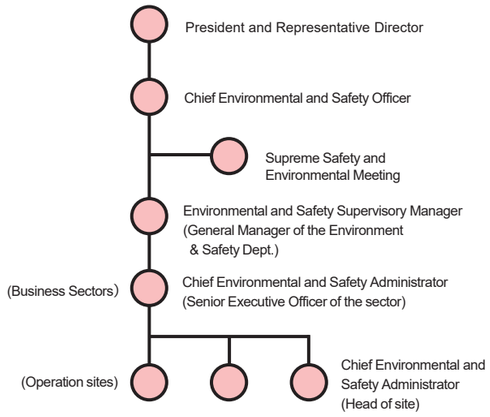
Occupational health and safety

Mitsui Kinzoku Group holds that ensuring occupational health and safety in business operations is essential for implementing integrated thinking management based on its Purpose. We provide a safe worksite environment not only for our employees but also for cooperative companies, contractors, and visitors to plants.

Policy and management system

Mitsui Kinzoku Group is committed to creating a safe and comfortable work environment. This is based on our Basic Policy on Health and Safety, in which it states that “ensuring the health and safety of all people working for Mitsui Kinzoku Group is the most important element for conducting business activities.” We also believe that the development of a corporate culture that places health and safety first will lead to increasing productivity and reducing operational and business risks, and even to strengthening our relationship of trust with employees and solidifying our business foundation in the medium to long term. The Basic Policy on Health and Safety, along with KPIs and initiatives, covers all employees working in the Group, including those of cooperative companies and contractors.

Environmental and Safety Management System



Health and safety management system

All major sites of Mitsui Kinzoku Group manage occupational health and safety in accordance with ISO 45001. For small-sized sites, we developed an internal certification system. At each site we work to realize an upward spiral motion by going through the PDCA cycle in accordance with the management system. Improvements to the issues identified by the review are incorporated into measures such as risk assessments and health and safety training.

Safety audit

We implement periodic internal safety audits to confirm the operational situation of the management system at each site. The internal safety auditing body checks for compliance with laws and regulations as well as the Mitsui Kinzoku Group's voluntary standards. We also point out hazardous places and follow up on corrective actions to promote ongoing safety improvements.

Health and safety training

Mitsui Kinzoku Group conducts health and safety training for employees regularly to increase their level of awareness of health and safety, ensure thorough compliance with health and safety regulations, and cultivate a corporate culture that places health and safety first.

We provide training materials in multiple languages and make them available on our corporate intranet for employees to review or reference at any time.

Since 2023, we have introduced Virtual Reality (VR) experiential training. We aim to raise our employees’ risk sensitivity by enabling them to realistically experience the shaking, tilting, tipping, and impact caused by disasters through VR. In FY2024, we provided VR experiential training at 17 locations.

Health and safety training provided in FY2024

Purposes	Major training programs
Expand knowledge on health and safety across the Group (Knowledge required for each position, key initiatives in the year, good practices, and latest trends)	・New employee training ・Job-rank-based safety training ・Laws and regulations lecture ・Lecture by an external expert ・Group study session for safety and environmental experts
Promote compliance with safety rules and improve risk perception at manufacturing sites ＊ Employees of cooperative companies and contractors are also subject to these trainings.	・“*Kiken Yochi*” activity (hazard prediction) ・Experiential risk training, VR training ・Risk assessment training ・Safety communication activity ・PPE training ・Emergency training (fire/earthquake)



We are promoting intensive warm-up stretching prior to operations at the manufacturing sites, with the aim of preventing injuries and accidents as well as improving employees’ health. (Morning radio exercises at Mitsui Kushikino Mine)

Accident prevention initiatives

We strive to promote safety awareness and prevent accidents to create safe work environments for all. To achieve this, we enhance safety education, revise work manuals, foster frontline communication, and implement other targeted measures for employees from various backgrounds, including new, senior, and foreign national employees.

To prevent accidents caused by human error, we have expanded the scope of the lockout system from electricity to other risk factors, such as residual energy and liquid chemicals, while also providing ongoing specialized training. In FY2024, no safety incidents occurred due to non implementation of lockout.

Safety performance in 2024

In 2024, the total number of accidents in the Group was 46, including those at cooperative companies and contractors, an improvement from the previous year, and we achieved zero fatalities.

There were 36 accidents in Japan, accounting for 78% of the total number of accidents in the Group, with the two most common types being caught in or entangled by machinery and falling or crashing. In terms of the number of workers, 60% were employees of Mitsui Kinzoku Group, while 40% were employees of cooperative companies or contractors.

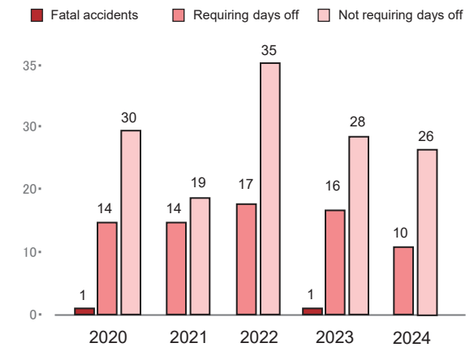
We will continue to scrutinize and analyze the causes of the accidents and take measures to prevent recurrence.

＊ More information on occupational health and safety is available on our website.

https://www.mitsui-kinzoku.com/en/csr/society/occupational/

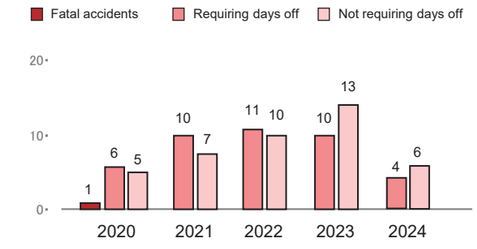
Trends in the number of accidents in sites in Japan

※ Including accidents that occurred in cooperative companies and contractors



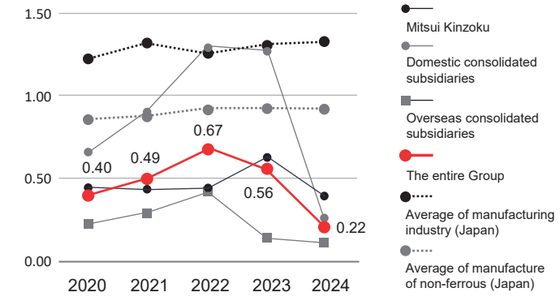
Trends in the number of accidents in overseas sites

※ Including accidents that occurred in cooperative companies and contractors



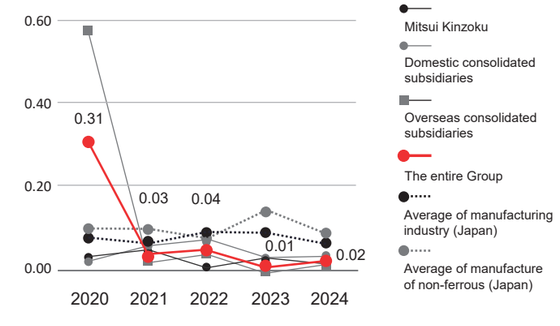
Frequency rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



Severity rate of accidents

※ Not including accidents that occurred in cooperative companies and contractors



The values shown in the graph are for the entire Mitsui Kinzoku Group as a whole.

Initiatives for environmental issues

Mitsui Kinzoku Group recognizes that its business activities both significantly depend on and impact the global environment. In line with this recognition, we are committed to minimizing negative environmental impacts in accordance with our Basic Environmental Policy.
To achieve carbon neutrality and contribute to a circular economy, we are embracing new challenges while implementing continuous, site-specific improvements across our operations - aiming to reduce risks and create new business opportunities.

Environmental management

Mitsui Kinzoku Group has established the Supreme Safety and Environmental Meeting as a place to deliberate and determine the most important matters related to safety and the environment. At this Meeting, guidelines and action plans are determined by the Chief Environmental and Safety Officer as chairman and business line heads as members. The decisions made are then spread to each site by the Environmental and Safety Supervisory Manager (General manager of the Environment & Safety Dept.) under the direction of the Chief Environmental and Safety Officer. Each site that operates under ISO 14001 has a chief person that serves as the person responsible for managing environment and safety, and who makes sure that the required actions are being reliably executed. The Chief Environmental and Safety Officer reports to the Board of Directors on important environmental and safety issues, including the operation of the management system, and receives guidance and supervision from the Board of Directors.

