

Mitsui Kinzoku Group Statement on U.K. Modern Slavery Act

We make this Statement pursuant to Section 54 of the United Kingdom (UK) Modern Slavery Act 2015 to identify action we have taken on a Mitsui Kinzoku Group-wide basis during the financial year ending March 31, 2024, to prevent slavery and human trafficking from occurring in our business or our supply chain. Mitsui Kinzoku Group has adopted a Group-wide approach to our human rights commitment and makes this Statement on behalf of a group company subjected to the Act.

Company Overview and Supply Chain

Mitsui Kinzoku Group is engaged in the manufacturing and selling of functional engineered materials and electronic materials, nonferrous metal smelting, mining, precious metal recycling, raw material related businesses, and the manufacturing and selling of automotive parts/components, etc.

We procure materials and component parts for those products from suppliers located throughout the world.

Mitsui Kinzoku Group has approximately 80 sites located in Japan, China, Taiwan, Thailand, India, Indonesia, Vietnam, Malaysia, Peru, Mexico, the United States, the United Kingdom, France, and Morocco. As of March 31, 2024, Mitsui Kinzoku Group had approximately 13,000 employees. Mitsui Kinzoku Group's operation in the United Kingdom is represented by Mitsui Components Europe Ltd, a subsidiary incorporated in Wales.

Applicable Corporate Policies

Mitsui Kinzoku Group prepares and distributes applicable policies to its employees and suppliers to ensure that slavery and human trafficking are not taking place in any part of its business or supply chain.

Mitsui Kinzoku Group's applicable policies include:

- Basic CSR Policy (including Code of Conduct)

<https://www.mitsui-kinzoku.com/en/csr/approach/>

- Human Rights Policy

<https://www.mitsui-kinzoku.com/en/csr/society/humanrights/>

- Procurement Policy and Responsible Minerals Sourcing Policy

<https://www.mitsui-kinzoku.com/en/csr/society/supplychain/>

We comply with universal principles regarding human rights and labour practices worldwide. In addition to complying with laws and regulations, our Basic CSR Policy (including the Code of Conduct) and Human Rights Policy stipulate respect for basic human rights and oppose child labour and forced labour.

We request all our suppliers, who play an important role in the Mitsui Kinzoku Group's production and

services, to understand and put into practice the Mitsui Kinzoku Group Procurement Policy.

Regarding covered-minerals originating in Conflict Affected High-Risk Areas (CAHRAs), we do not use minerals involving any injustices including direct/indirect contribution to conflict and human rights abuses such as child labour and forced labour.

Risk Assessment

We have adopted an approach to prevent slavery and human trafficking in our business and supply chain as a series of efforts to respect human rights.

We conduct human rights risk assessment in our business and supply chain. Mitsui Kinzoku Group, as a company engaged in business related to the mineral supply chain, recognizes that there are risks in our business and supply chain and risks specific to the mining business.

Due Diligence Framework

The CSR Chairperson (the President) is identified as the highest responsible person for the human rights management of Mitsui Kinzoku Group. The Senior Executive Officer in charge of supply chain is appointed as the Chairperson of supply chain management.

For our group manufacturing sites, we conduct a survey using the Self-Assessment Questionnaire, which includes slavery and human trafficking. Based on the survey results, we conduct on-site hearings. The results are fed back to each site, based on which corrective measures will be taken. For sites engaged in mining, we conduct a survey which focuses on human rights issues specific to the mining business.

We request our suppliers to understand and implement the Procurement Policy. In addition, we have identified suppliers which could have a significant impact on our business as “critical suppliers”. We request the critical suppliers to submit the Supplier Self-Assessment Questionnaire (hereinafter, called “Suppliers SAQ”) and assess their conditions relating to the issues of human rights & labour (including slavery, human trafficking, child labour, non-discrimination, harassment, and working environment), health & safety, environment, and ethics.

Effectiveness and Performance Review

In FY 2023, we conducted surveys at two overseas sites of the Mitsui Kinzoku Group. While there were no cases of slavery and human trafficking, corrective actions were taken to address identified human rights issues. In FY 2024, we will conduct surveys at four overseas sites. In addition to these standard surveys, in FY 2023, we conducted a survey to determine whether the Technical Intern Training Program for foreign workers was used at domestic sites. As a result of the survey, we identified locations that are using or have used the program, and we sought opinions from third-party experts on addressing human rights issues. We

conducted individual interviews with technical intern trainees and hearings with relevant stakeholders, and together with a third-party expert, we formulated a corrective process. In FY 2024, we will implement corrective actions in accordance with the corrective process. Additionally, we plan to formulate regulations concerning the employment of foreign workers within the group.

We have started supply chain management from FY 2018. From FY 2021 onward, we plan to implement Supplier Assessments using the Suppliers SAQ to 100% of target suppliers which will be identified every financial year. In FY 2023, we identified 86 target suppliers as “critical suppliers”. We conducted the Suppliers SAQ for the 86 critical suppliers, and 73 (84.9%) of them responded to the Suppliers SAQ. There were no cases of slavery and human trafficking among these suppliers. In FY 2024, we plan to achieve 100% implementation of the SAQ for the targeted suppliers.

Grievance Mechanism

Mitsui Kinzoku Group receives internal reports and consultations concerning human rights through the Mitsui Kinzoku Hotline. For external stakeholders, we have the Compliance Consultation Desk and the Environmental and Social Risks Consultation Desk on our website.

- Compliance Consultation Desk and Environmental and Social Risks Consultation Desk

<https://www.mitsui-kinzoku.com/en/contact/>

Training

Mitsui Kinzoku Group provides our employees with human rights training in order to raise awareness of human rights issues, including slavery and human trafficking, and to inform them of our human rights policy. In FY 2023, 171 employees attended the training.

We conduct training on our procurement policy, supply chain management, and responsible mineral sourcing for employees, including those responsible for procurement. In the training, we share information about the risks in our supply chain, including forced labour and human trafficking. In FY 2023, a total of 442 employees attended the supply chain management training. We have started engagement with C-ranked suppliers of the Suppliers SAQ to explain identified issues and discuss improvements. In FY 2023, we engaged with four suppliers.



NOU Takeshi

President, Representative Director

August 2024