
201	Economic Performance	
201-1	Direct economic value generated and distributed	IV. CSR Management, 1. CSR Activities at the Hitachi Metals Group, (5) Economic Performance (p. 29) V. Report on Social Aspects, 2. In Cooperation with Society and the Local Community, (2) Our Social Contribution Activities in Fiscal 2020 (pp. 39-41) VI. Report on Environmental Aspects, 1. Environmental Management, (5) Environmental Accounting (p. 51) Integrated Report, Strategies, Financial/Non-Financial Highlights (pp. 26-27) Financial Data (pp. 52-53)
		Investors https://www.hitachi-metals.co.jp/e/ir/
201-2	Financial implications and other risks and opportunities due to climate change	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (2) Climate Change Prevention (pp. 62-64) Integrated Report, Strategies, Initiatives for the Environment, Initiatives to Address Climate Change Issues (p. 25)
201-3	Defined benefit plan obligations and other retirement plans	_
201-4	Financial assistance received from government	_
202	Market Presence	
202-1	Ratios of standard entry level wage by gender compared to	_
202-2	local minimum wage Proportion of senior management hired from the local community	_
203	Indirect Economic Impacts	
203-1	Infrastructure investments and services supported	_
203-2	Significant indirect economic impacts	_
204	Procurement Practices	
204-1	Proportion of spending on local suppliers	_
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	_
205-2	Communication and training about anti-corruption policies and procedures	III. Corporate Governance, 4. Basic Approach and Development Status Regarding Elimination of Antisocial Forces (p. 23) IV. CSR Management, 2. Compliance (pp. 30-31)
205-3	Confirmed incidents of corruption and actions taken	_
206	Anti-competitive Behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	_
207	Тах	
207-1	Approach to tax	_
207-2	Tax governance, control, and risk management	_
207-3	Stakeholder engagement and management of concerns related	
Environme	to tax	
	Materials	
		VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p.
301-1	Materials used by weight or volume	61), (6) Site Data (p. 72) VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p.
301-2	Recycled input materials used	61), (3) Effective Use of Resources, (a) Vision for Effective Use of Resources, (b) Results of Waste Management (pp. 64-65)
301-3	Reclaimed products and their packaging materials	_
302	Energy	
302-1	Energy consumption within the organization	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (2) Climate Change Prevention (pp. 62-64), (5) Eco-Factory Case Study (p. 71), (6) Site Data (p. 72) Integrated Report,
		Non-Financial Data (p. 54)
302-2	Energy consumption outside of the organization	
302-3	Energy intensity	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (2) Climate Change Prevention (pp. 62-64)
302-4	Reduction of energy consumption	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (2) Climate Change Prevention (pp. 62-64), (6) Site Data (p. 72)
302-5	Reductions in energy requirements of products and services	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (6) Site Data (p. 72) Integrated Report, Strategies, R&D (pp. 22-23)
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No.	Title	Related Items
303	Water and Effluents	
303-1	Interactions with water as a shared resource	_
303-2	Management of water discharge-related impacts	-
303-3		VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (3) Effective Use of Resources, (c) Reduction of Water Usage (p. 66), (6) Site Data (p. 72) Integrated Report,
		Non-Financial Data (p. 54)
303-4	Water discharge	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (6) Site Data (p. 72)
303-5	Water consumption	_
304	Biodiversity	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None
304-2	Significant impacts of activities, products, and services on biodiversity	None
304-3	Habitats protected or restored	None
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None
305	Emissions	
		VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p.
