

# ESG data

## Governance

### Profile of Directors and Corporate Auditors (As of June 2019)

President and Representative Director

#### Keiji Nishida

April 1980	Entered the Company
October 2008	General Manager of Finance & Accounting Department
June 2010	Executive Officer, General Manager of Finance & Accounting Department
June 2011	Director, Senior Executive Officer, CFO, General Manager of Corporate Management Department and Finance & Accounting Department
February 2012	Director, Senior Executive Officer, CFO, General Manager of Corporate Management Department
April 2014	Representative Director, Senior Managing Director, Senior Managing Executive Officer, CFO, General Manager of Corporate Management Department, Senior General Manager of Copper Business Strategic Division
January 2016	Representative Director, Senior Managing Director, Senior Managing Executive Officer, CFO
April 2016	President and Representative Director (current positions)

Representative Director, Managing Director, Senior Executive Officer

#### Takeshi Nou

April 1986	Entered the Company
June 2010	President and Representative Director of Mitsui Copper Foil (Malaysia) Sdn. Bhd.
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 (current positions)

Director and Senior Executive Officer

#### Isshi Hisaoka

April 1980	Entered the Company
January 2010	General Manager of Specialty Foil Division
June 2010	Executive Officer, Deputy Senior General Manager of Copper Foil Sector, General Manager of Specialty Foil Division
November 2010	Executive Officer, Senior General Manager of Copper Foil Sector, General Manager of Specialty Foil Division
June 2011	Senior Executive Officer, Senior General Manager of Electronic Materials Sector, General Manager of Specialty Foil Division
June 2013	Director, Senior Executive Officer, Senior General Manager of Electronic Materials Sector
April 2014	Director, Senior Executive Officer, Deputy Senior General Manager of Engineered Materials Sector
June 2014	Director, Senior Executive Officer, Deputy Senior General Manager of Engineered Materials Sector, General Manager of Business Planning Group, Engineered Materials Sector
April 2015	Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector
October 2015	Director, Senior Executive Officer, Senior General Manager of Engineered Materials Sector Director, Senior Executive Officer, Deputy Senior General Manager of Metals Sector
April 2016	Director, Senior Executive Officer, Senior General Manager of Metals Sector
April 2018	Director, Senior Executive Officer, Senior General Manager of Metals Sector, Chief Environmental Safety Officer
April 2019	Director, Senior Executive Officer, Chief Environmental Safety Officer (current positions)

Director and Senior Executive Officer

#### Takashi Oshima

April 1981	Entered the Company
October 2009	President and Representative Director of MCS, Inc.
April 2013	Deputy Senior General Manager of Materials & Applications Sector, General Manager of Affiliates Coordination Division
June 2013	Executive Officer, Deputy Senior General Manager of Materials & Applications Sector, General Manager of Affiliates Coordination Division
April 2014	Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector
June 2014	Director, Senior Executive Officer, Senior General Manager of Affiliates Coordination Strategic Sector
January 2016	Director, Senior Executive Officer, CRO, Senior General Manager of Corporate Planning & Control Sector, General Manager of Corporate Planning Department
April 2016	Director, Senior Executive Officer, Senior General Manager of Corporate Planning & Control Sector, General Manager of Corporate Planning Department (current positions)

Outside Director

#### Morio Matsunaga

August 1977	Postdoctoral fellow, The University of Tennessee
October 1978	Lecturing Professor, Faculty of Engineering, Kyushu Institute of Technology
October 1980	Associate Professor, Faculty of Engineering, Kyushu Institute of Technology
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 2004	Administration officer, Kyushu Institute of Technology
April 2007	Vice president, 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	Chairperson of the Board of Director, Human Media Creation Center/KYUSHU
June 2016	Outside Director of the Company (current position)
April 2017	Member of Administrative Council, The University of Kitakyushu (current position)
June 2018	Outside Auditor of KROSAKI HARIMA CORPORATION (current position)

