

# Engagement with Stakeholders

## Interaction with Stakeholders










### Basic Approach to Building Relationships with our Stakeholders and Key Means of Communication

In the interests of sustainable corporate management, we believe that communicating with our stakeholders is crucial if we are to incorporate their expectations and requirements into our business strategies and activities. While creating more opportunities for communication, our aim is to reflect stakeholders' perspectives in our management practices to a greater extent than ever before.

#### ■ Basic Approach to Building Relationships with Our Stakeholders and Key Means of Communication



## ■ Relationships between stakeholders and businesses

Stakeholders	Relationship with businesses
 Shareholders & Investors	<b>Disclosing information as and when necessary, and engaging in dialogue regarding management</b> We aim to sustainably increase corporate value through mutual communication with shareholders and investors while fulfilling management transparency and accountability.
 Customers	<b>Engaging in business activities with an emphasis on improving customer satisfaction</b> We provide high-quality products and services that meet a wide range of customer needs and requirements.
 Employees	<b>Improving the value of individual talents</b> We aim to create a workplace where members of diverse backgrounds can coexist and be accepted by each other, maximize their respective capabilities while making the most of each other, and feel safe and secure as they work, experiencing their own growth and self-realization.
 Local Communities	<b>Building trusting relationships &amp; contributing to development</b> We actively engage in interaction and dialogue with local communities and strive to achieve appropriate mutual recognition and understanding with regards to our business activities.
 Business Partners (Suppliers)	<b>Engaging in fair, impartial trade &amp; collaboration</b> We engage in fair and proper transactions with all business partners and work with our business partners to implement responsible procurement of raw materials and minerals.
 Industry/Economic Organizations	<b>Collaboration to solve social issues</b> We engage in exchanges of opinions and collaborations with the Japan Mining Industry Association, Japan Geothermal Association, and KEIDANREN (Japan Business Federation), etc., in order to solve social issues
 Non-profit Organizations (Educational/Research Institutions, NGOs & NPOs)	<b>Engaging in dialogue and cooperation in response to public demand</b> We contribute to education support and human resource development through cooperation with educational and research institutions, NGOs and NPOs.
 Government	<b>Maintaining close, sound relations and assisting with policies</b> In addition to complying with related laws and regulations established by government agencies and local governments, we engage in businesses that contribute to the regional development in a collaborative manner.
 Environment & Future Generations	<b>Engaging in wide-ranging dialogue &amp; collaboration in order to protect the environment</b> In order to contribute to solving environmental problems, we build networks with various stakeholders, exchange opinions, and promote collaboration.

## Responding to the Expectations and Needs of Stakeholders

We respond to issues highlighted and suggestions made by our stakeholders so that we can improve the standard of our sustainable management. We have launched a number of initiatives in response to key comments and requests, including the following. For information on methods of communication with stakeholders when ascertaining details, please see “Interaction with Stakeholders”.

Key comments and their source	Group response
Continuing to expand and improve resource recycling measures	<ul style="list-style-type: none"> <li>• "Contributing to the creation of a recycling-oriented society" is stated Our Commitment.</li> <li>• Optimization of material flow across the overall Group</li> <li>• Business expansion, research and development aimed at improving urban resource recycling</li> </ul>

