

GRI Content Index

Statement of use	Sumitomo Electric Industries, Ltd. has reported the information cited in this GRI content index for the period from 1 April 2023 to 31 March 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE		LOCATION
GRI2: General Disclosures 2021	2-1	Organizational details	75
	2-2	Entities included in the organization's sustainability reporting	1
	2-3	Reporting period, frequency and contact point	1, Back cover
	2-4	Restatements of information	27,29,44,46,53,72
	2-5	External assurance	76
	2-6	Activities, value chain and other business relationships	59-63,75 Securities Report 4,5 https://sumitomoelectric.com/all-products No significant change compared to the previous reporting period
	2-7	Employees	72,75
	2-8	Workers who are not employees	-
	2-9	Governance structure and composition	7,64,73
	2-10	Nomination and selection of the highest governance body	65
	2-11	Chair of the highest governance body	Securities Report 42
	2-12	Role of the highest governance body in overseeing the management of impacts	7-10,64,66,67
	2-13	Delegation of responsibility for managing impacts	7
	2-14	Role of the highest governance body in sustainability reporting	7
	2-15	Conflicts of interest	https://sumitomoelectric.com/company/governance
	2-16	Communication of critical concerns	68,69
	2-17	Collective knowledge of the highest governance body	64,65
	2-18	Evaluation of the performance of the highest governance body	64,65
	2-19	Remuneration policies	65
	2-20	Process to determine remuneration	65 Securities Report 56,57
	2-21	Annual total compensation ratio	-
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	3,4,33,66,67
	2-24	Embedding policy commitments	33,34,60-63,68,69
	2-25	Processes to remediate negative impacts	69
	2-26	Mechanisms for seeking advice and raising concerns	69
	2-27	Compliance with laws and regulations	18
	2-28	Membership associations	Keidanren Japan Association of Corporate Executives Kansai Economic Federation Japan Wrought Copper Council The Japanese Electric Wire & Cable Makers' Association Japan Productivity Center
	2-29	Approach to stakeholder engagement	11,12
	2-30	Collective bargaining agreements	https://sumitomoelectric.com/sustainability/csr/sociality/life For the employees in the position of assistant manager or lower level, the ratio of those who belong to Sumitomo Electric Workers' Union is 100% (excluding affiliates).
GRI 3: Material Topics 2021	3-1	Process to determine material topics	9,10
	3-2	List of material topics	9,10
	3-3	Management of material topics	9,10,13-18,20,23,24,26,28,30-35,38,42,44,47,50,56,59,64,66,68
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	75 Integrated Report 12-23 Securities Report 13-17
	201-2	Financial implications and other risks and opportunities due to climate change	Integrated Report 40 https://sumitomoelectric.com/sustainability/tcfd
	201-3	Defined benefit plan obligations and other retirement plans	Securities Report 95-97
	201-4	Financial assistance received from government	-
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	https://sei.co.jp/career/fresh/information/requirements/
	202-2	Proportion of senior management hired from the local community	40
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	53-55
	203-2	Significant indirect economic impacts	-

GRI STANDARD	DISCLOSURE		LOCATION
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	-
	205-2	Communication and training about anti-corruption policies and procedures	69,70
	205-3	Confirmed incidents of corruption and actions taken	-
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax 2019	207-1	Approach to tax	70
	207-2	Tax governance, control, and risk management	70
	207-3	Stakeholder engagement and management of concerns related to tax	70
	207-4	Country-by-country reporting	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	19
	301-2	Recycled input materials used	28 https://sumitomoelectric.com/sustainability/csr/environment/recycling
	301-3	Reclaimed products and their packaging materials	28 https://sumitomoelectric.com/sustainability/csr/environment/recycling
GRI 302: Energy 2016	302-1	Energy consumption within the organization	19,23,71
	302-2	Energy consumption outside of the organization	-
	302-3	Energy intensity	23,71
	302-4	Reduction of energy consumption	23,71
	302-5	Reductions in energy requirements of products and services	https://sumitomoelectric.com/sustainability/csr/environment/products
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	24,25
	303-2	Management of water discharge-related impacts	25-27
	303-3	Water withdrawal	19,25,71,74
	303-4	Water discharge	19,25,71,74
	303-5	Water consumption	19,24,25,71,74
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	-
	304-2	Significant impacts of activities, products and services on biodiversity	30
	304-3	Habitats protected or restored	30,54
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	19,21,71,74
	305-2	Energy indirect (Scope 2) GHG emissions	19,21,71,74
	305-3	Other indirect (Scope 3) GHG emissions	19,21,22,71,74
	305-4	GHG emissions intensity	22,71,74
	305-5	Reduction of GHG emissions	19,21,71,74
	305-6	Emissions of ozone-depleting substances (ODS)	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	19,27
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	28,29
	306-2	Management of significant waste-related impacts	28,29 https://sumitomoelectric.com/sustainability/csr/environment/recycling
	306-3	Waste generated	19,29,71,74
	306-4	Waste diverted from disposal	29
	306-5	Waste directed to disposal	29
GRI 306: Effluents and Waste 2016	306-3	Significant spills	Not applicable
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	60,61
	308-2	Negative environmental impacts in the supply chain and actions taken	73
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	41,72
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	42-46 https://sumitomoelectric.com/sustainability/csr/sociality/life
	401-3	Parental leave	43,44,72 https://sumitomoelectric.com/sustainability/csr/sociality/life
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-

GRI STANDARD	DISCLOSURE		LOCATION
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	47 https://sumitomoelectric.com/sustainability/csr/sociality/safety
	403-2	Hazard identification, risk assessment, and incident investigation	48 https://sumitomoelectric.com/sustainability/csr/sociality/safety
	403-3	Occupational health services	44-49 https://sumitomoelectric.com/sustainability/csr/sociality/safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	45,47 https://sumitomoelectric.com/sustainability/csr/sociality/safety https://sumitomoelectric.com/sustainability/csr/sociality/life
	403-5	Worker training on occupational health and safety	48,49 https://sumitomoelectric.com/sustainability/csr/sociality/safety
	403-6	Promotion of worker health	45
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47
	403-8	Workers covered by an occupational health and safety management system	47
	403-9	Work-related injuries	49,73
	403-10	Work-related ill health	49,73
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	35-37,72,73
	404-2	Programs for upgrading employee skills and transition assistance programs	35-37
	404-3	Percentage of employees receiving regular performance and career development reviews	36,72,73
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	41,72,73
	405-2	Ratio of basic salary and remuneration of women to men	41
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-
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	-
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	-
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	33,34,54,55
	413-2	Operations with significant actual and potential negative impacts on local communities	33,34
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	-
	414-2	Negative social impacts in the supply chain and actions taken	61-63
GRI 415: Public Policy 2016	415-1	Political contributions	-
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	56-58
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	26,27,31,57,58
	417-2	Incidents of non-compliance concerning product and service information and labeling	-
	417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-