Outside Director

#### Masaharu Miura

April 1975	Adopted as Prosecutor
August 2002	Chief Prosecutor of Naha District Public Prosecutors Office
September 2004	Director-General of the Immigration Bureau, the Ministry of Justice
June 2007	Chief Prosecutor of Osaka District Public Prosecutors Office
January 2010	Superintending Prosecutor of Fukuoka High Public Prosecutors Office
May 2011	Professional registration in Japan as lawyer
May 2011	With KAWAKAMI Law Office
June 2013	Outside Auditor of Miyasaka Construction Corporation (current position)
June 2013	Outside Corporate Auditor of the Company
April 2014	Professor, Division of Law, Multimedia Master's Course, Graduate School of Integrated Science and Art, University of East Asia (current position)
April 2014	Special Councillor, Asia Crime Prevention Foundation (current position)
June 2014	Outside Director of OUG Holdings Inc. (current position)
May 2015	Launched GINZA-CHUO Law Office
June 2017	Councilor of Association of Safety and Health Technical Skills Examination (current position)
August 2018	Outside Auditor of Toju Holdings, Ltd (current position)
June 2019	Outside Director of the Company (current position)

Corporate Auditor

#### Akira Yoshida

April 1980	Entered the Company
June 2008	General Manager of Legal & Administrative Department
June 2010	Executive Officer, General Manager of Legal & Administrative Department
June 2011	Executive Officer, General Manager of Personnel Department and Legal & Administrative Department
June 2012	Executive Officer, President and Representative Director of Kamioka Mining & Smelting Co., Ltd.
October 2015	Executive Officer, Senior General Manager of Metals & Recycling Division, Metals Sector
June 2018	Corporate Auditor of the Company (current position)

Corporate Auditor

#### Takashi Kadowaki

April 1981	Entered the Company
June 2009	General Manager of Strategy Planning, Corporate Management Division
July 2010	Managing Director of Mitsui Sumitomo Metal Mining Brass & Copper Co., Ltd.
June 2015	Corporate Auditor of the Company (current position)

Outside Corporate Auditor

#### Toru Ishida

April 1975	Entered Ministry of International Trade and Industry (Presently Ministry of Economy, Trade and Industry)
April 2000	Executive Secretary to the Prime Minister
July 2002	Deputy Director-General for Policy Coordination, Minister's Secretariat, METI
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
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

#### Keiko Takegawa

April 1981	Entered Prime Minister's Office (Presently Cabinet Office) Deputy Director General for Policies on Cohesive Society, Cabinet Office
July 2008	Deputy Director General for Gender Equality Bureau, Cabinet Office
July 2009	Director, Public Relations Office, Cabinet Office
December 2012	Director General, Gender Equality Bureau
July 2014	Counsellor for Scientific Research Organizations, Policy Planning Division, Secretariat of the Science Council of Japan
July 2018	Professor, Showa Women's University (current position)
April 2019	Outside Corporate Auditor of the Company (current position)
June 2019	Outside Corporate Auditor of the Company (current position)

## Employees

### Breakdown of consolidated employees by employment status and employment contract type (as of the end of FY2018)

		Male		Female		Total
		Male	Female	Male	Female	
Open-ended workforce contract	Full-time	8,675	3,987			12,662
	Part-time	197	10			207
	Total	8,872	3,997			12,869
Fixed-term contract	Full-time	524	136			660
	Part-time	82	35			117
	Total	606	171			777
Total		9,478	4,168			13,646
Supervised workers		1,023	813			1,836
Total workforce		10,501	4,981			15,482

※ 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 FY2018)

	Open-ended workforce contract		Fixed-term contract		Total
	Male	Female	Male	Female	
Japan	4,617	751	560	150	6,078
North America	462	310	0	0	772
South and Central America	623	414	6	6	1,049
Asia	3,130	2,473	40	15	5,658
Europe	40	49	0	0	89
Total	8,872	3,997	606	171	13,646

