ESG Data Book 2025

SUMITOMO METAL MINING

MINING THE FUTURE

GRI 2-1/2-2/2-3/2-5

Reporting Boundary

Sumitomo Metal Mining Co., Ltd. (SMM)

The Sumitomo Metal Mining Group (SMM and consolidated subsidiaries)[1]

The Sumitomo Metal Mining Group in Japan (SMM and consolidated subsidiaries in Japan)[1]

1 Our environmental and occupational health and safety reporting covers our consolidated subsidiaries as well as business sites that have been determined to present major impacts.

Publication Date

October 2025 (published once a year)

Disclaimers

The sums of some data may not match reported totals due to rounding. In addition, some values from previous fiscal year reports may have been revised following reviews of the data.

Independent Assurance

We have received independent assurance from KPMG AZSA Sustainability Co., Ltd. regarding performance data and other data in this report. This report is issued following prior confirmation by our president of the report's content and of the receipt of independent assurance. Indicators subjected to assurance are noted by the symbol ☑.

Stable Supply of Non-Ferrous Metals and Transition to a Circular Economy

Percentage of Raw Materials from Recycled Sources GRI 2-4/301-2

	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Amount and percentage of recycled input raw materials used [1]	SMM Group	kt	229	239	236	202	220	☑
		(%)	(2.13)	(2.38)	(2.21)	(2.07)[2]	(2.26)	
Amount and percentage of products from recycled input [3]		kt	136	188	206	194	200	☑
		(%)	(4.87)	(6.96)	(7.42)	(8.90)	(7.84)	

1 Amount and percentage of recycled input raw materials used in our business activities. Specifically, copper scrap, secondary zinc, precious metals and other secondary materials, electric arc furnace dust, sludge and dust, and ALC waste

2 Figures have been reviewed and corrected

3 Amount and percentage of products from recycled input in our business activities. Specifically, electrolytic copper, gold, silver, chromite, crude zinc oxide, and ALC waste

Environmental Impact of Business Activities (material flow)
https://www.smm.co.jp/en/sustainability/management/environment/environment_7.html

Realizing a Carbon Neutral Society

Greenhouse Gas (GHG) Emissions[1] GRI 305-1/305-2/305-3

		Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
GHG Emissions (total)		SMM Group	kt-CO_2e	2,760	2,647	2,823	2,556	2,356	
Scope 1 (direct emissions)				1,877	1,786	1,965	1,830	1,724	☑
Scope 2 (indirect emissions)				882	861	858	726	632	☑
Emissions other than CO_2 included in Scope 1[2]	Sulfur hexafluoride (SF_6)			-	-	1.85	0.00	0.00	
	Hydrofluorocarbons (HFCs)			-	-	0.63	0.62	1.04	
	Methane (CH_4)			-	-	0.15	0.16	0.15	
	Nitrous oxide (N_2O)			-	-	0.00	0.00	0.00	
	Nitrogen trifluoride (NF_3)			-	-	0.00	0.00	0.00	
	Perfluorocarbons (PFCs)			-	-	0.00	0.00	0.00	

Figures are rounded to the nearest whole number, so totals may not match

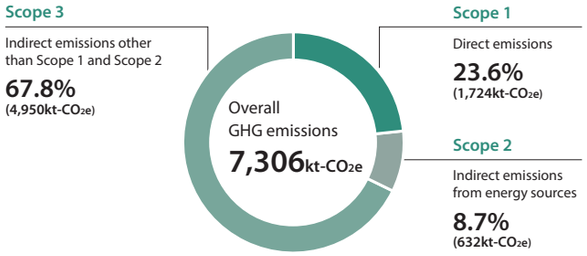
1 The quantification of GHG emissions is subject to uncertainties in the measurement of activity data, in the determination of emission factors, and in the scientific determination of the global warming potential

Both Japan and overseas figures are calculated based on the GHG Protocol, and emission factors are based on the Japanese law "Act on Promotion of Global Warming Countermeasures"

For calculating GHG emissions from domestically purchased electricity, adjusted emission factors provided by the electricity suppliers are used

For calculating GHG emissions from overseas purchased electricity, country-specific emission factors from the IEA Emissions Factors at that point in time are used

2 Disclosure from FY2022 based on the GHG Protocol



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Scope 3 Emissions[1] and Percentage of Overall Emissions FY2024 GRI 305-3