<b>Responding to the risks and opportunities associated with climate change</b>	<ul style="list-style-type: none"> <li>• Driving the reduction of GHG emissions to achieve carbon neutrality by Fiscal 2046</li> <li>• Developing materials, products and technologies that contribute to decarbonization</li> <li>• Developing and promoting the use of renewable energies (geothermal energy, geothermal heat, hydroelectric energy, solar energy, etc.)</li> <li>• Pushing forward with demonstration testing and technology development related to CO<sub>2</sub> capture and utilization</li> <li>• Performing scenario analyses based on the TCFD recommendations</li> <li>• Calculation of our carbon footprint</li> </ul>
<b>Managing closed mines</b>	<ul style="list-style-type: none"> <li>• Continuing management work, such as mine drainage treatment and maintenance of tailings dams, at closed mines (non-ferrous metal mines) owned by the Group in Japan (including the preservation and effects of some mines as cultural assets)</li> <li>• Systematically implementing facility upgrades and construction work for environmental measures (construction work to prevent mine pollution and hazards to prepare for increasingly severe natural disasters, tailings dam reinforcement work in preparation for a major earthquake, measures to deal with the source of pit and waste water, upgrading of obsolete equipment, and so on)</li> <li>• Digitalization of management tasks for closed mines</li> <li>• Cultivating the development of closed mine workers</li> <li>• Developing technologies related to the management of closed mines</li> </ul>
<b>Preserving biodiversity (company-owned forests, areas around mines)</b>	<ul style="list-style-type: none"> <li>• Obtaining the forest certification by SGEC for company-owned forests and promoting sustainable forest management</li> <li>• Confirming that biodiversity has been factored into mines in which we invest, and carrying out preservation activities at business sites located adjacent to national parks</li> </ul>
<b>Respecting human rights throughout the supply chain</b>	<ul style="list-style-type: none"> <li>• Rolling out multi-layered initiatives with the goal of ensuring the effectiveness of the Mitsubishi Materials Group's Human Rights Policy, Procurement Policy, etc. in the supply chain including the Group, such as awareness-raising activities, due diligence, and ensuring that corrective measures are taken</li> <li>• Operating CSR investment and loan standards and CSR Procurement Standards in the Metals business, and engaging in dialogue with local communities where the Company has invested in mines where its interests are over and above a certain scale</li> <li>• Maintaining responsible mineral procurement certifications (gold, silver, tin, and tungsten)</li> </ul>
<b>Quality control</b>	<ul style="list-style-type: none"> <li>• Continued implementation of preventive measures regarding quality issues</li> <li>• Days to reflect on quality and prevent quality issues from being forgotten</li> <li>• Developing mechanisms that avoid producing non-standard goods through "Proactive quality management"</li> </ul>
<b>Creating safe, healthful working environments</b>	<ul style="list-style-type: none"> <li>• Activities to raise awareness of SCQDE (prioritizing safety and health in every action)</li> <li>• Continuing the Zero Occupational Accident Project</li> <li>• Thorough efforts to make equipment safe (engineering measures) through risk assessments (RA)</li> <li>• Strengthening health and safety education</li> <li>• Raising employees' awareness of health</li> <li>• Strengthening safety and health systems</li> <li>• Ensuring the safety of employees of operating support providers (partner companies)</li> <li>• Preventing fire, explosion, and other accidents</li> </ul>
<b>Talent development</b>	<ul style="list-style-type: none"> <li>• Activating employee communication</li> <li>• Development and continual improvement of an education and training system</li> <li>• Developing next-generation business leaders</li> </ul>
<b>Promoting greater roles for diverse talents</b>	<ul style="list-style-type: none"> <li>• Promoting Diversity and Inclusion</li> <li>• Practicing health and productivity management</li> </ul>
<b>Strengthening information security</b>	<ul style="list-style-type: none"> <li>• Improving and expanding the information infrastructure</li> <li>• Expanding effective measures to defend against attacks aimed at vulnerabilities that are already known by attackers</li> <li>• Reducing the risks of new threats, including targeted attacks</li> <li>• Monitoring vulnerability and threats by the security operations center (SOC), and promptly handling incidents by establishing a computer security incident response team (CSIRT)</li> </ul>
<b>The evolution of corporate governance</b>	<ul style="list-style-type: none"> <li>• Group governance enhancement (communication, compliance framework and awareness, allocation of resources)</li> <li>• Building a new risk management system that enhances effectiveness and certainty</li> <li>• Responses based on the corporate governance code</li> </ul>

## Striving to Adequately Distribute Economic Value

As we continue to earn operating revenue and generate economic value added thanks to the involvement of our diverse range of stakeholders, we believe that it is important to fulfill our social responsibilities and adequately distribute that added value among our stakeholders.

## Economic Value Added in Fiscal 2023

Revenue for Mitsubishi Materials in fiscal 2023 came to 1229.7 billion yen. That included proceeds from the sale of products and services, dividends and other forms of non-operating income, and extraordinary income. Operating costs, which consist primarily of payments to suppliers, totaled 1160.8 billion yen.