The Basic Environmental Policy and the Environmental Action Plan

In 2001, Mitsui Kinzoku Group established the Basic Environmental Policy* and the Environmental Action Plan. In response to the Paris Agreement as well as the expansion of ESG investment, we revised the basic policy and the action plan in 2018, in order to strengthen our Group's efforts to address environmental issues. In the action plan, we have assessed the negative impacts of our business activities on stakeholders in our value chains and set targets for activities with significant impacts, on which we will focus our efforts to reduce their environmental footprint. We are incorporating the targets set in the Environmental Action Plan into the plans of each of our sites, and promoting activities to achieve them.

The Purpose and the Vision for 2030

In 2022, Mitsui Kinzoku Group established its Group's Purpose: We promote the well-being of the world through a spirit of exploration and diverse technologies. We aim to make life easier and greener to help address environmental and social issues around the world and build a sustainable society. Our Group's Vision for 2030, which was set based on the Philosophy and the Purpose, promotes manufacturing with low environmental impact and the construction of recycling-based services. The 22-24 and 25-27 MTP, which we developed for the Vision for 2030, makes clear that each business will be evaluated from the perspective of improving our environmental and social value, including environmental impacts, and that sustainability will be considered when making business decisions.

Response to climate change and support for the TCFD* recommendations

Mitsui Kinzoku Group considers climate change as an important change in our external environment which would affect the continuity of our business. We recognize that climate change and the social and economic changes surrounding it pose risks to our business. However, we also recognize that an appropriate response can lead to enhanced competitiveness and new business opportunities.

In FY2020, we started to analyze the medium- and long-term risks and opportunities posed by climate change based on the TCFD recommendations and to incorporate the results of this analysis into our business strategies. In March 2022, we also announced our support for the TCFD recommendations.

* Task Force on Climate-related Financial Disclosures

Disclosure items recommended by the TCFD are indicated with TCFD.

Governance TCFD

Mitsui Kinzoku Group's basic policy and important issues to address climate change are discussed by the CSR Committee, which is chaired by the President, and then deliberated and decided by the Executive Council. The Executive Council is comprised of Representative Directors and Executive Directors, deliberating from a management perspective. Decisions are reported to the Board of Directors for monitoring and oversight.

In FY2023, we introduced ESG index-based restricted stock compensation for Directors (excluding outside directors), which incorporates our efforts to reduce GHG emissions as one of the ESG indicators.

Risk management TCFD

Mitsui Kinzoku Group has multiple businesses with different business models. The Climate Action Team identifies and assesses risks and opportunities related to climate change in collaboration with each business unit, including scenario analysis, based on the findings of internal and external surveys and in accordance with the framework of the TCFD recommendations.

The results of the scenario analysis are reported to top management at the Executive Council. Each business unit is responsible for promoting countermeasures based on the results, while the Climate Action Team is tasked with monitoring the progress of the countermeasures. In line with the achievements, the team evaluates and identifies risks and opportunities afresh for the next cycle, in cooperation with the business units. By constantly implementing this risk management cycle, we formulate and promote business strategies with a view to addressing climate change.

* The Basic Environmental Policy is available on our website.

https://www.mitsui-kinzoku.com/en/csr/environment/environmental-policy

Risk Management Process / Integration of scenario analysis and business strategy

❸ Review of countermeasure implementation

- Confirm the results and enhancements of the medium-term management plan and business strategies
- Review of response to physical risks

❶ Identification of key risks and opportunities, and consideration of countermeasures

- Information gathering on climate change
- Business analysis and identification/assessment of risks and opportunities
- Consideration of climate-related group-wide direction and business strategies
- Consideration of group-wide direction for physical risk response



❹ Review key risks and opportunities, and reconsider countermeasures

- Update climate-related information
- Review risks and opportunities
- Revise group-wide direction and business strategies as necessary
- Improve group-wide BCP

❷ Implementation of countermeasures

- Incorporate countermeasures into the medium-term management plan and business strategies
- Formulate and promote group-wide BCP in response to physical risks

(Important issues at each step are determined by the Executive Council.)

Strategy / Scenario analysis TCFD

Mitsui Kinzoku Group operates many businesses globally and recognizes that climate-related risks and opportunities differ among businesses. Therefore, we conduct scenario analysis starting with businesses that are relatively likely to be affected by climate change.

During the 22-24 MTP period, we completed scenario analyses for our core businesses: Metals, Engineered materials and Mobility. In the scenario analyses, we considered plans to minimize revenue declines caused by risks and to seize opportunities through the creation of new products and businesses. Many of these plans are to be addressed from a long-term perspective, and we have also incorporated some of them into the 25-27 MTP, following on the 22-24 MTP, to secure a resilient business.

The business environment continues to evolve across the value chain, even during the scenario analysis period, necessitating ongoing updates and refinements to our assessments. Therefore, in the 25-27 MTP, we will ensure the timely and prompt implementation of scenario analysis to quickly capture changes in the business environment.

Scenario definition

Assumed period		2030s
Scenario definition	4°C scenario	2.7-4.0 °C higher than pre-Industrial Revolution levels by the end of 21st century. * Uses data mainly from the STEPS (Stated Policies Scenario) of the IEA (International Energy Agency).
	1.5°C scenario	0.3-1.7°C higher than pre-Industrial Revolution levels by the end of 21st century. * Uses data mainly from the NZE (Net Zero Emissions by 2050 Scenario) of the IEA.

Metrics and targets TCFD

Medium- and long-term CO_2 emissions reduction targets

Given our involvement in energy-intensive industries such as non-ferrous metal smelting and electrolytic copper foil manufacturing, we recognize the significant impact of our business activities on climate change, particularly in terms of energy consumption and GHG emissions. In 2022, we revised our medium-term and long-term CO_2 emissions reduction targets for energy-derived CO_2 emissions in Scope 1 and 2. To achieve these targets, we promote energy-saving activities, increase renewable energy use, as well as create environmental contribution products and develop innovative technologies actively.

During the 22-24 MTP period, we established an implementation framework to support the achievement of our reduction targets. In the 25-27 MTP, we will further enhance our strategies to address key issues, including the expansion of Scope 3 initiatives and compliance with new GHG emissions reduction schemes such as GX-ETS.

Medium-term CO_2 emissions reduction target

Reducing CO_2 emissions by 38% globally by FY2030 (compared to the FY2013 level)

Long-term CO_2 emissions reduction target

Achieving carbon neutrality (net zero emissions) by FY2050

Summary of scenario analysis results

In FY2024, we conducted scenario analyses for six group companies under the jurisdiction of the head office, following the completion of assessments for our three core business sectors.

Impact estimation items	Risks	Opportunities	4℃	1.5℃	Countermeasures
Sales	–	・Shift toward high value-added products, particularly in automotive applications ・Increase in unit sales prices driven by growing demand for non-ferrous metals overall	Profit ▲	▲▲▲	・Stable fulfillment of customer quality requirements ・Accelerating development of products to meet growing demand for BEVs and storage batteries, and establishing production systems
Carbon prices	・Significant rise in carbon prices driven by the introduction of carbon taxes and emissions trading schemes	–		▼	・Enhancing energy efficiency through equipment upgrades, fuel switching, and adoption of renewable energy ・Proposing products that help reduce customers' CO_2 emissions
Energy prices	–	–			–
Raw material prices	・Rising copper prices driven by global economic growth ・Surging copper prices fueled by increasing demand for renewable energy	–	▼▼	▼▼▼	・Expanding scrap collection from customers ・Minimizing raw material loss by improving product yield

＊ Financial impact（4℃/1.5℃）

No indication ± less than 100 million yen ▲▼ ±100million – less than 1 billion yen ▲▲▼▼ ± 1 billion – less than 10 billion yen ▲▲▲▼▼▼ ±10 billion yen or more

＊ Six group companies: Mitsui Kinzoku Perlite Co., LTD., MITSUI KINZOKU TRADING CO., LTD., Mitsui Kinzoku Instrumentation & Instruments Co., Ltd., MITSUI SUMITOMO METAL MINING BRASS & COPPER CO.,LTD., MITSUI KINZOKU YOURSOFT Inc., MESCO, Inc..

