

ESG data

Governance

Profile of Directors and Corporate Auditors (As of June 2023)

President and Representative Director

NOU Takeshi

April 1986	Entered the Company
June 2010	Mitsui Copper Foil (Malaysia) Sdn.Bhd. Managing Director
October 2013	General Manager of Recycling Business Promotion Group, Metals, Minerals & Engineering Sector
April 2014	Executive Officer, Senior General Manager of Technology Management Division, Metals & Recycling Division, Metals Sector
April 2015	Executive Officer, Deputy Senior General Manager of Engineered Materials Sector, General Manager of Business Planning Group, Engineered Materials Sector
June 2015	Director, Senior Executive Officer, Deputy Senior General Manager of Engineered Materials Sector, General Manager of Business Planning Group, Engineered Materials Sector
October 2015	Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector, General Manager of Business Planning Group, Engineered Materials Sector
April 2016	Representative Director, Managing Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector
April 2020	Vice President, Representative Director, Executive Vice President, Senior General Manager of Business Creation Sector
April 2021	President and Representative Director (current positions)

Representative Director, Senior Managing Director, Senior Managing Executive Officer

KIBE Hisakazu

April 1985	Entered the Company
April 2009	General Manager of Finance & Accounting Department, Automotive Parts & Components Division, Parts Production Sector
October 2013	Director, Senior Executive Officer, Senior General Manager of Planning & Administrative Sector, General Manager of Planning Department, Mitsui Kinzoku ACT Corporation
April 2014	Executive Officer, Assistant to Senior General Manager of Metals Sector
June 2014	Executive Officer of the Company, Director, Executive Officer of Pan Pacific Copper Co., Ltd.
October 2015	Senior Executive Officer, Deputy Senior General Manager of Affiliates Coordination Strategic Sector
January 2016	Senior Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector, General Manager of Copper Business Strategic Division, Metals Sector
April 2018	Senior Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector
June 2020	Director, Senior Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector
April 2021	Representative Director, Senior Managing Director, Senior Managing Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector
June 2021	Representative Director, Senior Managing Director, Senior Managing Executive Officer, Senior General Manager of Corporate Planning & Control Sector (current positions)

Senior Managing Director, Senior Managing Executive Officer

TSUNODA Satoshi

April 1987	Entered the Company
April 2013	General Manager of Zinc Division, Metals, Minerals & Environmental Engineering Sector, Manager of Sales Department, Zinc Division, Metals, Minerals & Environmental Engineering Sector
June 2013	Executive Officer of the Company, General Manager of Zinc Division, Metals, Minerals & Environmental Engineering Sector
April 2014	Executive Officer of the Company, Deputy General Manager of Metals & Recycling Division, Metals Sector, Manager of Marketing Department, Metals & Recycling Division, Metals Sector
April 2015	Executive Officer of the Company, General Manager of Metals & Recycling Division, Metals Sector, Manager of Marketing department, Metals & Recycling Division, Metals Sector
October 2015	Executive Officer of the Company, Director, Executive Officer of Pan Pacific Copper Co., Ltd.
April 2018	Executive Officer of the Company, Deputy Senior General Manager of Metals Sector, General Manager of Copper Business Strategic Division, Metals Sector
April 2019	Senior Executive Officer, Senior General Manager of Metals Sector
April 2021	Senior Executive Officer, Senior General Manager of Metals Sector, General Manager of Business Planning Group, Metals Sector
June 2021	Director, Senior Executive Officer, Senior General Manager of Metals Sector
June 2022	Senior Managing Director, Senior Managing Executive Officer, Senior General Manager of Metals Sector (current positions)

Managing Director, Senior Executive Officer

OKABE Masato

April 1986	Entered the Company
June 2010	Director and Vice President, Taiwan Copper Foil Company, Limited
June 2011	General Manager of Business Planning Group, Electronics Materials Sector
September 2013	Assistant to General Manager of Catalysts Strategic Division, Engineered Materials Sector
January 2014	General Manager of Sales Department, Catalysts Strategic Division, Engineered Materials Sector
October 2015	Deputy General Manager of Catalysts Division and General Manager of Sales Department, Catalysts Division, Engineered Materials Sector
April 2016	Executive Officer, General Manager of Catalysts Division, Engineered Materials Sector
October 2019	Deputy Senior General Manager of Engineered Materials Sector, General Manager of Catalysts Division, Engineered Materials Sector
April 2020	Senior Executive Officer, Senior General Manager of Engineered Materials Sector
June 2022	Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector
April 2023	Managing Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector (current positions)

