

## Overview of Materialities and KPIs

Materialities	Initiatives	Fiscal 2024 KPIs	Self-Assessment	Results for Fiscal 2024	Fiscal 2025 KPIs
Contribute to Environmental Conservation	Contribute to global environmental conservation by creating a carbon-free and recycling-oriented society.	Implement initiatives to increase the percentage of recycled raw materials and expand the breadth of recycled materials to be treated	○	We worked to increase processing of recycled raw materials by expanding facilities and researching and testing new processes. We advanced discussions with various customers involved in copper use to develop a detailed transaction scheme involving the increased collection of recycled raw materials, aiming for the social implementation of two types of 100% recycled electrolytic copper (PCL100/m <sup>3</sup> and MR100/m <sup>3</sup> ) produced using the mass balance approach.	Implement initiatives to increase the percentage of recycled raw materials and expand the breadth of recycled materials to be treated
		Landfill disposal rate: Less than 1% in fiscal 2024	○	We set a goal of keeping our landfill disposal rate at no more than 1%* to cut down on waste with the aim of minimizing our impact on the environment. Our landfill disposal rate in fiscal 2024 was 0.46%. * TANIOBIS faces comparatively large landfill volumes and significant technical challenges in recycling. For this reason, we exclude TANIOBIS from the KPI to appropriately reflect the reduction effects at other sites. Including TANIOBIS, the calculated value is 1.50%.	Landfill disposal rate: Less than 1% in fiscal 2025
		Implement initiatives to achieve a 50% reduction in total in-house greenhouse gas emissions by fiscal 2030 (vs. fiscal 2018), and achieve net zero emissions in fiscal 2050	○	We continued our activities toward our goal by using CO <sub>2</sub> -free electricity at each site and exploring the introduction of new technologies. We also formulated a decarbonization vision through the Carbon Free Committee and announced the measures the Group will implement to achieve net zero emissions.	Implement initiatives to achieve a 50% reduction in total in-house greenhouse gas emissions by fiscal 2030 (vs. fiscal 2018), and achieve net zero emissions in fiscal 2050
Provide Advanced Materials That Support Lives and Lifestyles	Advance development of new technologies and contribute to an IoT/AI society.	Build a framework to support technology-based management	○	With the goal of continuously generating innovative technologies and products for technology-based management, we advanced our initiatives for creating new development themes and advancing commercialization. In addition, we worked on cultivating research and development talent capable of creating new innovations and fostering an organizational culture that encourages taking on challenges.	Build a framework to support technology-based management
		—	—	—	Reform work styles with generative AI and foster a corporate culture that utilizes AI
Create Attractive Workplaces	Create a healthy, safe, and peaceful working environment for all employees. Create an environment in which diverse employees feel fulfilled and maximize their abilities.	Develop advanced materials needed by the IoT/AI society	○	We made changes and improvements to our organizational structure to develop and commercialize crystal materials, which are attracting attention for their use in next-generation semiconductors, advanced packaging materials, and information and communication applications. Furthermore, we pursued open innovation by investing in startups and conducting joint research with universities to develop advanced materials necessary for the IoT/AI society.	Ratio of R&D expenditures for advanced materials and new businesses: 80% or more in fiscal 2025
		Implement initiatives to revitalize people and organizations	○	We conduct employee awareness surveys and actively incorporate employee feedback to create rewarding work environments. We also strive for organizational vitality by supporting greater workforce mobility through the introduction of internal recruitment and reemployment programs.	Implement initiatives to revitalize people and organizations
		Increase annual leave utilization rate: 80% or more in fiscal 2024	○	The annual leave utilization rate reached 82.0% as a result of our ongoing efforts to create a work environment that encourages employees to take vacation days and to provide more days where employees are encouraged to take leave. Moving forward, we will continue to take actions to encourage employees to take more vacation.	Increase annual leave utilization rate: 80% or more in fiscal 2025
		Maintain and improve hiring rate for persons with disabilities: 2.5% or more in fiscal 2024	○	In fiscal 2024, employees with disabilities comprised 2.83% of our total number of employees (total including special subsidiaries). We will continue to maintain and improve the hiring rate for persons with disabilities through actively providing support and rolling out measures to enable disabled persons to lead fulfilling social lives.	Maintain and improve hiring rate for persons with disabilities: 2.7% or more in fiscal 2025