＊ The following sources were primarily referenced in developing the scenario assumptions and conducting the impact evaluation:

- International Energy Agency (IEA), *World Energy Outlook (2022, 2023, 2024)*
- International Monetary Fund (IMF), *World Economic Outlook (2021)*
- Ministry of Education, Culture, Sports, Science and Technology (MEXT) / Japan Meteorological Agency (JMA), *Climate Change in Japan 2020*
- Ministry of Economy, Trade and Industry (METI), *Strategic Policy Committee, Advisory Committee for Natural Resources and Energy*
- Ministry of the Environment (MOE), *Subcommittee on Carbon Pricing Promotion*

Implementing the Carbon Neutral Road Map

Mitsui Kinzoku Group has formulated a Carbon Neutral Road Map (CNRM) to achieve its medium- and long-term CO_2 emissions reduction targets. In order to achieve carbon neutrality by 2050, it is necessary for management to make climate-related investments that take into account social and technological trends, as well as the company's situation. We consider the CNRM as an important mechanism to support flexible and timely decision-making on these investments.

In FY2024, we introduced a cloud-based information sharing system in accordance with the CNRM, designed to enable more timely information collaboration with each site to reflect the realities of the frontline promptly and accurately. We plan to start its full operation by the end of FY2025, aiming to increase its effectiveness and achieve speedy decision making.

To develop investment programs eligible for the CNRM, the Executive Council deliberates investment plans as necessary to make decisions. Such deliberations are based on activity details and implementation plans submitted by business divisions and subsidiaries with the support of the business sectors. Implementation results are also monitored to develop further CO_2 emission reduction programs.

In FY2025, we plan to allocate 240 million yen to Scope 1 reduction efforts and 290 million yen to Scope 2.

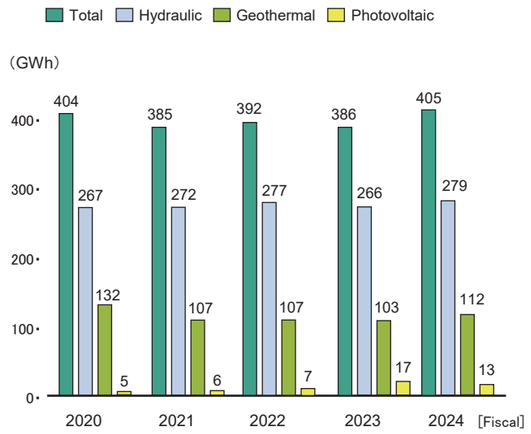
Increasing the use of renewable energy

In order to increase the ratio of renewable energy, we are expanding the introduction of new renewable energy generation facilities as well as operating existing hydroelectric, solar, and other power generation facilities stably. We also purchase electricity from renewable energy sources.

KAMIOKA MINING & SMELTING Co., Ltd., along with the Huanzala and Pallca Mines, operates on-site hydroelectric power plants. Okuaizu Geothermal Co., Ltd. supplies steam for geothermal power generation to an electric power company. In addition, solar power generation facilities have been installed at multiple sites. In FY2025, we plan to install new equipment at our copper foil plant in Malaysia, with an expected annual power generation capacity of 2.4 GWh.

Regarding renewable energy procurement, we continuously utilize electricity derived from renewable sources at our Ageo copper foil operation, R&D Center, and Head Office. In addition, Mitsui Kinzoku Die-Casting Technology Co., Ltd. plans to introduce an additional 3.7 GWh of renewable electricity by FY2025.

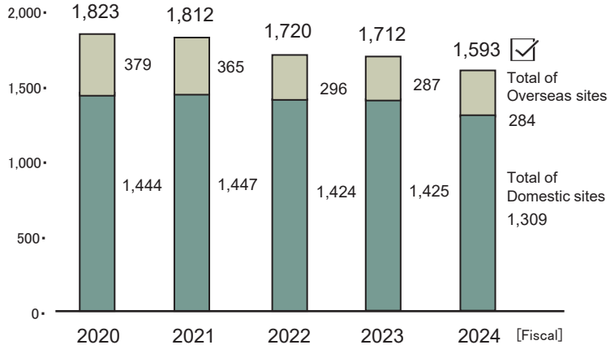
Total power generation using renewable energy



CO_2 emissions results

In FY2024, emissions at domestic sites decreased by 8.1% year-on-year, primarily due to progress in initiatives within the Metals Sector, which accounts for a particularly high share of total emissions. On a global scale, emissions declined by 6.9% compared to the previous year, equivalent to a reduction of approximately 119 thousand t-CO_2.

CO_2 emissions from energy consumption （thousand t-CO_2）



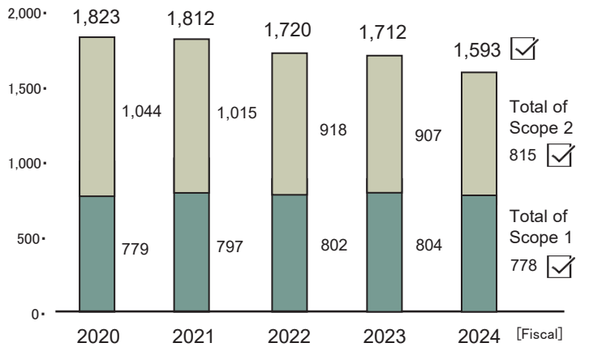
＊ Figures for CO_2 emissions from energy consumption were calculated using emission factors derived in a manner conforming to the Act on Promotion of Global Warming Countermeasures. CO_2 emissions from purchased electricity in Japan were calculated using the latest basic emission factors of electric power suppliers. For overseas emission factors, we used emission factors provided by power suppliers or specific locations. Where these were not available, we used the country-specific emission factors from "CO_2 Emission Factors from Electricity" most recently published by the IEA. (For fiscal years 2021 through 2023, the IEA's 2021 "CO_2 Emission Factors from Electricity" were used, for fiscal years prior to 2020, the GHG Protocol's "Electricity Emission Factors" were used.)

＊ Emissions from using waste as fuel are not included.

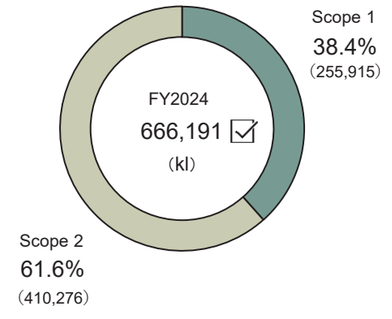
＊ We have received an independent practitioner's assurance for the figures for FY2024 in this information to which ☑ is attached.

CO_2 emissions from energy consumption (Breakdown by scope)

（thousand t-CO_2）



Energy consumption (crude oil equivalent)



Water conservation

Water is an important resource of the Earth, deeply connected to the abundance of land, sea and biodiversity. Water is essential to Mitsui Kinzoku Group's manufacturing processes. We are committed to the proper use of water in all aspects of our business operations, in dialogue with local communities to conserve water resources.

Improve water efficiency

At our manufacturing sites, we monitor water use, wastewater discharge, and reuse/recycling volumes to ensure efficient water use.

Our nonferrous smelting and refining operation, which is a mainstay business of Mitsui Kinzoku Group, makes extensive use of water for cooling refining facilities and for cleaning raw materials, products, and equipment. This business accounts for more than 90% of the Group's total water withdrawal. In using water, we strive to improve water use efficiency and conserve water resources, taking local conditions into account.

Miike Smelting Co., Ltd. uses some of the wastewater discharged and treated by other Mitsui Kinzoku Group plants adjacent to the smelter, as well as rainwater. Kamioka Mining & Smelting Co., Ltd. uses freshwater with relatively high turbidity, such as mine water from the mining area after treatment. The smelting sites located on the waterfront use seawater in the cooling process.

