

March 11, 2024

JX Metals Corporation  
Sumitomo Metal Mining Co., Ltd.  
Toho Zinc Co., Ltd.  
DOWA HOLDINGS CO., LTD.  
Nittetsu Mining Co., Ltd.  
Furukawa Co., Ltd.  
Mitsui Mining & Smelting Co., Ltd.  
Mitsubishi Materials Corporation  
Japan Mining Industry Association

### **DEI Forum 2024, an Event Co-hosted by the Non-ferrous Metal Industry, Held on International Women's Day**

On March 8, International Women's Day, eight non-ferrous metal companies (\*1) and the Japan Mining Industry Association held DEI (\*2) Forum 2024: The Beginning of Creation and Change, the industry's first (\*3) co-hosted event promoting DEI activities.

In the event, which was streamed online to employees, each company introduced their DEI initiatives, with the aim of promoting understanding and awareness of DEI and accelerating efforts across the industry. In view of the situation that many companies have issues related to the professional success of women due to the nature of the industry, the event aimed to provide content that leads to the creation of workplaces where all employees, including female employees, can perform in their own way.

On the day of the event, the actual initiatives taken by other companies including the progress of DEI, day-to-day management techniques and careers of female employees in the non-ferrous metal industry, which can be rarely heard, were shared through panel discussions led by the heads of each company's human resources department, managerial layer and female employees. It provided a valuable opportunity for employees of each company to widely recognize the importance of DEI and for the entire industry to promote DEI measures going forward.

- (\*1) JX Metals Corporation, Sumitomo Metal Mining Co., Ltd., Toho Zinc Co., Ltd., DOWA HOLDINGS CO., LTD.  
Nittetsu Mining Co., Ltd., Furukawa Co., Ltd., Mitsui Mining & Smelting Co., Ltd. and Mitsubishi Materials Corporation  
(in no particular order)
- (\*2) DEI: Acronym for Diversity, Equity and Inclusion. The idea that making the most of the diverse individualities of each employee in corporate management will lead to creation of higher value for the company.
- (\*3) The first time the event was jointly held by the Japan Mining Industry Association and eight major non-ferrous metal companies belonging to the association.

Overview of the DEI Forum 2024: The Beginning of Creation and Change

[Date]

March 8, 2024

[Venue]

Mitsubishi Materials Marunouchi Head Office

[Program]

- “Opening”

Akira Nozaki, Chairman, Japan Mining Industry Association (President and Representative Director, Sumitomo Metal Mining)

Naoki Ono, Chief Executive Officer, Mitsubishi Materials Corporation

- “DEI According to the Heads of the Human Resources Departments of the Respective Companies” (panel discussion)

Kenji Morii, General Manager, Human Resource Department, JX Metals

Satoru Nishihara, General Manager, Human Resource Department, Sumitomo Metal Mining

Dr. Akiko Sugimoto, Executive Officer, Human Resource Department Corporate Planning & Control Sector, Mitsui Mining & Smelting

Makiko Nogawa, CHRO, Managing Executive Officer, Mitsubishi Materials

Other panel discussions were held with the managerial layer and female employees of each company.