Category	Reporting boundary	Emissions (kt-CO_2e)	Percentage	Calculation method
Total Scope 3		4,950	67.8%	
1 Purchased goods and services	SMM Group	4,262 ☑	58.3%	Σ (weight of key raw materials x emissions intensity)[2]
2 Capital goods	SMM Group	431 ☑	5.9%	Σ (amount of capital expenditures x emissions intensity x 1.05)[3] Capital expenditures include construction in progress, used equipment, and intragroup transactions
3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	SMM Group	226 ☑	3.1%	Σ (electricity and fuel consumptions x emissions intensity [electricity[3], fuel[2])
4 Upstream transportation and distribution	Reference for Calculation method	20 ☑	0.3%	Emissions from domestic transportation are calculated based on the Japanese laws the "Act on Rationalizing Energy Use" and "Act on Promotion of Global Warming Countermeasures."
5 Waste generated in operations	SMM Group - Japan	7	0.1%	Σ (amount of waste by type (major sites in Japan) x emissions intensity by waste type)[3]
6 Business travel	SMM Group - Japan	1	0.0%	Σ (number of employees (major sites in Japan) x emissions intensity[2]
7 Employee commuting	SMM Group - Japan	3	0.0%	Σ (number of employees (major sites in Japan) x number of business days x emissions intensity)[3]
8 Upstream leased assets	-	Not applicable[4]	-	-
9 Downstream transportation and distribution	-	Not applicable[5]	-	-
10 Processing of sold products	-	Not applicable[5]	-	-
11 Use of sold products	-	Not applicable[5]	-	-
12 End-of-life treatment of sold products	-	Not applicable[5]	-	-
13 Downstream leased assets	Reference for Calculation method	0.1	0.0%	Σ (electricity and gas consumption by tenants of the Head Office building x emissions intensity)[6]
14 Franchises	-	Not applicable[7]	-	-
15 Investments	-	Not applicable[8]	-	-

1 The quantification of GHG emissions is subject to uncertainties in the measurement of activity data, in the determination of emission factors, and in the scientific determination of the global warming potential

2 For emissions intensity, we used values from the National Institute of Advanced Industrial Science and Technology's IDEA Ver. 3.5(IPCC2021 without LULUCF AR6)

3 For emissions intensity, we used values from the Database for Calculating GHG Emissions of the Supply Chain, (Ver. 3.5), prepared by the Ministry of Environment and the Ministry of Economy, Trade and Industry in Japan

4 Not applicable as it is included in calculations of Scope 1 and 2 emissions

5 This category is not applicable because it is difficult to calculate emissions since our products are mainly non-ferrous metals and highly advanced materials, which have diverse applications after sales destinations, and each application has different GHG emission characteristics

6 Emissions intensity was calculated based on the list of calculation methods and emission factors of the Ministry of the Environment's Greenhouse Gas Emissions Calculations Reporting and Publication System

7 Not applicable as we do not operate any franchise businesses

8 Not applicable as it is the disclosure of information on investments for profit

Conservation and Restoration of Nature

Raw Material and Energy Inputs in Business Activities GRI301-1/301-2/302-1

Raw Material Input	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Raw materials (total amount)	SMM Group	kt	12,777	11,936	12,840	11,998	11,868	
Raw materials			10,524	9,808	10,424	9,539	9,498	☑
Recycled materials[1]			229	239	236	202	220	☑
Materials			2,024	1,889	2,180	2,257	2,150	☑

Figures are rounded to the nearest whole number, so totals may not match

1 Exclude materials recycled within plants

Energy Input	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Energy Input (calorific value)	SMM Group	TJ	31,728	30,651	22,762	20,789	19,872	☑
Renewable energy			12	74	66	80	34	
Non-renewable energy sources			31,716	30,577	22,696	20,709	19,838	

From FY2022 onward, fuel, heat, electricity, etc. consumed in business activities in Japan and overseas are included, and electricity consumption is converted into joules at 3.6 GJ per 1,000kWh

Water Resource Input, Water Discharge, and Water Consumption in Business Activities GRI303-3/303-4/303-5

Water Resource Input		Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Water withdrawal[1]		SMM Group	ML[2]	200,305	181,271	197,186	174,287	193,665	
Freshwater withdrawal	Surface water (rivers)			13,717	13,954	15,321	15,082	14,218	☑
	Rainwater			68	53	44	40	44	☑
	Groundwater			6,657	7,108	7,586	8,401	7,535	☑
	Industrial water (water from another organization)			14,339	14,437	14,346	13,439	13,453	☑
	Tap water (water from another organization)			393	417	391	377	379	☑
Seawater withdrawal				165,132	145,301	159,500	136,948	158,037	☑

Figures are rounded to the nearest whole number, so totals may not match

1 We identify and assess high-water stress areas using the WWF Water Risk Filter, and the results indicate that there are no areas of high-water stress at any of our business sites

2 1 ML is equivalent to 1,000 m^3

Water Discharge	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Water discharge (total)	SMM Group	ML[1]	199,057	176,781	196,736	175,139	190,915	
Seas[2]			198,051	175,753	195,792	174,287	190,006	☑
Rivers			965	974	879	789	847	☑
Sewerage, etc.			42	55	65	62	61	☑