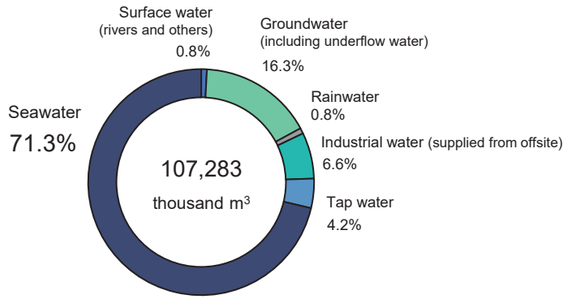
We are also promoting the reuse and recycling of water both between processes and within processes by identifying the requirements of each of the refining processes in terms of water quality and quantity. For example, water that has been used in a process which requires high purity is reused in other processes that require only relatively low purity, and water used once is treated and circulated for reuse in the same process.

Reduction of water pollutants

Each manufacturing site monitors the status of its wastewater, including BOD and COD, which indicate the amount of organic matter in the wastewater, under stricter voluntary standards to ensure compliance with laws, regulations and ordinances. At our smelting sites, we manage wastewater with regard to the concentration of heavy metals and other pollutants, not only according to laws and regulations, but also in compliance with even stricter agreements with authorities and local community groups.

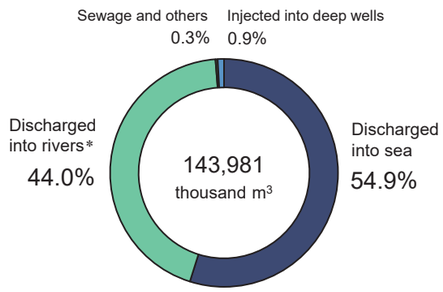
We have several wastewater monitoring stations along the wastewater routes, including wastewater treatment units, confluence points, and discharge outlets, which are constantly monitored by our ICT system for any anomalies. Mitsui Kinzoku Group also collects and manages the monitoring results from each site on a group-wide basis as well as shares emission reduction efforts and technologies.

Breakdown of water withdrawal (FY2024)



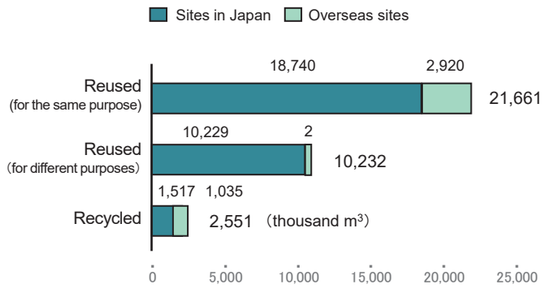
＊ Revised the classification of water withdrawal.

Breakdown of wastewater (FY2024)

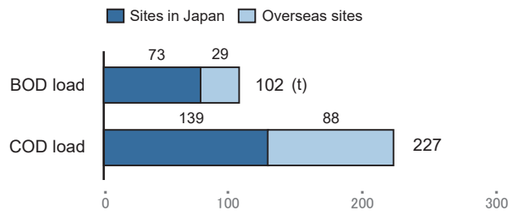


＊ The Group's wastewater includes water used in manufacturing processes, as well as mine effluent from mining areas and on-site precipitation. The volume of mine effluent and on-site precipitation varies with changes in precipitation and other factors. Water from these sources that is not used for manufacturing is treated according to discharge standards and released into the sea, rivers, and other bodies of water under the control of each site.

Amount of circulated water usage (FY2024)



Emissions to the water (FY2024)



Assessment and response to water risk situations

We use World Resources Institute (WRI)'s AQUEDUCT Water Risk Atlas＊ to assess water risks at our manufacturing sites in Japan and overseas, mainly in terms of water stress and flood hazards. In WRI's assessment, 10 sites in Morocco, Mexico, India and China are located in areas where water stress is rated Extremely High (>80%), while 5 sites in Indonesia, Thailand and China are rated High (40-80%). These sites, which mainly manufacture automotive components, had a freshwater withdrawal of 160 thousand m³ in FY2024, or 0.5% of the Group's total. At each site, we are working to improve water efficiency by reducing water intake and introducing water recycling facilities.

At smelting sites, we are enhancing reservoirs and increasing wastewater treatment capacity to prevent the leakage of wastewater containing heavy metals and other pollutants during heavy rainfall or flooding. An automatic shut-off system for wastewater has also been installed for emergencies such as leaks.

We will continue to monitor the situation, conserve water resources, and minimize the impact on our operations and neighboring areas.

＊ Used the Baseline Water Stress data from the AQUEDUCT Water Risk Atlas 4.0.

Biodiversity conservation

Mitsui Kinzoku Group's business activities are both dependent on and influential to natural capital, including biodiversity. We benefit from ecosystem services such as water resources, energy, and soil in ore mining as well as in metal smelting and processing. However, wastewater, gas emissions, and land modification may also affect local ecosystems. In accordance with our Basic Environmental Policy, Mitsui Kinzoku Group strives to accurately assess the impact of its business activities on ecosystems and to minimize environmental impact through operational improvements and the adoption of new technologies.
We are also fostering collaboration with local stakeholders in light of the natural environments in which we operate. Moving forward, we will build and promote strategies with a comprehensive understanding of environmental issues, such as biodiversity protection, climate action, and resource recycling, aiming to achieve the Vision for 2030 and to help build a nature-positive world.

Preliminary study for TNFD disclosure

In FY2024, we conducted a preliminary study to prepare for disclosure in line with the TNFD＊1 recommendations. In this study, we applied the LEAP approach＊2 recommended by the TNFD to analyze three key sites with strong interconnections to the natural environment. Using ENCORE＊3, we evaluated our dependence and impact on natural capital at the industrial sector level, and also assessed site-specific relationships with natural capital using the WWF Risk Filter and IBAT＊4.
Based on the results of the study, we concluded that operational management at the three sites has been appropriate, with no significant impact on local ecosystems. Beginning in FY2025, we will initiate disclosures in alignment with the TNFD recommendations, grounded in a more comprehensive evaluation of our relationship with natural capital across the entire value chain.

Overview of preliminary study results

Metal smelting plant in Japan

＜Identified dependencies＞

• Due to the characteristics of recycling-based smelting, the process has limited dependence on ecosystem services in the surrounding area.

＜Identified impacts＞

• GHG emissions
• Amount of landfill waste ＊5

Engineered materials plant in Japan

＜Identified dependencies＞

• Groundwater withdrawal volume

＜Identified impacts＞

• Amount of landfill waste ＊5

Overseas ore mining site

＜Identified dependencies＞

• The process has limited dependence on ecosystem services in the surrounding area.

＜Identified impacts＞

• Efforts to reduce the environmental footprint of mining operations have resulted in a relatively low overall impact.

＊1 Taskforce on Nature-related Financial Disclosures

＊2 An approach consisting of four phases: Locate, Evaluate, Assess, and Prepare.

＊3 Exploring Natural Capital Opportunities, Risks and Exposures

＊4 Integrated Biodiversity Assessment Tool

＊5 Potential impacts in areas surrounding the landfill disposal sites.

Toward a circular economy

Along with global economic growth, demand for resources and energy is expanding. As a result, the amount of waste is increasing and environmental problems are becoming more serious. Accordingly, there is a growing need to shift from the conventional linear economy based on mass-production, mass-consumption, mass-disposal to a circular economy over the medium to long term. Mitsui Kinzoku Group is committed to effective use of resources, reduction of waste and environmental pollutants, as well as introduction of environmental contribution products to meet the demands of society and achieve sustainable growth.

Resource recycling

Mitsui Kinzoku Group strives to manufacture products by recycling waste and other recycled raw materials in order to make effective use of resources. In the nonferrous smelting business, we have been recovering zinc, lead, and other metals from waste, and supplying nonferrous metal products as essential raw materials for industry. This represents our effort to contribute to resource recycling while promoting our business development.

Mitsui Kinzoku Group has established its own recycling network that organically links its seven smelters in Japan for synergy effects. Toward the transition to a circular economy, we are now working to build a more advanced recycling network to expand the use of recycled raw materials and improve processing ability for difficult-to-refine raw materials. To this end, we are advancing separation and purification technologies according to materials, as well as improving technologies in our manufacturing processes.

Waste reduction

Each manufacturing site of the Group strives to reduce waste through minimization and efficiency of resources used. In FY2024, we revised our group-wide waste reduction targets to further advance our waste reduction initiatives.