### Breakdown of consolidated employees by position (as of the end of FY2018)

	Under 30 years of age		30-49years old		50 years of age or over		Total
	Male	Female	Male	Female	Male	Female	
Managerial	2	2	740	89	519	21	1,373
Non-managerial	2,098	1,006	4,468	2,495	1,651	555	12,273
Total	2,100	1,008	5,208	2,584	2,170	576	13,646

### Percentage of managers holding local nationality in overseas sites (as of the end of FY2018)

North America	54.7%
South and Central America	73.9%
Asia	81.8%
Europe	100.0%
Total	77.7%

### New employee hires by region (as of the end of FY2018)

		Under 30 years of age		30-49years old		50 years of age or over		Total
		Male	Female	Male	Female	Male	Female	
Japan	New hires	206	35	175	70	55	29	570
	Total employees	732	131	2,957	420	1,689	214	6,143
	Rate of hiring	28.1%	26.7%	5.9%	16.7%	3.3%	13.6%	9.3%
North America	New hires	34	6	31	11	3	2	87
	Total employees	59	14	205	127	186	168	759
	Rate of hiring	57.6%	42.9%	15.1%	8.7%	1.6%	1.2%	11.5%
South and Central America	New hires	213	216	98	113	4	11	655
	Total employees	228	233	295	167	93	19	1,035
	Rate of hiring	93.4%	92.7%	33.2%	67.7%	4.3%	57.9%	63.3%
Asia	New hires	410	281	236	102	3	4	1,036
	Total employees	1,123	622	1,834	1,777	156	87	5,599
	Rate of hiring	36.5%	45.2%	12.9%	5.7%	1.9%	4.6%	18.5%
Europe	New hires	10	3	9	6	2	2	32
	Total employees	10	5	20	17	10	27	89
	Rate of hiring	100.0%	60.0%	45.0%	35.3%	20.0%	7.4%	36.0%
Total	New hires	873	541	549	302	67	48	2,380
	Total employees	2,152	1,005	5,311	2,508	2,134	515	13,625
	Rate of hiring	40.6%	53.8%	10.3%	12.0%	3.1%	9.3%	17.5%

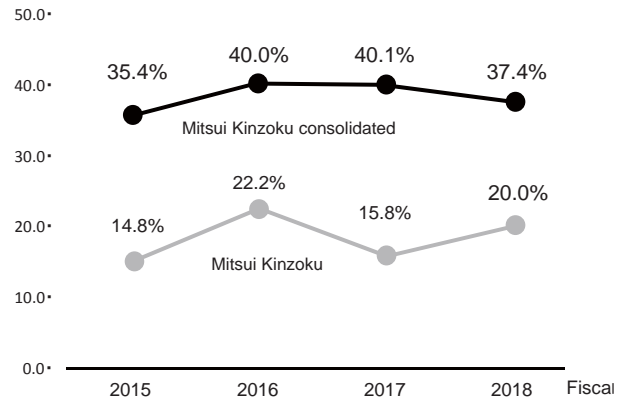
※ Since the calculation method is different from the one for consolidated employees, the total number of employees is not in accord.

