

The table below shows the pages in the Mazda Sustainability Report 2022 containing information relevant to each of the required disclosures under the GRI Sustainability Reporting Standards and its Core option.

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✓ : Core option requirements

Core option requirements	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	102	General Disclosures	
	GRI 102 :	General Disclosures 2016	
	1	Organizational profile	
✓	102-1	Name of the organization	125
✓	102-2	Activities, brands, products, and services	2, 124-125 •Securities Report ^{*1}
✓	102-3	Location of headquarters	125
✓	102-4	Location of operations	125
✓	102-5	Ownership and legal form	125
✓	102-6	Markets served	125 •Securities Report ^{*1}
✓	102-7	Scale of the organization	125
✓	102-8	Information on employees and other workers	62, 119-122
✓	102-9	Supply chain	107-109, 123
✓	102-10	Significant changes to the organization and its supply chain	•Securities Report ^{*1}
✓	102-11	Precautionary Principle or approach	29, 100-103, 104-106
✓	102-12	External initiatives	10, 29, 111
✓	102-13	Membership of associations	111
	2	Strategy	
✓	102-14	Statement from senior decision-maker	4-7
	102-15	Key impacts, risks, and opportunities	10, 29

Core option requirements	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	3	Ethics and integrity	
✓	102-16	Values, principles, standards, and norms of behavior	9, 12, 62, 100, 102, 104
	102-17	Mechanisms for advice and concerns about ethics	104-106
	4	Governance	
✓	102-18	Governance structure	11, 95-96
	102-19	Delegating authority	11, 95
	102-20	Executive-level responsibility for economic, environmental, and social topics	11
	102-21	Consulting stakeholders on economic, environmental, and social topics	11
	102-22	Composition of the highest governance body and its committees	95-96 •Securities Report ^{*1}
	102-23	Chair of the highest governance body	•Securities Report ^{*1} •Corporate Governance Report ^{*2}
	102-24	Nominating and selecting the highest governance body	•Securities Report ^{*1} •Corporate Governance Report ^{*2}
	102-25	Conflicts of interest	•Corporate Governance Report ^{*2}
	102-26	Role of highest governance body in setting purpose, values, and strategy	11, 95
	102-27	Collective knowledge of highest governance body	96 •Corporate Governance Report ^{*2}
	102-28	Evaluating the highest governance body's performance	97
	102-29	Identifying and managing economic, environmental, and social impacts	10, 29, 100
	102-30	Effectiveness of risk management processes	29, 99, 100
	102-31	Review of economic, environmental, and social topics	113-123
	102-32	Highest governance body's role in sustainability reporting	10
	102-33	Communicating critical concerns	104-105

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

^{*2} Corporate Governance Report <https://www.mazda.com/en/investors/library/governance/>

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✓ : Core option requirements ● : Material issues specified by Mazda

Core option requirements	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	102-34	Nature and total number of critical concerns	105, 123
	102-35	Remuneration policies	95 •Securities Report ^{*1} •Corporate Governance Report ^{*2}
	102-36	Process for determining remuneration	•Corporate Governance Report ^{*2}
	102-37	Stakeholders' involvement in remuneration	•Securities Report ^{*1}
	102-38	Annual total compensation ratio	—
	102-39	Percentage increase in annual total compensation ratio	—
	5	Stakeholder engagement	
✓	102-40	List of stakeholder groups	109-111
✓	102-41	Collective bargaining agreements	58
✓	102-42	Identifying and selecting stakeholders	109-111
✓	102-43	Approach to stakeholder engagement	52, 109-111
✓	102-44	Key topics and concerns raised	10, 110
	6	Reporting practice	
✓	102-45	Entities included in the consolidated financial statements	3 •Securities Report ^{*1}
✓	102-46	Defining report content and topic Boundaries	3
✓	102-47	List of material topics	10
✓	102-48	Restatements of information	N/A
✓	102-49	Changes in reporting	—
✓	102-50	Reporting period	3
✓	102-51	Date of most recent report	3

Core option requirements / Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
✓	102-52	Reporting cycle	3
✓	102-53	Contact point for questions regarding the report	130 (Back cover)
✓	102-54	Claims of reporting in accordance with the GRI Standards	3
✓	102-55	GRI content index	(This Content Index)
✓	102-56	External assurance	128-129
	103	Management Approach	
	GRI 103 :	Management Approach 2016	
	103-1	Explanation of the material topic and its Boundary	10, 113-123
	103-2	The management approach and its components	113-123
	103-3	Evaluation of the management approach	113-123
	200	Economic	
●	GRI 201 :	Economic Performance 2016	
	201-1	Direct economic value generated and distributed	119 •Securities Report ^{*1}
	201-2	Financial implications and other risks and opportunities due to climate change	14-16, 29
	201-3	Defined benefit plan obligations and other retirement plans	•Securities Report ^{*1}
	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	—
	202-2	Proportion of senior management hired from the local community	—