Director, Senior Executive Officer

MIYAJI Makoto

April 1986	Entered the Company
April 2010	General Manager of Technical Department, Battery Materials Division, Engineered Materials Sector
June 2011	General Manager of Battery Materials Strategic Division, General Manager of Quality Assurance Department, Battery Materials Strategic Division, Engineered Materials Sector
April 2014	Executive Officer, General Manager of Battery Materials Division, General Manager of Manufacture Department, Battery Materials Division, Engineered Materials Sector
April 2015	Executive Officer, General Manager of Catalysts Division, General Manager of Manufacture Department, Catalysts Division, Engineered Materials Sector
October 2015	Executive Officer, Deputy Senior General Manager of Engineered Materials Sector, General Manager of Catalysts Division, General Manager of Manufacture Department, Catalysts Division, Engineered Materials Sector
April 2016	Executive Officer, Deputy Senior General Manager of Engineered Materials Sector, General Manager of Engineered Powders Division, Engineered Materials Sector
April 2018	Executive Officer, General Manager of Human Resource Department, General Manager of Office of Secretariat, Corporate Planning Department, Corporate Planning & Control Sector
April 2021	Executive Officer, General Manager of Office of Secretariat, Corporate Planning Department, Corporate Planning & Control Sector
June 2021	Director, Executive Officer, Chief Environmental Safety Officer Director, Director, Senior Executive Officer, Senior General Manager of Technology Sector, Chief Environmental Safety Officer (current positions)
April 2023	

Director, Executive Officer

IKENOBU Seiji

April 1995	Entered the Company
June 2013	General Manager of Technical Planning Group, Technology Management Division, Metals, Minerals & Environmental Engineering Sector
January 2015	General Manager of Ageo Copper Foil, Strategic Production Planning Department, Copper Foil Division, Engineered Materials Sector
April 2016	General Manager of Business Planning Group, Metals Sector, Deputy General Manager of Copper & Precious Metals Division, Metals Sector, General Manager of Business Development Department, Metals Sector
April 2020	Executive Officer, General Manager of Corporate Planning Department, Corporate Planning & Control Sector
April 2021	Executive Officer, General Manager of Corporate Planning Department, Corporate Planning & Control Sector, General Manager of Business Reconstruction Office, Corporate Planning Department, Corporate Planning & Control Sector
April 2022	Executive Officer, General Manager of Corporate Planning Department, Corporate Planning & Control Sector, General Manager of Business Reconstruction Office, Corporate Planning Department, Corporate Planning & Control Sector
April 2023	Executive Officer, Deputy Senior General Manager of Corporate Planning & Control Sector, General Manager of Corporate Planning Department, Corporate Planning & Control Sector
June 2023	Director, Executive Officer, Deputy Senior General Manager of Corporate Planning & Control Sector, General Manager of Corporate Planning Department, Corporate Planning & Control Sector (current positions)

Outside Director

MATSUNAGA Morio

August 1977	Postdoctoral fellow, The University of Tennessee
September 1996	Professor, Faculty of Engineering, Kyushu Institute of Technology
April 2003	Professor, Department of applied science for integrated system engineering, Kyushu Institute of Technology
April 2010	President, Kyushu Institute of Technology
June 2016	Chairperson of the Board of Director, Kitakyushu Foundation for the Advancement of Industry, Science and Technology (current position)
June 2016	Outside Director of the Company (current position)
June 2018	Outside Auditor of KROSAKI HARIMA CORPORATION (current position)
February 2022	Chairperson of The Surface Finishing Society of Japan (current position)
April 2022	Board Member, Kyushu Dental University (current position)

Outside Director

TOIDA Kazuhiko

April 1975	Entered Nissan Motor Co., Ltd.
April 2001	Senior Vice President, Global Aftersales Business, Nissan Motor Co., Ltd.
April 2005	Senior Vice President, Japan Marketing & Sales, Chairman of MC-Dealer, Nissan Motor Co., Ltd.
April 2009	Executive Vice President, FALTEC Co., Ltd.
April 2009	Chairman and Board Director, ALTIA Co., Ltd.
April 2010	Representative Director, President and CEO, FALTEC Co., Ltd.
April 2017	Chairman of the Board and Representative Director, FALTEC Co., Ltd.
June 2017	Senior Adviser, FALTEC Co., Ltd.
April 2018	Executive Board Member, Rikkyo Educational Corporation
June 2020	Outside Director of the Company (current position)
September 2020	Chairperson of the Board, Rikkyo Educational Corporation
June 2022	Chair of the Board of Directors of the Company (current position)
April 2023	Advisor, Rikkyo University Innovation Center for Applied Artificial Intelligence (ICA-AI) (current position)
April 2023	Advisor, Penetrate of Limits Co., Ltd. (current position)

Outside Director

TAKEGAWA Keiko

April 1981	Entered Prime Minister's Office (Presently Cabinet Office)
July 2008	Deputy Director General for Policies on Cohesive Society, Cabinet Office
July 2009	Deputy Director General for Gender Equality Bureau, Cabinet Office
December 2012	Director, Public Relations Office, Cabinet Office
July 2014	Director General, Gender Equality Bureau
April 2019	Professor, Showa Women's University
June 2019	Outside Corporate Auditor of the Company
June 2019	Outside Member of the Board of NIPPON TELEGRAPH AND TELEPHONE CORPORATION
April 2020	Dean of Faculty of Global Business, Showa Women's University
April 2021	Director of Institute of Women's Culture, Showa Women's University (current position)
April 2021	Specially Appointed Professor, Showa Women's University (current position)
June 2021	Outside Director, Sekisui House, Ltd. (current position)
June 2021	Outside Director of the Company (current position)