### Employee turnover by region (as of the end of FY2018)

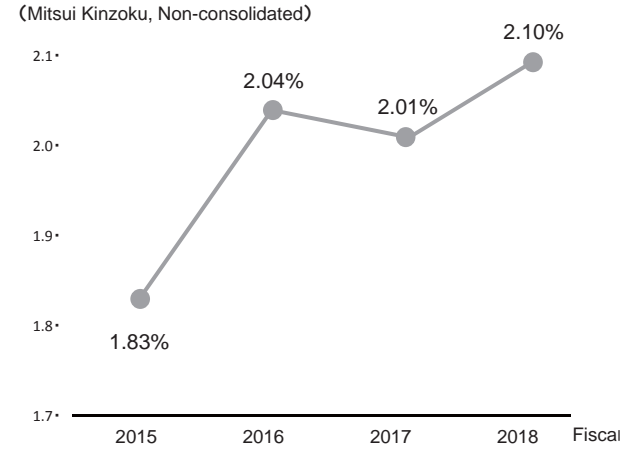
		Under 30 years of age		30-49years old		50 years of age or over		Total
		Male	Female	Male	Female	Male	Female	
Japan	Departures	35	6	52	19	162	9	283
	Total employees	732	131	2,957	420	1,689	214	6,143
	Turnover rate	4.8%	4.6%	1.8%	4.5%	9.6%	4.2%	4.6%
North America	Departures	35	5	33	17	12	12	114
	Total employees	59	14	205	127	186	168	759
	Turnover rate	59.3%	35.7%	16.1%	13.4%	6.5%	7.1%	15.0%
South and Central America	Departures	150	170	67	109	8	8	512
	Total employees	228	233	295	167	93	19	1,035
	Turnover rate	65.8%	73.0%	22.7%	65.3%	8.6%	42.1%	49.5%
Asia	Departures	354	247	240	193	9	12	1,055
	Total employees	1,123	622	1,834	1,777	156	87	5,599
	Turnover rate	31.5%	39.7%	13.1%	10.9%	5.8%	13.8%	18.8%
Europe	Departures	4	0	14	3	3	5	29
	Total employees	10	5	20	17	10	27	89
	Turnover rate	40.0%	0.0%	70.0%	17.6%	30.0%	18.5%	32.6%
Total	Departures	578	428	406	341	194	46	1,993
	Total employees	2,152	1,005	5,311	2,508	2,134	515	13,625
	Turnover rate	26.9%	42.6%	7.6%	13.6%	9.1%	8.9%	14.6%

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

**Proportion of women as a percentage of new hires**



**Percentage of employees with disabilities**

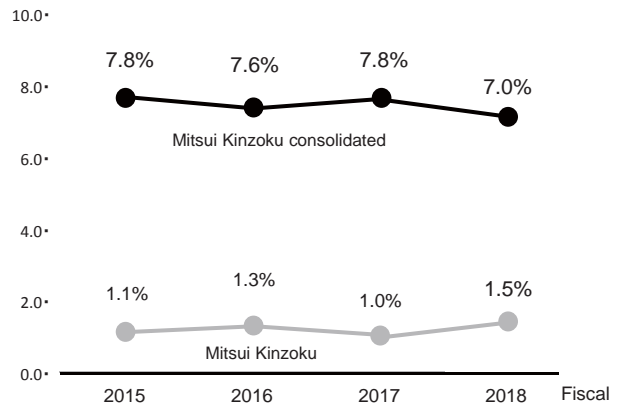


**Parental leave**

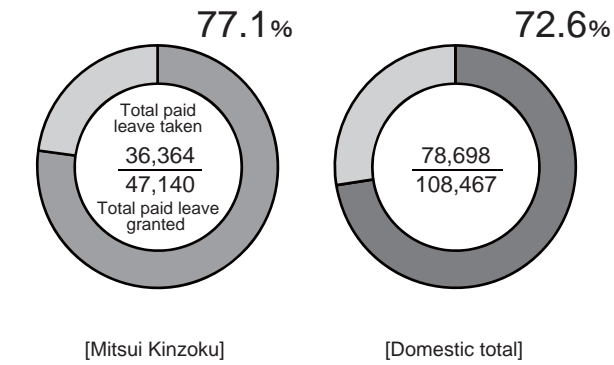
		FY2016		FY2017		FY2018	
		Employees that entitled to leave	Employees that took advantage	Employees that entitled to leave	Employees that took advantage	Employees that entitled to leave	Employees that took advantage
Mitsui Kinzoku	Male	69	1	87	1	69	2
	Female	1	1	10	10	7	7
	Total	70	2	97	11	76	9
Domestic total	Male	160	3	127	1	130	3
	Female	9	8	20	20	17	17
	Total	169	11	147	21	147	20