305-1	Direct (Scope 1) GHG emissions	61), (2) Climate Change Prevention (pp. 62-64), (6) Site Data (p. 72)
	Shoot (Goope 1) Gille Gilliosione	Integrated Report, Non-Financial Data (p. 54)
305-2	Energy indirect (Scope 2) GHG emissions	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (2) Climate Change Prevention (pp. 62-64), (6) Site Data (p. 72)
305-3	Other indirect (Scope 3) GHG emissions	_
305-4	GHG emissions intensity	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (2) Climate Change Prevention (pp. 62-64)
		Integrated Report, Non-Financial Data (p. 54)
305-5	Reduction of GHG emissions	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (2) Climate Change Prevention (pp. 62-64), (6) Site Data (p. 72)
305-6	Emissions of ozone-depleting substances (ODS)	None
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (4) Chemical Substance Management (pp. 67-70), (6) Site Data (p. 72)
306	Waste	
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (3) Effective Use of Resources, (a) Vision for Effective Use of Resources (p. 64)
306-3	Waste generated	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (3) Effective Use of Resources, (b) Results of Waste Management (pp. 64-65), (6) Site Data (p. 72)
		Integrated Report, Non-Financial Data (p. 54)
306-4	Waste diverted from disposal	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (3) Effective Use of Resources, (b) Results of Waste Management (pp. 64-65)
300-4		Integrated Report, Non-Financial Data (p. 54)
	Waste directed to disposal	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (3) Effective Use of Resources, (b) Results of Waste Management (pp. 64-65)
306-5		Integrated Report, Non-Financial Data (p. 54)
307	Environmental Compliance	
307-1	Non-compliance with environmental laws and regulations	None
308	Supplier Environmental Assessment	
308-1	New suppliers that were screened using environmental criteria	_
308-2	Negative environmental impacts in the supply chain and actions	None
1	taken	
Society		
Society 401	Employment	
Society 401 401-1	Employment New employee hires and employee turnover	

## Accordance to Beliance analyses for an organized to exposure of process of the composers	No.	Title	Related Items
Committee Comm		Benefits provided to full-time employees that are not provided to	
Advancement of Measures to Support Ristoring Note Generated Discussions (Authority Control Permit Permittenant and Authority Control Permittenant and Authority Control Permittenant Control Permittenant Authority Control Permittenant Contr	401-2	temporary or part-time employees	
Acception of Health and Safety Compational Health And Safety Compa	401-3	Parental leave	Advancement of Measures to Support Raising Next-Generation Children, and the Act on the Promotion of Female
Coupedinal Needlith and Safety Coupedinal President Assessment, and involved to the process of the composition of the compositi	402	Labor/Management Relations	
Description Pacific Accounts	402-1	Minimum notice periods regarding operational changes	_
Accordance to the circulation, field assessment, and fincident in change of consignation in continguous consignation and communication on consignation in continuous	403	Occupational Health and Safety	
Proceedings of the processor Procedure	403-1	Occupational health and safety management system	_
where periopsion, consultation, and communication or cooperation therein and safety cooperation therein and safety and safety (p. 46-47) Worker staining on occupational health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Promotion of vortest health and safety includes the safety (p. 46-47) Work-related in lighted or cooperations health and safety includes the safety (p. 46-47) Work-related in lightes Work-related in lightes Vision or Social Appects, 3. Responsibility to Employees, (3) Cooperational Health and safety includes (p. 43) Non-Francial Date (p. 44) Vision or Social Appects, 3. Responsibility to Employees, (3) Cooperational Health and safety includes (p. 44) Promotion or prograding repropers safe and transition acceptance of prograding repropers safe and transition acceptance or prograding repropers safe and transition and contract to make a prograding repropers safe and transition and contract to expenditure (p. 9-14) Vision or prograding repropers safe and transition and contract to expenditure (p. 9-14) Vision or prograding repropers safe and transition and contract to expenditure (p. 9-14) Vision or prograding repropers safe and transition and contract to expenditure (p. 9-14) Vision or progra	403-2		
Couperform in adult and sefecty Foundation, Health and Selecty, (Deepling Select Organizations (p. 47)	403-3	Occupational health services	_
Foundation, Health and Safety (pp. 46-47) Foundation, Health and Safety (pp. 46-47) Foundation, Health and Safety (pp. 46-47) Foundation of worker health Foundation of Social Appeals, 3. Responsibility to Employees, (3) Occupational Health and Safety, (b) Promoting Exceptions and mitigation of occupational health and safety Prevention and Expert of Prevention Safety Prevention and Expert of Prevention Safety Prevention of Vision of Safety Safety Prevention of United Safety Safety Prevention of Safety Safety	403-4		
Everyores Mental and Physical Health (p. 43)	403-5	Worker training on occupational health and safety	
Foundation, Health and Safety, Health Management (p. 47) 403-70 verwinter and militigation of occupational health and safety management system 403-80 version and militigation of occupational health and safety management system 403-90 version and militigation of occupational health and safety management system 403-90 version and militigation of occupational health and safety management system 403-91 version occupational health and safety 403-90 version and supplies a standard milition and corrective actions to training per year per employee 404-10 version of training per year per employee 404-11 Average hours of training per year per employee 404-12 essistence programs 404-13 cares consider programs 404-14 Average hours of training per year per employee 404-15 essistence programs 404-16 programs for upgrading employee skills and transition 404-17 programs for upgrading employees skills and transition 405-10 programs for upgrading employees skills and transition 405-10 programs for upgrading employees skills and transition 405-11 programs for upgrading employees skills and transition 405-11 programs for upgrading employees skills and transition 405-12 programs for upgrading employees skills and transition 405-13 programs for upgrading employees skills and transition 405-14 programs for upgrading employees skills and transition 405-15 programs for upgrading employees skills and transition 405-16 programs and upployees skills and employees 405-17 programs for upgrading employees skills and transition 405-18 programs for upgrading employees skills and transition 405-19 programs and upployees skills and employees 405-19 programs and upployees skills and employees 405-10 programs and supploins at significant risk for incidents of found in upgrading range be at risk 405-10 programs and supploins at significant risk for incidents of found in upgrading range be at risk 405-10 programs and supploins at significant risk for incidents of found in upgrading range be at risk 405-10 programs and	403-6	Promotion of worker health	
Impacts directly intend by business relationships		Decreasion and militarian of a connectional backle and a fet.	