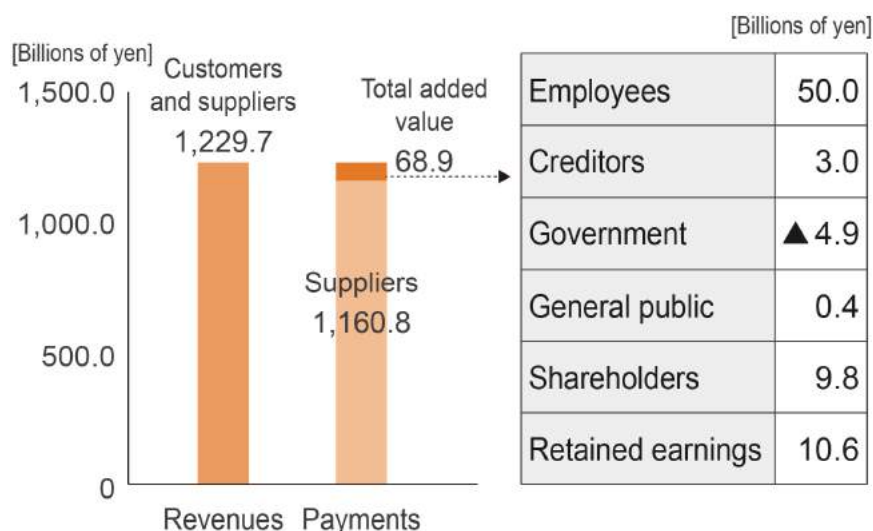
After subtracting operating costs from our total revenue, the amount of added value generated through our business activities came to 68.9 billion yen.

## Distribution of Added Value

Personnel costs, which include statutory welfare expenses and retirement benefit costs contributions and represent the portion of revenue distributed to our employees, came to 50 billion yen.

In the meantime, we distributed a total of 3 billion yen to financial institutions and other creditors, in the form of interest on borrowings. We distribute value to society and local communities through the government and through our own social contribution activities. We recorded a loss of 4.9 billion yen to the government this year, as the combined total of corporate income tax plus other taxes and public charges liable as expenses. We also gave 0.4 billion yen back to the community in the form of social contribution activities, including donations, lending our facilities to the public and providing employees' services. Cash dividends, which represent the value that we distribute to our shareholders (companies and individuals, in Japan and overseas), came to a total of 9.8 billion yen. Retained earnings to cover investment and contingencies for the future meanwhile totaled 10.6 billion yen.

### ■ Economic Added Value



Category	Stakeholder	Amount (millions of yen)	Details/method of calculation
<b>Revenues</b>	Customers and suppliers	1,229,709	Net sales, non-operating income, extraordinary income
<b>Payments</b>	Suppliers	1,160,802	Operating costs (cost of sales and selling, general and administrative costs, minus deductions for personnel costs, tax and public charges, and donations)
	Employees	49,982	Personnel costs (including statutory welfare expenses and retirement benefit expenses)
	Creditors	3,023	Interest expense
	Government	▲ 4,880	Taxes (corporate income tax, and other taxes and public charges liable as expenses)
	General public	405	Donations, etc.*
	Shareholders	9,819	Cash dividends paid
	Retained earnings	10,558	Net income minus cash dividends paid

\* Calculated based on the value of items such as donated goods, public lending of our facilities and the provision of employees' services as well as cash donations, as specified by Nippon Keidanren.

## Contributing to Local Communities as part of our Overseas Operations

Whenever we engage in business activities overseas, we make every effort to understand conditions in each country and the national identity of its people, placing an emphasis on engaging in activities as a member of the local community. In addition, we re-invest revenue earned from our overseas operations back into the local community wherever possible, in order to continue growing our business and contribute to the sustainable development of the local area.

## Pension Contributions

Obligations relating to unfunded lump-sum severance payment plans and funded defined benefit pension plans totaled 33.1 billion yen and 40.1 billion yen respectively. 66.8 billion yen of this total was paid out in the form of pension assets to outside funds (coverage: 91.2%). In addition, 3.2 billion yen was registered as expenses in the form of accrued retirement benefits, with the remaining amount of 3.3 billion yen classed as unrecognized benefit obligations. We plan to amortize all unrecognized benefit obligations over the next ten years. Unrecognized retirement benefit liabilities are mainly posted as expenses based on the straight-line method for a 10-year period.

## Financial Assistance from the Government

We received the amount of 0.01 billion yen in grants, subsidies and other financial assistance from the government. The government does not hold shares in Mitsubishi Materials or any of our Group companies.