Figures are rounded to the nearest whole number, so totals may not match

1 1 ML is equivalent to 1,000 m^3

2 Discharges into rivers flowing into enclosed seas are included in "Seas"

Water Consumption[1]	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Total water consumption from all areas	SMM Group	ML[2]	4,281	4,917	3,552	4,505	4,163	☑

1 Water consumption is estimated by subtracting the total water discharge from the total water withdrawal for each business site
Refer to Water Accounting Data for more details about Water Resource Input, Water Discharge and Water Consumption

2 1 ML is equivalent to 1,000 m^3

PDF **Water Accounting Data**
https://www.smm.co.jp/en/sustainability/data/pdf/Water_Accounting_Data_2025_EN.pdf

Release and Transfer of Chemical Substances in Business Activities GRI 2-4/303-4/305-7

		Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Releases into the atmosphere (total)		SMM Group[1]	t	3,257	3,175	3,295	3,182	2,963	
Releases into the atmosphere	SOx			1,733	1,739	1,715	1,692	1,452	☑
	NOx			1,444	1,352	1,512	1,425	1,419	☑
	Soot and dust			80	84	68	66	92	☑
Discharge into water (total)		SMM Group	t	134	134	132	117	121	
Discharge into water	COD[2] (chemical oxygen demand)			49	48	49	48	51	☑
	BOD[3] (biochemical oxygen demand)			15	12	16	7	7	☑
	Total phosphorus			1	1	1	1	1	☑
	Total nitrogen			69	73	66	61	62	☑
Transfer/release of PRTR Substances (total)		SMM Group[4]	t	1,907	2,035	2,522	2,626	2,450	
Transfer[5]				1,823	1,959	2,439	2,557	2,374	☑
Release	Release (total)[5]			83	76	83	69	76	☑
	Landfill (SMM premises)			0.8	0.8	0.8	0.4	0.8	☑
	Soil			1.7	0.9	0.7	0.6	0.8	☑
	Water			73.5	66.6	74.7	62.0	69.3	☑
	Atmosphere[5]			7.4	7.8	7.1	5.8	5.2	☑

Figures are rounded to the nearest whole number, so totals may not match

1 Figures are aggregated from data reported by the Sumitomo Metal Mining Group to government authorities

2 COD (chemical oxygen demand): Measured for discharge into seas, including discharge into rivers flowing into enclosed seas

3 BOD (biochemical oxygen demand): Measured for discharge into rivers, excluding discharge flowing into enclosed seas

4 Sites within the Sumitomo Metal Mining Group that report under Japan's PRTR system

5 Due to changes in calculation methods at some sites, figures for past fiscal years have been revised retrospectively

Final Disposal Amount of Industrial and Mining Waste in Japan GRI306-5

		Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Final disposal amount (total)[1]		SMM Group-Japan	kt	52	60	74	70	59	☑
	Industrial waste			50.6	59.0	73.7	69.0	57.6	
	Mining waste[2]			0.7	0.7	0.7	0.7	0.9	

Figures are rounded to the nearest whole number, so totals may not match

1 Includes waste destined for landfills and incineration without heat recovery

2 Mining waste in the form of wastewater sludge generated by mine-affiliated Toyo Smelter & Refinery that is landfilled within the business site

Waste by Type and Treatment Method (FY2024) GRI 306-3/306-4/306-5

Waste by Treatment Method (Hazardous[1] / Non-hazardous[2])

		Reporting boundary	Unit	Hazardous		Non-hazardous		Total	
Treatment method[3]		SMM Group	kt						
	Recycling			7.9		29.4		37.3	
	Incineration (with heat recovery)			0.3		1.3		1.5	
	Incineration (without heat recovery)			0.0		0.1		0.1	
	Landfill			54.0		6,731.6		6,785.6	
	Volume reduction, etc.			2.0		0.8		2.8	
	Total			64.3	☑	6,763.1	☑	6,827.4	☑

		SMM Group	kt
Landfill on company premises / Contracted disposal	Landfill on company premises		6,730
	Contracted disposal		98

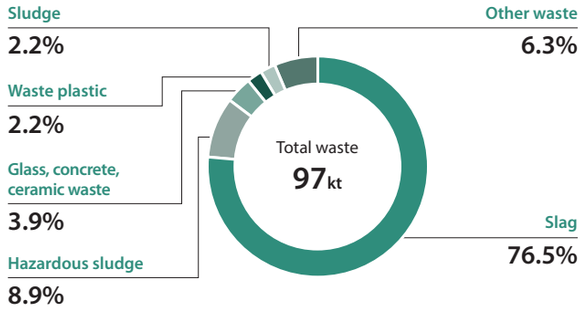
Industrial waste treatment is commissioned to Group companies and industrial waste is recycled for use as raw material. Accordingly, waste figures include some waste which was effectively not discharged outside the Group, in particular (hazardous) sludge

1 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)"

2 Waste other than hazardous waste

3 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



Emissions of Waste Plastic GRI 306-3/306-4/306-5

The proportion of recycling and recycling (heat recovery) was approximately 63% at our directly managed sites and about 64% for the entire Group. We will continue efforts to further reduce emissions and promote recycling.