Total Waste Emissions Reduction Target by FY2030

Reduce total waste emissions globally by 50% by FY2030, compared to the FY2013 level

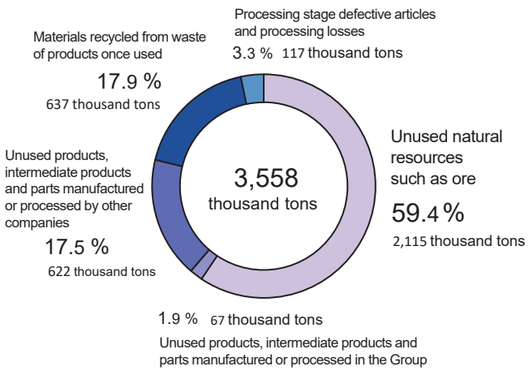
Total Waste Emissions Reduction Target by FY2027 (25-27 MTP period)

Reduce total waste emissions globally by 20% by FY2027, compared to the FY2013 level

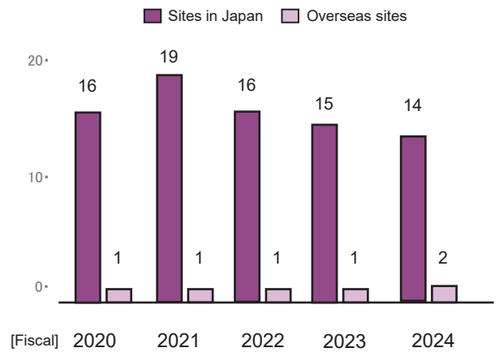
* Excludes tailings and waste materials utilized through recycling or thermal recovery.
* Coverage of the global consolidation.

We work to reduce the final disposal volume by improving the recovery rate of valuable resources, promoting the 3Rs of packaging materials, and improving the yield rate of manufacturing processes. Site-level analysis indicates that waste generation tends to be relatively high at smelting facilities. In particular, sludge produced during manufacturing and post-drainage processes accounts for more than half of the total waste, making it a key target for reduction. To address this, we are not only revising operational processes but also expanding the use of sludge as a recycled material in metal smelting.

Breakdown of usage by type of raw material (FY2024)

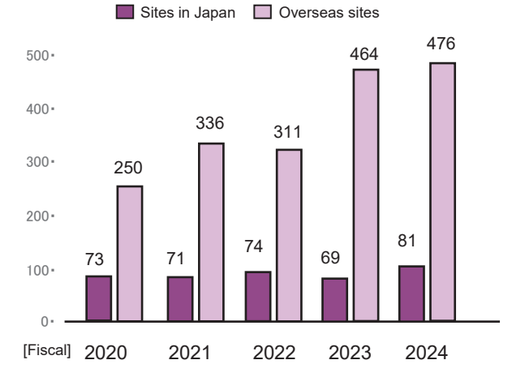


Amount of waste generation (thousand tons)



* Excludes tailings and waste materials effectively utilized through recycling or thermal recovery.
* Revised the values for FY2023 disclosed last year.

Amount of tailings waste generation (thousand tons)



* Revised the values for FY2023 disclosed last year.

Plastic recycling

Mitsui Kinzoku Group is committed to proper disposal of plastic waste and resource recycle. Plastic waste generated at domestic sites represents approximately 95% of the group's total, positioning it as the primary focus of reduction efforts. In FY2024, drawing on the results of past efforts, we updated our targets for plastic waste reduction and for improving the utilization rate within our domestic group.

Plastic waste reduction targets

	Baseline year FY2023	Reporting year FY2024	Target year FY2027
Emissions (tons)	2,009	2,000	1,945
Utilization rate (A+B)	69%	72%	82%
Recycling rate (A)	36%	36%	44%
Thermal recovery rate (B)	33%	36%	38%

* Covers the scope of domestic consolidation, including Mitsui Kinzoku and domestic consolidated subsidiaries.
* Revised the values for FY2023 disclosed last year.

In manufacturing processes that use plastic materials, we are reducing both usage and emissions by improving yield rates. We are also working to switch to other materials such as metals and paper. In packaging materials, we are promoting the 3Rs and shifting to other materials.

In addition, we are introducing new equipment to convert waste that was previously disposed of into valuable materials that can be reused and recycled. Moreover, we are pursuing ICT-enabled approaches for visualizing waste data and increasing work efficiency as well as considering adopting new reduction measures. In the Ageo area (Ageo City, Saitama Prefecture) and Miike area, we have also started reduction activities through collaboration among sites.

Reduction of chemical substance emissions

Each manufacturing site of the Group files the release and the transfer amount of chemical substances to the government under the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (Law concerning Pollutant Release and Transfer Register [PRTR]). The management of hazardous chemical substances contained in products has become an essential requirement. We also respond to the guidelines for chemical substances contained in products, such as the RoHS Directive and the REACH regulations required by customers.

We aim to reduce the emission amount of environmental pollutants in accordance with the Environmental Action Plan, including our overseas sites. We continuously strive to collect and replace chemical substances that may cause environmental pollution. Thus we focus on reducing and removing use of such chemical substances from our products.

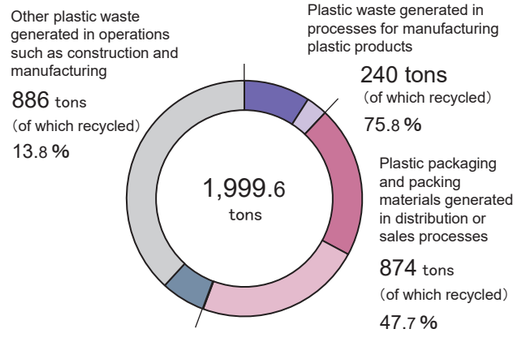
Prevent air pollution

Mitsui Kinzoku Group monitors sulfur oxides (SOx), nitrogen oxides (NOx), and soot and dust emissions into the atmosphere at each manufacturing site and facility according to stricter voluntary standards in accordance with laws and regulations.

SOx is generated during the combustion of sulfur-containing fossil fuels such as oil and coal, and NOx from combustion equipment such as boilers and incinerators. We also collect and manage these monitoring results from each site across the Group and share emission reduction efforts and technologies.

Amount of plastic waste generated (FY2024) *

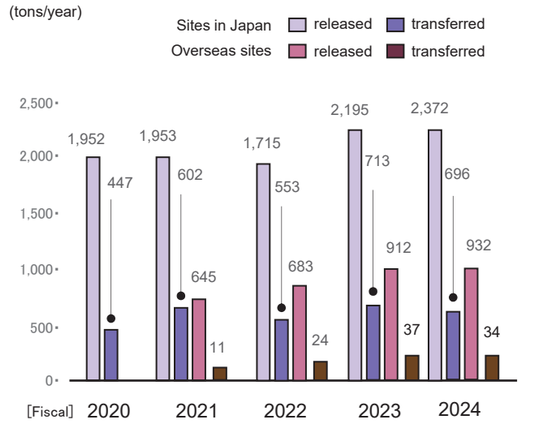
Breakdown and percentage of recycling



* Covers the scope of domestic consolidation.

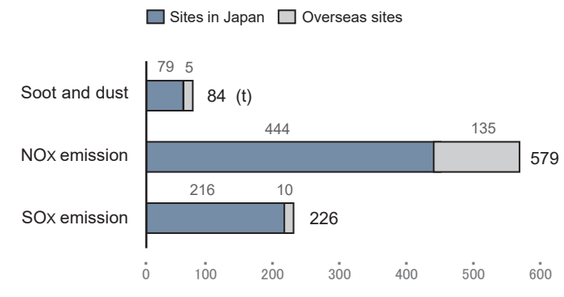
Volume of chemical substances released and transferred

(tons/year)



* Added the amounts of overseas sites from FY2021.
* Revised the values for FY2023 disclosed last year.

Emissions to the atmosphere (FY2024)



Mitsui Kinzoku Group Sustainability Initiatives

We have compiled the progress of initiatives based on our materiality up to FY2024.

