

# GRI Content Index

The Sumitomo Metal Mining Co., Ltd. Integrated Report 2020 has 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. 6 and 7 for the Group's scope).

## GENERAL DISCLOSURES 2016

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>GRI 102: GENERAL DISCLOSURES 2016</b>			
<b>Organizational Profile</b>			
102-1	Name of the organization	SMM Group Overview: Corporate Data	7
102-2	Activities, brands, products, and services	SMM Group Overview Activity Report: Mineral Resources Business; Smelting & Refining Business; Materials Business; Research & Development	7 42-66
102-3	Location of headquarters	SMM Group Overview: Main Facilities Corporate Data and Investor Information: Corporate Data	7 137
102-4	Location of operations	SMM Group Overview	6-7
102-5	Ownership and legal form	SMM Group Overview: Corporate Data Corporate Data and Investor Information	7 137
102-6	Markets served	SMM Group Overview	6-7
102-7	Scale of the organization	SMM Group Overview Value Creation Process: Output Financial and Non-Financial Highlights FY2019 Results and FY2020 Plan Mineral Resources Business; Smelting & Refining Business; Materials Business Sustainability Data: Material Flows within Business Activity: OUTPUTS Financial Data/Corporate Data Corporate Data and Investor Information: Number of Employees	6-7 19 32-34 38-39 42-61 115 126-136 137
102-8	Information on employees and other workers	Financial and Non-Financial Highlights Sustainability Data: Employee and Labor-Related Information	34 118
102-9	Supply chain	Mineral Resources Business: Role in the Three-Business Collaboration Smelting & Refining Business: Role in the Three-Business Collaboration Smelting & Refining Business: The Nickel Supply Chain Supply Chain Management	44 50-51 54 98-99
102-10	Significant changes to the organization and its supply chain	In fiscal 2019 there were no major changes	N/A
102-11	Precautionary Principle or approach	Opportunities and Risks Formulation of the SMM Group Vision for 2030 The JCO Criticality Accident and Its Lessons Environmental Management Our Approach to Reducing Environmental Impact Risk Management Human Rights Management Supply Chain Management ESG Data Book 2020: Partnerships with Outside Organizations	20-21 24-29 30-31 85-86 87 88-89 94-95 98-99 13
102-12	External initiatives	Stakeholder Communication: Initiatives to Take on Issues and Provide Improvements ESG Data Book 2020: Partnerships with Outside Organizations ESG Data Book 2020: Involvement with the International Community	101 13 13