Corporate Auditor

KUTSUNAI Akira

April 1984	Entered the Company
February 2012	General Manager of Finance & Accounting Department
June 2014	General Manager of Administration Dept., Metals Sector
April 2017	Executive Officer, General Manager of Investor Relations and Corporate Communications Department, Corporate Planning & Control Sector
June 2018	Executive Officer, General Manager of Investor Relations and Corporate Communications Department, Corporate Planning & Control Sector, Finance & Accounting Department, Corporate Planning & Control Sector
April 2020	Executive Officer, General Manager of Corporate Communications Department, Corporate Planning & Control Sector, General Manager of Finance & Accounting Department, Corporate Planning & Control Sector
June 2020	Corporate Auditor of the Company (current position)

Corporate Auditor

FUKUMOTO Hiroto

April 1986	Entered the Company
June 2011	General Manager of New Product & Process Development Center, Electronic Materials Sector
October 2011	General Manager of Ageo Copper Foil, Specialty Foil Division, Electronic Materials Sector
October 2016	Managing Director of Mitsui Copper Foil (Malaysia) Sdn.Bhn.
May 2017	Deputy General Manager of Copper Foil Division and General Manager of Business Planning Group, Engineered Materials Sector
April 2020	Deputy General Manager of R&D Center, Business Creation Sector
January 2021	General Manager of R&D Center, Business Creation Sector
June 2022	Corporate Auditor of the Company (current position)

Outside Corporate Auditor

ISHIDA Toru

April 1975	Entered Ministry of International Trade and Industry (Presently Ministry of Economy, Trade and Industry)
July 2003	Director General for Policy Planning and Coordination, Minister's Secretariat, METI
September 2005	Director-General, Trade and Economic Cooperation Bureau, METI
July 2007	Director-General, Industrial Science and Technology Policy and Environment Bureau, METI
July 2008	Commissioner, Agency for Natural Resources and Energy, METI
January 2011	Advisor, Tokyo Electric Power Company, Incorporated (TEPCO)
June 2013	Director, Japan Alcohol Trading Co., LTD
June 2014	Vice President, Japan Alcohol Trading CO., LTD
December 2015	President, The Japan Chamber of Commerce and Industry (current position)
June 2016	Outside Auditor, Tokyo Small and Medium Business Investment & Consultation CO., LTD. (current position)
June 2016	Outside Director, Tokyo Ryutsu Center Inc. (current position)
June 2018	Outside Corporate Auditor of the Company (current position)

Outside Corporate Auditor

INOUE Hiroshi

April 1985	Appointed as Public Prosecutor
January 2012	Assistant Vice-Minister of Justice
November 2012	Chief Prosecutor of Nara District Public Prosecutors Office
July 2014	Director-General of the Immigration Bureau, the Ministry of Justice
March 2017	Director-General, Inspection and Guidance Department, Supreme Public Prosecutors Office
June 2017	Chief Prosecutor of Nagoya District Public Prosecutors Office
February 2018	Superintending Prosecutor of Sapporo High Public Prosecutors Office
January 2020	Superintending Prosecutor of Fukuoka High Public Prosecutors Office
October 2020	Professional registration in Japan as lawyer
With Momo-o, Matsuo & Namba	(current position)
June 2021	Outside Corporate Auditor (current position)
June 2023	Director and Audit & Supervisory Committee Member, Mazda Motor Corporation (current position)

Employees

Breakdown of consolidated employees by employment status and employment contract type (as of the end of FY2022)

		Male		Female		Total
		Male	Female	Male	Female	
Open-ended workforce contract	Full-time	9,088	3,457			12,545
	Part-time	6	6			12
	Total	9,094	3,463			12,557
Fixed-term contract	Full-time	415	145			560
	Part-time	77	47			124
	Total	492	192			684
Total		9,586	3,655			13,241
Supervised workers		785	843			1,628
Total workforce		10,371	4,498			14,869

※ Since the calculation method is different from the one for temporary employees stated in the annual securities report, the total number of employees is not in accord.

