

GRI Content Index

The Sumitomo Metal Mining Co., Ltd. Integrated Report 2021 and ESG Data Book 2021 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. 6 and 7 for the Group's scope in the Integrated Report 2021).

GENERAL DISCLOSURES 2016

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
GRI 102: GENERAL DISCLOSURES 2016			
▶ Organizational Profile			
102-1	Name of the organization	SMM Group Overview: Corporate Data	7
102-2	Activities, brands, products, and services	SMM Group Overview: Corporate Data Mineral Resources Business; Smelting & Refining Business; Materials Business; Research & Development; Digital Transformation (DX) at the SMM Group	7 44-63
102-3	Location of headquarters	SMM Group Overview: Corporate Data Corporate Data and Investor Information: Corporate Data	7 131
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	7 131
102-6	Markets served	SMM Group Overview	6-7
102-7	Scale of the organization	SMM Group Overview Value Creation Process: OUTPUTS Financial and Non-Financial Highlights Progress of the 2018 3-Year Business Plan, FY2020 Results, and FY2021 Plan Mineral Resources Business; Smelting & Refining Business; Materials Business Material Flows within Business Activity: OUTPUTS Data Section Corporate Data and Investor Information	6-7 20 34-37 40-41 44-59 79 120-130 131
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 2021: Employee and Labor-Related Information	36 19
102-9	Supply chain	Mineral Resources Business: Supply Chains for Realizing a Stable Supply of Nickel Human Rights in the Supply Chain	54 92-93
102-10	Significant changes to the organization and its supply chain	In fiscal 2020 there were no major changes	
102-11	Precautionary Principle or approach	Vision for 2030 Risks and Opportunities TCFD Initiatives Business and Human Rights Risk Management ESG Data Book 2021: Partnerships with Outside Organizations	24-25 26-27 72-73 80 106-107 22
102-12	External initiatives	ESG Data Book 2021: Partnerships with Outside Organizations	22
102-13	Membership of associations	ESG Data Book 2021: Main Organizations in Which SMM Has Membership	21
▶ Strategy			
102-14	Statement from senior decision-maker	Message from the President	12-18
102-15	Key impacts, risks, and opportunities	Vision for 2030 Risks and Opportunities	24-25 26-27

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
▶ Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	SMM Group Corporate Philosophy Compliance: SMM Group Code of Conduct	2 105
102-17	Mechanisms for advice and concerns about ethics	Compliance: Hotline (Speak Up System)	105
▶ Governance			
102-18	Governance structure	Corporate Governance Sustainability at the SMM Group	94-101 64-65
102-19	Delegating authority	Sustainability at the SMM Group	64-65
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability at the SMM Group	64-65
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability at the SMM Group Engagement with Stakeholders	64-65 87-88
102-22	Composition of the highest governance body and its committees	Corporate Governance Directors and Audit & Supervisory Board Members	94-101 112-113
102-23	Chair of the highest governance body	Corporate Governance: Decision Making and Supervisory System Corporate Governance Report	95 Website
102-24	Nominating and selecting the highest governance body	Corporate Governance Guidelines: Governance Committee	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	64-65
102-27	Collective knowledge of highest governance body	No disclosure	
102-28	Evaluating the highest governance body's performance	Corporate Governance: Overview of Evaluation of the Effectiveness of the Board of Directors Results of the FY2020 Evaluation and Future Initiatives	100-101
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability at the SMM Group: The Process of Formulating Vision for 2030	65
102-30	Effectiveness of risk management processes	Sustainability at the SMM Group	64-65
102-31	Review of economic, environmental, and social topics	Sustainability at the SMM Group	64-65
102-32	Highest governance body's role in sustainability reporting	Sustainability at the SMM Group	64-65
102-33	Communicating critical concerns	Corporate Governance Guidelines: Speak Up System Compliance: Initiatives to Take on Issues and Provide Improvements	Website 104
102-34	Nature and total number of critical concerns	No disclosure	
102-35	Remuneration policies	Corporate Governance: Basic Policy and Procedures for Remuneration of Directors and Procedures for Remuneration of Audit & Supervisory Board Members	98-99
102-36	Process for determining remuneration	Corporate Governance: Basic Policy and Procedures for Remuneration of Directors and Procedures for Remuneration of Audit & Supervisory Board Members	98-99
102-37	Stakeholders' involvement in remuneration	No disclosure	
102-38	Annual total compensation ratio	No disclosure	
102-39	Percentage increase in annual total compensation ratio	No disclosure	
▶ Stakeholder Engagement			
102-40	List of stakeholder groups	Engagement with Stakeholders ESG Data Book 2021: Engagement with Stakeholders	87-88 20
102-41	Collective bargaining agreements	ESG Data Book 2021: Employee and Labor-Related Information	19
102-42	Identifying and selecting stakeholders	Engagement with Stakeholders ESG Data Book 2021: Engagement with Stakeholders	87 20
102-43	Approach to stakeholder engagement	Engagement with Stakeholders ESG Data Book 2021: Engagement with Stakeholders	87-88 20
102-44	Key topics and concerns raised	ESG Data Book 2021: Engagement with Stakeholders	20

