

ESG Data Book 2020



MINING THE FUTURE

* These marks are registered in Japan.

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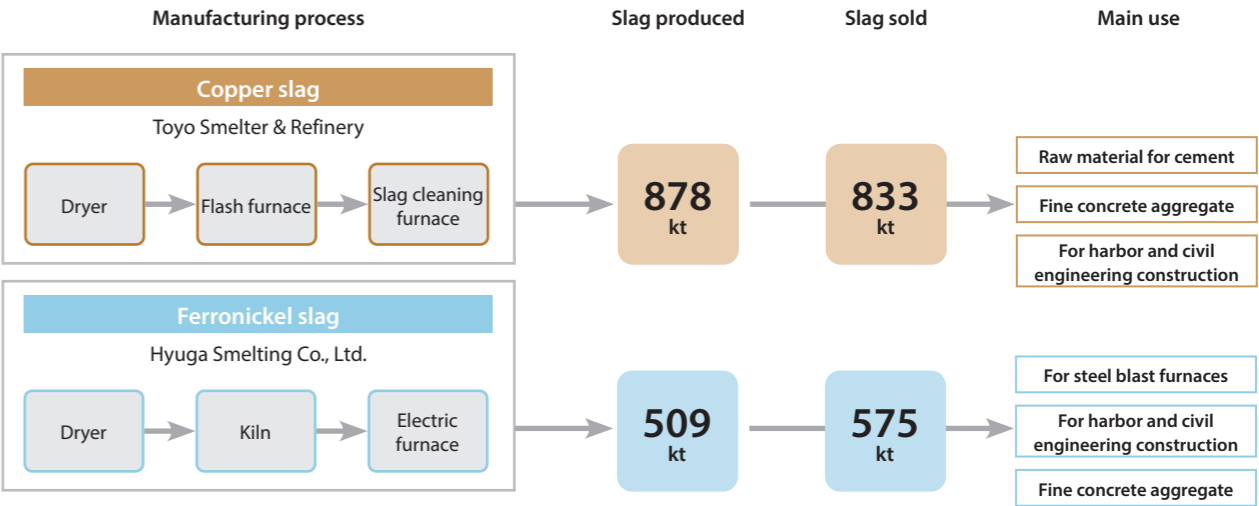
Effective Use of Non-Ferrous Metal Resources

Percentage of Recycled Input Raw Materials Used

FY	2017	2018	2019
Total raw materials used (kt)	10,427	11,228	10,873
Recycled raw materials (kt)	221	249	227
Percentage of recycled input raw materials used (%)	2.1	2.22	2.1

The SMM Group procures copper and precious metal scrap from the market and recovers valuable and precious metals from electric arc furnace dust and used printed circuit boards, among other sources. Similar to the previous fiscal year, the ratio of recycled raw materials decreased slightly at 24.1% (24.5% in FY2018) as production of electrolytic copper from recycled copper raw materials was approximately 96 kilotons in FY2019.

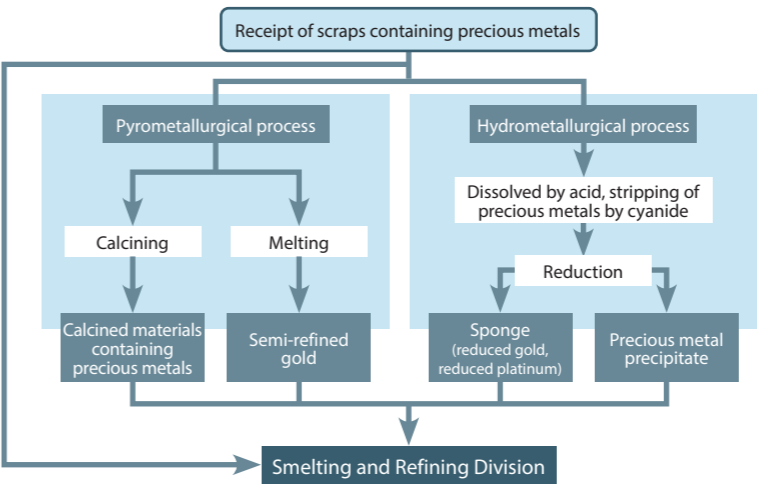
Slag as a Recycled Material



Copper slag is a by-product produced during smelting at the Toyo Smelter & Refinery, which manufactures electrolytic copper. The main use for copper slag (70% of the total volume) is cement production for Japan and overseas. With an iron content of about 40%, copper slag is widely used as a source of iron for cement.

The ferronickel slag at Hyuga Smelting Co., Ltd., which manufactures ferronickel used as a raw material for stainless steel, is mainly used at steel blast furnaces. With a magnesia content of about 30%, ferronickel slag is used as a source of magnesia for blast furnace flux.

Precious Metal Retrieval: Flow Diagram



Collecting the likes of discarded household appliances and discarded electronic parts, as well as scrap created in the manufacturing process of those articles, from across Japan, SMM uses them as raw materials to recover and recycle precious metals (gold, silver, platinum, etc.).

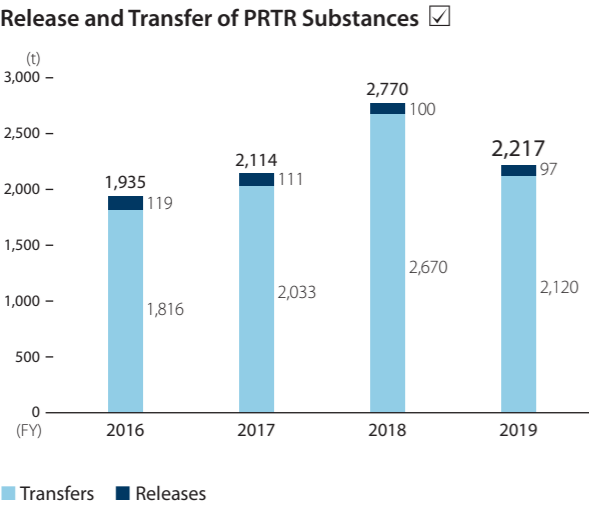
After sorting the collected raw materials into parts that contain precious metals and those that do not, SMM uses the pyrometallurgical or hydrometallurgical process, depending on the composition and other aspects of the parts, to condense them, and then transports them to the Toyo Smelter & Refinery.

The Toyo Smelter & Refinery smelts and refines those condensed raw materials along with other copper and precious metal raw materials, and then recycles them into high-grade precious metals.

