

The table below shows the pages in the Mazda Sustainability Report 2023 containing information relevant to each of the required disclosures under the GRI Sustainability Reporting Standards.

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GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
<b>GRI2:</b>	<b>General Disclosures 2021</b>	
<b>1</b>	<b>The organization and its reporting practices</b>	
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2-2	Entities included in the organization's sustainability reporting	3
2-3	Reporting period, frequency and contact point	3, Back cover
2-4	Restatements of information	—
2-5	External assurance	123
<b>2</b>	<b>Activities and workers</b>	
2-6	Activities, value chain and other business relationships	Securities Report* <sup>1</sup>
2-7	Employees	177
2-8	Workers who are not employees	Securities Report* <sup>1</sup>
<b>3</b>	<b>Governance</b>	
2-9	Governance structure and composition	94-95
2-10	Nomination and selection of the highest governance body	94 Securities Report* <sup>1</sup> Corporate Governance Report* <sup>2</sup>
2-11	Chair of the highest governance body	95 Securities Report* <sup>1</sup> Corporate Governance Report* <sup>2</sup>
2-12	Role of the highest governance body in overseeing the management of impacts	99 Securities Report* <sup>1</sup>
2-13	Delegation of responsibility for managing impacts	99 Securities Report* <sup>1</sup>

GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
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2-15	Conflicts of interest	Corporate Governance Report* <sup>2</sup>
2-16	Communication of critical concerns	103-104
2-17	Collective knowledge of the highest governance body	95 Corporate Governance Report* <sup>2</sup>
2-18	Evaluation of the performance of the highest governance body	9, 96 Corporate Governance Report* <sup>2</sup>
2-19	Remuneration policies	94 Securities Report* <sup>1</sup> Corporate Governance Report* <sup>2</sup>
2-20	Process to determine remuneration	Corporate Governance Report* <sup>2</sup>
2-21	Annual total compensation ratio	—
<b>4</b>	<b>Strategy, policies and practices</b>	
2-22	Statement on sustainable development strategy	4
2-23	Policy commitments	59-60
2-24	Embedding policy commitments	60-62, 105-106
2-25	Processes to remediate negative impacts	62, 103-104, 121
2-26	Mechanisms for seeking advice and raising concerns	103-104
2-27	Compliance with laws and regulations	103-104
2-28	Membership associations	109

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

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

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<b>5</b>	<b>Stakeholder engagement</b>	
2-29	Approach to stakeholder engagement	107-109
2-30	Collective bargaining agreements	55
<b>GRI3:</b>	<b>Material Topics 2021</b>	
3-1	Process to determine material topics	8
3-2	List of material topics	8 Securities Report* <sup>1</sup>
3-3	Management of material topics	9 Securities Report* <sup>1</sup>
<b>200</b>	<b>Economic</b>	
<b>GRI 201:</b>	<b>Economic Performance 2016</b>	
201-1	Direct economic value generated and distributed	117 Securities Report* <sup>1</sup>
201-2	Financial implications and other risks and opportunities due to climate change	13, 22-23
201-3	Defined benefit plan obligations and other retirement plans	Securities Report* <sup>1</sup>
201-4	Financial assistance received from government	—
<b>GRI 202:</b>	<b>Market Presence 2016</b>	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2	Proportion of senior management hired from the local community	—

GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
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<b>GRI 204:</b>	<b>Procurement Practices 2016</b>	
204-1	Proportion of spending on local suppliers	(Confidential information)
<b>GRI 205:</b>	<b>Anti-corruption 2016</b>	
205-1	Operations assessed for risks related to corruption	—
205-2	Communication and training about anti-corruption policies and procedures	103-104
205-3	Confirmed incidents of corruption and actions taken	103
<b>GRI 206:</b>	<b>Anti-competitive Behavior 2016</b>	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
<b>GRI 207:</b>	<b>Tax 2019</b>	
207-1	Approach to tax	104
207-2	Tax governance, control, and risk management	104
207-3	Stakeholder engagement and management of concerns related to tax	104
207-4	Country-by-country reporting	—

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

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301-2	Recycled input materials used	26, 30
301-3	Reclaimed products and their packaging materials	30, 113
<b>GRI 302:</b>	<b>Energy 2016</b>	
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302-2	Energy consumption outside of the organization	—
302-3	Energy intensity	—
302-4	Reduction of energy consumption	14, 16, 19, 33
302-5	Reductions in energy requirements of products and services	14-16, 19
<b>GRI 303:</b>	<b>Water and Effluents 2018</b>	
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303-4	Water discharge	27, 114
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GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
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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	—
304-3	Habitats protected or restored	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
<b>GRI 305:</b>	<b>Emissions 2016</b>	
305-1	Direct (Scope 1) GHG emissions	111
305-2	Energy indirect (Scope 2) GHG emissions	111
305-3	Other indirect (Scope 3) GHG emissions	111
305-4	GHG emissions intensity	112
305-5	Reduction of GHG emissions	13-15, 19-21
305-6	Emissions of ozone-depleting substances (ODS)	29
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	115
<b>GRI 306:</b>	<b>Waste 2020</b>	
306-1	Waste generation and significant waste-related impacts	24-26, 113
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306-3	Waste generated	113

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<b>GRI 308:</b>	<b>Supplier Environmental Assessment 2016</b>	
308-1	New suppliers that were screened using environmental criteria	(Confidential information)
308-2	Negative environmental impacts in the supply chain and actions taken	32, 105-106
<b>400</b>	<b>Social</b>	
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403-2	Hazard identification, risk assessment, and incident investigation	56-58, 120

GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
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404-3	Percentage of employees receiving regular performance and career development reviews	54
<b>GRI 405:</b>	<b>Diversity and Equal Opportunity 2016</b>	
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<b>GRI 407:</b>	<b>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	—
<b>GRI 408:</b>	<b>Child Labor 2016</b>	
408-1	Operations and suppliers at significant risk for incidents of child labor	59, 105-106
<b>GRI 409:</b>	<b>Forced or Compulsory Labor 2016</b>	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	62
<b>GRI 410:</b>	<b>Security Practices 2016</b>	
410-1	Security personnel trained in human rights policies or procedures	—
<b>GRI 411:</b>	<b>Rights of Indigenous Peoples 2016</b>	
411-1	Incidents of violations involving rights of indigenous peoples	—
<b>GRI 413:</b>	<b>Local Communities 2016</b>	
413-1	Operations with local community engagement, impact assessments, and development programs	74-75
413-2	Operations with significant actual and potential negative impacts on local communities	—
<b>GRI 414:</b>	<b>Supplier Social Assessment 2016</b>	
414-1	New suppliers that were screened using social criteria	(Confidential information)
414-2	Negative social impacts in the supply chain and actions taken	105-106

GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
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<b>GRI 416:</b>	<b>Customer Health and Safety 2016</b>	
416-1	Assessment of the health and safety impacts of product and service categories	65-73
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—
<b>GRI 417:</b>	<b>Marketing and Labeling 2016</b>	
417-1	Requirements for product and service information and labeling	48, 83-88
417-2	Incidents of non-compliance concerning product and service information and labeling	—
417-3	Incidents of non-compliance concerning marketing communications	N/A
<b>GRI 418:</b>	<b>Customer Privacy 2016</b>	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
<b>GRI 419:</b>	<b>Socioeconomic Compliance 2016</b>	
419-1	Non-compliance with laws and regulations in the social and economic area	N/A