[Assessment standards]
△: Partially unachieved
○: Achieved

CSV standards (opportunities):
Environmental and social standards of products

The environmental contribution products system

Commitment (FY2024)
Ensure voluntary applications for the system from business units each fiscal year

Targets (KPIs)
Make the system work in full-scale

Self assessment ○

Related SDGs G9, G11, G12, G13

Plans for FY2024
1. Deploy and operate LCA at Business Creation Sector
2. Roll out LCA to Metals Sector and Mobility Sector
3. Evaluate and certify several environmental contribution products

Performance in FY2024
1. Conducted as planned
2. Metals Sector: Conducted as planned; Mobility Sector: Reviewed the plan due to business restructuring
3. Conducted as planned

ESG risk management frameworks

The environmental and safety management systems

Commitment (FY2024)
Continuously improve the management systems in accordance with ISO standards

Targets (KPIs)
1. Continuously operate and update the ISO management system at major manufacturing sites
2. Operate and improve the internal management system in accordance with ISO at small and non-manufacturing sites

Self assessment 1. ○ 2. ○

Related SDGs G8, G9

Plans for FY2024
1. Continue monitoring and improving the management systems at major manufacturing sites
2. Continue implementing measures to address important issues related to environmental protection and occupational health and safety at small and non-manufacturing sites

Performance in FY2024
1. Conducted as planned
2. Conducted as planned

Human rights due diligence

Commitment (FY2024)
Conduct human rights DD based on the human rights policy, identify risks, and implement effective measures

Targets (KPIs)
1. Complete human rights DD for 85% of 57 manufacturing & development sites and affiliated companies which are closely related to those sites
2. Review survey results and improve the survey items

Self assessment 1. △ (84.2%) 2. ○

Related SDGs
G1, G4, G5, G8, G10, G11, G16

Plans for FY2024
1. Conduct DD at four affiliates overseas

Performance in FY2024
1. Conduct DD at three affiliates overseas

Supply chain management

Commitment (FY2024)
Effectively implement supplier DD to reduce critical risks in the supply chain

Targets (KPIs)
1. Achieve the 100% annual SAQ implementation rate for the target suppliers
2. Achieve the 100% engagement rate for corrective actions with C-ranked suppliers

Self assessment 1. △ (94.9%) 2. ○

Related SDGs G8, G12

Plans for FY2024
1. Implement SAQ for suppliers that have not yet responded to SAQ
2. Corrective actions for C-ranked suppliers
3. Review the Procurement Guidelines and SAQ
4. Consider Commitment, Targets(KPIs) and Plans, based on the Purpose

Performance in FY2024
1. Conducted for 94.9% of the target suppliers
2. Conducted as planned
3. Conducted as planned. Also conducted training on the Procurement Guidelines
4. Conducted as planned

Mining business management

Commitment (FY2024)
Reduce ESG risks specific to the mining business through appropriately managing materiality items

Targets (KPIs)
1. Implement the Sustainability Action Plan for Mining Business at mining sites (including closed mines)
2. Survey the operating mines with a capital ratio of >50% about human rights and environmental risk of mining business

Self assessment 1. ○ 2. ○

Related SDGs
G3, G4, G6, G7, G8, G9, G12, G13, G15, G16

Plans for FY2024
1. Check the progress of FY24 initiatives and follow up on them. Verify the plan for FY25 (all business sites)
2. Review FY23 survey results and consider corrective actions (Akeshi, Santa Luisa)

Performance in FY2024
1. Conducted as planned
2. Conducted as planned

Materiality: ESG risk (Environment)

04 GHG emissions

Commitment (FY2024)
Remain on track to achieve a 38% reduction in GHG emissions by FY30

Targets (KPIs)
1. Scope1,2: Follow reduction targets
2. Scope3: Reduce emissions in the priority categories
3. Develop and implement climate change strategies
4. Initiate forest offsetting activities

Self assessment **1. ○ 2. △ 3. ○ 4. ○**

Related SDGs G13

Plans for FY2024
1.(1) Continue and update TCFD scenario analysis internally
(2) Continue disclosing TCFD-related information externally
(3) Manage progress for GHG reduction targets of each sector and disclose information externally (firmly establish CNRM operations)
2.(1) Firmly establish the GHG emissions calculation mechanism globally
(2) Set GHG reduction targets in reference to SBTi standards and based on GHG emissions results
3. Implement the CN transition strategy and disclose progress
4. Implement programs for all employees

Performance in FY2024
1.(1) Conducted on the Group companies managed by the Head Office following the analyses of each business sector
(2) Conducted as planned
(3) Conducted as planned
2.(1) Slightly behind the plan
(2) Slightly behind the plan
3. Disclosed as planned
4. Conducted as planned

05 Energy management

Commitment (FY2024)
1. Investigate the potential for utilizing renewable energy and promote its introduction
2. Implement reduction goals set to replace those based on energy consumption

Targets (KPIs)
1. 100% survey of new utilization of renewable energy
2. Implement initiatives to achieve new reduction goals

Self assessment 1. △ 2. ○

Related SDGs G7, G9

Plans for FY2024
1.(1) Install renewable energy equipment
(2) Consider a portfolio to procure environmental value
2.(1) Share examples of effective energy-saving measures internally
(2) Consider fuel conversion

Performance in FY2024
1.(1) Continued discussions on the introduction of on-site PPA and in-house generation
(2) Discussed procurement routes, mainly for non-fossil certificates
2. Conducted as planned

06 Water management

Commitment (FY2024)
1. Assess water stress at each site, optimize water withdrawn, and minimize consumption
2. Ensure safe treatment of wastewater

Targets (KPIs)
1. Reduce water consumption according to the result of the water stress assessment
2. Zero discharge of untreated wastewater into public waters (excluding clean spring water, unpolluted storm water, and discharge to sewerage system)

Self assessment 1. ○ 2. ○

Related SDGs G6

Plans for FY2024
1. Continue to implement the 3R water plan at sites with high water stress and identify reduction effects using the environmental survey sheet for quantitative evaluations. Install meters for use according to the plan and continue quantitative monitoring of 3R
2. Continue to thoroughly manage operations and facilities related to the quality control of discharged water to prevent incidents

Performance in FY2024
1. Continued quantitative evaluation on reduction by implementing the 3R plan, examined the installation of meters for different purposes
2. Conducted as planned

07 Waste and hazardous materials

Commitment (FY2024)
1. Strive to reduce using hazardous chemical substances and treat them appropriately, and minimize their release into the environment
2. Play a role in a resource-cycling society by using recycled materials and reducing waste at each business unit

Targets (KPIs)
1. Hazardous chemical substances
Identify the amount of emissions and transfers at each major site and set reduction targets
2. Promote recycling and waste reduction
(1) Identify the final disposal volume of waste (not utilized in 3R and thermal recycle) at major sites, and set reduction targets
(2) Identify the ratio of recycled materials and set targets, or optimize the ratio at each site
(3) Select well-reputed waste disposal companies, and confirm they treat properly

Self assessment 1. ○ 2. ○

Related SDGs G12

Plans for FY2024
1. Continue to set reduction targets for substances to manage with priority and oversee progress for specific reduction measures at each site
2.(1) Continue to share the Group's good practices on the effective use of waste and expand effective use
(2) Continue to aggregate/disclose the ratio of recycled materials using the environmental survey sheet
(3) Select well-reputed waste disposal companies in each area. Continue to make an on-site inspection to selected companies to confirm legal compliance, appropriateness of processing procedures
(4) Continue to implement Group's plastic-related initiatives, and start considering plastic-related policies and targets for after the 25-27 MTP

Performance in FY2024
1. Conducted as planned
2. Conducted as planned

08 Impacts on biodiversity

Commitment (FY2024)
1. Identify impacts of our business activities on biodiversity and prevent environmental damage
2. Effort to restore the ecosystem where we have directly developed

Targets (KPIs)
1. Evaluate the impacts on ecosystems at sites and implement countermeasures
2. Restoration by planting trees on the land we have directly developed

Self assessment 1. ○ 2. ○

Related SDGs G14, G15

Plans for FY2024
1. At each site, identify impacts of business activities on local ecosystems and implement measures to reduce the impacts
2. Plan and manage the progress of planting or other restoration on developed land. Use products conducive to biodiversity conservation
3. Hold in-house training sessions to promote understanding of the TNFD, and grasp the overall picture of the impact and dependence of business activities on biodiversity in preparation for TNFD disclosure