Significant Environmental Accidents

Biodiversity

Release Control for Chemical Substances



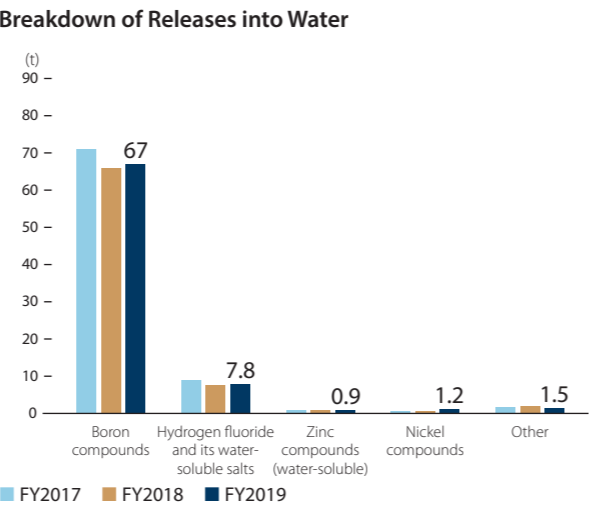
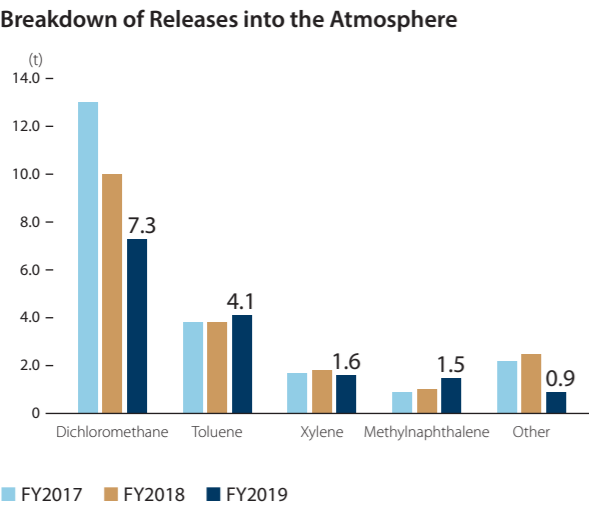
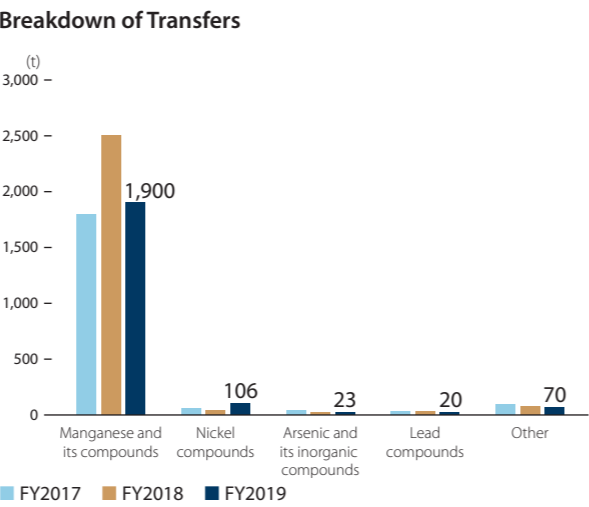
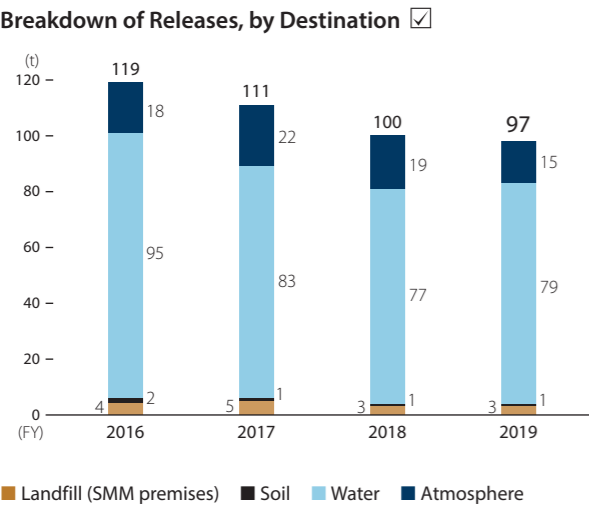
An overview of releases and transfers of chemical substances based on Japan's Pollutant Release and Transfer Register (PRTR) system in FY2019 is as follows.

The number of data-submitting sites in the SMM Group was 26 (25 in FY2018). The Group had 42 substances requiring registration (43 in FY2018).

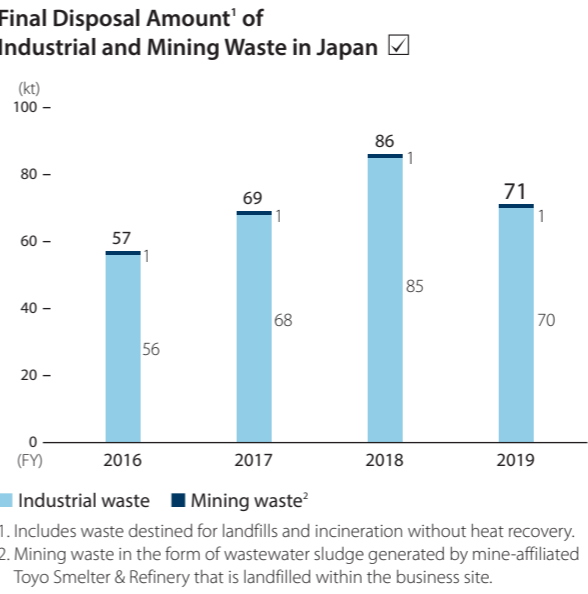
The total released and transferred amount (releases + transfers) came to 2,217 t, a decrease of about 20% year on year, due to a decrease in manganese transferred outside of business sites resulting from a decrease in the volume of iron clinker¹ to undergo final disposal as industrial waste after being generated as a by-product at Shisaka Smelting Co., Ltd.

The amount discharged into the atmosphere decreased by about 19%. The main factor behind this was a decrease in releases of dichloromethane at the Ome District Division. In addition, there were no discharges of ozone-depleting substances. Discharges into water were basically unchanged year on year.

1. Iron clinker: The residue remaining during the processing of electric arc furnace dust after recovering zinc. The residue able to be sold is called "iron pellets," and the residue to be disposed of is called "iron clinker."



Final Disposal Amount of Industrial and Mining Waste in Japan



The SMM Group has long been making efforts to reduce industrial waste in Japan and the amount of wastewater sludge (mining waste) that undergoes final disposal from the mine-affiliated Toyo Smelter & Refinery. The total final disposal amount in FY2019 was 71 kt, which was a decrease of about 15 kt from fiscal 2018. The main factor behind this decrease was a decrease in the final disposal volume of iron clinker at Shisaka Smelting Co., Ltd.

Waste by Type and Treatment Method (FY2019)

Waste by Treatment Method (Hazardous³/Non-hazardous⁴)

Treatment method ⁵	(kt)		
	Total	Hazardous	Non-hazardous
Recycling	23	7	16
Landfill	7,377	68	7,309
Incineration	1	0	1
Volume reduction, etc.	2	1	1
Total	7,403	76	7,327

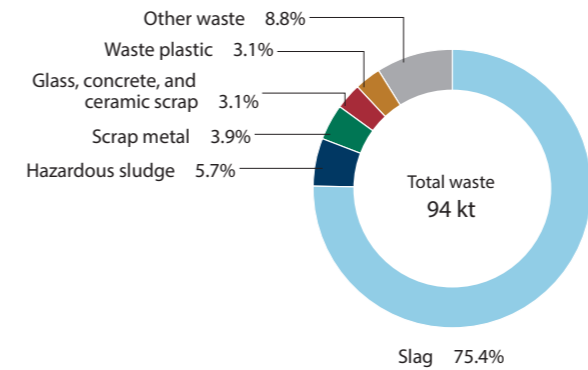
Landfill on company premises/ Contracted disposal	(kt)	
	Landfill on company premises	Contracted disposal
Landfill on company premises	7,309	
Contracted disposal		95

3. In general, this depends upon definitions of the regulations in the other releasing countries concerned. Since Japan does not have such laws or regulations, SMM applies the following definition: "Specially controlled industrial waste and waste delivered to controlled landfill sites (excluding designated inert waste (5 categories of inert waste) that should have been delivered to landfill sites for inert industrial waste, but was disposed of at controlled landfill sites due to the distance limitation)."