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

**Proportion of women in management positions**



**Rate of taking paid leave**

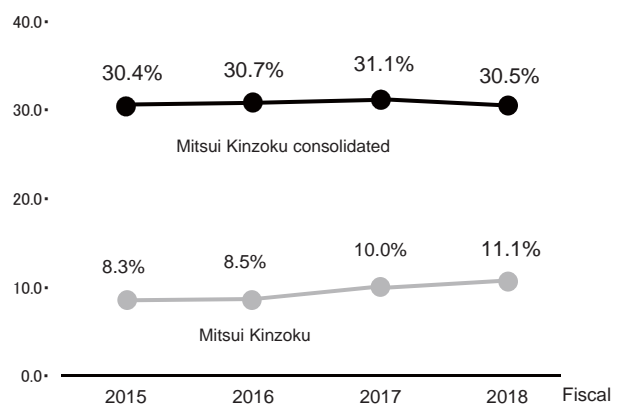


**Return to work and retention rates after parental leave**

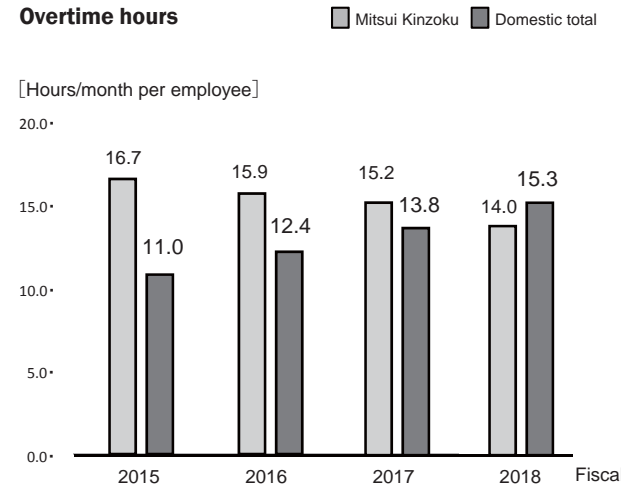
		FY2016			FY2017			FY2018		
		Ended	Returned	Retired	Ended	Returned	Retired	Ended	Returned	Retired
Mitsui Kinzoku	Male	1	1	0	2	2	0	2	2	0
	Female	7	6	0	0	0	0	7	7	0
	Total	8	7	0	2	2	0	9	9	0
Domestic total	Male	2	2	0	2	2	0	4	4	0
	Female	11	10	0	6	6	0	15	15	0
	Total	13	12	0	8	8	0	19	19	0

※ 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.

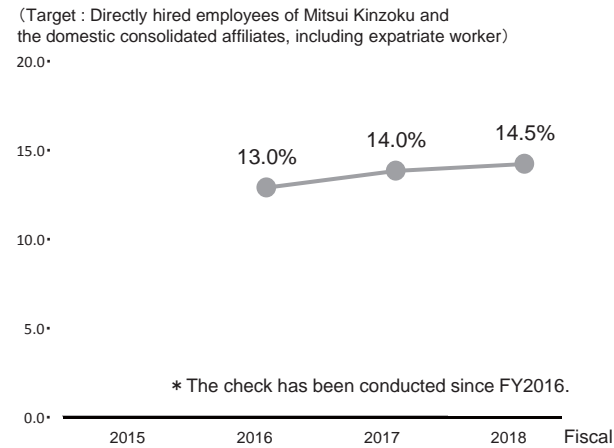
**Proportion of women as a percentage of total employees**



