

# Positioning of Sustainability in the Group

## Basic Policy on Sustainability

At the Mitsubishi Materials Group, we made the CSR Declaration to announce our commitment to CSR activities in April 2005, and established the CSR Direction in May 2006, and have been pursuing initiatives accordingly. In recent years, however, along with the growing interest in climate change, environmental and social issues, society has begun to attach greater importance to sustainability. Reflecting these trends, we established a Sustainability Policy in December 2021 (revised on April 1, 2023) to clarify the Group's attitude to promote sustainability more actively and positively. We also established a Human Rights Policy and Procurement Policy and revised the Environmental Policy under the Sustainability Policy.

At the Mitsubishi Materials Group, based on our Corporate Philosophy "For People, Society and the Earth", we have declared the new vision of "Circulating resources for a sustainable future" and adopted the mission to "Create a sustainable future (a prosperous, recycling-oriented and decarbonized society)." Based on the recognition that the sustainability of society as a whole will have a significant impact on our corporate activities in the future, we aim to create both social and economic values by solving social issues through business activities.

### Conceptual diagram of Corporate Philosophy of the Mitsubishi Materials Group and its stakeholders



## Sustainability Policy

The Mitsubishi Materials Group upholds its Corporate Philosophy, "For People, Society and the Earth" and are committed to earning the trust of our stakeholders by sincerely fulfilling our social responsibilities through our business activities. We will further accelerate our proactive engagement with sustainability. The Mitsubishi Materials Group will pursue its journey for sustainable growth as we work to fulfill Our Commitment.

### 1. Build a Work Environment that puts Safety and Health First

We place utmost priority on safety and health. We will build a work environment that eliminates work-related accidents, ensures occupational health, maintains employee wellness and reinforces risk management that mitigates adverse impacts from emergency situations including natural disasters and global infectious diseases.

### 2. Respect Human Rights

Respect for human rights is considered to be the foundation of the business activities of the Mitsubishi Materials Group. We respect the principles enshrined in the international human rights instruments.

### **3. Promote Diversity and Inclusion**

We embrace diversity and acknowledge its importance in creating new value. We will promote Diversity and Inclusion as a source of sustainable growth within the Group.

### **4. Cultivate Mutual Prosperity with Stakeholders**

We will communicate proactively with our stakeholders – including shareholders, investors, employees, customers, suppliers, business partners, global and local communities – to foster mutual understanding toward mutual prosperity.

### **5. Strengthen Corporate Governance and Risk Management**

We will strengthen corporate governance and reinforce risk management systems to ensure legal compliance. Fulfilling regulatory requirements is a prerequisite for enhancing our business operations and preventing corporate scandals from arising.

### **6. Engage in Fair Business Transactions and Responsible Sourcing**

We will engage in fair and responsible business transactions with all our suppliers and business partners. We will strive to ensure responsible procurement of minerals and other raw materials in collaboration with our suppliers and business partners.

### **7. Ensure Stable Provision of Safe, Secure, and High Value Added Products**

We practice quality control and pursue innovative solutions to develop safe and secure products, services and solutions with high added value to society.

### **8. Proactive Engagement for the Global Environment**

We recognize the critical importance of environmental conservation. We will engage proactively in resource recycling, decarbonization and biodiversity conservation across all areas of our operations, from procurement of raw materials to the development, manufacturing, distribution, consumption, disposal, and recycling of materials and products.

(Stipulated on December 1, 2021, Revised on April 1, 2023)