4. Waste other than hazardous waste.

5. Treatment methods outside of the company were identified based on the written agreement with the disposal company and the manifest.

Breakdown of Industrial Waste (in Japan) by Type of Waste



Environmental Education

Name of activity	Targeted employees	Purpose, contents (simple overview)
EMS Internal Auditor Training Course	New internal environmental auditors	Training of new internal auditors for the EMS conforming to ISO 14001 (2015)
EMS Internal Auditor Course for updating to the ISO 14001 (2015) standard	Internal environmental auditors	Updating internal auditors with qualifications conforming to ISO 14001 (2004) to the 2015 version
Environmental e-learning (Environmental Laws)	Managers and supervisors, internal environmental auditors	Explanation of Japan's mandatory standards and notification procedures
Environmental e-learning (Environmental Laws, Basic)	Managers and supervisors, internal environmental auditors	Promote understanding of the spirit and idea of Japan's laws
Education of newly-appointed business site general managers	Newly-appointed business site general managers	Promote understanding of the importance of the relationship between corporations and the environment and raise self-awareness and environmental awareness as the business site general manager
Conference for environment managers	Environment managers of each of the business sites	Improve knowledge of Japan's environmental laws and regulations, enhance environmental management capabilities, raise self-awareness
Periodically send out information	Business site general managers	Provide information about revisions of laws and important precedents by a periodical e-mail magazine
Compliance training	Business site general managers	Provide information about environment-related compliance and raise self-awareness
Education about environmental preservation for mid-career hires	Mid-career hires at the Head Office	Impart knowledge about the SMM Group's environmental preservation initiatives
Education about environmental preservation for new employees	Newly hired management track employees at the Head Office	Impart knowledge about the SMM Group's environmental preservation initiatives and raise self-awareness
Education about environmental preservation for newly-promoted section managers	Newly-promoted section managers	Provide information about the SMM Group's environmental preservation initiatives and raise self-awareness
Periodic education about the Chemical Substances Control Law	Division environment managers	Overview of the Chemical Substances Control Law, checking for revision information, and prevent omissions of notification
Explanatory meeting: overseas chemical substance regulations	Head Office sales representatives	Impart knowledge to sales representatives about overseas chemical substance regulations and raise their self-awareness

Laws Covered in the Environmental e-learning Courses

Environmental Laws	Environmental Laws, Basic	Environmental Laws	Environmental Laws, Basic
Basic Environment Act	Basic Environment Act	Water Pollution Control Act	Water Pollution Control Act
—	Basic Act on Biodiversity	Soil Contamination Countermeasures Act	—
Basic Act on Establishing a Sound Material-Cycle Society	Basic Act on Establishing a Sound Material-Cycle Society	PRTR Law	PRTR Law
—	Act on the Promotion of Environmental Conservation Activities through Environmental Education	Poisonous and Deleterious Substances Control Act	—
—	Law Concerning the Promotion of Business Activities with Environmental Consideration	Waste Management and Public Cleansing Act	Waste Management and Public Cleansing Law
—	Act on Promotion of Global Warming Countermeasures	PCB Special Measures Law	—
Act on the Rational Use, etc. of Energy	Act on the Rational Use of Energy	—	Act on Promoting Green Procurement
Air Pollution Control Act (including the content of the Act on Pollution Prevention Systems in Specified Factories)	Air Pollution Control Act		

The SMM Group has established two e-learning courses on environmental laws with the objective of raising levels of compliance. Employees, especially managers and supervisors involved with environmental laws and regulations and internal environmental auditors, are taking part in those courses.

The e-learning course on Japan's main environmental laws covers ten laws that are deeply related to the businesses of the SMM Group and provides explanations of mandatory standards and notification procedures. As failing to comply with these requirements constitutes a violation of the law, employees must be certain to keep them in mind when conducting business.

Given not only compliance with regulations and obligations, but also the voluntary risk management and information disclosure demanded of businesses today, the Group offers an e-learning course called Environmental Laws, Basic that serves as a stepping stone for properly conducting business. This course covers 12 laws, including the Basic Environment Act and the Basic Act on Biodiversity.

Employees' Occupational Health and Safety

Occupational Health and Safety Management System (2019)
(SMM Group companies)

	SMM Group employees in Japan		SMM Group employees overseas	
	Ratio	Number of employees ¹	Ratio	Number of employees ¹
Workers covered by an Occupational Health and Safety Management System	100% ²	6,885	100% ²	1,357 ⁴
Workers covered by an Occupational Health and Safety Management System subject to internal audits ³	100%	6,885	100%	1,357
Workers covered by an Occupational Health and Safety Management System subject to third party audits and certification	24%	1,631	6%	89
	Japan		Overseas Supervisory System	
Business sites with third party certification	Certified business sites ISO 45001: Nippon Ketjen Co., Ltd. (completed a transition from OHSAS 18001); OHSAS 18001: Hishikari Mine; Sumiko Resources Exploration & Development Co., Ltd.; Hishikari Office, Mining Dept. (OHSAS 18001:2007 certification expired in November 2019 (these are included in the number of employees for the 2019 results) and preparations are currently in progress for ISO 45001 certification). JISHA method OSHMS: Numazu Office and Tsukuba Office of N.E. Chemcat Corporation; Shinko Co., Ltd.; Ome District Division Business sites preparing for ISO 45001 certification Toyo Smelter & Refinery, Niihama Nickel Refinery		Safety and production standardization (State Administration of Work Safety): Dongguan Sumiko Electronic Paste Co., Ltd. Safety and production standardization (State Administration of Work Safety): Shanghai Sumiko Electronic Paste Co., Ltd. Third party audit implemented by the Ministry of Labor: Taiwan Sumiko Materials Co., Ltd.	

	Japan Business Sites		Overseas Business Sites ⁶	
	Ratio	Number of employees ¹	Ratio	Number of employees ¹
Workers covered by an Occupational Health and Safety Management System	100% ²	1,357	100% ²	4,461
Workers covered by an Occupational Health and Safety Management System subject to internal audits ³	98%	1,333	80%	3,551
Workers covered by an Occupational Health and Safety Management System subject to third party audits and certification	2%	21	0%	0
	Japan		Overseas	
Business sites with third party certification	Certification acquired by one contractor of Hyuga Smelting Co., Ltd. (JISHA method OSHMS)		None	

- Includes temporary employees covered by SMM Group occupational health and safety administration.
- Japan: We have built an occupational health and safety management framework as stipulated by the Japanese Industrial Safety and Health Act, formulated policies, targets, and plans, and implement a one-year PDCA cycle. Activities are carried out for each level of the organization and cover 100% of employees.
Overseas: We have built the system in accordance with the occupational health and safety laws and regulations of each country.
- Japan: Internal audits are implemented at each business site in turn by the business division with jurisdiction and the Safety & Environment Control Department. The audits confirm each business site's policy, targets, activity plan, and implementation status and ensure a PDCA cycle is being carried out.
Overseas: The business division with jurisdiction carries out audits around twice a year in the form of patrols.
- Workers at business sites covered by safety statistics.
- Japan: While there are cases where some small contractors do not implement checks on the level of internal audits, contracting organizations offer guidance on occupational health and safety and carry out various patrols, and other measures, and the majority do implement checks on the level of internal audits.
Overseas: At Coral Bay Nickel Corporation, internal audits take the form of patrols and contractor safety meetings led by the contracting organization. At Taganito HPAL Nickel Corporation, some contractors conduct internal audits.
- Applicable only to Coral Bay Nickel Corporation and Taganito HPAL Nickel Corporation.