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
102-13	Membership of associations	ESG Data Book 2020: Main Organizations in Which SMM Has Membership	12
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Message from the President	12-17
102-15	Key impacts, risks, and opportunities	Opportunities and Risks Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These Review of Vision for 2020 Vision for 2030	20-21 27 102-106 107-111
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	SMM Group Corporate Philosophy Compliance: SMM Group Code of Conduct	Inside front cover 84
102-17	Mechanisms for advice and concerns about ethics	Compliance: Hotline (Speak Up System) ESG Data Book 2020: Social and Environmental Assessment Initiatives	83 15
<b>Governance</b>			
102-18	Governance structure	Corporate Governance Sustainability at the SMM Group	68-75 80-81
102-19	Delegating authority	Sustainability at the SMM Group	80-81
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability at the SMM Group	80-81
102-21	Consulting stakeholders on economic, environmental, and social topics	No disclosure	
102-22	Composition of the highest governance body and its committees	Corporate Governance Directors and Audit & Supervisory Board Members	68-75 78-79
102-23	Chair of the highest governance body	Corporate Governance: Decision Making and Supervisory System Corporate Governance Report	69 Website
102-24	Nominating and selecting the highest governance body	Corporate Governance Guidelines: Governance Committee, Nomination, Dismissal and Compensation Policies and Determination Procedures	Website
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	80-81
102-27	Collective knowledge of highest governance body	No disclosure	
102-28	Evaluating the highest governance body's performance	Corporate Governance: Indicators Used to Determine Performance-Based Compensation	72
102-29	Identifying and managing economic, environmental, and social impacts	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030	26
102-30	Effectiveness of risk management processes	Sustainability at the SMM Group	80-81
102-31	Review of economic, environmental, and social topics	Sustainability at the SMM Group	80-81
102-32	Highest governance body's role in sustainability reporting	No disclosure	
102-33	Communicating critical concerns	Compliance: Initiatives to Take on Issues and Provide Improvements Corporate Governance Guidelines: Speak Up System	82-83 Website
102-34	Nature and total number of critical concerns	No disclosure	
102-35	Remuneration policies	Corporate Governance: Director and Audit & Supervisory Board Member Compensation	71-73
102-36	Process for determining remuneration	Corporate Governance: Director and Audit & Supervisory Board Member Compensation	71-73
102-37	Stakeholders' involvement in remuneration	No disclosure	
102-38	Annual total compensation ratio	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
102-39	Percentage increase in annual total compensation ratio	No disclosure	
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	Stakeholder Communication ESG Data Book 2020: Stakeholder Engagement	100-101 11
102-41	Collective bargaining agreements	Sustainability Data: Employee and Labor-Related Information ESG Data Book 2020: Stakeholder Engagement	118 11
102-42	Identifying and selecting stakeholders	Stakeholder Communication ESG Data Book 2020: Stakeholder Engagement	100-101 11
102-43	Approach to stakeholder engagement	Stakeholder Communication ESG Data Book 2020: Stakeholder Engagement	100-101 11
102-44	Key topics and concerns raised	Stakeholder Communication: Communication with Local Communities and NGOs ESG Data Book 2020: Stakeholder Engagement ESG Data Book 2020: Social and Environmental Assessment Initiatives	101 11 15
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	Editorial Policy: Boundary of the Report SMM Group Overview	3 6-7
102-46	Defining report content and topic boundaries	Editorial Policy: Referenced Guidelines Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030	2-3 26
102-47	List of material topics	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These	27
102-48	Restatements of information	N/A	
102-49	Changes in reporting	No change	
102-50	Reporting period	Editorial Policy: Period Covered	3
102-51	Date of most recent report	Editorial Policy: Publication Date	3
102-52	Reporting cycle	Editorial Policy: Publication Date	3
102-53	Contact point for questions regarding the report	Editorial Policy: Enquiries	3
102-54	Claims of reporting in accordance with the GRI Standards	Editorial Policy: Referenced Guidelines and Assurance	2
102-55	GRI content index	GRI Content Index	Website
102-56	External assurance	Editorial Policy: Referenced Guidelines and Assurance Independent Assurance Report	2 120-121

## TOPIC-SPECIFIC DISCLOSURES

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>			
201-1	Direct economic value generated and distributed	Financial and Non-Financial Highlights ESG Data Book 2020: Distribution of Economic Value to Stakeholders	32-34 16
201-2	Financial implications and other risks and opportunities due to climate change	Our Approach to Reducing Environmental Impact: Tackling Global Warming Through the Supply of Materials Environmental Management: Climate Change Measures Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These	87 85 27
201-3	Defined benefit plan obligations and other retirement plans	ESG Data Book 2020: Projected Benefit Obligation	16
201-4	Financial assistance received from government	ESG Data Book 2020: Financial Assistance from the Government	16

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>MATERIAL TOPIC—GRI 202: MARKET PRESENCE 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Stakeholder Communication: Communication with Local Communities and NGOs	27 Website 101
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Review of Vision for 2020: Contribution to Society and Local Communities Vision for 2030: Co-Existence and Mutual Prosperity with Local Communities	26 27 80-81 103-104 110-111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Contribution to Society and Local Communities	81 103-104
<b>GRI 202: Market Presence 2016</b>			
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 2020: Number of Locally Hired Senior Managers (General Managers and above) and Employees at Overseas Affiliates	14
<b>MATERIAL TOPIC—GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Stakeholder Communication: Communication with Local Communities and NGOs	27 Website 101
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Review of Vision for 2020: Contribution to Society and Local Communities Vision for 2030: Co-Existence and Mutual Prosperity with Local Communities	26 27 80-81 103-104 110-111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Contribution to Society and Local Communities	81 103-104
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported	ESG Data Book 2020: Closure Plans for Mines and Smelting Plants Sustainability Data: Investment in Infrastructure and Support Services	14 119
203-2	Significant indirect economic impacts	No disclosure	