Breakdown of consolidated employees by employment contract (as of the end of FY2022)

	Open-ended workforce contract		Fixed-term contract		Total
	Male	Female	Male	Female	
Japan	5,328	864	397	114	6,703
North America	236	175	0	0	411
South and Central America	604	489	3	2	1,098
Asia	2,884	1,901	92	76	4,953
Europe	42	34	0	0	76
Total	9,094	3,463	492	192	13,241

Breakdown of consolidated employees by position (as of the end of FY2022)

	Under 30 years of age		30-49 years old		50 years of age or over		Total
	Male	Female	Male	Female	Male	Female	
Managerial	4	0	753	106	627	31	1,521
Non-managerial	1,849	713	4,456	2,200	1,897	605	11,720
Total	1,853	713	5,209	2,306	2,524	636	13,241

Percentage of managers holding local nationality in overseas sites (as of the end of FY2022)

North America	75.0%
South and Central America	90.9%
Asia	84.8%
Europe	100.0%
Total	84.7%

New employee hires by region (as of the end of FY2022)

		Under 30 years of age		30-49 years old		50 years of age or over		Total
		Male	Female	Male	Female	Male	Female	
Japan	New hires	163	45	194	44	50	9	505
	Total employees	791	149	2,896	454	2,037	312	6,639
	Rate of hiring	20.6%	30.2%	6.7%	9.7%	2.5%	2.9%	7.6%
North America	New hires	10	6	29	11	16	7	79
	Total employees	18	6	84	57	121	111	397
	Rate of hiring	55.6%	100.0%	34.5%	19.3%	13.2%	6.3%	19.9%
South and Central America	New hires	153	178	69	128	16	20	564
	Total employees	183	202	277	241	137	48	1,088
	Rate of hiring	83.6%	88.1%	24.9%	53.1%	11.7%	41.7%	51.8%
Asia	New hires	403	242	221	93	5	17	981
	Total employees	843	350	1,878	1,507	187	120	4,885
	Rate of hiring	47.8%	69.1%	11.8%	6.2%	2.7%	14.2%	20.1%
Europe	New hires	16	1	17	6	7	2	49
	Total employees	8	1	15	10	18	23	75
	Rate of hiring	200.0%	100.0%	113.3%	60.0%	38.9%	8.7%	65.3%
Total	New hires	745	472	530	282	94	55	2,178
	Total employees	1,843	708	5,150	2,269	2,500	614	13,084
	Rate of hiring	40.4%	66.7%	10.3%	12.4%	3.8%	9.0%	16.6%

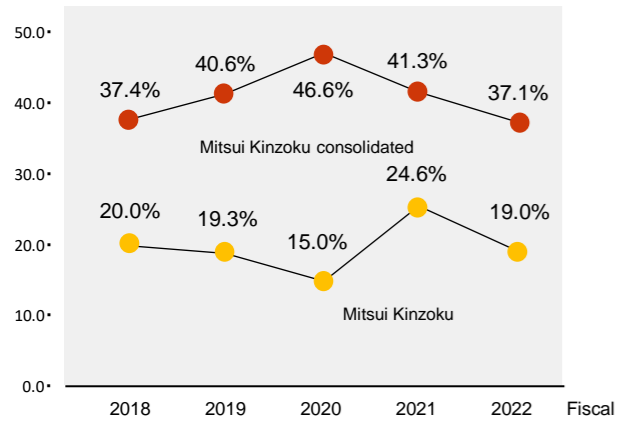
※ Since the calculation method is different from the one for consolidated employees, the total number of employees is not in accord.

Employee turnover by region (as of the end of FY2022)

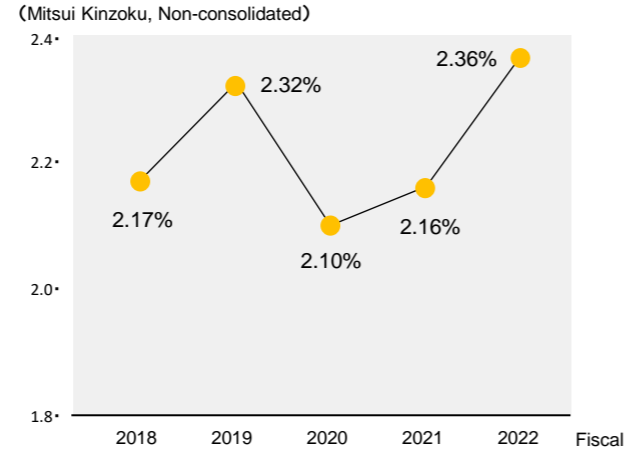
		Under 30 years of age		30-49 years old		50 years of age or over		Total
		Male	Female	Male	Female	Male	Female	
Japan	Departures	55	22	92	22	122	13	326
	Total employees	791	149	2,896	454	2,037	312	6,639
	Turnover rate	7.0%	14.8%	3.2%	4.8%	6.0%	4.2%	4.9%
North America	Departures	5	5	25	7	9	4	55
	Total employees	18	6	84	57	121	111	397
	Turnover rate	27.8%	83.3%	29.8%	12.3%	7.4%	3.6%	13.9%
South and Central America	Departures	107	164	47	109	10	12	449
	Total employees	183	202	277	241	137	48	1,088
	Turnover rate	58.5%	81.2%	17.0%	45.2%	7.3%	25.0%	41.3%
Asia	Departures	263	213	244	121	16	36	893
	Total employees	843	350	1,878	1,507	187	120	4,885
	Turnover rate	31.2%	60.9%	13.0%	8.0%	8.6%	30.0%	18.3%
Europe	Departures	16	1	16	2	4	4	43
	Total employees	8	1	15	10	18	23	75
	Turnover rate	200.0%	100.0%	106.7%	20.0%	22.2%	17.4%	57.3%
Total	Departures	446	405	424	261	161	69	1,766
	Total employees	1,843	708	5,150	2,269	2,500	614	13,084
	Turnover rate	24.2%	57.2%	8.2%	11.5%	6.4%	11.2%	13.5%

※ Since the calculation method is different from the one for consolidated employees, the total number of employees is not in accord. Departures include "retirement at the age limit" and "expiration of contract period".

