

Diversity

Use of Childcare Leave in Fiscal 2021 (JX Nippon Mining & Metals) ☒

(persons)			
	Male	Female	Total
No. of employees using leave	20	13	33
No. of employees eligible to use leave*	106	13	119
Usage rate (rounded to nearest percent)	19%	100%	28%

* Male: Employees with a child born within the fiscal year
Female: Employees whose post-childbirth leave ended during the fiscal year and who can take childcare leave

Retention Rate After Childcare Leave (Percentage of Those Still Employed 12 Months After Returning From Leave) (JX Nippon Mining & Metals) ☒

(persons)			
	Male	Female	Total
No. of employees who returned to work from childcare leave during fiscal 2020	19	3	22
No. of employees still employed 12 months after returning to work	16	3	19
Percentage	84%	100%	86%

Rate of Return to Work After Childcare Leave (JX Nippon Mining & Metals) ☒

(persons)			
	Male	Female	Total
No. of employees who returned to work from childcare leave during fiscal 2021	17	12	29
No. of employees scheduled to return to work	17	12	29
Percentage	100%	100%	100%

Status of Rehiring Efforts in Fiscal 2021 (JX Nippon Mining & Metals) ☒

(persons)	
No. of age-limited retirees	70
No. of these rehired	53
Percentage	76%

Persons With Disabilities as a Percentage of the Workforce in Fiscal 2021 (JX Nippon Mining & Metals) ☒

Percentage of employees with disabilities (statutory minimum: 2.3%)	2.21%
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No. of Locally Hired Senior Managers Overseas (Section Manager or Above) and Locally Hired Employees (as of March 31, 2022)

(persons)				
		Number of senior managers	Senior managers as a share of locally hired employees*1	Number of locally hired employees*2
North America	Male	13	15%	85
	Female	3	10%	29
North America subtotal		16	14%	114
South America	Male	43	5%	862
	Female	6	7%	86
South America subtotal		49	5%	948
Europe	Male	38	12%	327
	Female	8	12%	68
Europe subtotal		46	12%	395
Asia	Male	106	11%	982
	Female	63	14%	444
Asia subtotal		169	12%	1,426
Total		280	10%	2,883

Scope of aggregation: Overseas Group companies in which JX Nippon Mining & Metals has 50% or more of their voting rights, directly or indirectly
Treatment of seconded employees: Employees seconded from companies outside of survey scope to companies inside of survey scope are counted.
Employees seconded from companies inside of survey scope to companies outside of survey scope are also counted.
*1 Percentage calculated as (Number of senior managers ÷ Number of locally hired employees) x 100
*2 The number of employees directly employed by overseas subsidiaries, excluding employees on secondment and employees transferred to overseas subsidiaries

Independent Assurance Report

To the President and Chief Executive Officer of JX Nippon Mining & Metals Corporation

We were engaged by JX Nippon Mining & Metals Corporation (the “Company”) to undertake a limited assurance engagement of the environmental and social performance indicators marked with ☒ (the “Indicators”) for the period from April 1, 2021 to March 31, 2022; the alignment of the Company’s policies to the International Council on Mining and Metals (“ICMM”)’s 10 Principles, the relevant Corporate-level Performance Expectations (CPEs) and the applicable mandatory requirements set out in ICMM position statement; the Company’s prioritization process for selecting assets for the validation of Asset-level Performance Expectations (APEs); the Company’s identification and prioritization of material issues and the Company’s approach and management of its material issues included in its Sustainability Report 2022 (the “Report”) for the fiscal year ended March 31, 2022.

The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Report; reporting on the alignment of the Company’s policies to the ICMM’s 10 Princiles, the relevant CPEs and the applicable mandatory requirements set out in ICMM position statements; reporting on the Company’s prioritization process for selecting assets for the validation of APEs; reporting on the Company’s identification and prioritization of material issues and reporting on the Company’s approach and management of its material issues.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ and the ‘ISAE 3410, Assurance Engagements on Greenhouse Gas Statements’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Report and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Visiting Toho Titanium Co., Ltd.’s Wakamatsu Plant and Yahata Plant selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.
- Assessing the alignment of the Company’s policies to the ICMM’s 10 Principles, the relevant CPEs and the applicable mandatory requirements set out in ICMM position statements through documentation reviews and interviews.
- Assessing the Company’s prioritization process for selecting assets for the validation of APEs through documentation reviews and interviews.
- Interviewing the Company’s responsible personnel and reviewing documents with respect to the Company’s process of identifying and prioritization its material issues and its approach to and management of its material issues.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that:

- the Indicators in the Report are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Report;
- the Company’s policies are not aligned to the ICMM’s 10 Principles and the applicable mandatory requirements set out in ICMM position statements as described on page 18 of the Report;
- the Company’s self-assessment of the relevant CPEs is not as described on page 108 of the Report;
- the Company’s prioritization process for selecting assets for the validation of APEs is not as described on page 108 of the Report;
- the Company has not identified and prioritized its material issues as described on pages 35 and 36 of the Report;
- the Company has not approached and managed its material issues as described on pages 35, 36, 47, 61, 77, 89, 94 and 99 of the Report.

Our Independence and Quality Control

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Control 1, we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Kazuhiko Saito, Partner, Representative Director

KPMG AZSA Sustainability Co., Ltd.

Tokyo, Japan

March 23, 2023

Notes to the Reader of Independent Assurance Report:
This is a copy of the Independent Assurance Report and the original copies are kept separately by the Company and KPMG AZSA Sustainability Co., Ltd.