Risk Assessment and Accident Investigation (2019)

	Japan Business Sites	Overseas Business Sites
Overview of risk assessment (RA) and accident investigation	RA has been introduced and we continuously make improvements in regard to risk at business sites. The effectiveness of whether they contribute to preventing serious accidents is reviewed as appropriate under the leadership of the Safety & Environment Control Department.	RA is being introduced and we continuously make improvements in regard to risk at business sites. The effectiveness of these is reviewed as appropriate.
Processes for employees to report hazards and employee protection methods	We receive reports of hazards from employees through minor incident reports, morning meetings, etc, and take necessary measures.	We receive reports of hazards from employees through minor incident report forms, oral reports, etc. and take necessary measures.
Removing workers from work situations that might lead to illness or injury	In addition to RA, we reduce risk through methods including various patrols, work observation, hazard prediction training, and mutual attention. ¹	In addition to RA and hazard prediction activities, we reduce risk through methods including patrols by the business site and patrols by the relevant business division. ¹
Accident investigation and counter-measures and system improvement processes	When accidents occur, we consider and deal with each case through the accident reporting database which stipulates a process that includes, investigating whether RA was implemented, the characteristics of the hazard source, and any background factors, and formulating countermeasures. Measures tackling the hazard source are handled according to the hierarchy of controls, which prioritizes measures targeting equipment.	Investigations and countermeasures are implemented in accordance with systems at each business site including case studies and horizontal development. Measures tackling the hazard source are handled according to the hierarchy of controls, which prioritizes measures targeting equipment.

(Regular contractors)

	Japan Business Sites ²	Overseas Business Sites ³
Overview of risk assessment (RA) and accident investigation	A similar in-house process as the contracting organization is used. (In some cases, using the contracting organization's process.)	At Coral Bay Nickel Corporation, some contractors are introducing RA initiatives such as 10-second employee hazard prediction, and at Taganito HPAL, some are introducing RA.
Processes for employees to report hazards and employee protection methods	A framework is in place to ensure implementation of necessary measures and provide reports in areas such as minor incident and points on which to take note.	A framework is in place so that if either the contracting organization or contractor discovers information such as minor incident, they will contact each other.
Removing workers from work situations that might lead to illness or injury	In addition to RA, various patrols are implemented by the contracting organization and measures are taken as necessary. ¹	Measures implemented center on hazard prediction activities. Measures such as patrols by the contracting organization are also implemented. ¹
Accident investigation and countermeasures and system improvement processes	A similar process as the contracting organization is used. (Also using the accident reporting database of the contracting organization.)	Either checks are made by the contracting organization following consideration of the case by the contractor, or the contracting organization works with the contractor to implement an investigation, counter measures, and improvements. Measures tackling the hazard source are handled according to the hierarchy of controls, which prioritizes measures targeting equipment.

1. In emergency situations where there is a risk of death, injury, or ill health, workers are to prioritize their own safety and evacuate.
2. During the period, there were no cases of recordable work-related ill health.
3. Applicable only to Coral Bay Nickel Corporation and Taganito HPAL Nickel Corporation. During the period, there were no cases of recordable work-related ill health.

Provision of Occupational Health and Safety Services (2019)

	Japan Business Sites	Overseas Business Sites
• Hazard simulations	An experience simulating a hazardous situation. Repeated training is being held based on actual conditions at business sites. When necessary, this training includes employees from partner companies	Once a year a total of about 15 employees from Coral Bay Nickel Corporation, and THPAL receive hazard simulation training in Japan.
• Anzen Dojo	Held twice yearly in spring and autumn. Employees are taught the mechanisms that lead to disasters, and then contribute to activities at their business sites. Over 100 employees have completed this training. The content acquired through the Anzen Dojo is developed appropriately at each business site.	At Coral Bay Nickel Corporation, and THPAL, Japanese employees receive safety training that incorporates Anzen Dojo content twice a year when the relevant business division implements safety patrols.
• An organizational structure and regulations, including safety managers, qualified personnel, and training plan	Required by Japanese laws and regulations. Managed by each business site.	A person responsible for health-related matters is employed in accordance with the occupational health and safety laws and regulations of each country.
• A working environment management framework	Required by Japanese laws and regulations. Managed by each business site.	Required by the occupational health and safety laws and regulations of each country.
• Medical examinations (general, specific, specialized), radiation exposure management, action on results of health checkups, and an insurance guidance framework	Required by Japanese laws and regulations. Managed by each business site.	Required by the occupational health and safety laws and regulations of each country.
• Mental health-related checkups, consultations	Required by Japanese laws and regulations. Managed by each business site.	Japanese employees use systems provided by SMM.
• Industrial doctors, health advisors, nurses, etc. (including health consultations)	Implemented in accordance with the Japanese Industrial Safety and Health Act or agreements are arranged with industrial doctors accordingly. Managed by each business site.	At Coral Bay Nickel Corporation, and THPAL, industrial doctors are commissioned in accordance with Japanese laws and regulations.
• Internal workshops, small group activities	Small group activities are held for all employees to enhance hazard awareness. Conducts workshops in the Besshi district for on-site risk assessment practice. Managed by each business site.	Initiatives are implemented accordingly by each business site.
• Lectures from external instructors (life-saving and first aid, traffic accident prevention, etc.)	Red Cross first aid courses, life-saving courses by the fire department, traffic safety training by the police, etc. Managed by each business site.	Employees are sent out to first aid and other seminars.
• Emergency rooms and equipment (life-saving and first aid, including AEDs, measures for pandemics or infectious diseases, etc.), an emergency contact network	There is also an emergency contact network covering the entire company. Managed by each business site.	Each business site implements measures such as the installation of emergency rooms, AED, and first-aid kits, and the maintenance of an emergency contact network.
• Break rooms	Provided at business sites as needed, in line with policies related to measures to create a comfortable work environment. Considerations such as heat stroke are taken into account. Also, revisions and improvements of break rooms have been made to ensure prevention of passive smoking.	Managed by each business site.
• Dining halls (nutritionists)	Can be used by all employees at business sites where they are available.	Dining halls installed or made available at each business site.
• Laundry rooms	Can be used by all employees at business sites where they are available.	Installed at Coral Bay Nickel Corporation, and Taganito HPAL.
• Bath/shower facilities	Can be used by all employees at business sites where they are available.	Installed at Coral Bay Nickel Corporation, and Taganito HPAL.
• Company housing and dormitories	Can be used by all employees at business sites where they are available.	Installed at Coral Bay Nickel Corporation, and Taganito HPAL.
• Suggestion boxes	Can be posted through the SMM bulletin board. Internal reporting phone lines are also available.	Managed by each business site.
• Management of personal information	Required by Japanese laws and regulations.	Managed by each business site.
Other: Non-occupational medical and healthcare services		
• Tackling lifestyle-related disease and promotion of health	Thorough medical checkups (health insurance union subsidies available), other. These are available to all employees at business sites where they are available. Health promotion activities are also implemented at each business site.	Managed by each business site.
• Medical and healthcare services not directly connected to operations	Mental health (external, eMe), guidance for procuring medication, guidance regarding test kits (external organization)	At Coral Bay Nickel Corporation, and Taganito HPAL, we have installed on-site medical offices where treatment can be received free of charge. We also have a subsidy system covering visits to external medical facilities.
• Voluntary health promotion services and programs provided to tackle major health risks not directly connected to operations	Workers have access to occupational health services and health guidance is provided by industrial doctors	Individual programs are being arranged at Coral Bay Nickel Corporation, and Taganito HPAL.