**Overtime hours**

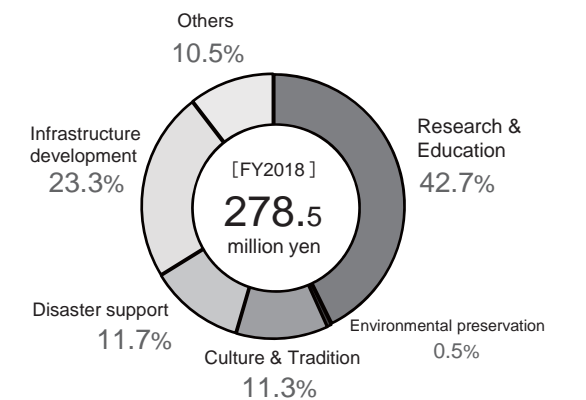


**Results of stress check (Percentage of high stress)**



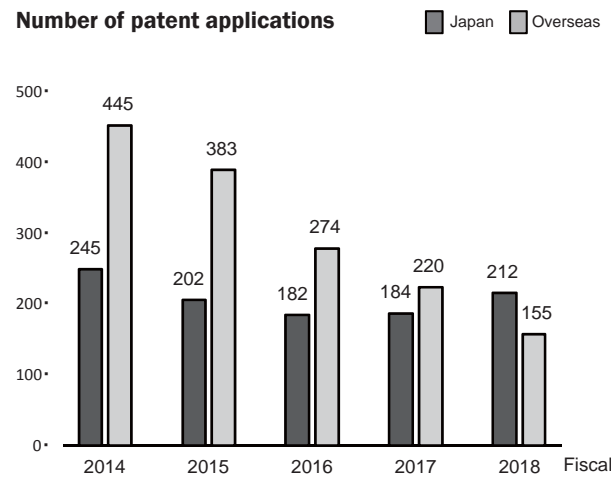
**Contributing to communities**

**Mitsui Kinzoku Group breakdown of the amount**

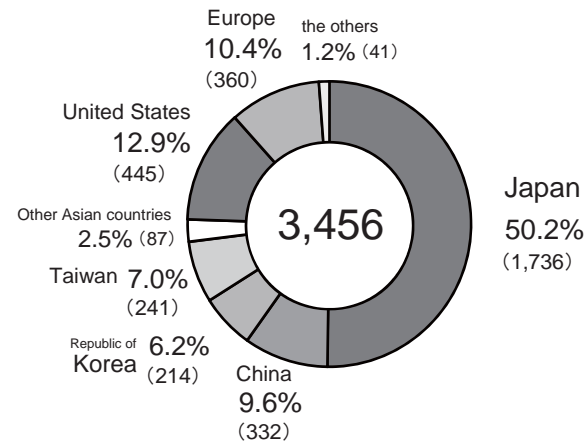


**Intellectual property**

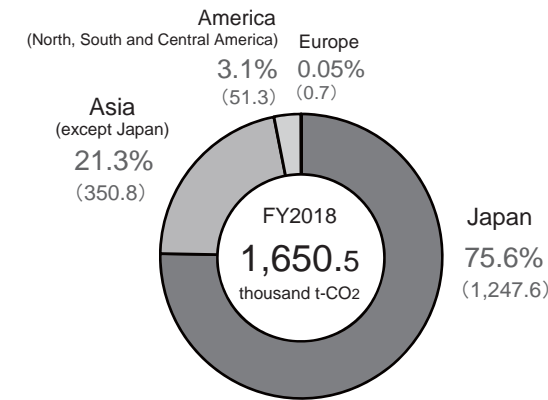
**Number of patent applications**



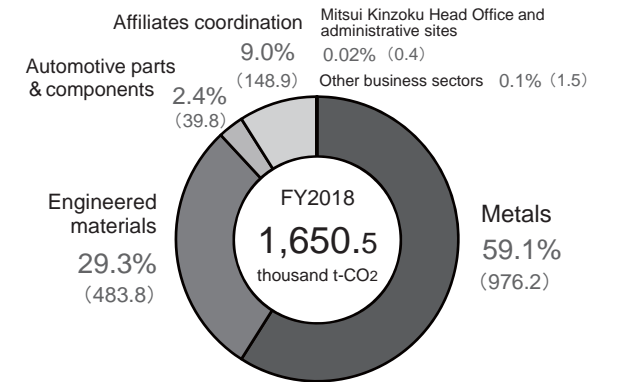
**Number of patents registered globally**