Proportion of women as a percentage of new hires

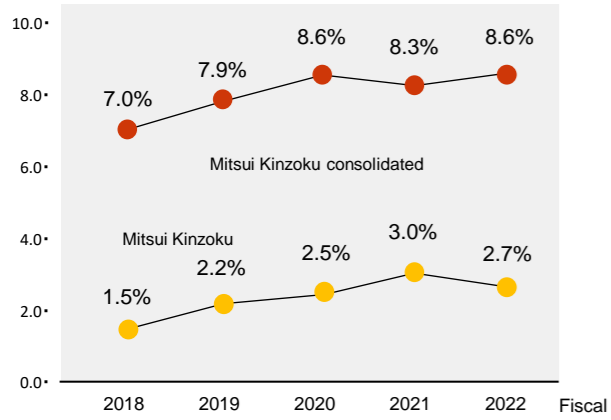


Percentage of employees with disabilities

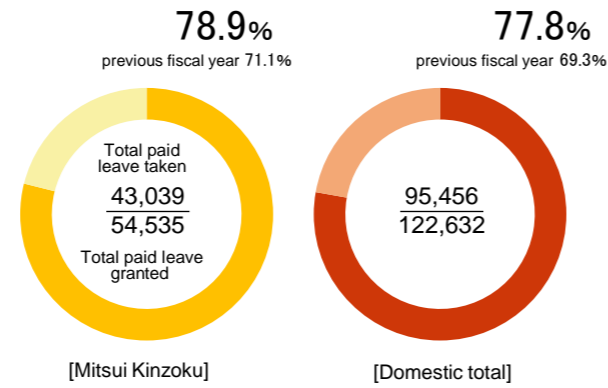


* Revised the values for previous years.

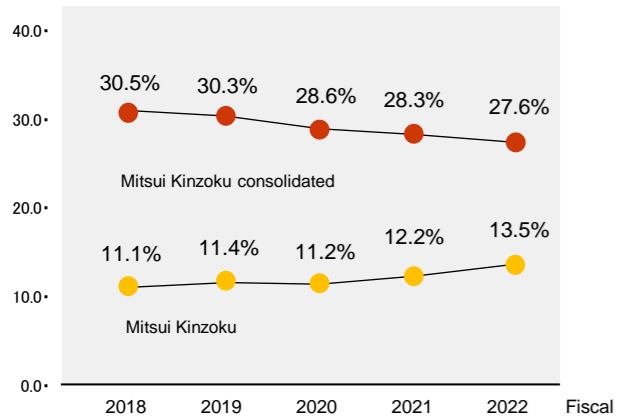
Proportion of women in management positions



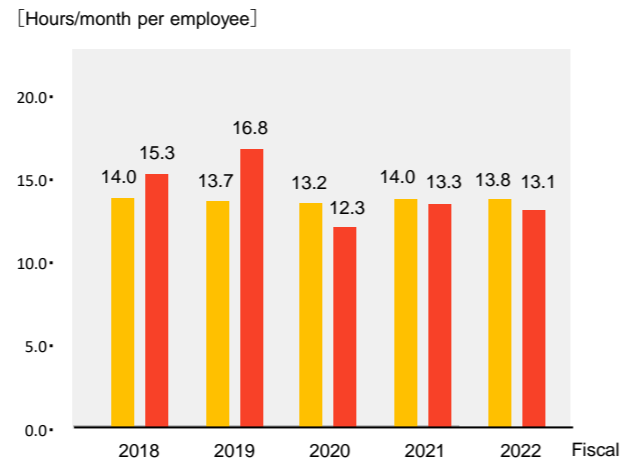
Rate of taking paid leave



Proportion of women as a percentage of total employees



Overtime hours



Parental leave

		FY2020		FY2021		FY2022	
		Employees that entitled to leave	Employees that took advantage	Employees that entitled to leave	Employees that took advantage	Employees that entitled to leave	Employees that took advantage
Mitsui Kinzoku	Male	57	3	87	7	71	6
	Female	8	8	17	17	15	15
	Total	65	11	104	24	86	21
Domestic total	Male	145	9	184	15	175	21
	Female	17	17	27	27	18	18
	Total	162	26	211	42	193	39

※ Employees that took advantage: Employees that took parental leave in the relevant fiscal year of those entitled.

