

Human Rights Education and Internal Awareness Raising

The Group provides and makes known guidelines on human rights issues including discrimination, harassment, forced labor, and child labor, for the prevention of these issues. We also create opportunities for periodic training to ensure retention of human rights awareness.

JX Nippon Mining & Metals Group Compliance Regulation (excerpt)

Prohibition of unjust discrimination

JX Nippon Mining & Metals Group companies and their officers and employees shall not discriminate in their business operations relating but not limited to hiring, salary, working hours, work conditions, and business terms due to reasons that include but are not limited to race, nationality, sex, age, religious belief, social status, or physical characteristics.

Prevention of harassment

JX Nippon Mining & Metals Group companies and their officers and employees shall work proactively to prevent sexual harassment (including gender harassment) and power harassment.

Protection of personal information

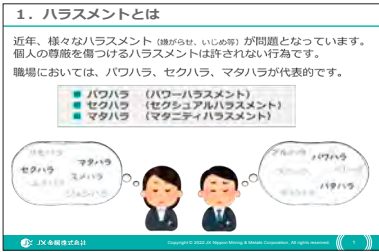
JX Nippon Mining & Metals Group companies and their officers and employees shall comply with personal information protection laws, regulations, and internal rules, adequately of parties including but not limited to customers, business partners, and employees, and in situations where personal information needs to be managed for business purposes, manage it with the utmost care.

Prevention of child labor and forced labor

JX Nippon Mining & Metals Group companies and their officers and employees shall not be involved with child labor or forced labor and shall work to help solve these issues.

Human Rights Education

We provided human rights training to all Group employees in fiscal 2021, themed on harassment prevention. This theme was established given the clear provisions in the JX Nippon Mining & Metals Group Compliance Regulation that we shall not engage in discrimination or harassment, to raise employee awareness of human rights and understanding of harassment. Based on the concept that “anyone can be a perpetrator or a victim of harassment,” the program provided a good opportunity for each participant to gain an awareness of how harassment affects both companies and employees, and to re-evaluate our own words and actions, as well as our work environment. We will continue our work to ensure an understanding of human rights concepts in our global business operations and to do business in consideration of human rights.



E-learning materials

Total Hours Spent in Human Rights E-Learning Training
(Number of trainees x course hours)

Fiscal 2021
1,691 hours

Human Rights Consultation and Remedies

The Group has established the JX Nippon Mining & Metals Group Hotline as an internal consultation service for human rights violations and other issues. Employees are able to anonymously use this hotline to discuss any issues related to human rights—from those that may crop up on a day-to-day basis to significant infringements. All reports to this hotline are presented to the president, including a report on our response to each. Information about the establishment of the hotline is posted on our intranet and disseminated through various training programs, including human rights training. No one using the hotline for consulting or reporting shall be subjected to disadvantageous treatment for its use. Eight reports were made to the hotline in fiscal 2021.

In regard to remedies, no restrictions have been made on resolving issues for consultation through external remedies, and therefore consulting parties may seek other remedies according to the legal system of the country in question.

Materiality 5
Coexistence and Co-Prosperity With Local Communities

Since the inception of our business at the Hitachi Mine, the JX Nippon Mining & Metals Group has emphasized the spirit of maintaining good relations with local communities in conducting its business. Keeping alive that spirit today, we have written coexistence and co-prosperity with society into our Code of Conduct. We additionally set an action plan for each fiscal year and work day to day to fulfill it.



KPIs and Progress

Assessment: 😊 Achieved/Steady Progress ☹️ Not Achieved

KPI	Fiscal 2021 Results/Progress	Assessment
Continuing dialogue with local communities	Despite the impact of COVID-19, we endeavored to understand the needs of local communities, building trust with stakeholders related to corporate activities through ongoing dialogue.	😊

Social Contribution Activities

With the goal of further strengthening relationships with local communities through social contribution activities, the JX Nippon Mining & Metals Group conducted community-based initiatives at each of our operating sites in Japan and overseas. While the impact of COVID-19 resulted in restrictions or limitations on our activities, we endeavored to create opportunities for communication with local communities, valuing the spirit of coexistence and co-prosperity that we have pursued since our founding.