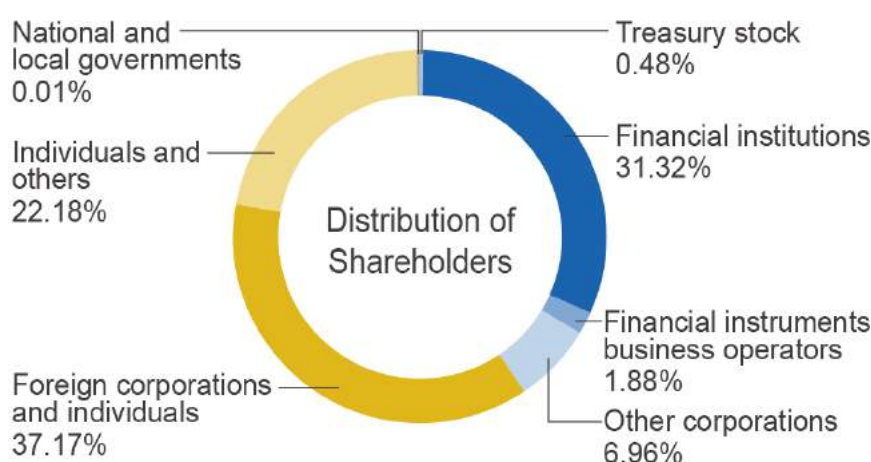


## Dialogue with Shareholders

Our Ordinary General Meeting of Shareholders offers an invaluable opportunity for direct communication between our management members and shareholders. We therefore strive to send out materials relevant to the meeting at the earliest possible date, while also providing the materials on our website well in advance of statutory deadlines, to give shareholders sufficient time to consider the matters to be presented and resolved at the meeting. We also endeavor to expand the range of our information disclosure by posting the status of corporate governance including evaluations of the effectiveness of the Board of Directors.

Besides permitting shareholders to exercise their voting rights in writing or online, we have introduced an electronic voting platform to facilitate voting by both domestic and international institutional investors. We use slides with accompanying narrations at the General Meeting of Shareholders to help ensure participants' clear comprehension of the presented contents. We also publish shareholders' voting results for every resolution on the Website, after the meeting. Further, to improve convenience for shareholders, a hybrid participation-type General Meeting of Shareholders (live streaming) has been conducted from the 96th Ordinary General Meeting of Shareholders held on June 24, 2021. The streamed video of the General Meeting of Shareholders is also posted on the Company's website for a certain period of time.

### ■ Distribution of Shareholders



## Dialogue with Investors

In fiscal 2023, financial results briefings (quarterly), Management Briefing, Business Segment IR Meeting (biannually), Sustainability IR meeting, and Medium-term Management Strategy briefing were held for stakeholders. At each meeting, after explaining the contents of our financial results, management strategy and sustainability initiatives, etc., we set aside time for questions and answers in an effort to strengthen communication with participants. We communicated the feedback received from participants in a timely fashion through the IR reports published for senior management each month, and posted records including the details of the briefings and Q&A sessions to our website for viewing by individual investors.

We also actively exchanged opinions and communicated with institutional investors and securities analysts through individual meetings with institutional investors and securities analysts, small meetings with the CEO, CFO and Outside Directors, and participation in conferences hosted by securities companies. We also endeavored to communicate with individual investors by taking part in briefings for individual investors, and by posting our Material News shareholder newsletters on our website.

Going forward we will continue to engage in proactive IR and SR activities by deepening dialogue with stakeholders and maintaining and improving information disclosure.



## ■ IR and SR Activities in Fiscal 2023

Item	Number of times held during fiscal 2023
Financial Results Briefing (quarterly)	4
Management Briefing	2
Business Segment IR Meeting	1
Sustainability IR meeting	1
Individual IR/SR meeting	153
Overseas IR	10
Domestic conference hosted by a securities company	2
Briefing for individual investors hosted by a securities company	1

## Labor Union and Management Partnership

Under our union shop scheme, we respect collective bargaining rights and freedom of association as the basic rights of workers, thereby striving to maintain a good labor-management relationship. The scheme also enables us to share information and exchange opinions between labor union and management on a regular basis. In particular, our biannual Labor-Management Conference, which is held with a year with the Mitsubishi Materials Federation of Labor Unions, is aimed at strengthening solidarity through active discussion, covering subjects such as recent issues, strategies and policies in each sector, and establishing a shared direction in the interests of the Company's sustainable growth for the future.

Also, management spend substantial time on careful explanation and consultation with labor upon facing such events as business restructuring. The Current number of union members amongst those directly employed by Mitsubishi Materials (including employees on assignment) stood at 4,155. Including labor unions of Group companies that belong to Mitsubishi Materials Federation of Labor Unions, the total number of members was 7,098 (as of March 2023).