## MATERIAL TOPIC—GRI 204: PROCUREMENT PRACTICES 2016

<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Stakeholder Communication: Communication with Local Communities and NGOs	27 Website 101
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Supply Chain Management Review of Vision for 2020: Contribution to Society and Local Communities Vision for 2030: Co-Existence and Mutual Prosperity with Local Communities	26 27 80-81 98-99 103-104 110-111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Contribution to Society and Local Communities	81 103-104

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>GRI 204: Procurement Practices 2016</b>			
204-1	Proportion of spending on local suppliers	Sustainability Data: Percentage of Payments to Local Suppliers and Local Employment	119
<b>GRI 205: ANTI-CORRUPTION 2016</b>			
205-1	Operations assessed for risks related to corruption	No disclosure	
205-2	Communication and training about anti-corruption policies and procedures	Compliance: Participants of Compliance Education	83
205-3	Confirmed incidents of corruption and actions taken	Compliance: Initiatives to Take on Issues and Provide Improvements	82-83
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance: Initiatives to Take on Issues and Provide Improvements Compliance with Competition Laws	82-83 83
<b>MATERIAL TOPIC—GRI 301: MATERIALS 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index	27 Website
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Environmental Management Review of Vision for 2020: Effective Use of Resources Vision for 2030: Effective Use of Non-Ferrous Metal Resources	26 27 80-81 85-86 102 107-108
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Effective Use of Resources	81 102
<b>GRI 301: Materials 2016</b>			
301-1	Materials used by weight or volume	Sustainability Data: Material Flows within Business Activity: INPUTS	114
301-2	Recycled input materials used	ESG Data Book 2020: Percentage of Recycled Input Raw Materials Used; Slag as a Recycled Material; Precious Metal Retrieval: Flow Diagram Sustainability Data: Material Flows within Business Activity: INPUTS	1 114
301-3	Reclaimed products and their packaging materials	No disclosure	
<b>MATERIAL TOPIC—GRI 302: ENERGY 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Our Approach to Reducing Environmental Impact: Tackling Global Warming Through the Supply of Materials	27 Website 87
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Mineral Resources Business: Binary Power Generation at the Hishikari Mine Smelting & Refining Business: GHG Emission Reduction and Smart Factory Initiatives by Our Sites Materials Business: Initiatives Aimed at the Development of Products Contributing to a Low-Carbon Society Sustainability at the SMM Group Environmental Management Review of Vision for 2020: Environmental Preservation Vision for 2030: Significant Environmental Accidents / Biodiversity	26 27 48 55 61 80-81 85-86 102-103 108

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Environmental Preservation Vision for 2030: Significant Environmental Accidents / Biodiversity	81 102-103 108
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	Sustainability Data: Material Flows within Business Activity	114-115
302-2	Energy consumption outside of the organization	No disclosure	
302-3	Energy intensity	No disclosure	
302-4	Reduction of energy consumption	No disclosure	
302-5	Reductions in energy requirements of products and services	No disclosure	
<b>GRI 303: WATER AND EFFLUENTS 2018</b>			
303-1	Interactions with water as a shared resource	No disclosure	
303-2	Management of water discharge-related impacts	No disclosure	
303-3	Water withdrawal	Sustainability Data: Material Flows within Business Activity: INPUTS	114
303-4	Water discharge	Sustainability Data: Emissions into Water Sustainability Data: Material Flows within Business Activity: OUTPUTS	113 115
303-5	Water consumption	Sustainability Data: Material Flows within Business Activity: INPUTS	114
<b>MATERIAL TOPIC—GRI 304: BIODIVERSITY 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index	27 Website
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Environmental Management Review of Vision for 2020: Environmental Preservation Vision for 2030: Significant Environmental Accidents / Biodiversity	26 27 80-81 85-86 102-103 108
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Environmental Preservation	81 102-103
<b>GRI 304: Biodiversity 2016</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Data: Business Activities in Areas of High Biodiversity Value	114
304-2	Significant impacts of activities, products, and services on biodiversity	Our Approach to Reducing Environmental Impact: Reducing the Environmental Impact of Constructing New Plants ESG Data Book 2020: Social and Environmental Assessment Initiatives	87 15
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	
<b>G4-MM1</b>			
	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Sustainability Data: Amount of Land Developed or Rehabilitated	115