Results of Main Social Contribution Activities in Fiscal 2021

	Activity	Location	Date	Description
Environmental Conservation Activities	Cleanup around plant areas	Various group locations	Year-round	Cleanup activities on roads and local river basins surrounding our plants
	Participated in cleanup activities around the Miyata River	Hitachi Works	June and October 2021	Participated in cleanup activities organized by a local resident-led association for cleaning up the Miyata River. A total of 320 people participated in two sessions
Educational Activities	Plant tours	Various group locations	Year-round	Organized plant tours for area students (elementary, junior high, and high school), explaining plant facilities and the nature of the work performed
	Internships	Various group locations	Year-round	Internships for industrial high school, technical college, and university students; practical training and presentations
	Held educational programs for the hearing impaired	SCM Minera Lumina Copper Chile	July 2021	Held an educational program for the hearing impaired living in the surrounding areas, helping them to obtain a driver's license
	Held the Rikochallenge (science and engineering challenge)	Kurami Works, Saganoseki Smelter & Refinery, JX Metals Smelting Co., Ltd.	August 2021	Held plant tours, experiments on the characteristics of copper, and interactions with science and engineering employees for junior high students (→ Page 69)

	Activity	Location	Date	Description
Educational Activities	Job skills training	SCM Minera Lumina Copper Chile	January 2022	Job skills training for residents of Tierra Amarilla in seven courses, including nursing, caregiving, sewing, cooking, welding techniques (approximately 180 participants)
	Held an event in collaboration with the Shiba Regional City Office in Minato City	Head Office	February 2022	Held the Getting to Know the Copper Around Us program as a social science field trip program for elementary school students (→ Page 69)
Community Development	Film festival	Frankfurt Office	May 2021	Screened <i>A Town and a Tall Chimney</i> at Nippon Connection, the Japanese Film Festival in Germany
	Participated in Kurobe Fair 2021	JX Nippon Mikkaichi Recycle Co., Ltd.	September 2021	Set up an online company booth to introduce our business at a regional industrial event hosted by Kurobe City
	Covered security camera installation costs	Saganoseki Smelter & Refinery, JX Metals Smelting Co., Ltd.	December 2021	Covered a portion of the costs for a nearby neighborhood association installing security cameras. Received a letter of appreciation from Oita Prefecture
	Participation in Christmas event	SCM Minera Lumina Copper Chile	December 2021	Distributed 3,400 Christmas gifts to children in schools and kindergartens, as well as to senior citizen groups and neighborhood associations in Copiapó Province
	Sales event for local crafts	SCM Minera Lumina Copper Chile	December 2021	Held a sales event for local crafts such as textiles, leather goods, herbal products, jewelry at the Caserones Copper Mine cafeteria
Donations to Local Communities	Donations to and sponsorship of local festivals and events	Various group locations	Year-round	Provided donations to and sponsored local festivals, fundraisers, fireworks displays and other events
	Donated plastic bottle caps, used stamps	JX Nippon Exploration and Development Co., Ltd., JX Metals Trading Co., Ltd.	Year-round	Collected and donated plastic bottle caps and used stamps
	Donations to the fire department	TANIOBIS GmbH	2021	Provided donations to the local fire department where the plant is located. The money was used to purchase weather sensors
	Donations for train derailment victims	Nikko Metals Taiwan Co., Ltd.	April 2021	Provided donations to the victims of the Taroko Express train derailment
	Donations of vending machine sales	Saganoseki Smelter & Refinery, JX Metals Smelting Co., Ltd.	January 2022	Provided donations of a portion of the proceeds from vending machines on the premises to a traffic accident orphans relief fund. Received a letter of appreciation from Oita Prefecture
Sports Promotion	Collaboration with Mito HollyHock	Head Office	From April 2022	Concluded an official partner agreement (→ Page 72)
	Kendo Club becomes a Corporate Sport	Head Office, etc.	From April 2022	Strengthening the activities of the Kendo Club as a corporate sport going forward

Activity Highlights

● Donations to a Traffic Accident Orphans Relief Fund Saganoseki Smelter & Refinery, JX Metals Smelting Co., Ltd.