**Breakdown of CO2 emissions by region**

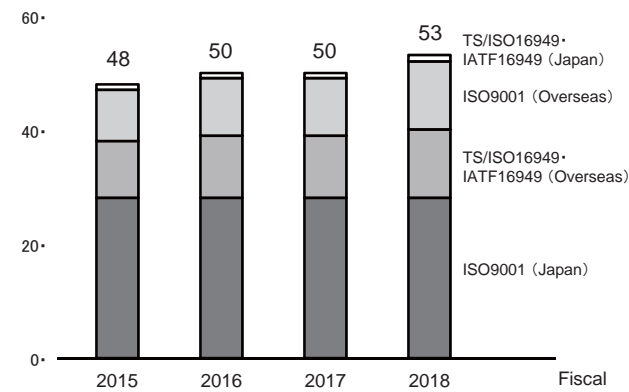


**Breakdown of CO2 emissions by business unit**



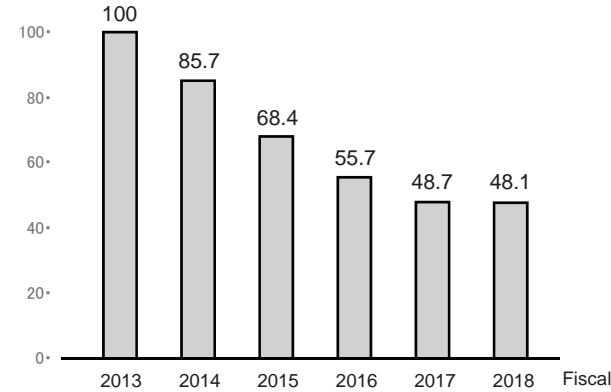
**Quality assurance**

**Number of operating sites with certifications**

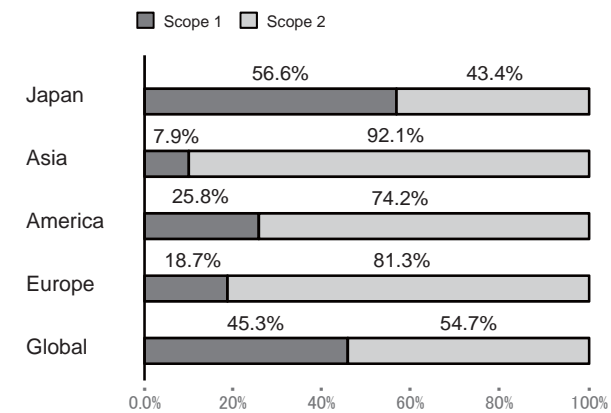


**Number of claims at sites that hold QA meetings**

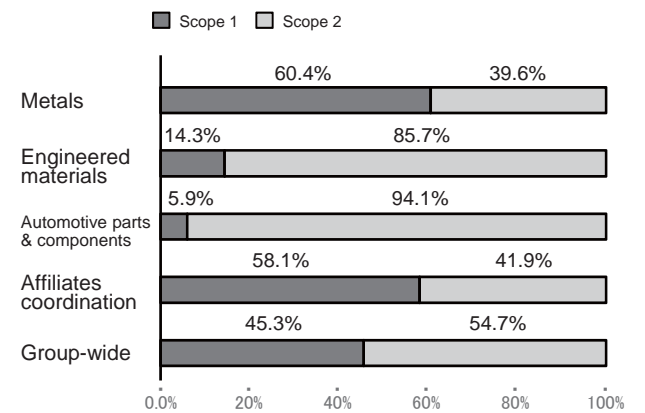
\* The data are expressed as relative values, with the data of FY2013 being 100.