Labor-Management Discussion concerning Occupational Health and Safety (Status of Occupational Health and Safety Committees) (2019)

	Japan Business Sites	Overseas Business Sites
SMM Group companies	Occupational Health and Safety Committee meetings are held every month (with over half of representatives from the labor side at each business site in cases where said business site has more than 50 people, in accordance with stipulations in the Japanese Industrial Safety and Health Act). These provide opportunities to share information and hold discussions concerning occupational health and safety, while decision making is implemented by the people with overall responsibility on the management side (top management), and PDCA cycles are implemented.	Meetings are held once a month at Coral Bay Nickel Corporation, and Taganito HPAL, while at other sites, meetings of bodies comprising both labor and management, such as Occupational Health and Safety Committees, are held every quarter. Management of progress toward safety management targets is implemented.
Regular contractors	Occupational Health and Safety Committee meetings and informal gatherings are held every month by contracting organizations in which contractors and others participate and information is shared. This information is taken back to the company where it is shared and used to make notifications.	Coral Bay Nickel Corporation, and Taganito HPAL only: Contractor safety meetings are held once a month. Progress toward safety management targets by contractors is managed and information is shared.

General Education and Training Regarding Occupational Health and Safety (2019)

	Japan Business Sites	Overseas Business Sites
SMM Group companies	Education is provided as stipulated in the Japanese Industrial Safety and Health Act (new employee training, special education, training when starting hazardous or potentially harmful operations, etc) and places for gaining qualifications are provided. Risk response training, such as accident response, is also provided.	Implemented and managed accordingly by each business site.
Regular contractors	Education is provided as stipulated in the Japanese Industrial Safety and Health Act (new employee training, special education, training when starting hazardous or potentially harmful operations, etc.) and places for gaining qualifications are provided. Risk response training, such as accident response, is also provided.	Coral Bay Nickel Corporation, and Taganito HPAL only: Education is provided during operation halts, etc.

■ Diverse Human Resources ■ Development and Participation of Human Resources

Total Time Spent on Employee Education (FY2019)

	Officers		General managers		Section managers		Regular employees		Occasional employees and temporary employees		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SMM non-consolidated	638	4	3,674	10	12,201	258	71,003	9,391	2,188	375	99,743
Consolidated subsidiaries in Japan	358	0	414	0	1,472	3	13,301	1,968	1,747	1,111	20,374
Consolidated subsidiaries overseas	132	11	119	43	791	328	22,573	6,032	80	61	30,169

	Officers		Managers		Regular employees		Occasional employees and temporary employees	Total
	Male	Female	Male	Female	Male	Female		
Annual hours of education per employee (average) <input checked="" type="checkbox"/>	10.7	0.0	18.8	7.6	23.2	15.8	4.9	18.7
Number of officers and employees at the end of the fiscal year	105	0	992	84	4,611	1,100	1,142	8,034

New Hires and Departures (FY2019)

Location		Younger than 30		30–49 years old		50 and older		Total
		Male	Female	Male	Female	Male	Female	
Japan	New employees	117	27	71	30	5	1	251
	New employee ratio (%)	16.6	19.0	3.2	6.3	0.3	0.8	4.9
	Departures	29	13	49	19	6	1	117
	Turnover (%)	4.1	9.2	2.2	4.0	0.4	0.8	2.3
	Total employees	704	142	2,212	476	1,500	130	5,164
U.S.A.	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	0	1	4	4	1	1	11
Canada	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	0	0	8	1	1	0	10
South Korea	New employees	0	0	0	3	0	0	3
	New employee ratio (%)	0.0	0.0	0.0	60.0	0.0	0.0	50.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	0	0	1	5	0	0	6
Peru	New employees	2	1	5	1	2	0	11
	New employee ratio (%)	100.0	100.0	35.7	50.0	50.0	0.0	47.8
	Departures	0	1	1	1	1	0	4
	Turnover (%)	0.0	100.0	7.1	50.0	25.0	0.0	17.4
	Total employees	2	1	14	2	4	0	23
Chile	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	3	4	10	3	4	3	27
China	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	12	5	33	30	12	0	92

Location		Younger than 30		30–49 years old		50 and older		Total
		Male	Female	Male	Female	Male	Female	
Philippines	New employees	76	27	22	5	4	0	134
	New employee ratio (%)	22.8	15.4	3.3	2.9	8.3	0.0	9.5
	Departures	30	4	19	3	1	0	57
	Turnover (%)	9.0	2.3	2.8	1.7	2.1	0.0	4.0
	Total employees	334	175	673	172	48	6	1,408
Taiwan	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	1	0	9	13	1	3	27
Australia	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	1	0	0	0	1
	Turnover (%)	0.0	0.0	33.3	0.0	0.0	0.0	16.7
	Total employees	1	0	3	2	0	0	6
Brazil	New employees	1	0	1	0	0	0	2
	New employee ratio (%)	100.0	0.0	14.3	0.0	0.0	0.0	20.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	1	0	7	1	0	1	10
Netherlands	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	0	0	0	0	0	0	0
Thailand	New employees	0	0	0	0	0	0	0
	New employee ratio (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Departures	0	0	0	0	0	0	0
	Turnover (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total employees	0	3	0	0	0	0	3
Total <input checked="" type="checkbox"/>	New employees	196	55	99	39	11	1	401
	New employee ratio (%)	18.5	16.6	3.3	5.5	0.7	0.7	5.9
	Departures	59	18	70	23	8	1	179
	Turnover (%)	5.6	5.4	2.4	3.2	0.5	0.7	2.6
	Total employees	1,058	331	2,974	709	1,571	144	6,787

Total employees: number of employees as of March 31, 2020.
Officers, non-regular and limited-term employees, and temporary employees are not included in the figures for new employees, departures, and total employees.
New employee ratio: number of new employees ÷ total employees x 100.
Turnover: number of departures ÷ total employees x 100.

