

GRI Content Index

The table below shows the pages in this report containing information relevant to each of the required disclosures under the GRI Sustainability Reporting Standards and its Core option, and each of the ISO 26000 subjects.

Core option requirements	GRI Standard	Disclosures	Relevant pages	ISO26000
	102	GENERAL DISCLOSURES		
	GRI 102:	General Disclosures 2016		
	1	Organizational profile		
✓	102-1	Name of the organization	16	—
✓	102-2	Activities, brands, products, and services	15, 16	—
✓	102-3	Location of headquarters	16	—
✓	102-4	Location of operations	14, 16	—
✓	102-5	Ownership and legal form	16	—
✓	102-6	Markets served	14, 15, 16	—
✓	102-7	Scale of the organization	14, 16	—
✓	102-8	Information on employees and other workers	89	6.4, 6.4.3
✓	102-9	Supply chain	120	—
✓	102-10	Significant changes to the organization and its supply chain	N/A	—
✓	102-11	Precautionary Principle or approach	113-116	6.2
✓	102-12	External initiatives	19-21	6.2
✓	102-13	Membership of associations	131-133	6.2
	2	Strategy		
✓	102-14	Statement from senior decision-maker	4-7	6.2
	102-15	Key impacts, risks, and opportunities	20-24, 59-60	6.2
	3	Ethics and integrity		
✓	102-16	Values, principles, standards, and norms of behavior	117	—
	102-17	Mechanisms for advice and concerns about ethics	117	—
	4	Governance		
✓	102-18	Governance structure	19, 109-110	6.2
	102-19	Delegating authority	19, 109-110	—
	102-20	Executive-level responsibility for economic, environmental, and social topics	19, 109-110	—
	102-21	Consulting stakeholders on economic, environmental, and social topics	19, 109-110	6.2
	102-22	Composition of the highest governance body and its committees	• Securities Report* ¹	6.2
	102-23	Chair of the highest governance body	• Corporate Governance Report* ²	6.2
	102-24	Nominating and selecting the highest governance body	109	6.2
	102-25	Conflicts of interest	• Corporate Governance Report* ²	6.2
	102-26	Role of highest governance body in setting purpose, values, and strategy	• Corporate Governance Report* ²	—
	102-27	Collective knowledge of highest governance body	• Corporate Governance Report* ²	—
	102-28	Evaluating the highest governance body's performance	• Corporate Governance Report* ²	6.2
	102-29	Identifying and managing economic, environmental, and social impacts	18-21, 113	6.2
	102-30	Effectiveness of risk management processes	18-21, 113	—

*1 Securities Report (Japanese only) <http://www.mazda.com/ja/investors/library/s-report/>

*2 Corporate Governance Report <http://www.mazda.com/en/investors/library/governance/>

Core option requirements	GRI Standard	Disclosures	Relevant pages	ISO26000
	102-31	Review of economic, environmental, and social topics	18-21, 113	6.2
	102-32	Highest governance body's role in sustainability reporting	18-21	—
	102-33	Communicating critical concerns	• Corporate Governance Report* ²	6.2
	102-34	Nature and total number of critical concerns	—	—
	102-35	Remuneration policies	109 • Corporate Governance Report* ²	6.2
	102-36	Process for determining remuneration	109 • Corporate Governance Report* ²	—
	102-37	Stakeholders' involvement in remuneration	—	6.2
	102-38	Annual total compensation ratio	• Corporate Governance Report* ²	—
	102-39	Percentage increase in annual total compensation ratio	—	—
	5	Stakeholder engagement		
✓	102-40	List of stakeholder groups	27-28	6.2
✓	102-41	Collective bargaining agreements	99	6.3.10, 6.4 6.4.3, 6.4.4 6.4.5
✓	102-42	Identifying and selecting stakeholders	27-28	6.2
✓	102-43	Approach to stakeholder engagement	27-28	6.2, 6.7 6.7.4, 6.7.5 6.7.6, 6.7.8 6.7.9
✓	102-44	Key topics and concerns raised	27, 31, 35-36, 83, 90, 122	6.2
	6	Reporting practice		
✓	102-45	Entities included in the consolidated financial statements	2 • Securities Report* ¹	6.2
✓	102-46	Defining report content and topic Boundaries	2, 18-21	—
✓	102-47	List of material topics	20	—
✓	102-48	Restatements of information	N/A	—
✓	102-49	Changes in reporting	N/A	—
✓	102-50	Reporting period	2	—
✓	102-51	Date of most recent report	2	—
✓	102-52	Reporting cycle	2	—
✓	102-53	Contact point for questions regarding the report	146	—
✓	102-54	Claims of reporting in accordance with the GRI Standards	2, 140-145	—
✓	102-55	GRI content index	140-145	—
✓	102-56	External assurance	138, 139	7.5.3
	103	Management Approach		
	GRI 103:	Management Approach 2016		
	103-1	Explanation of the material topic and its Boundary	20	—
	103-2	The management approach and its components	19	—
	103-3	Evaluation of the management approach	19, 22-24	—

