

February 7, 2025

JX Advanced Metals Corporation

## **Announcement of Organizational Changes**

JX Advanced Metals Corporation (President: Hayashi Yoichi; “the Company”) will integrate the administrative and indirect departments of its three locations in Ibaraki Prefecture (Hitachi Works, Isohara Works, and the new Hitachinaka Factory) and establish a new cross-prefecture organization called “Ibaraki Office” as of April 1 this year. (Note 1)

The northern and central regions of Ibaraki Prefecture are home to our main facilities, including Hitachi Works (Hitachi City) and Isohara Works (Kitaibaraki City). Additionally, we are currently constructing a new plant in Hitachinaka City (Note 2), which will primarily handle semiconductor materials, as our next major facility. We have decided to establish this new cross-prefecture organization for the administrative and indirect departments to further strengthen the collaboration among these three locations and optimize business operations throughout Ibaraki Prefecture. The administrative and indirect departments at each location will be referred to as Ibaraki Office (Hitachi Area), Ibaraki Office (Isohara Area), and Ibaraki Office (Hitachinaka Area), respectively, and will operate in coordination with each other while performing tasks according to the characteristics of each location.

By consolidating the administrative and indirect operations of the three locations within the prefecture, we aim to improve efficiency. In terms of human resource utilization, we will promote flexible business operations and personnel exchanges across locations, as well as efficient human resource development and recruitment activities that integrate all locations. Welfare facilities such as company housing and dormitories will also be shared among the locations to ensure efficient use. Furthermore, by centralizing our interface with the local community within the prefecture at the Ibaraki Office, we aim to achieve closer communication than ever before.

In conjunction with this initiative, we will relocate part of our headquarters functions to Ibaraki Prefecture. Ibaraki is the region where the largest number of our employees work. By relocating part of our headquarters functions and implementing flexible working arrangements, we aim to reduce transfers, create a more conducive environment for long-term employment, and promote job creation in the region.

With the establishment of this new organization, we will conduct business operations that oversee the entire northern and central regions of Ibaraki Prefecture, free from the constraints of individual location boundaries, and contribute to the sustainable development of the local community.

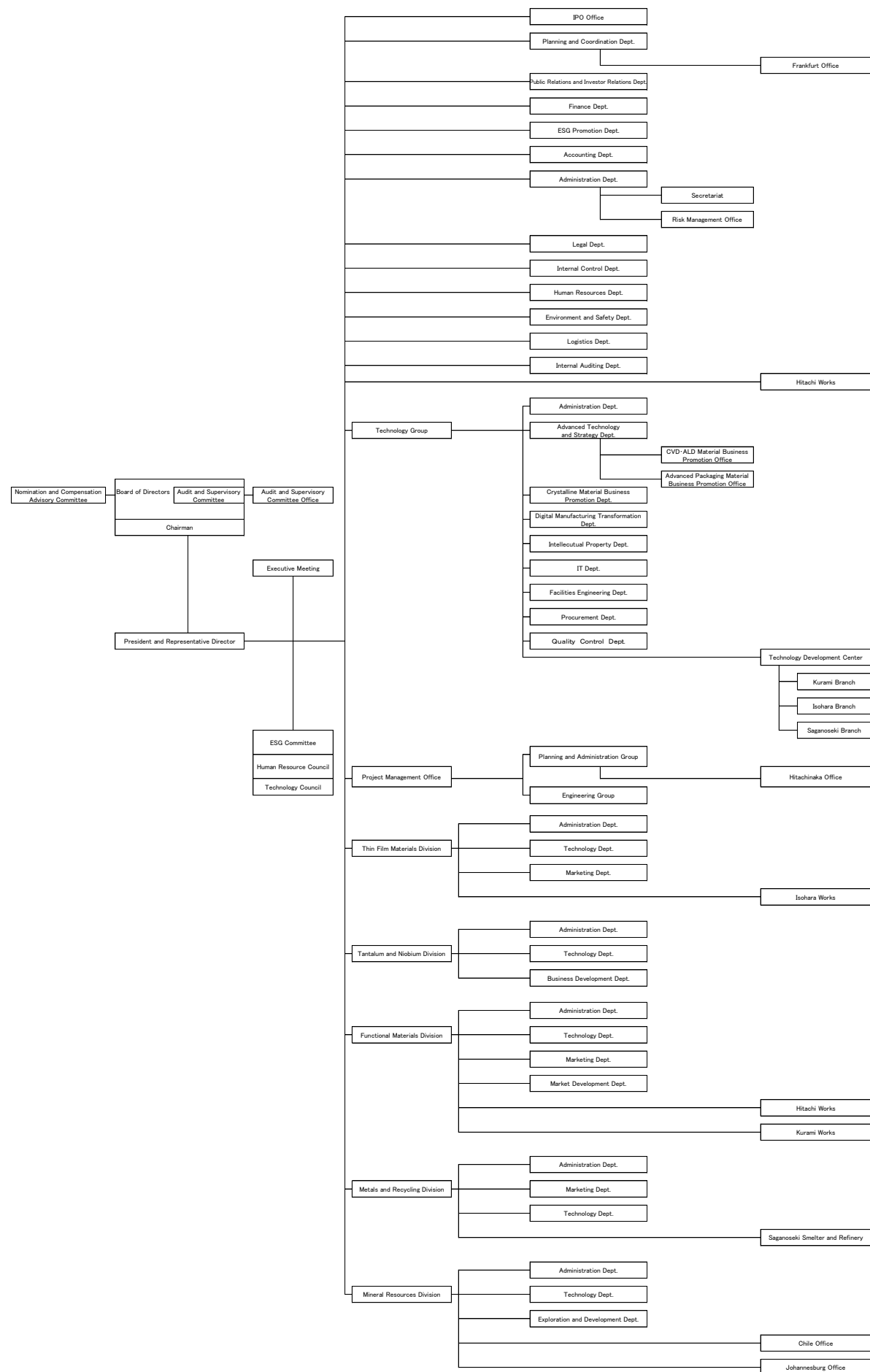
(Note 1) Hitachi Works previously consisted of functions related to the production and development of rolled copper

foil and administrative and indirect operations for affiliated companies located in the Hitachi area. With the establishment of Ibaraki Office, a new organization called Hitachi Copper Foil Works will be established to handle the production of rolled copper foil, and the administrative and indirect departments will be integrated into Ibaraki Office. This direct connection between the business division and the production department at the headquarters will enable faster business operations.

(Note 2) Refer to our press release dated March 6, 2024, [Partial Change in Investment Plan for New Hitachinaka Factory](#)

## JX Advanced Metals Corporation Old and New Organization Charts

## Organization Structure (as of February 7, 2025)



### Organization Structure (as of April 1, 2025)