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Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
●	GRI 203 :	Indirect Economic Impacts 2016	
	203-1	Infrastructure investments and services supported	77-81
	203-2	Significant indirect economic impacts	—
●	GRI 204 :	Procurement Practices 2016	
	204-1	Proportion of spending on local suppliers	(Confidential information)
●	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	104-106
	205-3	Confirmed incidents of corruption and actions taken	104
	GRI 206 :	Anti-competitive Behavior 2016	
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A
●	GRI 207 :	Tax 2019	
	207-1	Approach to tax	106
	207-2	Tax governance, control, and risk management	106
	207-3	Stakeholder engagement and management of concerns	106
	207-4	Country-by-country reporting	—
	300	Environmental	
●	GRI 301 :	Materials 2016	
	301-1	Materials used by weight or volume	115
	301-2	Recycled input materials used	16-17, 30-31, 33-34

Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	301-3	Reclaimed products and their packaging materials	16-17, 30-31, 33-34, 115
●	GRI 302 :	Energy 2016	
	302-1	Energy consumption within the organization	24, 114
	302-2	Energy consumption outside of the organization	—
	302-3	Energy intensity	—
	302-4	Reduction of energy consumption	24, 26-28
	302-5	Reductions in energy requirements of products and services	14-15, 19-23
●	GRI 303 :	Water 2018	
	303-1	Interactions with water as a shared resource	16-17, 32
	303-2	Management of water discharge-related impacts	17, 32
	303-3	Water withdrawal	17, 32, 116
	303-4	Water discharge	17, 32, 116
	303-5	Water consumption	—
	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	—
	304-3	Habitats protected or restored	—
	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 (Scope1) GHG emissions	24, 114

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Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	305-2	Energy indirect (Scope2) GHG emissions	113-114
	305-3	Other indirect (Scope3) GHG emissions	14, 26, 113
	305-4	GHG emissions intensity	113
	305-5	Reduction of GHG emissions	14-15, 24, 26-28, 29
	305-6	Emissions of ozone-depleting substances (ODS)	33
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	117
●	GRI 306 :	Waste 2020	
	306-1	Waste generation and significant waste-related impacts	16-17, 31, 115
	306-2	Waste by type and disposal method	16-17, 31, 115
	306-3	Waste generated	115
	306-4	Waste diverted from disposal	31, 33-34, 115
	306-5	Waste directed to disposal	115
●	GRI 307 :	Environmental Compliance 2016	
	307-1	Non-compliance with environmental laws and regulations	36
●	GRI 308 :	Supplier Environmental Assessment 2016	
	308-1	New suppliers that were screened using environmental criteria	(Confidential information)
	308-2	Negative environmental impacts in the supply chain and actions taken	36, 39, 107-108
	400	Social	
●	GRI 401 :	Employment 2016	
	401-1	New employee hires and employee turnover	119

Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
	401-3	Parental leave	120
●	GRI 402 :	Labor / Management Relations 2016	
	402-1	Minimum notice periods regarding operational changes	58
●	GRI 403 :	Occupational Health and Safety 2018	
	403-1	Occupational health and safety management system	59
	403-2	Hazard identification, risk assessment, and incident investigation	59-61
	403-3	Occupational health services	59-61
	403-4	Worker participation, consultation, and communication on occupational health and safety	59
	403-5	Worker training on occupational health and safety	59, 122
	403-6	Promotion of worker health	28, 60-61
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59
	403-8	Workers covered by an occupational health and safety management system	59
	403-9	Work-related injuries	59-61, 122
	403-10	Work-related ill health	59-61
●	GRI 404 :	Training and Education 2016	
	404-1	Average hours of training per year per employee	121
	404-2	Programs for upgrading employee skills and transition assistance programs	53, 121
	404-3	Percentage of employees receiving regular performance and career development reviews	53

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●	GRI 405 :	Diversity and Equal Opportunity 2016	
	405-1	Diversity of governance bodies and employees	54-55, 96, 119
	405-2	Ratio of basic salary and remuneration of women to men	119
	GRI 406 :	Non-discrimination 2016	
	406-1	Incidents of discrimination and corrective actions taken	62-63
	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	62-63, 107-108
●	GRI 409 :	Forced or Compulsory Labor 2016	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	62, 107-108
	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 412 :	Human Rights Assessment 2016	
	412-1	Operations that have been subject to human rights reviews or impact assessments	62-63
	412-2	Employee training on human rights policies or procedures	62-63
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—

Material issues	GRI Standard	Disclosures	Relevant pages / Reason for omission in parentheses
●	GRI 413 :	Local Communities 2016	
	413-1	Operations with local community engagement, impact assessments, and development programs	76-81
	413-2	Operations with significant actual and potential negative impacts on local communities	—
●	GRI 414 :	Supplier Social Assessment 2016	
	414-1	New suppliers that were screened using social criteria	(Confidential information)
	414-2	Negative social impacts in the supply chain and actions taken	107-108
	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	44-47, 67-75
	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	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
●	GRI 418 :	Customer Privacy 2016	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
●	GRI 419 :	Socioeconomic Compliance 2016	
	419-1	Non-compliance with laws and regulations in the social and economic area	N/A