work-related injuries V Report on Social Aspects, 3, Responsibility to Employees, (3) Occupational Health and Safety, (a) Action to Eliminate Work Accidents (p. 43) Integrated Report, Non-Francial Data (p. 54) Work-related ill health 404 Training and Education 404 Average hours of training per year per employee ——————————————————————————————————	403-7		_
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Training and Education 404.1 Average hours of training per year per employee 404.2 assistance programs for upgrading employee skills and transition 404.3 acceptance programs for upgrading employee skills and transition 404.3 acceptance or employees receiving regular performance and careful evelopment reviews 405. Diversity and Equal Opportunity III. Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (4) Human Resources Training (pp. 43-44) 405. Diversity of governance bodies and employees III. Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (pp. 41-43), (7	403-9	Work-related injuries	
404-1 Average hours of training per year per employee 404-2 assistance programs 404-3 assistance programs 405-2 Percentage of employees receiving regular performance and acceptance development reviews 405 Diversity and Equal Opportunity III. Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (pp. 45) Integrated Report, Foundation, Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (pp. 45) Integrated Report, Foundation, Corporate Governance, Overview of the Governance Structure (p. 32), Career and Meeting Alternance of Diversity of Bostons (pp. 36-37) 405-2 Ratio of basic salary and remuneration of women to men 406 Non-discrimination 406-1 Indicents of discrimination and corrective actions taken 407 Freedom of Association and Collective Bargaining 407-1 association and collective Bargaining 407-1 association and collective bargaining may be at risk 408 Ohid Labor 409-1 Chief Labor 409-1 Chief Labor 409-1 Proced or Compulsory Labor 409-1 Chief Compulsory Labor 409-1 Chief Compulsory Labor 409-1 Chief Compulsory Labor 409-1 Rights of Indigenous Peoples 410-1 Security Practices 410-1 Rights of Indigenous Peoples 411-1 Rights of Indigenous Peoples 412-1 Uporations that have been subject to human rights reviews or 4- 412-1 Uporations that have been subject to human rights reviews or 4- 412-1 Uporations that have been subject to human rights reviews or 4- 413-1 Operations that have been subject to human rights reviews or 4- 414-1 Security Practices	403-10	Work-related ill health	_
404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews 405 Diversity and Equal Opportunity III. Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (p. 45) III. Corporate Governance, 2. Overview of the Corporate Governance Structure (pp. 9-18) V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (p. 45) Integrated Report, Foundation, Corporate Governance, Overview of the Governance Structure (p. 32), Career and Meeting Attendance of Diversity of Diversity of Diversity of Diversity of Diversity of Structure (p. 32), Career and Meeting Attendance of Diversity of Dive	404	Training and Education	
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V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity (pp. 41-43), (7) Composition of Employees (p. 45) Integrated Report, Foundation, Corporate Governance, Overview of the Governance Structure (p. 32), Career and Meeting Attendance of Directors (pp. 36-37) Non-Financial Data (p. 54) 405-2 Ratio of basic salary and remuneration of women to men 406 Non-discrimination Incidents of discrimination and corrective actions taken 407-1 Incidents of discrimination and corrective actions taken 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408 Child Labor 409-1 Operations and suppliers at significant risk for incidents of child labor 409-1 Operations and suppliers at significant risk for incidents of hild labor 409-1 Operations and suppliers at significant risk for incidents of cored or compulsory Labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 410-1 Security personnel trained in human rights policies or procedures 410-1 Rights of indigenous Peoples None None 412 Human Rights Assessment 412-1 Operations that have been subject to human rights reviews or	405	·	
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Incidents of discrimination and corrective actions taken None Freedom of Association and Collective Bargaining Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk Operations and suppliers at significant risk for incidents of child labor Operations and suppliers at significant risk for incidents of child labor Operations and suppliers at significant risk for incidents of forced or Compulsory Labor Operations and suppliers at significant risk for incidents of forced or compulsory labor Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) Forced or Compulsory Labor Operations and suppliers at significant risk for incidents of forced or compulsory labor Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) Forced or Compulsory labor Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) Forced or Compulsory labor Incidents of Indigenous Peoples None Human Rights Assessment Operations that have been subject to human rights reviews or	405-2	Ratio of basic salary and remuneration of women to men	-