## ■ Number of Union Members (full-time equivalent)

Item	Number of employees
Non-consolidated	4,155
Consolidated	7,098

## Communication Measures

The Group implements various communication measures with the aim of becoming an organization with good and healthy communication where employees have unrestricted communication. The Group began its inner branding activities in fiscal 2022 with the goal of encouraging employees to take ownership of "Our Commitment." We are implementing numerous initiatives based on the three directions of "1. Communication with management," "2. Connect every single employee and the entire Group horizontally" and "3. Support each challenge".

Mitsubishi Materials Corporation started distributing smartphones to all employees in fiscal 2023. This is intended to activate internal communication through means such as delivering information to employees in a timely manner and enabling employees to communicate with each other using chat functions while also promoting DX and improving operational efficiency.

## Personal Mission Campaign

Led by our ambassadors, the "My Personal Mission Campaign" was launched in fiscal 2023. Through the campaign, Group employees shared their personal missions toward the realization of "Our Commitment". Employees' missions are posted on a special website, which was launched in July 2022. The website also introduces how employees interpret "Our Commitment" in their own way and face their daily work, together with various measures to create good and healthy communication.

### Personal Commitments



▶ [Special page To Fulfill Our Commitment to the Future](#)

## Town Hall Meetings

In connection with internal branding activities, we hold town hall meetings as a way to enhance communication of management information and promote two-way dialogue. In fiscal 2023, we held 28 meetings for Mitsubishi Materials employees regarding the Four Management Reforms and eight meetings for Group employees covering areas such as Medium-term Management Strategy FY2031 and financial results.

## Internal Radio-style Broadcasts

Created to promote communication with managers and employees, regular radio-style broadcasts where the CEO personally acts as an entertainment personality, answering a range of questions from Group employees, have been delivered since fiscal 2022. Archived data can be posted on Link MATERIALS (Mate-Link) \*and can be listened to by employees who cannot hear the real-time transmission. Fiscal 2023 saw a special project comprising real-time broadcasts from work sites, during which employees introduced their workplaces and their work. We have received feedback that this opportunity to hear the CEO's honest views and get an insight into his personality as he converses with guests in a friendly atmosphere distinct from official management messages leads to a better understanding of the Company and management reforms.



\* Link MATERIALS (commonly known as "Mate-Link"): We have established an intranet site as a Company-wide communication hub. The site is used to communicate important news in a timely fashion, for interactive projects to stimulate communication, and to disseminate information about initiatives underway to realize Our Commitment.

## Reverse Mentoring

Reverse mentoring is a program in which young employees become the mentors and give mentoring to Executive Officers. By discussing various themes from a standpoint different from that of work, we aim to provide opportunities to gain mutual awareness and foster culture of good and healthy communication is possible. In fiscal 2024, we implemented a new format reflecting feedback such as the results of participant surveys. This includes a system whereby mentors choose their own mentees based on a profile describing elements such as the mentees' preferred mentoring period, frequency of sessions and discussion topics.

## Ambassador Activities

Ambassadors are appointed from throughout the Group through an open application process. They promote inner branding, and have been actively fulfilling this role since fiscal 2022. Their main role is to create a mechanism for each employee to take ownership of "Our Commitment" and put it into practice through their actions. In fiscal 2023, the second intake of 16 ambassadors undertook various activities to deepen employees' understanding of their and the Group's mission. These activities included the provision of audio material by ambassadors, videos introducing different departments, and the sharing of interviews with people who are active in various fields outside the Group.



## Half-day Workplace Experiences

Half-day workplace experiences are being carried out as an opportunity for employees to experience jobs at other workplaces. This promotes communication centered on the themes of "know" and "connect." Know means getting to know other divisions and Group companies by learning about the people and their work and understanding how they contribute to "Our Commitment", and connect refers to horizontal communication and relationship building both between Divisions and Companies and within the workplace. This initiative serves as an opportunity for individuals to consider their own career on an autonomous basis. In fiscal 2023, 33 people took part at 19 workplaces.





# Improving Customer Satisfaction

## Improving Customer Satisfaction

### Customer Satisfaction Surveys

As a part of our quality management activities, we analyze complaints and conduct customer satisfaction surveys at all Mitsubishi Materials business sites and Group companies in order to reflect the diverse demands of our customers. We take analysis results and customers' comments seriously and submit our findings to management reviews, in an effort to provide customers with better quality products and services.