Return to work and retention rates after parental leave

		FY2020			FY2021			FY2022		
		Ended	Returned	Retired	Ended	Returned	Retired	Ended	Returned	Retired
Mitsui Kinzoku	Male	3	3	0	5	4	1	7	7	0
	Female	4	4	0	0	0	0	14	14	0
	Total	7	7	0	5	4	1	21	21	0
Domestic total	Male	11	11	0	13	12	1	26	26	0
	Female	7	7	0	2	2	0	20	20	0
	Total	18	18	0	15	14	1	46	46	0

※ Ended: Employees whose parental leave ended.
Returned: Employees that returned to work after ended.
Retired: Employees that separated from employment in twelve months after returning.

Wage gap between male and female workers

FY2022	All workers	Of which, regular workers	Of which, part-time and fixed-term workers
Mitsui Kinzoku	67.7%	70.5%	53.1%
Domestic total	63.5%	67.4%	53.7%

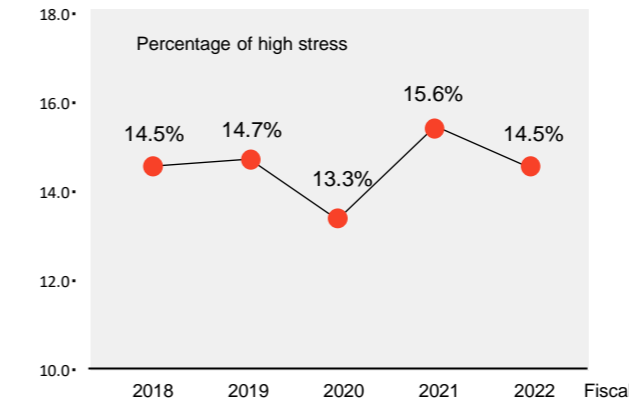
Calculated based on provisions in the Act on the Promotion of Women's Active Engagement in Professional Life.

Female workers are paid less than male workers, which is attributable principally to the smaller percentage of women in management positions and to the average length of service of women being shorter than that of men (by about seven years).

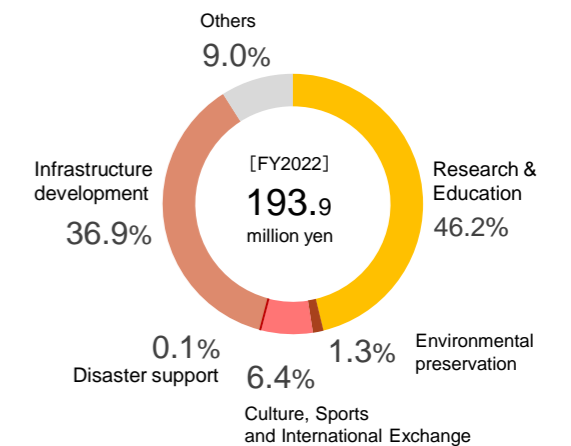
Contributing to communities

Results of stress check (Percentage of high stress)

(Target : Directly hired employees of Mitsui Kinzoku and the domestic consolidated subsidiaries, including expatriate workers)

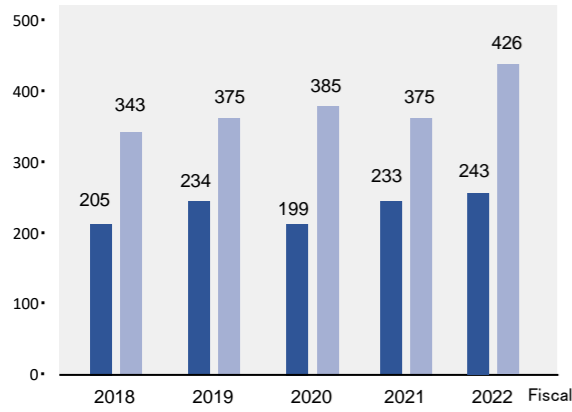


Mitsui Kinzoku Group breakdown of the amount



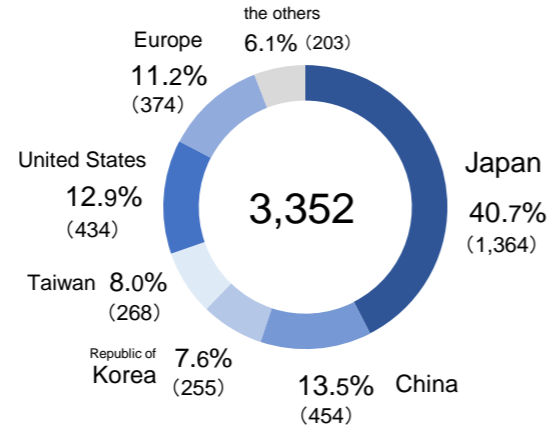
Intellectual property

Number of patent applications ■ Japan ■ Overseas



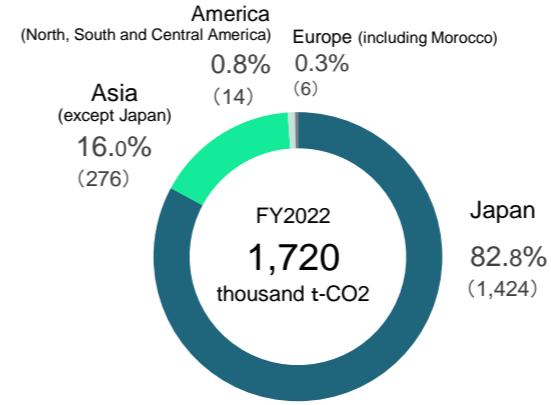
* Due to our intellectual property data management systems, some data differ from those reported last year.

