

GRI Content Index (Topic-specific Disclosures)

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 local minimum wage	—
202-2	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 Tax		
207-1	Approach to tax	—
207-2	Tax governance, control, and risk management	—
207-3	Stakeholder engagement and management of concerns related to tax	—
Environment		
301 Materials		
301-1	Materials used by weight or volume	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 61), (6) Site Data (p. 72)
301-2	Recycled input materials used	VI. Report on Environmental Aspects, 3. Environmental Consideration in Manufacturing, (1) Material Balance (p. 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)

GRI Content Index (Topic-specific Disclosures)

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	Water withdrawal	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	
305-1	Direct (Scope 1) 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) 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) Integrated Report, Non-Financial Data (p. 54)
306-5	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) 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 taken	None
Society		
401	Employment	
401-1	New employee hires and employee turnover	—

GRI Content Index (Topic-specific Disclosures)

No.	Title	Related Items
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3	Parental leave	V. Report on Social Aspects, 3. Responsibility to Employees, (2) Promoting Diversity, (b) The Act on Advancement of Measures to Support Raising Next-Generation Children, and the Act on the Promotion of Female Participation and Career Advancement in the Workplace (pp. 42-43)
402	Labor/Management Relations	
402-1	Minimum notice periods regarding operational changes	—
403	Occupational Health and Safety	
403-1	Occupational health and safety management system	—
403-2	Hazard identification, risk assessment, and incident investigation	Integrated Report, Foundation, Health and Safety (pp. 46-47)
403-3	Occupational health services	—
403-4	Worker participation, consultation, and communication on occupational health and safety	Integrated Report, Foundation, Health and Safety, Creating Safe Organizations (p. 47)
403-5	Worker training on occupational health and safety	Integrated Report, Foundation, Health and Safety (pp. 46-47)
403-6	Promotion of worker health	V. Report on Social Aspects, 3. Responsibility to Employees, (3) Occupational Health and Safety, (b) Promoting Everyone's Mental and Physical Health (p. 43) Integrated Report, Foundation, Health and Safety, Health Management (p. 47)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	—
403-8	Workers covered by an occupational health and safety management system	—
403-9	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-Financial Data (p. 54)
403-10	Work-related ill health	—
404	Training and Education	
404-1	Average hours of training per year per employee	—
404-2	Programs for upgrading employee skills and transition assistance programs	V. Report on Social Aspects, 3. Responsibility to Employees, (4) Human Resources Training (pp. 43-44)
404-3	Percentage of employees receiving regular performance and career development reviews	—
405	Diversity and Equal Opportunity	
405-1	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 (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	
406-1	Incidents of discrimination and corrective actions taken	None
407	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	Hitachi Metals Group Codes of Conduct, 3. Respect for Human Rights (pp. 3-4)
409	Forced or Compulsory Labor	
409-1	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)
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	None
412	Human Rights Assessment	
412-1	Operations that have been subject to human rights reviews or impact assessments	—

GRI Content Index (Topic-specific Disclosures)

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)
415	Public Policy	
415-1	Political contributions	—
416	Customer Health and Safety	
416-1	Assessment of the health and safety impacts of product and 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