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
▶ Reporting Practice			
102-45	Entities included in the consolidated financial statements	Boundary of the Report SMM Group Overview	1 6-7
102-46	Defining report content and topic boundaries	Referenced Guidelines and Assurance Sustainability at the SMM Group: The Process of Formulating Vision for 2030	1 65
102-47	List of material topics	Vision for 2030 Vision for 2030, Material Issues, KPIs (Indicators and Goals)	24-25 66-67
102-48	Restatements of information	N/A	
102-49	Changes in reporting	N/A	
102-50	Reporting period	Period Covered	1
102-51	Date of most recent report	Publication Date	1
102-52	Reporting cycle	Publication Date	1
102-53	Contact point for questions regarding the report	Enquiries	1
102-54	Claims of reporting in accordance with the GRI Standards	Referenced Guidelines and Assurance	1
102-55	GRI content index	GRI Content Index	Website
102-56	External assurance	Referenced Guidelines and Assurance Independent Assurance Report	1 114-115

TOPIC-SPECIFIC STANDARD

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

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	Financial and Non-Financial Highlights: Distribution of Economic Value to Stakeholders ESG Data Book 2021: Distribution of Economic Value to Stakeholders	37 25
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change: TCFD Initiatives	72-73
201-3	Defined benefit plan obligations and other retirement plans	ESG Data Book 2021: Projected Benefit Obligation	25
201-4	Financial assistance received from government	ESG Data Book 2021: Financial Assistance from the Government	25
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 2021: Presence in the Local Economy	24
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	ESG Data Book 2021: Investment in Infrastructure and Support Services	23
203-2	Significant indirect economic impacts	ESG Data Book 2021: Indirect Economic Impact	24
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	ESG Data Book 2021: Percentage of Payments to Local Suppliers and Local Employment	23
GRI 205: ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption	Compliance: Initiatives on Preventing Corruption	104
205-2	Communication and training about anti-corruption policies and procedures	Compliance: Participants of Compliance Education	105
205-3	Confirmed incidents of corruption and actions taken	Compliance: Initiatives to Take on Issues and Provide Improvements	104

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
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 Compliance with Competition Laws	104 105
GRI 207: Tax 2019			
207-1	Disclosure 207-1 Approach to tax	Tax Governance	102-103
207-2	Disclosure 207-2 Tax governance, control, and risk management	Tax Governance	102-103
207-3	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	Tax Governance	102-103
207-4	Disclosure 207-4 Country-by-country reporting	Financial and Non-Financial Highlights: Income Tax by Country or Region ESG Data Book 2021: Income Tax by Country or Region	35 25
MATERIAL TOPIC—GRI 301: MATERIALS 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
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	64-65 66-67 68-70
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	64-65 66-67 68-70
▶ GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Material Flows within Business Activity: INPUTS ESG Data Book 2021: Material Flows within Business Activity: INPUTS	78* 3*
301-2	Recycled input materials used	Material Flows within Business Activity: INPUTS ESG Data Book 2021: Material Flows within Business Activity: INPUTS ESG Data Book 2021: Percentage of Recycled Input Raw Materials Used; Slag as a Recycled Material	78* 3* 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	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Climate Change	64-65 66-67 71-74
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Climate Change	64-65 66-67 71-74
▶ GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Material Flows within Business Activity: INPUTS ESG Data Book 2021: Material Flows within Business Activity: INPUTS	78* 3*
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 2021: Unit Energy Consumption and CO ₂ Emissions Index	74* 2*
302-4	Reduction of energy consumption	Climate Change: Unit Energy and CO ₂ Emissions Index ESG Data Book 2021: Unit Energy Consumption and CO ₂ Emissions Index	74* 2*
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	24-25

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
103-2	The management of water discharge-related impacts	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Significant Environmental Accidents / Biodiversity	64-65 66-67 75-79
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	64-65 66-67 75-79

▶ GRI 303: WATER AND EFFLUENTS 2018

303-1	Interactions with water as a shared resource	Significant Environmental Accidents / Biodiversity: Effective Use of Water Resources	76
303-2	Management of water discharge-related impacts	Significant Environmental Accidents / Biodiversity: Effective Use of Water Resources	76
303-3	Water withdrawal	Material Flows within Business Activity: INPUTS ESG Data Book 2021: Material Flows within Business Activity: INPUTS ESG Data Book 2021: Emissions into Water	78* 3* 5
303-4	Water discharge	Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Emissions into Water	79* 4* 5
303-5	Water consumption	Material Flows within Business Activity: INPUTS ESG Data Book 2021: Material Flows within Business Activity: INPUTS	78* 3*