Performance in FY2024
1. Conducted as planned
2. Conducted as planned
3. Conducted training sessions as planned and will continue to grasp the overall picture in FY25

Materiality: ESG risks (Social)

09 Health and safety

Commitment (FY2024)
1. Maintain a safe, hygienic, and healthy work environment where all employees can work worry free
2. Eliminate serious accidents

Targets (KPIs)
1. Safe, hygienic, and healthy workplace
(1) Reduce the number of accidents resulting in no lost time or more <30
(2) Reduce the number of occupational accidents/diseases <10, especially for new employees (<1 years of employment), senior employees (>60 years old) and foreign-national employees
2. Eliminate serious accidents
(1) Reduce to zero: the number of serious accidents (fatal accidents)
(2) Reduce to zero: the number of accidents that cause irreversible physical sequelae
(3) Hazard simulation training

Self assessment 1. △ 2. △

Related SDGs G8

Plans for FY2024
1. (1) Roll out good examples related to wearable devices
(2) New employees: Continue preferential treatment in hazard awareness training,

while taking into account actual working conditions; regularly conduct interviews by forepersons; continue dialogue with the head of the sector

Senior employees: Make improvements from the perspective of senior employees based on the results of a workplace survey at a model workplace

Foreign-national employees: Promote installing graphic warning signs; promote creating training materials and work manuals in the languages used at sites, taking into account the actual working conditions

2. (1) Expand the sources of hazards covered by the lockout system and strengthen the lockout system; address hazards from residual energy (gas pressure, hydraulic pressure, water pressure, etc.) and liquid chemicals (valves, pumps, etc.); roll out good examples of the lockout system at each site; check operation status with ISO45001 internal audits and safety audits
(2) Improve the intrinsic safety of equipment and conduct thorough preventive maintenance; enhance the Mitsui Kinzoku Safety Standards
(3) Enhance hazard awareness training; conduct on-demand VR hazard awareness training; support hazard awareness training at each site

Performance in FY2024
1. Conducted as planned
2. Conducted as planned

10 Human rights

Commitment (FY2024)
Implement the Group's mitigation measures for human rights risks identified in human rights DD

Targets (KPIs)
1. Based on the results of human rights DD, identify priority theme and formulate policies/procedures
2. Design a human rights training program that includes the policies/procedures, and deploy it within the Group

Self assessment 1. ○ 2. ○

Related SDGs G1, G4, G5, G8, G10, G11, G16

Plans for FY2024
1. Consider detailed rules on respect for the human rights of foreign-national employees and implement corrective measures
2. Implement human rights training programs

Performance in FY2024
1. Conducted as planned
2. Conducted as planned

11 Fair business practices

Commitment (FY2024)
Establish a global anti-bribery system and a PDCA cycle for fair business practices

Targets (KPIs)
All Group employees are aware of the prohibition of bribery and fair business practices

Self assessment △

Related SDGs G16

Plans for FY2024
1. Roll out initiatives to overseas sites in regions other than Asia (US, UK)
2.(1) Continue providing MLP-based training on the Antimonopoly Act and Subcontract Act
(2) Enhance applying rules for application/reporting for meeting with competitors

Performance in FY2024
1. Started the roll out in the US and postponed it in the UK
2.(1) Conducted as planned
(2) Continued existing operations

Materiality: ESG risks (Governance)

12 Governance

(including Compliance and ICT Governance)

Commitment (FY2024)
1. Enhance corporate governance
(1) Establish a system that the Board of Directors effectively supervises the initiatives for medium- and long-term issues by the execution
(2) Regular risk assessment to enhance the risk management function
2. Compliance system
(1) Establish compliance awareness system at all sites
(2) Operate the whistle-blowing system for internal and external stakeholders
3. ICT Governance
Establish an information management system in all sectors
4. Information disclosure and transparency
Establish a management system for information disclosure

Targets (KPIs)
1. (1) Share information on the status of initiatives for the medium- and long-term issues with Directors, and ensure timely and appropriate discussions of issues at the Board of Directors
(2) Establish a risk management system to identify risks, formulate countermeasures and evaluate them on an annual basis
2. Ensure that all Group employees are aware of compliance
3. Minimize the risk of information leaks due to management weakness
4. Establish disclosure standards and a prompt and fair information disclosure system

Self assessment 1. ○ 2. △ 3. ○ 4. ○

Related SDGs G16

Plans for FY2024
1. (1) Strengthen responses to individual items of the revised CG Code, improve operation based on the evaluation of the effectiveness of the Board of Directors, establish and implement the governance system as a company with an Audit & Supervisory committee
(2) Develop and implement a plan for risk reduction activities, conduct a risk survey of all sites for the 25-27 MTP, create a risk map based on the identified risks and strengthen management
2. (1) Consider and implement compliance promotion measures in Europe and the Americas
(2) Revise the Code of Conduct (reflect the Purpose and Vision, and add descriptions of sustainability, etc.)
3. (1) Continue reviewing ICT-related rules
(2) Enhance the information management system in tandem with production technology enhancements
(3) Establish an information management system at sites in Japan where no such system has been established, and implement audits at sites with such systems in place
(4) Conduct risk assessments of systems at each site
(5) Build a system-based control mechanism regarding detailed rules for ICT use
4. Check the effectiveness of the information aggregation system

Performance in FY2024
1.(1) Built a follow-up system for Board Effectiveness Assessment and partially addressed some issues while continuing to improve others
(2) Conducted as planned
2.(1) Postponed due to prioritizing revision of the Code of Conduct and creation of the new Compliance Guidebook
(2) Conducted as planned
3. Conducted as planned
4. Conducted as planned

Initiatives supporting the progress of materiality
(Capital for value creation)
Human capital

Diversity

Commitment (FY2024)
Realize a corporate Group in which diverse human resources demonstrate their abilities

Targets (KPIs)
1. Change the human resources system so that diverse human resources demonstrate their abilities, regardless of age, gender, or other personal attributes
2. Create a workplace in which diverse human resources can continue to work
- Percentage of sites with maintained/improved *Ikiiki* active engagement (engagement indicator) >20%
- Percentage of sites with maintained/improved respect for diversity (engagement indicator) >30%
- Percentage of women in the total number of new hires >20%
- Percentage of women in the total number of regular employees >26% ＊
- Percentage of women in managerial positions >5%
- Percentage of women in leadership positions >12%
- Rate of parental leave taken by male employees >30%
- Obtain certifications for *Eruboshi, Kurumin*, and *Nadeshiko* ＊
3. Establish an internal dissemination system; share information on a regular basis and introduce the systematic diversity training plan

Self assessment 1. △ 2. ○ The two KPIs with ＊ △ (Percentage of women in the total number of regular employees 25%, *Kurumin* not obtained) 3. ○

Related SDGs G4, G5, G8

Plans for FY2024
1. Review the implementation status of the systems during the 22-24 MTP and improve the systems
2. Provide harassment training and training for persons responsible for administrative and personnel affairs at each site
3. Launch the employee engagement assessment program for each division/sector, initiate rollout to overseas sites, roll out best practices and support employee engagement efforts
4. Enhance the content of diversity management training, increase the attendance rate of targeted employees to 70%
5.
- Increase PR activities for mid-career recruitment, obtain *Kurumin* and *Nadeshiko* certifications
- Expand the project “Creation of a workplace where it is easy for anyone to take leave” to other sites
- Hold female employee exchange meetings
- Conduct training for female employees and their superiors, hold briefing sessions for managers on taking parental leave by male employees
- Introduce new support programs such as childcare and nursing care support

Performance in FY2024
1. Conducted as planned
2. Conducted as planned
3. Conducted as planned
4. Enhanced content, participation rate not achieved
5. *Kurumin* not obtained, conducted others as planned

Health management

Commitment (FY2024)
Support realizing a workplace and physical and mental health for all employees to work at the forefront as they age

Targets (KPIs)
1. Preventive measures for mental and physical health risks
- Maintain and raise health literacy
- Reduce the ratio of high-stress employees to the average ratio reported by the research company by the end of FY24
2. Measures for high-risk/high-stress employees
- Raise and maintain the Group's specific health guidance implementation rate to 35% or more by the end of FY24
- Introduce a system to support the balancing of treatment and work