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>G4-MM2</b>			
	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Sustainability Data: Business Activities in Areas of High Biodiversity Value	114

#### MATERIAL TOPIC—GRI 305: EMISSIONS 2016

##### GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index	27 Website
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Environmental Management Review of Vision for 2020: Environmental Preservation Vision for 2030: Climate Change Vision for 2030: Significant Environmental Accidents / Biodiversity	26 27 80-81 85-86 102-103 108 108
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Environmental Preservation Vision for 2030: Climate Change	81 102-103 108

##### GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Sustainability Data: CO <sub>2</sub> Emissions Sustainability Data: Material Flows within Business Activity: OUTPUTS	112 115
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data: CO <sub>2</sub> Emissions Sustainability Data: Material Flows within Business Activity: OUTPUTS	112 115
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data: Material Flows within Business Activity: OUTPUTS	115
305-4	GHG emissions intensity	No disclosure	
305-5	Reduction of GHG emissions	Review of Vision for 2020: Environmental Preservation	102-103
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book 2020: Release Control for Chemical Substances	2
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Sustainability Data: Emissions into the Atmosphere Material Flows within Business Activity: OUTPUTS	113 115

#### MATERIAL TOPIC—GRI 306: EFFLUENTS AND WASTE 2016

##### GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Environmental Management: Prevention of Significant Environmental Accidents	27 Website 86
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Mineral Resources Business: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Sustainability at the SMM Group Environmental Management Review of Vision for 2020: Environmental Preservation Vision for 2030: Significant Environmental Accidents / Biodiversity	26 27 48 80-81 85-86 102-103 108
103-3	Evaluation of the management approach	Mineral Resources Business: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Environmental Preservation	48 81 102-103

##### GRI 306: Effluents and Waste 2016

306-1	Water discharge by quality and destination	Sustainability Data: Material Flows within Business Activity: OUTPUTS	115
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GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
306-2	Waste by type and disposal method	ESG Data Book 2020: Final Disposal Amount of Industrial and Mining Waste in Japan; Waste by Type and Treatment Method Sustainability Data: Material Flows within Business Activity: OUTPUTS	3 115
306-3	Significant spills	Environmental Management: Prevention of Significant Environmental Accidents	86
306-4	Transport of hazardous waste	No disclosure	
306-5	Water bodies affected by water discharges and/or runoff	No disclosure	

#### G4-MM3

	Total amounts of overburden, rock, tailings, and sludges (in tons) and their associated risks	Mineral Resources Business: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Environmental Management: Prevention of Significant Environmental Accidents Sustainability Data: Material Flows within Business Activity: OUTPUTS	48 86 115
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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	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Compliance	27 Website 82-84
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Compliance Environmental Management Review of Vision for 2020: Environmental Preservation	26 27 82-84 85-86 102-103
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Compliance Environmental Management	81 82-84 85-86

##### GRI 307: Environmental Compliance 2016

307-1	Non-compliance with environmental laws and regulations	Compliance: Initiatives to Take on Issues and Provide Improvements	82-83
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#### MATERIAL TOPIC—GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

##### GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Supply Chain Management: Cooperation with Suppliers	27 Website 99
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Supply Chain Management ESG Data Book 2020: Social and Environmental Assessment Initiatives	26 27 80-81 98-99 15
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee ESG Data Book 2020: Social and Environmental Assessment Initiatives	81 15