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●: Important issues specified by Mazda

Core option requirements	GRI Standard	Disclosures	Relevant pages	ISO26000
	200	Economic		
●	GRI 201 :	Economic Performance 2016		
	201-1	Direct economic value generated and distributed	91, 105, 123	6.8, 6.8.3 6.8.7, 6.8.9
	201-2	Financial implications and other risks and opportunities due to climate change	56 • Securities Report*1	6.5.5
	201-3	Defined benefit plan obligations and other retirement plans	• Securities Report*1	—
	201-4	Financial assistance received from government	• Securities Report*1	—
●	GRI 202 :	Market Presence 2016		
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	6.4.4, 6.8
	202-2	Proportion of senior management hired from the local community	88	6.8, 6.8.5 6.8.7
●	GRI 203 :	Indirect Economic Impacts 2016		
	203-1	Infrastructure investments and services supported	52	6.3.9, 6.8 6.8.3, 6.8.4 6.8.5, 6.8.6 6.8.7, 6.8.9
	203-2	Significant indirect economic impacts	104-107	6.3.9, 6.6.6 6.6.7, 6.7.8 6.8, 6.8.5 6.8.6, 6.8.7 6.8.9
●	GRI 204 :	Procurement Practices 2016		
	204-1	Proportion of spending on local suppliers	—	6.6.6, 6.8 6.8.5, 6.8.7
●	GRI 205 :	Anti-corruption 2016		
	205-1	Operations assessed for risks related to corruption	—	6.6, 6.6.3
	205-2	Communication and training about anti-corruption policies and procedures	118, 121	6.6, 6.6.3
	205-3	Confirmed incidents of corruption and actions taken	N/A	6.6, 6.6.3
	GRI 206 :	Anti-competitive Behavior 2016		
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	6.6, 6.6.5 6.6.7
	300	Environmental		
●	GRI 301 :	Materials 2016		
	301-1	Materials used by weight or volume	85	6.5.4
	301-2	Recycled input materials used	85	6.5.4
	301-3	Reclaimed products and their packaging materials	—	6.5.3, 6.5.4 6.7.5
●	GRI 302 :	Energy 2016		
	302-1	Energy consumption within the organization	63, 73, 85	6.5.4
	302-2	Energy consumption outside of the organization	85	6.5.4
	302-3	Energy intensity	—	6.5.4
	302-4	Reduction of energy consumption	73	6.5.4, 6.5.5
	302-5	Reductions in energy requirements of products and services	65-68	6.5.4, 6.5.5
●	GRI 303 :	Water 2016		
	303-1	Water withdrawal by source	77, 85	6.5.4

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Core option requirements	GRI Standard	Disclosures	Relevant pages	ISO26000
	303-2	Water sources significantly affected by withdrawal of water	—	6.5.4
	303-3	Water recycled and reused	—	6.5.4
	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	—	6.5.6
	304-2	Significant impacts of activities, products, and services on biodiversity	—	6.5.6
	304-3	Habitats protected or restored	—	6.5.6
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	6.5.6
●	GRI 305 :	Emissions 2016		
	305-1	Direct (Scope1) GHG emissions	73, 78, 85	6.5.5
	305-2	Energy indirect (Scope2) GHG emissions	73, 85	6.5.5
	305-3	Other indirect (Scope3) GHG emissions	85	6.5.5
	305-4	GHG emissions intensity	73	6.5.5
	305-5	Reduction of GHG emissions	73	6.5.5
	305-6	Emissions of ozone-depleting substances (ODS)	—	6.5.3, 6.5.5
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	78, 85	6.5.3
●	GRI 306 :	Effluents and Waste 2016		
	306-1	Water discharge by quality and destination	78, 85	6.5.3, 6.5.4
	306-2	Waste by type and disposal method	85	6.5.3
	306-3	Significant spills	N/A	6.5.3
	306-4	Transport of hazardous waste	—	6.5.3
	306-5	Water bodies affected by water discharges and/or runoff	—	6.5.3, 6.5.4 6.5.6
●	GRI 307 :	Environmental Compliance 2016		
	307-1	Non-compliance with environmental laws and regulations	59	4.6
●	GRI 308 :	Supplier Environmental Assessment 2016		
	308-1	New suppliers that were screened using environmental criteria	—	6.3.5, 6.6.6 7.3.1
	308-2	Negative environmental impacts in the supply chain and actions taken	—	6.3.5, 6.6.6 7.3.1
	400	Social		
●	GRI 401 :	Employment 2016		
	401-1	New employee hires and employee turnover	89	6.4, 6.4.3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	6.4, 6.4.3 6.4.4
	401-3	Parental leave	94	6.4, 6.4.3
●	GRI 402 :	Labor/Management Relations 2016		
	402-1	Minimum notice periods regarding operational changes	99	6.4, 6.4.3 6.4.4, 6.4.5
●	GRI 403 :	Occupational Health and Safety 2016		
	403-1	Workers representation in formal joint management-worker health and safety committees	96	6.4, 6.4.6
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	96	6.4, 6.4.6