		Reduce serious occupational accidents: Less than 0.7 accidents (four days or more of lost work time) per 1,000 workers in fiscal 2024	✗	In fiscal 2024, the annual rate was 1.01 per 1,000 workers. With solemn consideration for the accidents that have occurred, we constantly strive to improve our health and safety management system and prevent occupational accidents by improving the effectiveness of our risk assessments and enhancing the ability of employees to investigate the causes of accidents.	Reduce serious occupational accidents: Less than 0.7 accidents (four days or more of lost work time) per 1,000 workers in fiscal 2025
Respect for Human Rights	Conduct business activities that respect the human rights of all throughout the supply chain, including local community residents, customers, employees, and business partners.	Initiatives for employee health promotion: Employee cancer screening rate of 80% or more in fiscal 2024	○	The screening rate for fiscal 2024 increased from the previous year (68.8%) to 83.5%. Screenings are typically for JX Advanced Metals employees, with effects evident year after year. We will continue such measures (e.g., regular health checkups and physical examinations that also include cancer screenings, follow-ups from the health consultation offices at the head office and other locations, and distribution of leaflets recommending cancer screening) to raise health awareness among employees and increase screening rates.	Initiatives for employee health promotion: Employee cancer screening rate of 80% or more in fiscal 2025
		Conduct survey of human rights in supply chains	○	We established and operate a supply chain due diligence management system in accordance with OECD guidance for procurement of raw materials. In fiscal 2024, we underwent external audits related to copper, gold, silver, platinum, palladium, and tantalum. These audits determined that we were taking appropriate action.	Conduct survey of human rights in supply chains
Foster Coexistence and Co-Prosperity With Local Communities	Foster relationships of trust with local communities through community-based social contribution activities and communications in every business location in Japan and abroad.	Percentage of employees taking human rights training: 100% in fiscal 2024	○	In addition to stipulating respect for human rights in the Group Code of Conduct, Human Rights Policy, and other internal rules, we continue to carry out human rights training and e-learning programs at Group companies to raise awareness of human rights and prevent human rights violations. In fiscal 2024, 100% of our officers and employees participated in these ongoing human rights training programs.	Percentage of employees taking human rights training: 100% in fiscal 2025
		Continuing dialogue with local communities	○	We made efforts to build relationships of trust with local communities, the foundation of our business activities, through social contribution initiatives and open dialogues with communities at each of our operating sites in Japan and overseas.	Build relationships of trust with local communities, the foundation of our business activities
Strengthen Governance	Ensure sound, transparent business management via thorough compliance and risk management activities.	Compliance training tailored to business characteristics and social movements, etc.	○	The Group conducts compliance training every year to increase awareness and knowledge of compliance among officers and other employees. In fiscal 2024, in addition to the annual rank-specific compliance training, we conducted harassment prevention and security trade control training in Japan and overseas, taking into account our business characteristics, social trends, and other factors. We also held training on insider trading prevention as part of our preparation for our stock listing.	Compliance training tailored to business characteristics and social movements, etc.
		Enhance maturity of group-wide risk management	○	The JX Advanced Metals Group bases activities on Enterprise Risk Management (ERM), established with reference to ISO 31000, a set of guidelines for risk management. In fiscal 2024, we focused on continuously improving our ERM framework to achieve the JX Advanced Metals Group ERM Vision, which aims for ERM that is more conducive to enhancing corporate value. In making improvements, we used a maturity model from an external organization to analyze the gaps between the current situation and our desired outcomes. We then planned and implemented measures to improve existing operations and address these gaps.	Enhance maturity of group-wide risk management
		—	—	—	Zero serious security incidents
		—	—	—	Quality control training: 500 participants or more in fiscal 2025