Number of patents registered globally

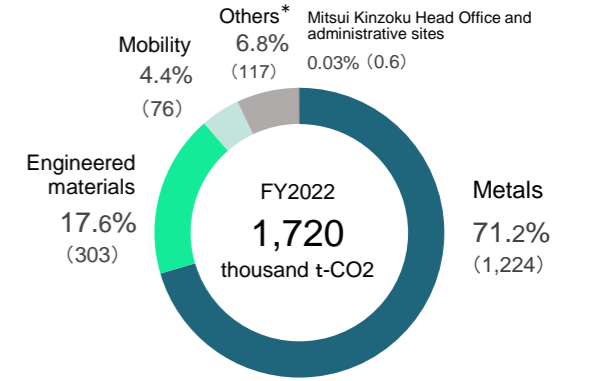


* Numbers as of the end of March 2023.

Breakdown of CO2 emissions by region

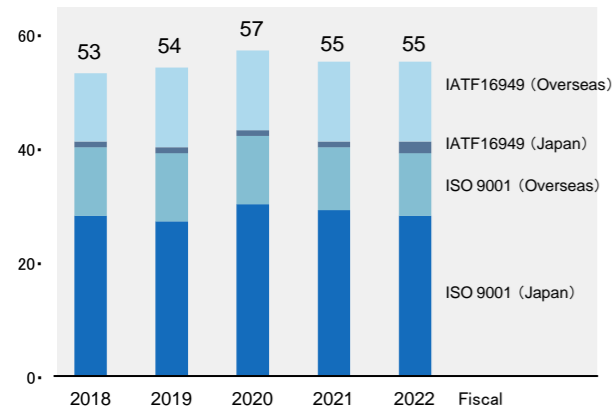


Breakdown of CO2 emissions by business unit

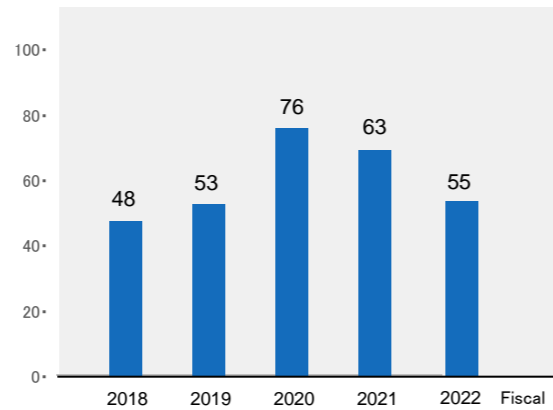


* Including the organizations under the Business Reconstruction Office of the Corporate Planning Department, and the Business Creation Sector.

Number of operating sites with certifications

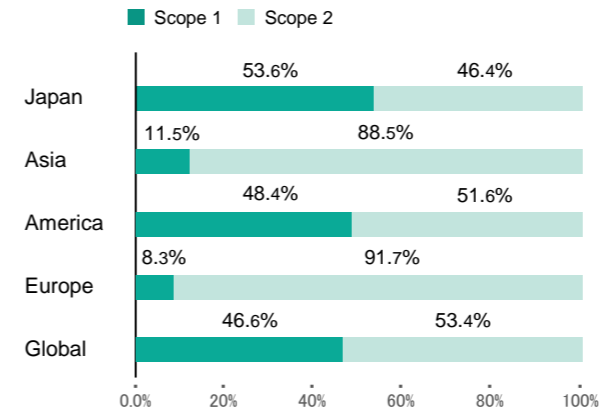


Number of claims at sites that hold QA meetings

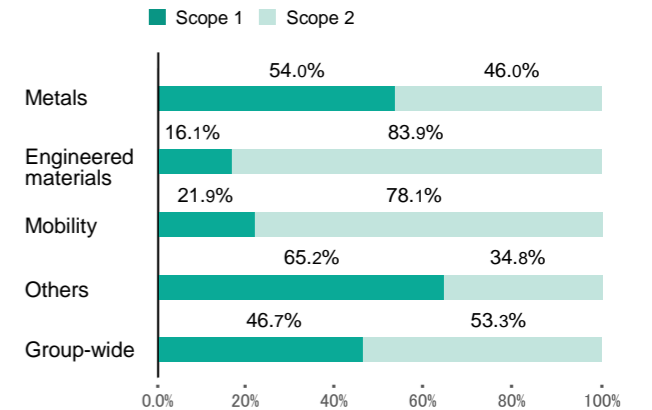


* The values expressed as relative values, with the data of FY2013 being 100.