Core option requirements	GRI Standard	Disclosures	Relevant pages	ISO26000
	403-3	Workers with high incidence or high risk of diseases related to their occupation	—	6.4, 6.4.6 6.8, 6.8.3 6.8.4, 6.8.8
	403-4	Health and safety topics covered in formal agreements with trade unions	—	6.4, 6.4.6
●	GRI 404 :	Training and Education 2016		
	404-1	Average hours of training per year per employee	91	6.4, 6.4.7
	404-2	Programs for upgrading employee skills and transition assistance programs	91	6.4, 6.4.7 6.8.5
	404-3	Percentage of employees receiving regular performance and career development reviews	92	6.4, 6.4.7
●	GRI 405 :	Diversity and Equal Opportunity 2016		
	405-1	Diversity of governance bodies and employees	89 • Securities Report ^{*1}	6.3.7, 6.3.10 6.4, 6.4.3
	405-2	Ratio of basic salary and remuneration of women to men	91	6.3.7, 6.3.10 6.4, 6.4.3 6.4.4
	GRI 406 :	Non-discrimination 2016		
	406-1	Incidents of discrimination and corrective actions taken	—	6.3, 6.3.6 6.3.7, 6.3.10 6.4.3
	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	—	6.3, 6.3.3 6.3.4, 6.3.5 6.3.8, 6.3.10 6.4.3, 6.4.5
	GRI 408 :	Child Labor 2016		
	408-1	Operations and suppliers at significant risk for incidents of child labor	100-102, 120-122	6.3, 6.3.3 6.3.4, 6.3.5 6.3.7, 6.3.10
●	GRI 409 :	Forced or Compulsory Labor 2016		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	100-102, 120-122	6.3, 6.3.3 6.3.4, 6.3.5 6.3.7, 6.3.10
	GRI 410 :	Security Practices 2016		
	410-1	Security personnel trained in human rights policies or procedures	—	6.3, 6.3.5 6.4.3, 6.6.6
	GRI 411 :	Rights of Indigenous Peoples 2016		
	411-1	Incidents of violations involving rights of indigenous peoples	—	6.3, 6.3.6 6.3.7, 6.3.8 6.6.7
	GRI 412 :	Human Rights Assessment 2016		
	412-1	Operations that have been subject to human rights reviews or impact assessments	100-102	6.3, 6.3.3 6.3.4, 6.3.5
	412-2	Employee training on human rights policies or procedures	100-102	6.3, 6.3.5
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	6.3, 6.3.3 6.3.5, 6.6.6
●	GRI 413 :	Local Communities 2016		
	413-1	Operations with local community engagement, impact assessments, and development programs	104	6.3.9, 6.6.7 6.8, 6.8.5 6.8.7
	413-2	Operations with significant actual and potential negative impacts on local communities	—	6.3.9, 6.5.3 6.5.6, 6.8.9

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●	GRI 414 :	Supplier Social Assessment 2016		
	414-1	New suppliers that were screened using social criteria	121	—
	414-2	Negative social impacts in the supply chain and actions taken	—	—
	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	51	6.3.9, 6.6.6 6.7, 6.7.4 6.7.5
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	41	6.3.9, 6.6.6 6.7, 6.7.4 6.7.5
●	GRI 417 :	Marketing and Labeling 2016		
	417-1	Requirements for product and service information and labeling	43	6.7, 6.7.3 6.7.4, 6.7.5 6.7.6, 6.7.9
	417-2	Incidents of non-compliance concerning product and service information and labeling	43	6.7, 6.7.3 6.7.4, 6.7.5 6.7.6, 6.7.9
	417-3	Incidents of non-compliance concerning marketing communications	N/A	6.7, 6.7.3 6.7.6, 6.7.9
●	GRI 418 :	Customer Privacy 2016		
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	6.7, 6.7.7
●	GRI 419 :	Socioeconomic Compliance 2016		
	419-1	Non-compliance with laws and regulations in the social and economic area	N/A	6.6, 6.6.3 6.6.7, 6.8.7