For a number of years, we have donated a portion of the proceeds from vending machines installed on the premises of the Saganoseki Smelter & Refinery to a traffic accident orphans relief fund operated by Oita Prefecture. This relief and support fund provides various grants to help children orphaned by traffic accidents, in the hope that they will grow up healthy and strong. The Saganoseki Smelter & Refinery also engages in a wide range of traffic safety activities, including raising awareness of traffic safety among employees through education and other means, and supporting traffic safety promotion groups. Through these activities, we will continue to contribute to local communities.



Receiving a letter of appreciation from Oita Prefecture

● Support Program for People with Disabilities Near Caserones SCM Minera Lumina Copper Chile

As part of our community contribution activities, we held a driver

training program for nearby residents with hearing impairments to obtain their driver's licenses. This training program was the first of its kind in northern Chile. A total of 21 people with hearing impairments participated in the program and completed 100 hours of training.



Participants in the driver's license training program

Contributing to Local Employment

As a global business enterprise, we believe that contributing to the development of local economies and communities through local employment plays an important role in building good relationships with local communities. The ratio of senior managers among locally hired employees at important overseas locations is 8.9% for men and 12.8% for women.

TOPICS

Launched the Kendo Club as a Corporate Sport

In April 2022, we designated the Kendo Club as a corporate sport in strengthening its activities. Kendo is a sport that we have been involved in for many years since the founding of the Hitachi Mine (Hitachi City, Ibaraki Prefecture), and it continues to be an in-house club activity. In order to position this historical kendo club as a corporate sport and to significantly strengthen the club's activity system, we have invited Ishida Toshiya, one of the greatest kendo instructors in Japan and a kendo instructor with the highest possible rank of hanshi 8th dan, to serve as the club's instructor. This is aimed at building a strong team that can compete in the All Japan Businessman's Kendo Championship. In addition, in order to actively contribute to society through kendo, we have secured a dedicated kendo hall in the vicinity of our head office as a venue for its activities, and will make effective use of it to support local sports and other activities.

Alongside strengthening the Kendo Club, we will actively promote efforts to contribute to the community and cultivate the next generation through sports, including support for community-based sports activities.



Kendo hall completed in September 2022

VOICE

Comments from Ishida Toshiya, Kendo Club Instructor

After retiring from the National Police Academy, I struck out on a new path as instructor of the historic JX Nippon Mining & Metals Kendo Club. I strongly agree with the Company's policy of strengthening the Kendo Club as a corporate sport and contributing to society through kendo. To help achieve this goal, I will do everything in my power to bring together all parties concerned, both internally and externally, while cherishing the bonds that are built through kendo.



Kendo Club Instructor Ishida Toshiya

*Pictured in the front row, fourth from the left

Community Development



Exhibition and sales event for local crafts held at a cafeteria

Donations to Local Communities



Children enjoying their Christmas gifts

Sports Promotion



Mito HollyHock

Activities Related to COVID-19

Activities to Protect Employees and Their Families

We newly established a special leave system to return to Japan for expatriates stationed at overseas bases of the Company and their accompanying family members, helping them to reduce stress caused by the COVID-19 pandemic and to receive vaccinations in Japan. So far, a cumulative total of around 50 employees and family members have utilized this system.

Workplace vaccinations were administered up to the third shot at the head office and several operating sites, not only to employees and their families, but also to employees of subcontractors and neighboring companies as we expanded the scope of this program.

The Hitachi Works donated one ultra-low temperature freezer, enabling ultra-low temperature storage of vaccines, to Hitachi City. This freezer is used to store vaccines at a medical institution located in the city.

Hoping that COVID-19's spread will be brought under control as soon as possible, we will continue to engage in support activities both internally and externally.



The ultra-low temperature freezer provided for this project and its being unloaded

Participation in the IP Open Access Declaration Against COVID-19

In June 2020, JX Nippon Mining & Metals Corporation endorsed the purpose of and participated in the IP Open Access Declaration Against COVID-19 to support the fight against COVID-19. Under this declaration, companies promise to not exercise patent rights, utility model rights, design rights, or copyrights against any entity using said rights for the purpose of ending the spread of COVID-19. An announcement was made in May

2022, following the one in June 2021, to extend the term of the declaration in light of the ongoing pandemic.