**Breakdown by scope of CO2 emissions by region**

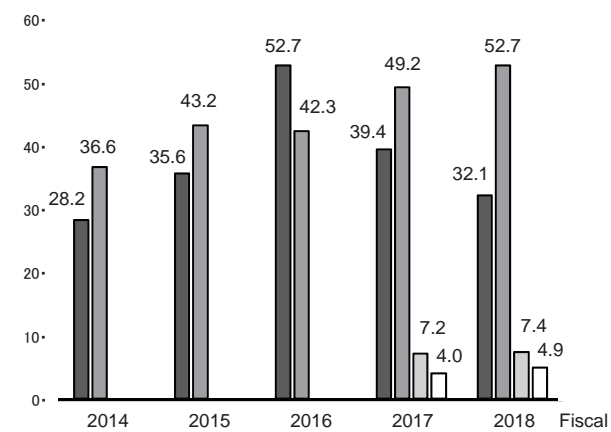


**Breakdown by scope of CO2 emissions by business unit**

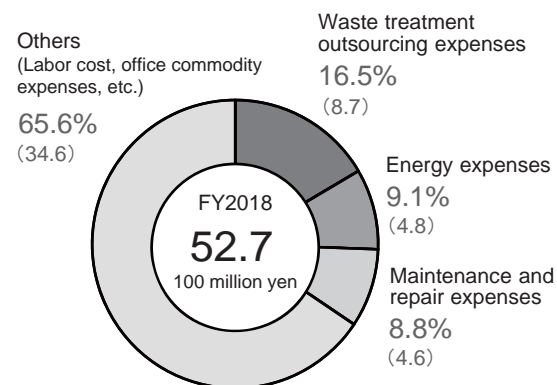


**Environment**

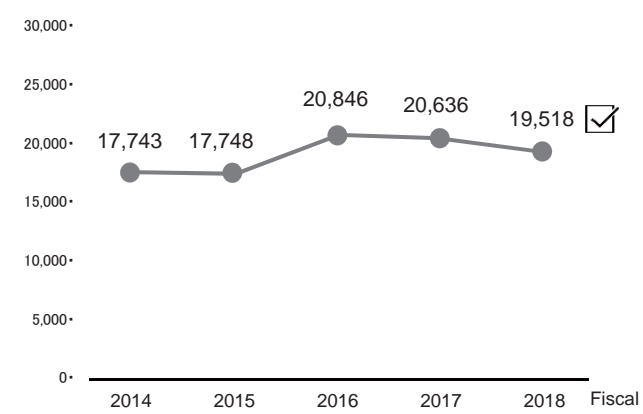
**Environment-related capital expenditures and environmental management expenses (Hundred million yen)**



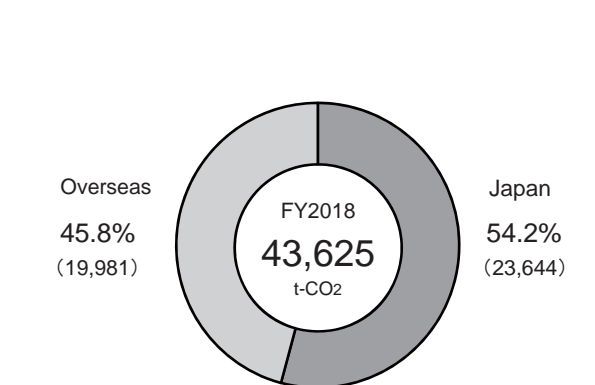
**Break down of environmental management expenses in Japan**



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



**CO2 emissions by waste treatment (t-CO2/year)**



■ Environment-related capital expenditures (Japan)  
 ■ Environmental management expenses (Japan)  
 ■ Environment-related capital expenditures (overseas)  
 □ Environmental management expenses (overseas)  
 \* The data of overseas sites have been added since FY2017.

\* The scope of data calculation covers only the transportation which are designated as Specified Consigner by the Act on the Rational Use of Energy.  
 \* We have received an independent practitioner's assurance for the figures for FY2018 in this information to which  is attached.

\* For the emission factors, the emission intensity database for calculating GHG emissions of organizations throughout the supply chain, Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry (Ver. 2.6) was referenced.