MATERIAL TOPIC—GRI 304: BIODIVERSITY 2016

▶ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
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	64-65 66-67 75-79
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	64-65 66-67 75-79

▶ 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	ESG Data Book 2021: Business Activities in Areas of High Biodiversity Value	9
304-2	Significant impacts of activities, products, and services on biodiversity	Significant Environmental Accidents / Biodiversity: Reducing the Environmental Impact of Constructing New Plants Significant Environmental Accidents / Biodiversity: Consideration of Biodiversity	77 77
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	

G4-MM1

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 2021: Amount of Land Developed or Rehabilitated	77* 9*
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G4-MM2

Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	ESG Data Book 2021: Business Activities in Areas of High Biodiversity Value	9
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MATERIAL TOPIC—GRI 305: EMISSIONS 2016

▶ GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
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	64-65 66-67 71-74 75-79

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) Climate Change Significant Environmental Accidents / Biodiversity	64-65 66-67 71-74 75-79

▶ GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Climate Change: GHG Emissions (Scope 1 + 2) ESG Data Book 2021: GHG Emissions (Scope 1 + 2) Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS	74* 2* 79* 4*
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change: Greenhouse Gas Emissions (Scope 1 + 2) ESG Data Book 2021: Greenhouse Gas Emissions (Scope 1 + 2) Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS	74* 2* 79* 4*
305-3	Other indirect (Scope 3) GHG emissions	Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS	79* 4*
305-4	GHG emissions intensity	Climate Change: Unit Energy and CO ₂ Emissions Index ESG Data Book 2021: Unit Energy and CO ₂ Emissions Index	74* 2*
305-5	Reduction of GHG emissions	Climate Change: Vision for 2030, KPIs, Results and Action Plans Climate Change: Unit Energy and CO ₂ Emissions Index ESG Data Book 2021: Unit Energy and CO ₂ Emissions Index	71 74* 2*
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book 2021: Release Control for Chemical Substances	6
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Emissions into the Atmosphere	79* 4* 5

GRI 306: EFFLUENTS AND WASTE 2016

306-1	Water discharge by quality and destination	Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Emissions into Water	79* 4* 5
306-2	Waste by type and disposal method	Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Final Disposal Amount of Industrial and Mining Waste in Japan; Waste by Type and Treatment Method	79* 4* 7
306-3	Significant spills	Significant Environmental Accidents / Biodiversity: The Appropriate Management of Tailings Dams (Slag Accumulation Sites)	76
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	Significant Environmental Accidents / Biodiversity: The Appropriate Management of Tailings Dams (Slag Accumulation Sites) Material Flows within Business Activity: OUTPUTS ESG Data Book 2021: Material Flows within Business Activity: OUTPUTS	76 79* 4*
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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	24-25
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 Compliance	64-65 66-67 75-79 104-105
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 Compliance	64-65 66-67 75-79 104-105

▶ GRI 307: Environmental Compliance 2016

307-1	Non-compliance with environmental laws and regulations	Significant Environmental Accidents / Biodiversity: Vision for 2030, KPIs, Results and Action Plans Compliance: Initiatives to Take on Issues and Provide Improvements	75 104
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GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
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	93
308-2	Negative environmental impacts in the supply chain and actions taken	No disclosure	
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	ESG Data Book 2021: New Hires and Departures	15-16
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	No disclosure	
401-3	Parental leave	Diverse Human Resources / Development and Participation of Human Resources: Current Situation Regarding Parental Leave ESG Data Book 2021: Current Situation Regarding Parental Leave	85* 17*
GRI 402: LABOR/MANAGEMENT RELATIONS 2016			
402-1	Minimum notice periods regarding operational changes	ESG Data Book 2021: Stakeholder Engagement	20
G4-MM4			
	Number of strikes and lock-outs exceeding one week's duration, by country	Business and Human Rights	80
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	24-25
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	64-65 66-67 81-82
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	64-65 66-67 81-82
▶ 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 2021: Occupational Health and Safety Management System	81 11
403-2	Hazard identification, risk assessment, and incident investigation	Employees' Occupational Health and Safety: Occupational Health and Safety Management System ESG Data Book 2021: Identification of Hazard Sources, Risk Assessment and Accident Investigation	81 12
403-3	Occupational health services	ESG Data Book 2021: Provision of Occupational Health and Safety Services	13
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Data Book 2021: Labor-Management Discussion concerning Occupational Health and Safety	14
403-5	Worker training on occupational health and safety	ESG Data Book 2021: Provision of Occupational Health and Safety Services ESG Data Book 2021: General Education and Training Regarding Occupational Health and Safety	13 14
403-6	Promotion of worker health	ESG Data Book 2021: Provision of Occupational Health and Safety Services	13
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Data Book 2021: Identification of Hazard Sources, Risk Assessment and Accident Investigation	12
403-8	Workers covered by an occupational health and safety management system	ESG Data Book 2021: Occupational Health and Safety Management System	11
403-9	Work-related injuries	ESG Data Book 2021: Work-Related Incidents	10
403-10	Work-related ill health	ESG Data Book 2021: Work-Related Ill Health	10
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	24-25