Priority Issues and Main Initiatives Regarding Diversity (FY2019)

Theme	Initiative	Specific content
Balancing work and child raising	Briefings on the child-raising support program	Held briefings on the program for employees returning from childcare leave and employees balancing work while raising children.
	Encouragement of male-employee participation in child raising	Implemented with the objectives of promoting male-employee usage of paternity leave and raising work productivity by participating in child raising.
Balancing work and family nursing care	Family nursing care questionnaire	Given to all employees of SMM in order to assess the current status and to verify the effects of nursing care seminars held in 2018.
LGBT	Workshops to facilitate LGBT understand-ing	Held a panel discussion with two LGBT individuals after showing a movie on LGBT issues taking the perspective not of LGBT individuals, but of those surrounding them.
Active participation of female employees	Female employee Career Coaching School	Held the first classes in our Career Coaching School for female general staff members in the Head Office.
	Receipt of Eruboshi ("L Star") two-star certification	Met the criteria in all of the categories of the Act on the Promotion of Female Participation and Career Advancement in the Workplace (except for the "Hiring" category).
Supporting employ-ees with disabilities	Education for applicable workplaces	Adopted an e-learning format for education materials on "normalization" and "reasonable accommodation" at workplaces hiring individuals with disabilities.
Human rights	Human rights education	Designated December as Human Rights Month and held training to encourage understand-ing of unconscious bias.

Current Status of the Implementation of the Basic Survey into Employee Human Rights

In FY2016, we conducted a Human Rights Due Diligence Survey at 56 of our 73 business sites inside and outside Japan (77% coverage rate). Human Rights Due Diligence Surveys conducted to date identified harassment, communication, and the use of the human rights hotline as some of the matters deemed in need of on-going monitoring. These were made the target of further surveys at 24 sites inside Japan.

Fiscal Year conducted	Sites surveyed	Ratio of total sites surveyed
2017	3	13%
2018	9	50%
2019	6	75%

Current Situation Regarding Childcare Leave (as of March 31, 2020) (SMM non-consolidated)

	Total	Male	Female
Employees with the right to take childcare leave ¹	218	175	43
Employees who took childcare leave	46	3	43
Employees who took childcare leave during FY2019 and have since returned to work	15	2	13
Employees who were still working at the Company 12 months after returning from childcare leave ²	14	0	14
Ratio of workers who returned after childcare leave ³	9/9 (100%)	1/1 (100%)	8/8 (100%)
Retention rate of workers who returned after childcare leave ⁴	14/14 (100%)	—	14/14 (100%)

1. Out of employees who have notified the Company of a birth:
Male employees—From the day of birth until the day before the child turns one year old.
Female employees—From 56 days before the expected delivery date until the last day of the April immediately following the fiscal year (ending March 31) when the child becomes one year old (the day before their birthday), or the day the child becomes one and a half years old, whichever is longer.
2. The number of employees who returned to work in FY2018 and were still working at the Company 12 months later.
3. Return ratio: number of people who returned to work in FY2019 ÷ number of people who intended to return to work in FY2019 x 100.
4. Retention rate: number of employees who returned to work in FY2018 and were still working at the Company 12 months later ÷ number of employees who returned to work in FY2018 x 100.

Engagement with Stakeholders

Stakeholder Engagement

Stakeholders ¹	Stance on initiatives	Specific initiatives
Customers	We engage in communication primarily through sales person-nel. Comments received are handled at the management level through the management systems of the individual businesses.	• Introduce products on our website and post contact information along with them.
Shareholders and Investors	To carry out appropriate IR activities, we have established an IR Policy that has standards and methods of information disclosure, information related to this is available and on our website. Comments received are regularly reported to management and are put to use in administration of the company.	For institutional investors and analysts: • Hold Business Strategy Progress Briefing Sessions (2 times/year) • Hold telephone conferences on the content of financial reports (4 times/year, with simultaneous Japanese to English interpretation) For individual investors: • Publish <i>The Report for Shareholders</i> (2 times/year) • Hold a briefing (4 times/year) All stakeholders: • Released a video of the president explaining Vision for 2030
Employees	We regularly give explanations and have meetings with labor unions in Japan and employee representatives overseas to hear their requests and opinions. We also have a system for discussions with individual employees and conduct an employment awareness survey. If there will be changes to work that significantly impact employees, we set an appropriate notification period in advance. (Example: At a subsidiary slated for a transfer of business, we briefed employees one month before the transfer was completed and ensured their continued employment.)	Japan: • Hold labor-management council meetings, regular labor-management discussions (1 time/month) • Hold a Central Labor Management Conference (1 time/year) • Set individual job targets at the start of the fiscal year, and hold talks between individual employees and their supervisors to ascertain the progress being made toward the targets (2 times/year) Overseas: • Establish opportunities for regularly explaining management status to employee representative organizations, and for hearing the opinions and requests of employees • In response to requests for safety and work environment improvements put forth in labor-management discussions, we confirm the conditions and enact the necessary improvement measures. (Examples: Measures to combat heat stroke in summer and measures to prevent contact accidents; use of machines for work with high physical burdens)
Local Communities	We establish opportunities for regular communication with local communities, prepare environments that facilitate mutual understanding, and actively undertake a variety of activities for becoming a part of the communities.	• Hishikari Mine: Hold Pollution Prevention Council meetings (2 times/year) • CBNC: Hold regular information exchanges with 22 barangays, ³ including 11 "impact barangays" near Rio Tuba. • THPAL: Hold regular information exchanges with 14 barangays, including 4 neighboring "impact barangays." • CBNC: Construct facilities required by each barangay, support schools by providing educational supplies and materials required for operation, offer free medical support for local communities, and promote livelihood support activities that facilitate self-sufficiency. ² • THPAL: Spread organic rice cultivation methods with the help of technical experts, help elderly in the area with daily necessities, and support educational advancement through scholarships, etc. ²
Business Partners	Based on our excellent relationships with business partners, each of our departments actively engages in everyday communication and exchanges of ideas.	• Hold safety training for subcontractors so they can work safely • Have patrols that evaluate the construction status of buildings, to improve the skills of construction firms handling SMM Group products
Civil Society Organizations	While gaining the understanding and cooperation of citizens groups toward the construction and operation of plants, we keep impact to the local environment to a minimum and work toward co-existence with the natural environment.	• Hold regular exchanges of opinion with the international environmental NGO Friends of the Earth Japan regarding their findings on topics such as the water quality of rivers around the CBNC and THPAL plants, both in the Philippines. Implement necessary improvement measures that reference the group's opinions and recommendations. (2 times/year)
Government Agencies	We conduct regular exchanges of information and discus-sions with local government administrative agencies, industry bodies, and other organizations in regions where we have business sites and affiliated companies.	Hold regular information exchange meetings with the public security sections of police stations near our workplaces (1 time/month)

There were no complaints to the SMM Group regarding society, and 6 complaints concerning the environment. These are being handled appropriately.
1. Stakeholders on which SMM has an impact and which have an impact on SMM are defined as customers, shareholders, employees, local communities, creditors, business partners, civil society organizations, and government agencies.
2. Part of our SDMP (Social Development and Management Program) initiative.
3. Barangay: the smallest administrative division that makes up cities and towns in the Philippines, and denotes a village, district, or ward.