Self assessment 1. △ 2. △

Related SDGs G3, G8

Plans for FY2024
1.
- Internally and externally disseminate the health management commitment
- Provide feedback on results to each workplace, and continue selecting priority workplaces, conducting interviews, checking their improvement progress, and providing support at selected workplaces
- Continue implementing group-wide training and events
2.
- Maintain the Group’s specific health guidance implementation rate at 35% or more during the 22-24 MTP
- Consider systems to support employees in balancing medical treatment and work
- Operate EAPs for mental health support and analyze use status
- Implement initiatives to encourage lifestyle behavior modification

Performance in FY2024
1. Conducted as planned
2. Tthe Group’s specific health guidance implementation rate was 27%, conducted others as planned

Human resources development

Commitment (FY2024)
Develop employees who have their own will for value creation
1. Support self-motivated career development and capacity development and implement development measures for value creation
2. Provide employees with global and equal learning opportunities

Targets (KPIs)
1. Training measures for value creation
- Implement the new performance-based human resources system (the new HR system) and execute succession plans with greater HRBP functions
- Build systems for employees' self-motivated career development
- Adopt ICT tools to provide employees with more convenience and equitable learning opportunities
- Provide learning formats and contents that support self-motivated career development
- Provide contents that incorporate sustainability
- Implement group-wide ICT training
2. Continue to open each training program to group-wide employees of affiliates and national staff and enhance the contents

Self assessment 1. ○ 2. △

Related SDGs G4, G8

Plans for FY2024
1.
- Execute succession plans
- Properly operate and improve the performance-based HR system
- Implement systems for self-motivated career development
- Conduct career training
- Promote and expand usage of one-on-one meetings across the Group
- Consider developing career consulting systems
- Review and improve the HR development systems
- Conduct training on the Purpose, integrated thinking-based management, and SDGs
- Continue ICT training
- Conduct management training for senior management
2. Clarify issues concerning national staff training

Performance in FY2024
1. Conducted as planned
2. Scheduled to be conducted in FY25

Intellectual capital

Intellectual property

Commitment (FY2024)
1. Build a system for IP activities and IP governance for long-term value creation
2. Acquire IP and protect technologies to support business and new initiatives related to the environment and energy
3. Develop human resources through IP education that matches the type of job and rank

Targets (KPIs)
1.
- Reorganize and build systems for governance (respond to the revised CG Code)
- Maintain the number of IP specialists assigned to each sector
- Share internal IP information
- Regularly disclose information externally (once a year) through the Integrated Report and the corporate website
2.
- Practice IPL to support creation of new business opportunities (value) related to material cycle and CASE
- The number of patent applications from each sector should be equal to or greater than that of the previous year; increase the number of departments that use time stamps
3. Continue group-wide IP education and enhance initiatives to employ and develop IP specialists

Self assessment 1. ○ 2. ○ 3. ○

Related SDGs G4, G9

Plans for FY2024
1.
- Ensure the stable operation of restructured IP-related organizations
- Strengthen the IP governance system and disseminate information on its operational situation
- Improve the level of IP information for external stakeholders
- Introduce the next software for IP operation and stabilize it
2.
- Continue and expand survey and analysis of technical issues group-wide
- Further strengthen IPL activities
- Consider DX of IP operations and improve operational efficiency through continuous trials
3.
- Provide practical and pragmatic training programs for R&D and engineering staff
- Build education systems for IP specialists and dispatch such specialists to external institutions

Performance in FY2024
1. Conducted as planned
2. Continue surveys and analyses on group-wide technical issues in FY25, conducted others as planned
3. Conducted as planned

Quality assurance

Commitment (FY2024)
Contribute to society and customers by optimizing the quality of products and services
1. Maintain a compliance system in line with the QAGL
2. Provide customers and society with information on product functions, costs, health and safety, and sustainability (e.g. environmental and social impacts)
3. Start design and development considering function, cost, health and safety, and sustainability
4. Disclose the status of initiatives annually

Targets (KPIs)
1. Establish and operate a system for evaluation using the QAGL check sheet at target sites in Japan and overseas: 100%
2. All business units conduct evaluations using the "Information Provision Check Sheet" and implement guidelines: 100%
3. Evaluate all products and services using the Product and Service Design and Development Check Sheet: 100%
4. Disclose the initiatives through the Integrated Report and the corporate website (once a year)

Self assessment 1. △ 2. ○ 3. △ 4. ○

Related SDGs G3, G6, G8, G9, G12

Plans for FY2024
1.
- Establish systems and confirm operations
through audits at sites in Japan and overseas
- Establish self-inspection systems at overseas sites
2.
- Operate and review information provision GL/CS
- Complete research on relevant laws and regulations in each country, confirm the situation globally
3.
- Establish product design/development GL/CS
- Continue participating in operating the environmental contribution products certification system
4.
- Continue to disclose information on the initiatives undertaken and consider disclosing information by other means

Performance in FY2024
1. Conducted as planned
2. Conducted as planned
3.
- Created draft product design/development GL
- Conducted as planned
4. Conducted as planned

Social and relationship capital

Community engagement

Commitment (FY2024)
1. Continue current social activities and brush them up through engagement
2. Promote volunteer activities by employees
3. Contribute to sustainable consumption

Targets (KPIs)
1. Initiate engagement
2. Provide a platform for volunteer activities
3.
- Use locally produced foods at cafeterias and in-house stores at the sites
- Implement measures to reduce food loss in the cafeterias and the in-house stores
- Switch office supplies to green procurement

Self assessment 1. ○ 2. △ 3. △

Related SDGs G12, G13, G17

Plans for FY2024
1. Held discussions with each site about social contribution activities based on the actual status survey results
2. Conduct coordination with areas where corporate afforestation activities can be implemented
3.
- Survey food loss situation in company cafeterias and dormitories, and where food waste is disposed of
- Continue to manage the purchasing of green/ethical products

Performance in FY2024
1. Conducted at some sites
2. Conducted as planned
3. Conducted as planned

Third party opinion

Comment from an outside expert

The Integrated Report 2025 by Mitsui Kinzoku demonstrates excellence in the overall quality of its contents by comprehensively presenting both the Company's management policy for sustainable growth and its social responsibility (so called "double materiality"). The report positions both financial outcomes and the creation of non-financial value as the cores of management, and translates them into the Company's strategies in such a way that the two complement each other. This method accurately embodies the true spirit of an integrated report. In particular, the following three points deserve special attention.

First, consistency between the medium- to long-term vision and business strategies is extremely important, and this report clearly highlights this point. It organically links solutions to social issues and business growth, with detailed key domains such as climate action, development of a recycling-oriented society, and value creation in the healthcare field. The report describes these domains while integrating them with the Company's research and development strategies and capital investment policies, thereby clearly presenting the long-term direction of corporate value creation.

Second, I have recognized the clear disclosure of quantitative KPIs and visualization of progress. The report presents key financial and non-financial KPIs with concrete numbers, including sales, ROIC, CO_2 reduction, and the ratio of recycled materials, making it easy to see progress from the previous year and compare with future goals. This transparency functions as a foundation for objective outcome evaluation by various stakeholders such as investors, business partners, and local communities.

Third, the report mentions human capital management and respect for human rights in a detailed and practical manner. In addition to the global human resource strategy, promotion of diversity, and measures for employee engagement, the report also provides a clear policy to ensure respect for human rights throughout the supply chain. The report effectively enhances the Company's social credibility by disclosing its practical initiatives, such as human rights due diligence and supplier due diligence, in line with international standards.

Meanwhile, the report could be improved with more detailed descriptions on risks and issues associated with the transformation of the business portfolio. For example, regarding such topics as short-term pressure on profitability due to the shift to the decarbonization business and the recycling business, changes in the regulatory environment, and risks associated with material procurement, investors and partners would be able to assess the future more precisely if the report could present impact analyses with multiple scenarios as well as concrete measures.

Overall, this report successfully exhibits Mitsui Kinzoku's well-established integrated thinking-based management, transparent information disclosure, and strong commitment to sustainable value creation. I look forward to seeing the Company make further progress and fully demonstrate its abilities.



Kazuo Tase

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