### Metals Business

By taking advantage of the Mitsubishi Process for continuous copper smelting, a unique copper smelting technology that has achieved the industry's top environmental impact reduction, we have long accepted and processed E-Scrap and currently boast the world's number one E-Scrap acceptance and processing capacity of approximately 160,000 tons annually. Against this background, we began operating the new MEX platform for E-Scrap trading, on December 20, 2021, to further improve our customer services. MEX uses the latest digital technologies and includes a large number of features. We aim to be an accessible partner for all customers in Japan and overseas by offering our long-standing experience and high technological capabilities through MEX.

In the recycling and resource circulation sector, the Company carries out recycling treatment of waste products, etc. and devises ways to accumulate improvements in the recycling process, including methods for recovering raw materials, so that recycled resources (copper, iron, resins, etc.) can be systematically supplied in grades and quantities that meet the needs of customers. In addition, each recycling plant actively conducts plant tours for customers in order to provide opportunities for environmental education as part of its social contribution activities.

### Advanced Products Business

We deliver advanced products that are essential for customers, leveraging our manufacturing technologies like oxygen-free copper, high-performance copper alloys, and silicon products, as well as process technologies like bonding different materials. Sharing the future product road map with customers to identify the functional value they demand promptly, we will be a good partner of our customers as their first call vendor.

### Metalworking Solutions Business

At our Machining Technology Center, we provide technical support to help our customers use cutting tools correctly. Specifically we offer the Machining Academy to increase attendees' knowledge of tools and cutting operations, along with cutting tests and technical support aimed at enabling our customers to use our tools more efficiently. We also offer toll-free telephone technical counseling. With these and other support services, we strive to ensure direct communication with our customers at all times. In fiscal 2023, we focused our efforts on offering web seminars and remote cutting tests, continued in fiscal 2022. Based on customer demand, we will continue to provide comprehensive solutions through technical diagnoses of processing lines and analyses of cutting operations on them.



Web seminars held through live demonstrations from machining technology center

## Renewable Energy Business

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We are contributing to the creation of a recycling-oriented society through the business of recycling mineral resources and the development of renewable energy. In the renewable energy sector, we are actively engaged in the maintenance and management of facilities on a daily basis to ensure the stable supply of environmentally friendly energy over the long term, aiming to contribute to the creation of a decarbonized society through the provision of renewable energy. Furthermore, we strive to provide new value derived from "renewable sources" by supplying electricity to local new power initiatives based on the concept of "local production and consumption of energy" and participating in auctions for non-fossil fuel certificates. Through these efforts, we aim to meet the trust of our customers and the community.

# Engaging in Dialog and Coexisting with Local Communities

## Social Contribution Activities

Based on the corporate philosophy of "For People, Society and the Earth", the Mitsubishi Materials Group has adopted the vision of "Circulating resources for a sustainable future" and the mission of "Create a sustainable future (a prosperous, recycling-oriented and decarbonized society)," and has established "We will contribute to the development of each region and build a harmonious relationship of mutual prosperity with local communities" as a rule we must observe in our Code of Conduct.

### Community Contribution Activity Policy

Since its establishment, the Mitsubishi Materials Group has maintained not only manufacturing sites but also procurement and sales offices and other facilities in Japan and other parts of the world, and we believe that we can continue that business by earning the trust of local communities. In order to carry on this idea of the Mitsubishi Materials Group and pass it on to the next generation, each of us must act in accordance with the expectations of our stakeholders and be aware of our social responsibility.

To this end, we will actively engage in contribution activities to solve issues in society such as nature conservation in each region, Diversity and Inclusion including next generation education support and minority support, and aim to coexist in harmony with local communities.

We will also fulfill our social responsibility by appropriately distributing earnings from our business activities to our stakeholders, including local communities.

#### • Focus Areas

In line with our Corporate Philosophy, Our Mission, and Code of Conduct, we will focus on the following three areas to achieve sustainable business growth.

1. Promotion of local environmental protection and conservation activities
2. Supporting next-generation education and Diversity and Inclusion
3. Coexistence with local communities

#### • Approach

Through dialogue with each community and partner organization, we understand social needs and issues, and formulate and implement specific action measures to contribute to and resolve them.