Main Organizations in Which SMM Has Membership

Organization	Responsibilities of SMM officers and employees	Initiatives relating to public policy
Japan Business Federation (Keidanren)	Executive member; participation in the following committees: New Industry and Technology, Canada, Environment and Safety, Oceanic Resources, International Cooperation, China, South Asia, Japan-Myanmar Economic, Japan-Brazil Economic, Gender Diversity, National Resilience, the Tokyo 2020 Olympic and Paralympic Games, Energy and Resources (Planning subcommittee), Labor Legislation (Occupational Health and Safety subcommittee)	As a unified business organization with the goal of making improvements to the autonomous growth of the domestic economy and to public life, we act reliably and swiftly after gathering opinions from the business world with regards to various internal and external economic challenges
Japan Mining Industry Association	Director; participation in the following committees and others: Mining Reserves (chairman and deputy chairman), Planning and Coordination, Energy, Overseas Development, Environmental Management, Customs Duties, Funds, Supply and Demand, Taxation, Exploration and Development, Sulfide Ore and Sulfuric Acid, the Special Committee for Depletion Allowance Measures and Safety Promotion	Submission of mining industry policy requests to relevant government agencies regarding electricity fee issues, taxation, resource development, smelting and recycling technology, mine safety, and development of employee training. Members to be sent to government-sponsored investigative committees to present industry viewpoint.
International Copper Association, Ltd. (ICA)	One Board of Directors member	Brings together the global copper industry to develop and defend markets for copper and to make a positive contribution to society's sustainable development goals. • Develop new uses for copper • Promote demand for copper
Japan Copper Development Association	One director	• Develop uses for copper/copper products; develop technology • Provide correct information about copper (verdigris, bluish water from copper pipes, etc.)
Nickel Institute	Participate in Board and EXCO meetings Participate on committees for H&E PP (public policy and regulations) NiPERA (scientific research), and MD (market development)	Provides support for sustainable growth and development in the current stainless steel market and new markets for nickel. Promotes sound science, risk management, and socio-economic benefit as the basis for public policy and regulation.
The Sulphuric Acid Association of Japan	One director; participation in the General Affairs Committee, Business Affairs Committee, Technical Committee and Editorial Committee	Communicating policy and information from the Manufacturing Industries Bureau of the Ministry of Economy, Trade and Industry to member companies and compiling and presenting requests from member companies
International Council on Mining and Metals (ICMM)	Practice the ICMM 10 Basic Principles. Promote ICMM activities and participate in each of the following programme committees: Communications, Environment, and Social & Economic Development Committee, and the Health & Safety Committee.	• Environment Initiatives for biodiversity, climate change, and water management • Health and safety Initiatives for sharing information on health and safety and the elimination of accidents • Materials stewardship Initiatives for science-based chemical substance management and supply chain management • Society and economy Initiatives to contribute to the economic development of society by the mining industry
Japan Electronics and Information Technology Industries Association (JEITA)	Participate in Electronic Components Board and Dielectric Ceramics Committee	Collection of various statistics, and participation in reviews of regulations, standards, environmental measures and other issues
Battery Association of Japan	Associate member	Promotion of measures related to recycling, quality performance, and product safety that will be required in the future as demand for secondary batteries increases.

Partnerships with Outside Organizations

SMM participates in the international organizations listed below, issues declarations of support, complies with the organizations’ rules, and supports their activities. As a company in the mining and metal refining industries, we undertake initiatives for the sustainable development demanded of us.

- International Council on Mining and Metals (ICMM) <https://www.icmm.com/>
- Extractive Industries Transparency Initiative (EITI) <https://eiti.org/>

Involvement with the International Community

The 10 Principles of the ICMM

- Principle 1:** Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.
- Principle 2:** Integrate sustainable development in corporate strategy and decision-making processes.
- Principle 3:** Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.
- Principle 4:** Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk.
- Principle 5:** Pursue continual improvement in the health and safety performance with the ultimate goal of zero harm.
- Principle 6:** Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.
- Principle 7:** Contribute to the conservation of biodiversity and integrated approaches to land-use planning.
- Principle 8:** Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.
- Principle 9:** Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.
- Principle 10:** Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance.

The SMM Group reflects the ICMM 10 Principles in our CSR and other policies, and publishes reports in line with GRI standards, as mandated for ICMM member companies. In addition, we comply with the ICMM Position Statements that embody the 10 Principles, and otherwise engage in a variety of actions as a member company.

ICMM has set forth the following position statements to supplement its 10 Principles. The SMM Group is committed to complying with these initiatives.

- Climate Change
- Water Stewardship
- Tailings Governance Framework
- Indigenous Peoples and Mining
- Mining Partnerships for Development
- Transparency of Mineral Revenues
- Mercury Risk Management
- Mining and Protected Areas

The EITI Principles		
1. We share a belief that the prudent use of natural resource wealth should be an important engine for sustainable economic growth that contributes to sustainable development and poverty reduction, but if not managed properly, can create negative economic and social impacts.	5. We underline the importance of transparency by governments and companies in the extractive industries and the need to enhance public financial management and accountability.	10. We believe that a broadly consistent and workable approach to the disclosure of payments and revenues is required, which is simple to undertake and to use.
2. We affirm that management of natural resource wealth for the benefit of a country's citizens is in the domain of sovereign governments to be exercised in the interest of their national development.	6. We recognise that achievement of greater transparency must be set in the context of respect for contracts and laws.	11. We believe that payments’ disclosure in a given country should involve all extractive industry companies operating in that country.
3. We recognise that the benefits of resource extraction occur as revenue streams over many years and can be highly price dependent.	7. We recognise the enhanced environment for domestic and foreign direct investment that financial transparency may bring.	12. In seeking solutions, we believe that all stakeholders have important and relevant contributions to make— including governments and their agencies, extractive industry companies, service companies, multilateral organisations, financial organisations, investors, and non-governmental organisations.
4. We recognise that a public understanding of government revenues and expenditure over time could help public debate and inform choice of appropriate and realistic options for sustainable development.	8. We believe in the principle and practice of accountability by government to all citizens for the stewardship of revenue streams and public expenditure.	
	9. We are committed to encouraging high standards of transparency and accountability in public life, government operations and in business.	

Co-Existence and Mutual Prosperity with Local Communities

Presence in the Local Economy

Number of Locally-Hired Senior Managers (General Managers and above) and Employees at Overseas Affiliates (March 31, 2020) ☒

Name of company (Country or region)	Senior managers		Percentage ¹	Locally-hired employees ²
	Male	Female		
Sumitomo Metal Mining Philippine Holdings Corporation (Philippines)	2	1	4%	74
Taganito HPAL Nickel Corporation (Philippines)	1	1	0.3%	707
Coral Bay Nickel Corporation (Philippines)	4	0	1%	599
Sumitomo Metal Mining Peru S.A. (Peru)	2	0	9%	23
SMM KOREA Co., Ltd. (South Korea)	1	0	14%	7
Shanghai Sumiko Electronic Paste Co., Ltd. (China)	2	0	5%	37
Taiwan Sumiko Materials Co., Ltd. (Taiwan)	2	2	15%	26
Dongguan Sumiko Electronic Paste Co., Ltd. (China)	1	1	13%	15
Sumitomo Metal Mining Oceania Pty. Ltd. (Australia)	0	1	25%	4

1. Percentage: number of senior managers ÷ locally hired employees x 100.
2. Employees hired directly by overseas affiliated companies and excluding workers on loan and transferred workers.

Indirect Economic Impact

Closure Plans for Mines and Smelting Plants

Business site	Details	Amount totals up to and including FY2019	Time period
Hishikari Mine	Mine pollution control reserve	¥23.82 million	From 1984
Coral Bay Nickel Corpora- tion	Closure and cleanup for the refinery and mineral processing plant	Total approx. 116 million pesos ¹	8 years starting from 2012 (accumulating every year)
Taganito HPAL Nickel Corporation	Expenses required for the closure plan	Total approx. 140 million pesos	11 years starting from 2016 (accumulating every year)

1. Expenses according to the closure plan Coral Bay Nickel Corporation submitted to the Department of Environmental and Natural Resources.