##### GRI 308: Supplier Environmental Assessment 2016

308-1	New suppliers that were screened using environmental criteria	ESG Data Book 2020: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	15 99
308-2	Negative environmental impacts in the supply chain and actions taken	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>MATERIAL TOPIC—GRI 401: EMPLOYMENT 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Resources Management: Working Style Reform, Health and Productivity Management	27 Website 97
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Resources Management Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	26 27 80-81 96-97 104-105 109-110
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights	81 104-105
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	ESG Data Book 2020: New Hires and Departures	8-9
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	No disclosure	
401-3	Parental leave	ESG Data Book 2020: Current Situation Regarding Childcare Leave	10
<b>MATERIAL TOPIC—GRI 402: LABOR/MANAGEMENT RELATIONS 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Resources Management	27 Website 96-97
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Review of Vision for 2020: Stakeholder Communication	26 27 80-81 106
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Stakeholder Communication ESG Data Book 2020: Stakeholder Engagement	81 106 11
<b>GRI 402: Labor/Management Relations 2016</b>			
402-1	Minimum notice periods regarding operational changes	ESG Data Book 2020: Stakeholder Engagement	11
<b>G4-MM4</b>			
	Number of strikes and lock-outs exceeding one week's duration, by country	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>MATERIAL TOPIC—GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Resources Management	27 Website 96-97
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Resources Management Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	26 27 80-81 96-97 104-105 109-110
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	81 104-105 109-110
<b>GRI 403: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	ESG Data Book 2020: Total Time Spent on Employee Education	7
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Data: Employee Skill Improvement and Transition Support Program	117
404-3	Percentage of employees receiving regular performance and career development reviews	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Occupational Health and Safety Review of Vision for 2020: Occupational Health and Safety Vision for 2030: Employees' Occupational Health and Safety	26 27 80-81 92-93 105-106 109
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Occupational Health and Safety Review of Vision for 2020: Occupational Health and Safety	81 92-93 105-106
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	Occupational Health and Safety ESG Data Book 2020: Occupational Health and Safety Management System	92-93 5
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety: Occupational Health and Safety Management ESG Data Book 2020: Occupational Health and Safety Management System ESG Data Book 2020: Risk Assessment and Accident Investigation	92 5 5-6
403-3	Occupational health services	ESG Data Book 2020: Provision of Occupational Health and Safety Services	6
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Data Book 2020: Labor-Management Discussion concerning Occupational Health and Safety	7
403-5	Worker training on occupational health and safety	ESG Data Book 2020: Provision of Occupational Health and Safety Services ESG Data Book 2020: General Education and Training Regarding Occupational Health and Safety	6 7
403-6	Promotion of worker health	ESG Data Book 2020: Provision of Occupational Health and Safety Services	6
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety: Declaration of a New Era of Safety at Sumitomo Metal Mining Siporex Co., Ltd. ESG Data Book 2020: Risk Assessment and Accident Investigation	93 5-6
403-8	Workers covered by an occupational health and safety management system	ESG Data Book 2020: Occupational Health and Safety Management System	5
403-9	Work-related injuries	Sustainability Data: Work-Related Incidents	116
403-10	Work-related ill health	Sustainability Data: Work-Related Ill Health	116
<b>MATERIAL TOPIC—GRI 404: TRAINING AND EDUCATION 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Resources Management	27 Website 96-97
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Resources Management Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	26 27 80-81 96-97 104-105 109-110
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	81 104-105 109-110
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	ESG Data Book 2020: Total Time Spent on Employee Education	7
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Data: Employee Skill Improvement and Transition Support Program	117
404-3	Percentage of employees receiving regular performance and career development reviews	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
<b>MATERIAL TOPIC—GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Resources Management	27 Website 96-97
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Resources Management Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources ESG Data Book 2020: Priority Issues and Main Initiatives Regarding Diversity	26 27 80-81 96-97 104-105 109-110 10
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	81 104-105 109-110
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Directors and Audit & Supervisory Board Members Sustainability Data: Employee and Labor-Related Information Sustainability Data: Employment Ratio of Disabled People Over the Past Five Years	78-79 118 117
405-2	Ratio of basic salary and remuneration of women to men	No disclosure	
<b>MATERIAL TOPIC—GRI 406: NON-DISCRIMINATION 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Rights Management	27 Website 94-95
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Rights Management Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Diverse Human Resources / Development and Participation of Human Resources	26 27 80-81 94-95 104-105 109-110
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights	81 104-105
<b>GRI 406: Non-Discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>GRI 408: CHILD LABOR 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	ESG Data Book 2020: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	15 99
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESG Data Book 2020: Social and Environmental Assessment Initiatives Supply Chain Management: Cooperation with Suppliers	15 99