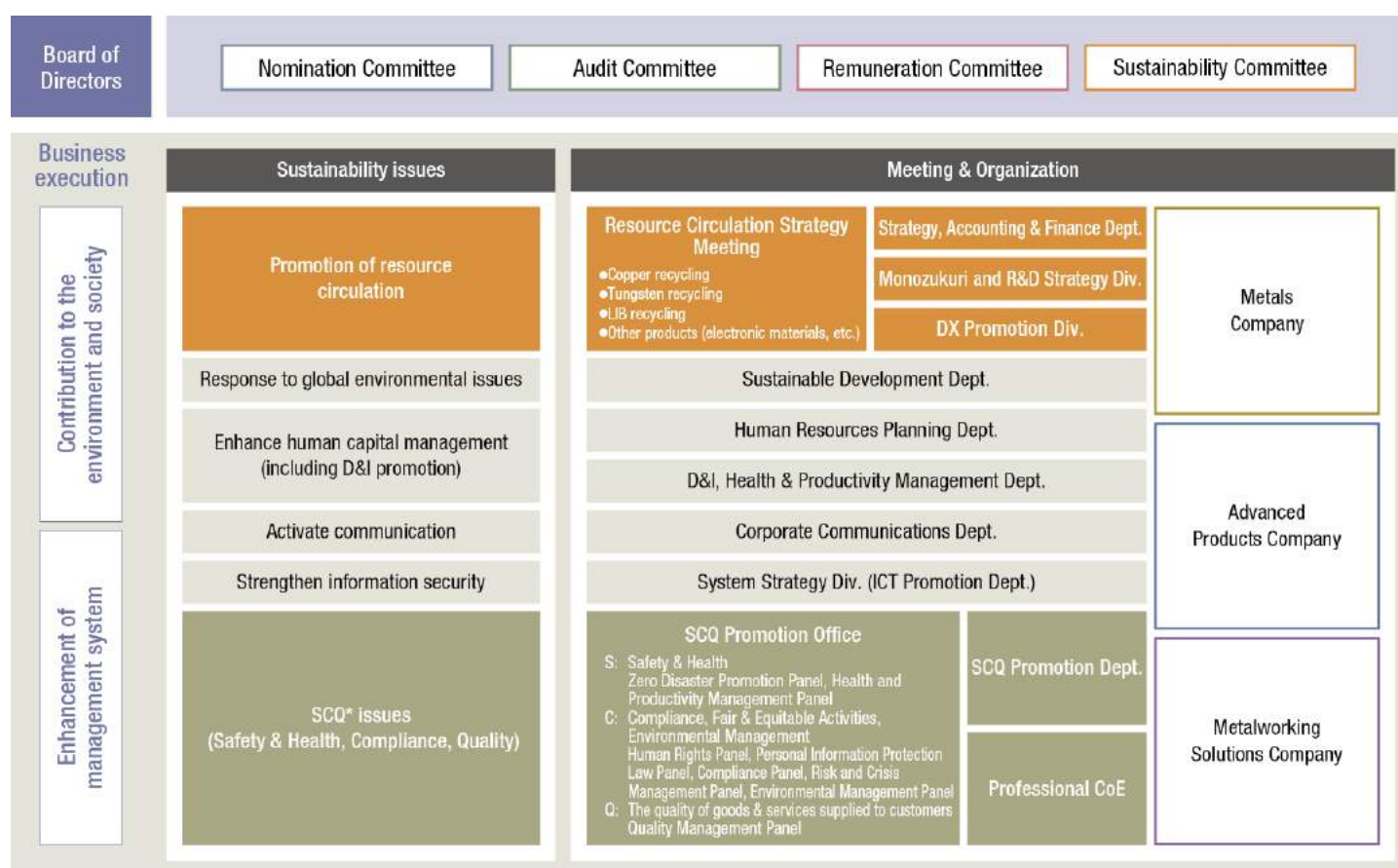
▸ [Sustainability](#)

# Sustainable Management System

We recognize that tackling management issues regarding sustainability is essential for the Group to improve its corporate value in the medium-to long-term, and established the Sustainable Management Office on April 1, 2020 to promote centralized handling of such issues. Then on July 1, 2023, we established the Resource Circulation Strategy Meeting to strategically promote resource recycling, address global environmental issues and strengthen human capital management. In addition, to deal with aspects that form the core of our corporate activities including health and safety, observing compliance requirements and quality, the Sustainable Management Office was renamed to the SCQ Promotion Office and will continue to proactively drive implementation of related initiatives.

Members of the SCQ Promotion Office is composed of the CEO (General Manager), Executive Officers of related departments (Deputy General Manager), and General Managers of related departments. It also has panels for each specialized field as suborganizations, which deliberate on annual policies and activity plans. After following-up on specific measures related to each field by the Sustainable Management Office, the status of those activities is reported to the Strategic Management Committee and the Board of Directors monthly.

## ■ Sustainable Management System (as of July 1, 2023)



\*SCQ: S: Safety & Health, C: Compliance & Environment, Q: Quality