

## Philosophy of Mitsui Kinzoku

Throughout our history, which is approaching 150 years since our company was first founded, Mitsui Kinzoku has experienced many changes and faced many difficulties. The reason why we were able to overcome these obstacles and continue to this day is because we continuously supplied products that are helpful to the world by utilizing our “intelligence” that we have fostered over years as a manufacturer. The central pillar of the business is our corporate philosophy.

We have to enhance our own sustainability in order to fulfill our social responsibilities. We advance our business to respond to the expectations of our stakeholders, while keeping our corporate philosophy at the center of our business activities to further strengthen our business base. We will contribute to the realization of a sustainable society through new value creation by enhancing our recognition of environmental and social issues, and driving our unique innovations.

# 経営理念

創造と前進を旨とし  
価値ある商品によって社会に貢献し  
社業の永続的発展成長を期す

三井金属鉱業株式会社

### Management Philosophy

“With creativity and productivity,  
We, Mitsui Kinzoku Group, will explore products of value to society,  
and seek an eternal growth of our group.”

### Mitsui Kinzoku’s mission statement included in its Management Philosophy

The Management Philosophy was developed and documented in 1984, more than 30 years ago. It declares that the major goals of the company’s business are contribution to society and sustainable growth. Grateful to our predecessors for having had the foresight to appreciate the perspective of sustainability, we will pass on the values they sought to uphold.

【Corporate Slogan】

## Taking full advantage of Material Intelligence

### Mitsui Kinzoku in a nutshell

We are a manufacturing company mainly dealing with non-ferrous metal materials and always thinking about what our strengths are, how we can utilize them effectively, and what value we can create. With thinking them thoroughly, we are in pursuit of our originality and value.

## Code of Conduct

This Code of Conduct applies to all the directors, officers and employees of Mitsui Mining & Smelting Co., Ltd. (Mitsui Kinzoku) and its Group companies.

### 1. Our Social Mission

We shall contribute to society by providing valuable products.

### 2. Self-Awareness and Social Responsibility as a Member of our Corporate Group

We shall always be mindful of our role as a member of the Mitsui Kinzoku Group and act with dignity and responsibility, while positively conducting social action programs by facilitating communication with all stakeholders.

### 3. Compliance

We shall comply with domestic and international laws and regulations as well as our company’s regulations, and shall act in accordance with the conscience of our society.

### 4. Fair Business Activities

We shall conduct appropriate business activities based on free and fair competition. We shall also maintain healthy and transparent relationships with political parties and factions, the government, and business partners, while making sure not to get involved in corruption.

### 5. Rejection of Antisocial Forces

We shall resolutely confront antisocial forces and organizations and thoroughly prohibit all relationships with them.

### 6. Proactive Information Disclosure and Comprehensive Information Management

We shall proactively and fairly disclose corporate information and comprehensively protect and manage confidential information, including personal and customer information.

### 7. Contribution to the Natural Environment

We shall address environmental issues to help realize a sustainable society.

### 8. Provision of Comfortable Work Environment

We shall provide a safe and comfortable work environment that respects the human rights, personalities, and uniqueness of our employees, while providing a place where a diverse range of human resources can play an active role.

### 9. Demonstration of Leadership by Senior Management

Top management shall recognize that it is their responsibility to realize the spirit of this code, and act on their own responsibility while demonstrating leadership.

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### Specific commitment to implementing the Management Philosophy

The Code of Conduct defines basic requirements that employees must comply with in their daily business activities to make them aware of their social responsibilities so that we can grow together with our stakeholders.