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<b>GRI 410: SECURITY PRACTICES 2016</b>			
410-1	Security personnel trained in human rights policies or procedures	No disclosure	
<b>MATERIAL TOPIC—GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index	27 Website
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Human Rights Management Review of Vision for 2020: Respect for People and Human Rights Review of Vision for 2020: Stakeholder Communication Vision for 2030: Rights of Indigenous Peoples	26 27 80-81 94-95 104-105 106 111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights Review of Vision for 2020: Stakeholder Communication	81 104-105 106
<b>GRI 411: Rights of Indigenous Peoples 2016</b>			
411-1	Incidents of violations involving rights of indigenous peoples	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MMS</b>			
	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	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>MATERIAL TOPIC—GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Human Rights Management Supply Chain Management	27 Website 94-95 98-99
103-2	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Review of Vision for 2020: Respect for People and Human Rights Vision for 2030: Human Rights in the Supply Chain Human Rights Management Supply Chain Management ESG Data Book 2020: Current Status of the Implementation of the Basic Survey into Employee Human Rights	26 27 80-81 104-105 111 94-95 98-99 10
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Respect for People and Human Rights	81 104-105
<b>GRI 412: Human Rights Assessment 2016</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Management: Human Rights Due Diligence Supply Chain Management: Cooperation with Suppliers ESG Data Book 2020: Current Status of the Implementation of the Basic Survey into Employee Human Rights	94-95 99 10
412-2	Employee training on human rights policies or procedures	Human Rights Management: Human Rights Seminars ESG Data Book 2020: Social and Environmental Assessment Initiatives	95 15

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>MATERIAL TOPIC—GRI 413: LOCAL COMMUNITIES 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Stakeholder Communication: Communication with Local Communities and NGOs	27 Website 101
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Review of Vision for 2020: Stakeholder Communication Vision for 2030: Co-Existence and Mutual Prosperity with Local Communities	26 27 80-81 106 110-111
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Review of Vision for 2020: Stakeholder Communication	81 106
<b>GRI 413: Local Communities 2016</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	ESG Data Book 2020: Stakeholder Engagement ESG Data Book 2020: Closure Plans for Mines and Smelting Plants ESG Data Book 2020: Social and Environmental Assessment Initiatives	11 14 15
413-2	Operations with significant actual and potential negative impacts on local communities	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MM6</b>			
	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MM7</b>			
	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 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MM8</b>			
	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	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MM9</b>			
	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>G4-MM10</b>			
	Number and percentage of operations with closure plans	ESG Data Book 2020: Closure Plans for Mines and Smelting Plants	14
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>			
414-1	New suppliers that were screened using social criteria	No disclosure	

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
414-2	Negative social impacts in the supply chain and actions taken	ESG Data Book 2020: Social and Environmental Assessment Initiatives	15
<b>GRI 415: PUBLIC POLICY 2016</b>			
415-1	Political contributions	No disclosure	
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>			
416-1	Assessment of the health and safety impacts of product and service categories	No disclosure	
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	82-83
<b>GRI 417: MARKETING AND LABELING 2016</b>			
417-1	Requirements for product and service information and labeling	Quality Assurance: Disclosure of Information on Products and Services	91
417-2	Incidents of non-compliance concerning product and service information and labeling	Compliance: Initiatives to Take on Issues and Provide Improvements	82-83
417-3	Incidents of non-compliance concerning marketing communications	Compliance: Initiatives to Take on Issues and Provide Improvements	82-83
<b>GRI 418: CUSTOMER PRIVACY 2016</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No disclosure	
<b>MATERIAL TOPIC—GRI 419: SOCIOECONOMIC COMPLIANCE 2016</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Formulation of the SMM Group Vision for 2030: Material Issues in Vision for 2030, and Background to These GRI Content Index Compliance	27 Website 82-84
103-2	The management approach and its components	Formulation of the SMM Group Vision for 2030: The Process of Formulating Vision for 2030 Material Issues in Vision for 2030, and Background to These Sustainability at the SMM Group Compliance	26 27 80-81 82-84
103-3	Evaluation of the management approach	Sustainability at the SMM Group: CSR Committee Compliance	81 82-84
<b>GRI 419: Socioeconomic Compliance 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance: Hotline (Speak Up System) Initiatives to Take on Issues and Provide Improvements	83 82-83