Other

Social and Environmental Assessment Initiatives

Target	Specifics	FY2019 results
Employees	Human rights management program • We started operating a human rights management program for employees ¹ in FY2014. On-site inspections are conducted, as required, at sites where issues have been identified. SMM Group Policy on Human Rights • In July 2019, we asked our Japanese and overseas subsidiaries to have their Boards of Directors, etc. to pass a resolution adopting the SMM Group Policy on Human Rights, and by October, 38 subsidiaries had done so. For the overseas subsidiaries, we had the Policy translated into English, Chinese, and Spanish, and distributed it. Human rights seminars • From FY2019, we will have our Human Rights Month on December, and we sent out a message from the president and conducted education on human rights. The message from the president was a video in Japanese and English, and we distributed versions with Chinese and Spanish subtitles to our overseas sites. Total time devoted to training: 8,823 hours Preventing harassment • We have established a hotline (Speak Up System) for sexual harassment and other incidents concerning human rights, as well as appointing a harassment prevention personnel, at each business facility. Fact-finding surveys • We conduct surveys into the work environment at each business site to understand the actual situation regarding harassment, compliance, and communication, and identify any demand. • We commission an external specialized organization to conduct an Employee Satisfaction Survey every three years, to understand employees' demands and satisfaction regarding the Company.	In FY2019, ² the following incidents occurred and were dealt with appropriately: Incidents involving discrimination: 0 cases Incidents involving harassment: 2 cases Complaints regarding harm on human rights: 0 cases There were no reports of cases involving child labor or forced labor. There were no serious infringements upon freedom of association. There were no reports across the entire Group, in Japan and overseas, of plants closing due to actions such as strikes.
	Human rights management program For our human rights management program, every three years we conduct a questionnaire-based survey on human rights, ³ targeting around 60 of the biggest suppliers to the Mineral Resources, Smelting & Refining, and Materials Divisions, and the Purchasing Department, in terms of annual transactions. We have implemented an initiative in which every year, the Mineral Resources, Smelting & Refining, and Materials Divisions, and the Purchasing Department each select companies for on-site inspections. In FY2019, we inspected four companies (20 total since the initiative began). Environmental assessment When the smelting and refining business selects a new mine as a supplier, we assess how that mine carries out environmental management, including water management and tailings dams. In FY2019, there were no any new suppliers selected through the environmental due diligence process stated above. Starting/ceasing operations When making investments or equity contributions, we use a project risk check sheet for commit-tees, primarily the Management Committee, to carry out deliberations regarding human rights issues such as discrimination, forced labor, and child labor, and also the political system, economy, law and order, locally-specific diseases, labor issues, religious restrictions, and the impact on the local community.	In FY2019, there were no suppliers identified as having current or potential problems or issues. There were also no reports of cases involving child labor or forced labor. In FY2019, there were no new investment agreements proposed to the Management Committee and no cases of the Company withdrawing from a business. <input checked="" type="checkbox"/>
	Relocation of local citizens for development There are occasions when we inevitably have to ask local citizens to relocate to make way for development of the mine or the construction of associated facilities. On such occasions, we seek the understanding of local citizens and offer alternative land. For the Hishikari Mine, from 1983 to 1989 three households in total were asked to relocate. For Taganito HPAL Nickel Corporation, we asked 41 households in areas to be affected by the plant's construction to relocate. ⁴ Human rights management program Preparations are underway to implement a human rights due diligence process covering local citizens in regions around our overseas business sites. Impact assessment During the approval and authorization process for operations at the Hishikari Mine, we provide explanations regarding development to citizens living in areas around the mine and have concluded a pollution prevention agreement under which we report and make revisions as appropriate. Consideration in biodiversity To preserve the ecosystems as well as the foundation of life for communities in the area around the Hishikari Mine, SMM conducts annual environmental monitoring surveys checking 18 items and analyzing water quality, as well as rice paddy soil, unpolished rice, straw, and other natural elements to check that there are no abnormalities. Every other year, we catch and analyze fish to check for abnormal levels of heavy metals.	As a result of human rights due diligence, there have been no matters for concern, such as complaints from indigenous people, reported regarding any of the mines or smelters and refineries in which SMM has more than a 50% interest. As of July 2019, there were no cases of artisanal and small-scale mining (ASM) with work environment issues in regions where SMM operates, nor did SMM have any programs for involvement in ASM.

1. Agreements are entered into with communities in line with the law at all of the mines and smelters and refineries in which the SMM Group has more than a 50% interest.
2. A group-wide human rights management program that incorporates a human rights due diligence framework based on the UN's Guiding Principles on Business and Human Rights. We aim to build a structured system to prevent and avoid complicity in either direct or indirect violations of human rights, and to make possible more appropriate responses, including relief, to concerns that arise.
3. Questionnaire-based survey on human rights: Includes content investigating forced labor, child labor, discrimination, employee working hours, the appropriateness of compensation, health and safety measures, and labor-management relations.
4. A relocation plan was formulated in line with the World Bank's Operational Policy on Involuntary Resettlement. With the agreement of all citizens, the relocation was completed by December 2010. Furthermore, we have continued to provide support since the relocation, including for home repair and maintenance, and programs to help restore livelihoods that encourage getting skills and know-how so the citizens can get income for the rest of their lives.
5. This does not include information provided through the SMM Group direct hotlines (see p.83: Compliance—Hotline (Speak Up System))

Economic Performance

Distribution of Economic Value to Stakeholders (FY2019) ☒

Stakeholder	Amount (billions of yen)	Details
Suppliers	760.8	Payments to suppliers
Employees	65.2	Payments to employees
Shareholders/Creditors	23.5	Payments of dividends/ interest
Government	15.9	Taxes paid
Society¹	1.1	Donations

No governments have an equity stake in SMM
Other than the above, there is retained value of ¥36.6 billion. Rent for use of land is minimal and therefore included in “Payments to suppliers.”
1. Society: In the Philippines (CBNC, THPAL), the ¥1 billion expended through the social development management program (SDMP) and other contributions in the same country is included.

Financial Assistance from the Government (FY2019) ☒

Stakeholder	Amount (billions of yen)	Details
Government	0.3	Subsidies, grants, etc.

No governments have an equity stake in SMM

Projected Benefit Obligation

The SMM Group has adopted both funded and unfunded defined benefit plans and defined contribution plans for allocating retirement benefits to its employees. Its defined benefit obligations as of March 31, 2020 were ¥72.8 billion, which include funded defined benefit obligations of ¥70.7 billion [☑](#), and pension assets available for allocation to those funded defined benefit obligations were ¥66.2 billion [☑](#).

Income Tax by Country or Region (FY2019)

Country or region	Amount (millions of yen)
Japan	13,018
U.S.A.	2,096
Peru	3,584
Chile	2,865
China	802
Philippines	1,561
Indonesia	695
New Caledonia	267
Australia	238
Others	20
Total	25,147

Note: With regard to equity-method affiliates, the above amounts include the Company’s proportional burden of income tax.