Freedom of Association and Collective Bargaining 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408 Child Labor 408-1 Operations and suppliers at significant risk for incidents of child labor 409 Forced or Compulsory Labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 409-1 Agree of Compulsory Labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 410 Security Practices 410 Security personnel trained in human rights policies or procedures 411 Rights of Indigenous Peoples 411-1 Incidents of violations involving rights of indigenous peoples 412 Human Rights Assessment 412-1 Operations that have been subject to human rights reviews or	406	Non-discrimination	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408 Child Labor 408-1 Operations and suppliers at significant risk for incidents of child labor 409 Forced or Compulsory Labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 410 Security Practices 410-1 Security personnel trained in human rights policies or procedures 411 Rights of Indigenous Peoples 411-1 Incidents of violations involving rights of indigenous peoples 412-1 Operations that have been subject to human rights reviews or	406-1	Incidents of discrimination and corrective actions taken	None
association and collective bargaining may be at risk Child Labor Operations and suppliers at significant risk for incidents of child labor Forced or Compulsory Labor Operations and suppliers at significant risk for incidents of forced or compulsory Labor Operations and suppliers at significant risk for incidents of forced or compulsory labor Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) Security Practices Security Practices Security personnel trained in human rights policies or procedures Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) Rights of Indigenous Peoples Incidents of violations involving rights of indigenous peoples None Human Rights Assessment Operations that have been subject to human rights reviews or	407	Freedom of Association and Collective Bargaining	
408 Child Labor 408-1 Operations and suppliers at significant risk for incidents of child labor 409 Forced or Compulsory Labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 410 Security Practices 410-1 Rights of Indigenous Peoples 411-1 Incidents of violations involving rights of indigenous peoples 412-1 Operations that have been subject to human rights reviews or 418-1 Operations and suppliers at significant risk for incidents of conduct, 3. Respect for Human Rights (pp. 3-4) 419-1 Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4) 410-1 Security Practices 410-1 Rights of Indigenous Peoples 411-1 Uncidents of violations involving rights of indigenous peoples 412-1 Operations that have been subject to human rights reviews or	407-1		
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411-1 Incidents of violations involving rights of indigenous peoples None 412 Human Rights Assessment Operations that have been subject to human rights reviews or		procedures	
412 Human Rights Assessment A12-1 Operations that have been subject to human rights reviews or			
Operations that have been subject to human rights reviews or	411-1	Incidents of violations involving rights of indigenous peoples	None
1417-1 '	412		
	412-1	'	

No.	Title	Related Items
412-2	Employee training on human rights policies or procedures	IV. CSR Management, 1. CSR Activities at the Hitachi Metals Group, (4) CSR Activity Results and Plans, (b) Fiscal 2020 Initiative Results and Fiscal 2021 Plans, 2. Human Rights (p. 26) 4. Respect for Human Rights and Compliance with International Norms (p. 35) Integrated Report,
		Foundation, Respect for Human Rights (p. 51)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
413	Local Communities	
413-1	Operations with local community engagement, impact assessments, and development programs	
413-2	Operations with significant actual and potential negative impacts on local communities	_
414	Supplier Social Assessment	
414-1	New suppliers that were screened using social criteria	
414-2	Negative social impacts in the supply chain and actions taken	V. Report on Social Aspects, 1. Together with Our Suppliers, (1) Basic Policy of CSR Procurement, (a) Issuance of the Hitachi Metals Group Supply Chain CSR Procurement Guideline (p. 37), (2) Response to Globalization (p. 38) Integrated Report, Foundation, CSR-Conscious Procurement (p. 50)
445	Dublic Believ	
415	Public Policy	
415-1	Political contributions	
416	Customer Health and Safety Assessment of the health and safety impacts of product and	
416-1	service categories	_
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	III. Corporate Governance, 3. Basic Views on Internal Control System and Progress of System Development (pp. 19-23) Integrated Report, Message from the President (pp. 4-7) Strategies, Improving Our Quality Control System (pp. 8-11) Foundation, Corporate Governance, Risk Management (pp. 41-45)
417	Marketing and Labeling	
417-1	Requirements for product and service information and labeling	
417-2	Incidents of non-compliance concerning product and service information and labeling	Integrated Report, Strategies, Improving Our Quality Control System (pp. 8-11)
417-3	Incidents of non-compliance concerning marketing communications	None
418	Customer Privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	IV. CSR Management, 3. Information Protection and Management, (3) Information System Security Measures (p. 33)
419	Socioeconomic Compliance	
419-1	Non-compliance with laws and regulations in the social and economic area	None