WEB Participation in the IP Open Access Declaration Against COVID-19 (Japanese only)

<https://www.gckyoto.com/covid19>

Donation of COVID-19 Prevention Equipment to Local Communities (Chile)

In February 2022, SCM Minera Lumina Copper Chile, the operator of the Caserones Copper Mine, donated 2,000 simple antigen test kits for COVID-19 to the Atacama Health Department in response to the resurgence of COVID-19 in Chile. In response to this donation, The director of Atacama Health Service, Claudio Baeza, expressed his appreciation for the company's continued support during the pandemic.



COVID-19 test kits donated to Atacama Health Service

Stakeholder Engagement

The Group believes that understanding the demands of various stakeholders accurately, responding in good faith, and building relationships of trust will lead to an increase in corporate value. To this end, we take advantage of opportunities for dialogue with each stakeholder and engage in active two-way communications.

Key Stakeholders and Responsibilities	Main Means of Communication	Main Topics
Customers We will contribute to achieving a more affluent society by improving satisfaction and fulfilling our social responsibilities through the stable and efficient supply of high-quality products.	<ul style="list-style-type: none">• Communication in sales activities• Dissemination of information via website and SNS• Exhibited at the 8th Highly-functional Metal Expo• Invitation to SQUARE LAB	<ul style="list-style-type: none">• Stable supply of highly-functional products• Improve economic efficiency and added value of products• Improve environmental performance of products• Appropriate disclosure of product information
Shareholders and investors As a major operating company of the ENEOS Group, we will strive to disclose information in a timely and appropriate mannaer through ENEOS Holdings, a listed company.	<ul style="list-style-type: none">• Publication of Sustainability Report• Disclosure of information on website• IR news email distribution• General meeting of shareholders, financial results briefing, business office information	<ul style="list-style-type: none">• Stable profit return• Easy-to-understand information disclosure on management strategies• Full disclosure of ESG information
Employees We will promote the creation of a rewarding workplace, focusing on the improvement of the work environment and the enhancement of training systems. And we will strive to improve the motivation of each individual.	<ul style="list-style-type: none">• Publication of the group newsletter Cuprum• Preparation and distribution of the <i>ESG Handbook</i> and the <i>Handbook for Supporting Balancing Childcare or Nursing Care</i>• Implementation of self-assessment system• Hold online workshops• Dialogue between labor unions and management• Prevention of occupational accidents	<ul style="list-style-type: none">• Creation of diverse work styles• Penetration of Group ESG activities• Achieving diverse work styles• Enhancement of training system• Fair and equitable personnel evaluation• Maintaining and promoting mental and physical health
Business partners We will conduct business with our partners built on relationships of trust. We are working to achieve fair and equitable transactions throughout the supply chain.	<ul style="list-style-type: none">• Communication through purchasing activities (CSR Procurement Questionnaire)• Operation of an inquiry desk• Conducting surveys with business partners• Invitation to SQUARE LAB	<ul style="list-style-type: none">• Equal and fair trade• Management of occupational safety
Local communities We will pursue coexistence and co-prosperity at each of our bases by creating understanding of our business and building cooperative relationships through various exchange opportunities.	<ul style="list-style-type: none">• Creation of cooperation agreements with universities and establishment of joint research courses• Conducting factory tours, office tours, and visiting classes• Participation in and sponsorship of community events• Conduct briefings for local residents• Participation in local volunteer activities	<ul style="list-style-type: none">• Strengthening cooperation with local communities for their revitalization• Cultivation of a new generation and educational support• Reduce the environmental impact of the region
International community We pay close attention to trends in global warming and other international issues. We engage with issues proactively and comply with laws and regulations.	<ul style="list-style-type: none">• Implement business practices that support the SDGs• Engage in activities as an ICMM member company• Agreement with and support for EITI• Response to TCFD / Endorsement of Challenge Zero / Response to CDP / Participation in WIPO GREEN / Response to the RBA Code of Conduct	<ul style="list-style-type: none">• Establishment of a resource-recycling society• Climate change adaptation and mitigation• Progress in the Digital Society