We will continue to contribute to sustainable local communities by implementing the ongoing communication activities with local communities that have been conducted by each of the Mitsubishi Materials Group's sites.

(Establishment Date: July 21, 2023)

## Investments in community contribution activities

In fiscal 2023, Mitsubishi Materials's non-consolidated expenditures on community social contribution activities totaled approximately 400 million yen\*, including 390 million yen in donations, 11.15 million yen in services provided by employees, and 160 thousand yen in facility openings.

\* Amounts are based on calculation methods established by the Company.

## New graduates' participation in community service activities

Based on the recognition that social contribution activities following the Great Eastern Japan Earthquake that occurred in March 2011 should be implemented not as a one-time event but on a permanent basis, we have established a program for all new graduates to participate in community service activities as part of their new employee training since fiscal year 2012.

From the beginning of their employment with us, we expect them to think about their relationship with society and raise their awareness of corporate social responsibility as a member of our Group.

In fiscal 2023, a total of 251 employees participated in cleanups, festivals, and sporting events.

## Effective use of emergency food, drinking water, etc. that are due for renewal

Our offices and Group companies manage emergency food, drinking water, and other supplies for use in the event of an earthquake or other emergency. We donate emergency food, drinking water, and other supplies that are due for renewal to facilities and organizations in need.

### ■ Head Office

100 food items and 48 bottles of drinking water were donated to Japan Association for Refugees.

In addition, 5,300 meals and 954 bottles of drinking water were donated to 20 organizations through StockBase, a matching platform that allows companies to effectively use surplus stockpiled food and novelties for organizations in need.

### ■ Sanda Plant

1,630 food items were donated to a food drive organized by the Sanda City Chamber of Commerce and Industry and provided to a children's cafeteria in Sanda City.

## Main Recognition for the Mitsubishi Materials Group's Activities

### ■ Main Awards and Commendations from Outside Organizations in Fiscal 2023

Recipient	Awarding body or organization	Details	
Mitsubishi Materials Corporation Sakai Plant	East Japan Railway Company	Letter of Appreciation	Early delivery of trolley wire for Tohoku Shinkansen as a response for restoration after the March 2022 Fukushima Prefecture offshore earthquake
MM Copper Products Co., Ltd.			
Mitsubishi Materials Techno Corp.	Society of Heating, Air-Conditioning and Sanitary Engineers of Japan	60th Society Award Technical Award Construction Equipment Division (Consecutive awards)	Construction (geothermal) of 'Environmental and Facilities Planning and Implementation at Yokohama City Hall'
	Geothermal Research Society of Japan	"Fiscal 2023 Geothermal Research Society of Japan" Annual Paper Award (Consecutive awards)	Assessment of the impact of geothermal applications on subsurface micro-organisms
Mitsubishi Materials Corporation Naoshima Smelter & Refinery	Ministry of Education, Culture, Sports, Science and Technology (MEXT)	Fiscal 2023 Award of the Minister of Education, Culture, Sports, Science and Technology in the field of science and technology. Prize for Creativity and Ingenuity	Improved verticality of seed plates by preventing them from bouncing up during caulking

Mitsubishi Materials Corporation	Japan Cutting & Wear-resistant Tool Association	Japan Cutting & Wear-resistant Tool Association Award Fiscal 2023 "Environmental Award."	Establish a high-level organizational structure based on an environmental management system, which implements and fosters Company-wide efforts to prevent global warming and reduce waste in particular
MOLDINO Tool Engineering, Ltd.	Japan Cutting & Wear-resistant Tool Association	Japan Cutting & Wear-resistant Tool Association Award Fiscal 2023 Technical Achievement Award	Development of the carbide OH non-step borer 40-50WHNSB
	Monozukuri Japan Council, THE NIKKAN KOGYO SHIMBUN, LTD.	2022 Super Monozukuri Component Award Machinery and Robot Components Award	"Carbide OH non-step borer 40-50WHNSB" for crossed deep hole drilling
Mitsubishi Materials Corporation Sambo Plant	Japan Institute of Copper, Japan Copper and Brass Association	56th Annual Paper Award	Development of the next generation of lead-free free-cutting alpha + beta brass
Mitsubishi Materials Corporation Innovation Center, Sanda Plant	Japan Fine Ceramics Association	Technology Promotion Award	Development of sintered silver paste for pressure-free bonding to Cu substrates
Mitsubishi Materials Corporation Innovation Center, Wakamatsu Plant	Japan Copper and Brass Association	Fiscal 2022 Technical Award	Development and practical mass production of MSP5 <sup>®</sup> copper alloy for small terminals for automotive applications
Mitsubishi Materials Corporation Innovation Center	Japan Institute of Copper, Japan Copper and Brass Association	56th Annual Paper Award (Consecutive awards)	Variation of dislocation parameters with low temperature annealing conditions in solid solution strengthened copper alloys and their effect on stress relaxation properties
	The Ceramic Society of Japan	Technical Encouragement Award	Application of liquid-phase deposition technology to protective films and complex functionalization
	Japan Mining Industry Association (JMIA)	Japan Mining Industry Association Award	Improved properties of lead zirconate titanate thin films for MEMS
PT. Smelting	Ministry of Environment & Forestry, Republic of Indonesia	2021-2022 PROPER program. Green Rating	Rating in a program to assess a company's environmental management performance (rated in the order gold, green, blue, red and black)"