Breakdown by scope of CO2 emissions by region

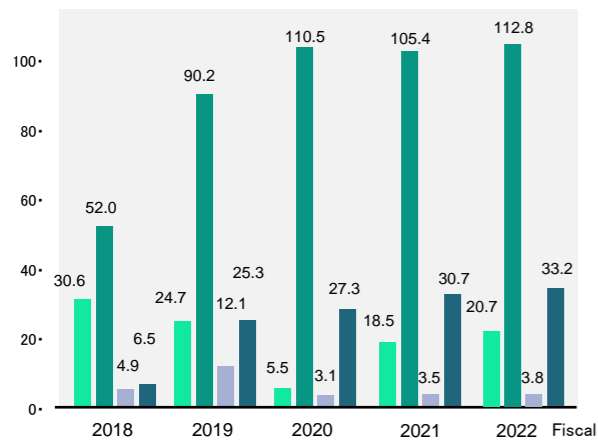


Breakdown by scope of CO2 emissions by business unit



Environment

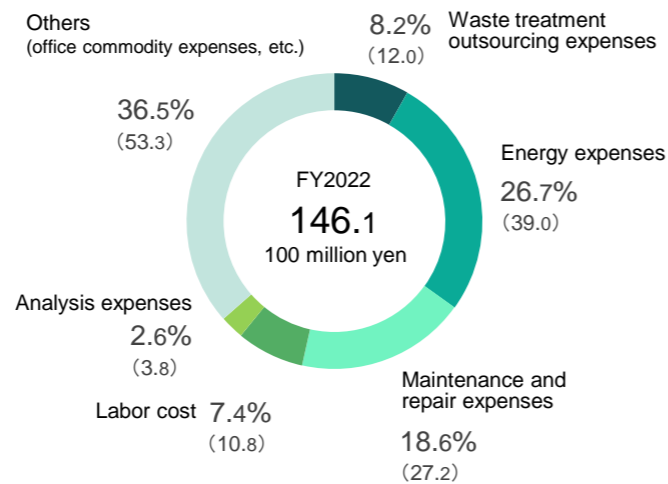
Environment-related capital expenditures and environmental management expenses (Hundred million yen)



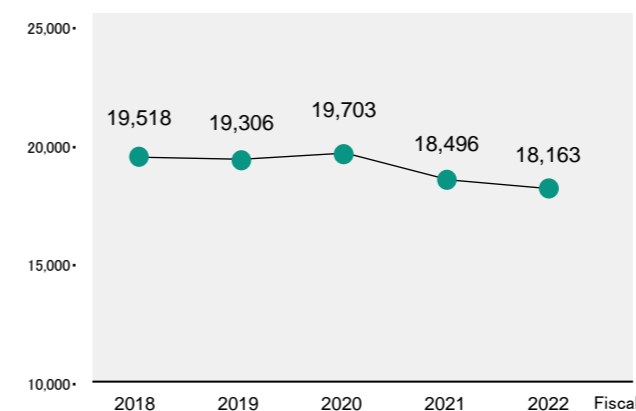
■ Environment-related capital expenditures (Japan)
 ■ Environmental management expenses (Japan)
 ■ Environment-related capital expenditures (overseas)
 ■ Environmental management expenses (overseas)

* The classification partially changed after FY2019.
 * Revised the values for FY2021 disclosed last year.

Break down of environmental management expenses

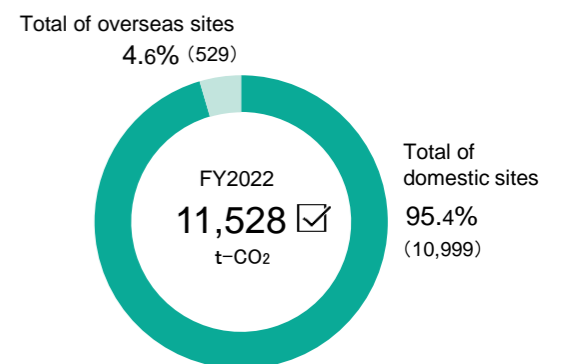


CO2 emissions in logistics (Non-consolidated, t-CO2/year)



* Up to FY2021, the scope of data calculation covered the transportations designated as Specified Consigner by the Act on the Rational Use of Energy. Data for FY2022 is obtained from the calculation made for the Category 4 boundary of Scope 3. Calculation using the previous method gives a result of 17,465 t-CO2.

CO2 emissions by waste treatment (Category 5 of Scope 3)



* Calculation performed based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver.2.5), using the emission factors by waste type/disposal method (excluding the waste transportation process) in the Emission Factor Database on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver.3.3).

* We have received an independent practitioner's assurance for the figures for FY2022 in this information to which is attached.