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) Diverse Human Resources / Development and Participation of Human Resources	64-65 66-67 83-86
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	64-65 66-67 83-86
▶ 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: Annual hours of education per employee ESG Data Book 2021: Total Time Spent on Employee Education	86* 14*
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Data Book 2021: Employee Skill Improvement and Transition Support Program	18
404-3	Percentage of employees receiving regular performance and career development reviews	No disclosure	
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	24-25
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	64-65 66-67 83-86
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	64-65 66-67 83-86
▶ GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Financial and Non-Financial Highlights: Number of Employees & Officers Worldwide Directors and Audit & Supervisory Board Members ESG Data Book 2021: Employee and Labor-Related Information Diverse Human Resources / Development and Participation of Human Resources: Employment Ratio of Disabled People Over the Past Five Years ESG Data Book 2021: Employment Ratio of Disabled People Over the Past Five Years	36 112-113 19 85* 18*
405-2	Ratio of basic salary and remuneration of women to men	No disclosure	
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective actions taken	Business and Human Rights	80
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	Business and Human Rights	80
MATERIAL TOPIC—GRI 408: CHILD LABOR 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Human Rights in the Supply Chain	64-65 66-67 92-93
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Human Rights in the Supply Chain	64-65 66-67 92-93
▶ GRI 408: CHILD LABOR 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Business and Human Rights	80

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
MATERIAL TOPIC—GRI 409: FORCED OR COMPULSORY LABOR 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Human Rights in the Supply Chain	64-65 66-67 92-93
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Human Rights in the Supply Chain	64-65 66-67 92-93
▶ GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business and Human Rights	80
GRI 410: SECURITY PRACTICES 2016			
410-1	Security personnel trained in human rights policies or procedures	No disclosure	
MATERIAL TOPIC—GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Rights of Indigenous Peoples	64-65 66-67 91
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Rights of Indigenous Peoples	64-65 66-67 91
▶ GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Business and Human Rights	80
G4-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	Business and Human Rights	80
MATERIAL TOPIC—GRI 412: HUMAN RIGHTS ASSESSMENT 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Business and Human Rights Diverse Human Resources / Development and Participation of Human Resources Human Rights in the Supply Chain	64-65 66-67 80 83-86 92-93
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Business and Human Rights Diverse Human Resources / Development and Participation of Human Resources Human Rights in the Supply Chain	64-65 66-67 80 83-86 92-93
▶ GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	Business and Human Rights ESG Data Book 2021: Current Status of the Implementation of the Basic Survey into Employee Human Rights	80 17

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
412-2	Employee training on human rights policies or procedures	Diverse Human Resources / Development and Participation of Human Resources: Employee Human Rights Initiatives	85
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	97
MATERIAL TOPIC—GRI 413: LOCAL COMMUNITIES 2016			
▶ GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Vision for 2030	24-25
103-2	The management approach and its components	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Co-Existence and Mutual Prosperity with Local Communities	64-65 66-67 89-90
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Co-Existence and Mutual Prosperity with Local Communities	64-65 66-67 89-90
▶ GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Business and Human Rights ESG Data Book 2021: Stakeholder Engagement ESG Data Book 2021: Closure Plans for Mines and Smelting Plants	80 20 24
413-2	Operations with significant actual and potential negative impacts on local communities	Business and Human Rights	80
G4-MM6			
	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Business and Human Rights	80
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	Business and Human Rights	80
G4-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	Business and Human Rights	80
G4-MM9			
	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Business and Human Rights	80
G4-MM10			
	Number and percentage of operations with closure plans	ESG Data Book 2021: Closure Plans for Mines and Smelting Plants	24
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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) Human Rights in the Supply Chain	64-65 66-67 92-93
103-3	Evaluation of the management approach	Sustainability at the SMM Group Vision for 2030, Material Issues, KPIs (Indicators and Goals) Human Rights in the Supply Chain	64-65 66-67 92-93

GRI Standard	Disclosure	Item	Page number(s) and/or URL(s)
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414-1	New suppliers that were screened using social criteria	No disclosure	
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415-1	Political contributions	No disclosure	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
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	104
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417-3	Incidents of non-compliance concerning marketing communications	Compliance: Initiatives to Take on Issues and Provide Improvements	104
GRI 418: CUSTOMER PRIVACY 2016			
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 Hotline (Speak Up System)	104 105