## Our Approach to Society

### Signing of the UN Global Compact

Mitsubishi Materials Corporation signed the United Nations Global Compact (UNGC) and was registered as a participating company as of March 22, 2022. In addition, it has joined the Global Compact Network Japan, the UNGC's local network in Japan.





The UNGC is a voluntary initiative in which companies and organizations act as good members of society and participate in the creation of a global framework for realizing sustainable growth by demonstrating responsible and creative leadership. The companies and organizations that sign the UNGC are required to observe and practice the Ten Principles in the four areas of human rights, labor, environment, and anti-corruption, which are set forth by the UNGC.

The vision of the Mitsubishi Materials Group is to "become the leading business group committed to creating a sustainable world through materials innovation, with use of our unique and distinctive technologies" based on its corporate philosophy of "For People, Society and the Earth" and we intend to more actively and positively promote sustainability as exemplified by the establishment of a new Sustainability Policy (URL:<https://www.mmc.co.jp/corporate/en/sustainability/>) as of December 1, 2021.

We will support the Ten Principles of the UNGC and practice them in our business activities, thereby contributing to the realization of a sustainable society.

▶ [Global Compact Network Japan Website](http://www.ungcjp.org/) <http://www.ungcjp.org/> 

\* This data is only available in Japanese on the website.

▶ [United Nations Global Compact Website](https://www.unglobalcompact.org/) <https://www.unglobalcompact.org/> 

## The Ten Principles of the UN Global Compact

### Human Rights

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2:

make sure that they are not complicit in human rights abuses.

### Labour

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4:

the elimination of all forms of forced and compulsory labour;

Principle 5:

the effective abolition of child labour; and

Principle 6:

the elimination of discrimination in respect of employment and occupation.

### Environment

Principle 7:

Businesses should support a precautionary approach to environmental challenges;

Principle 8:

undertake initiatives to promote greater environmental responsibility; and

Principle 9:

encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

## Donations to Organizations That are Addressing Social Issues

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We take the Group's 150th anniversary, which we celebrated in 2021, as an opportunity to make the donations and provide ongoing support, with the aim of supporting organizations addressing social issues proactively, towards achieving our corporate philosophy, "For People, Society and the Earth."

We selected recipients of the donations from among organizations engaged in activities consistent with our corporate philosophy to solve social issues, with a particular focus on those that support children, students, or refugees, while also considering their relationships with us, among other factors.

### ■ Organizations Supporting Children or Students

#### ● International Volunteer University Student Association

Under the vision of "a society to live together," this organization plans and implements volunteer activities for solving social issues, with the leading role played by approximately 2,500 students from 80 universities across Japan as its members.

#### ● Katariba (Approved Specified Non-Profit Organization)

This organization engages in activities to deliver various educational opportunities to children with the aim of creating a society where "No matter what environment they grew up in, they should be able to develop their motivation and creativity to make their own future."

### ■ Organizations Supporting Refugees

#### ● Japan Association for Refugees (JAR)

This organization supports refugees who have fled to Japan from conflicts, human rights abuses, or other forms of persecution, so that they can live in a new land with a sense of security, aiming to build an inclusive society.

#### ● Nonprofit Corporation WELgee

This organization co-creates shared value for Japanese society and those refugees who have fled to Japan, aiming for a society where refugees and Japanese can build a future together, regardless of their circumstances.

We also use and collaborate with one of the organization's activities, a career program that accompanies the training, recruiting, and retention of refugee talents.