	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Emissions of Waste Plastic	SMM Group	t	2,694	2,873	2,717	2,197	2,116
Recycling			878	977	1,104	803	580
Recycling (Heat recovery)			1,023	885	613	522	779
Unused Incineration (Without heat recovery)			226	282	263	94	12
Landfill			568	728	736	779	745

Figures are rounded to the nearest whole number, so totals may not match

Environmental Preservation-Related Investments in Capital Expenditures

	Reporting boundary	Unit	FY2021	FY2022	FY2023	FY2024	(plan) FY2025
Investments related to environmental preservation (Total)	SMM Group	JPY million	7,706	12,171	14,086	10,525	23,023
Pollution prevention / environmental preservation			7,549	11,694	13,772	10,219	22,942
Energy conservation			157	477	314	306	81
Percentage of environmental preservation-related investments to capital expenditures		%	11.9	8.6	9.5	9.0	17.1

Figures are rounded to the nearest whole number, so totals may not match

Rehabilitated Area GRI G4-MM1

	Reporting boundary		Unit	A Total area of land developed but not rehabilitated (as of the end of FY2023)	B Area of land newly developed in FY2024	C Area of land newly rehabilitated in FY2024	D Total area of land developed but not rehabilitated (A+B-C)
Amount of land developed or rehabilitated (FY2024)	SMM Group	Hishikari Mine	ha	22	0	0	22
		Coral Bay Nickel		430	0	2[1]	428
		Taganito HPAL		488	5	4[2]	489

Figures are rounded to the nearest whole number, so totals may not match

1 In addition to the rehabilitated area within the development site mentioned above, CBNC worked with the Philippine government to rehabilitate an additional 50 hectares in nearby regions outside the development site in FY2024, bringing the total certified rehabilitated area, including bamboo groves, to 214 hectares (figures for the rehabilitated area outside the development site from past fiscal years have been reviewed and revised)

2 In addition to the rehabilitated area within the development site mentioned above, THPAL worked with the Philippine government to rehabilitate an additional 63 hectares in nearby regions outside the development site in FY2024, bringing the total certified rehabilitated area to 733 hectares to date

Business Activities in Areas of High Biodiversity Value[1] GRI 304-1/G4-MM2

Currently, there are no projects in any region requiring the preparation of a management plan.

	Reporting boundary	Area	Unit	FY2024	
Regions and production sites	SMM Group	Seto Island Sea	ha	62	Shisaka Smelting Co., Ltd. (production site) operates on Minoshima and Ienoshima islands, neighboring Setonaikai National Park. Neighboring areas equivalent to IUCN Category 2
		Philippines		583	Coral Bay Nickel Corporation (production site) operates on Palawan Island in hunting-prohibited and bird protection areas equivalent to IUCN Category 4

1 Areas classified as protected by IUCN as Category 4 or higher and adjacent areas or areas with high biodiversity value that are considered equivalent (SMM's survey). Areas classified as Category 1 are of highest priority

Human Capital Management

Employee Data

Average Years of Service, Age, and Annual Compensation

	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Average years of service	Sumitomo Metal Mining Co., Ltd.	year	19.5	18.9	18.0	17.0	16.7
Average age		age	42.7	42.3	41.5	40.7	40.6
Average annual compensation[1]		JPY thousands	7,952	7,878	8,349	8,235	7,901

1 Average annual compensation includes compensation other than base salary, other allowances, and bonuses

Number of Officers and Employees[1,2] (by country and region) GRI 2-7/2-9/405-1

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Total				People	7,797	7,879	7,950	8,133	7,923
	By country and region	Japan			People	6,150	6,224	6,085	6,256	6,049
				Male	People	5,120	5,198	5,098	5,222	4,936
					(%)	(83.3)	(83.5)	(83.8)	(83.5)	(81.6)
				Female	People	1,030	1,026	987	1,034	1,113
					(%)	(16.7)	(16.5)	(16.2)	(16.5)	(18.4)
		Overseas			People	1,647	1,655	1,865	1,877	1,874
				Male	People	1,208	1,217	1,379	1,392	1,381
					(%)	(73.3)	(73.5)	(73.9)	(74.2)	(73.7)
				Female	People	439	438	486	485	493
					(%)	(26.7)	(26.5)	(26.1)	(25.8)	(26.3)
			Philippines		People	1,430	1,433	1,504	1,531	1,539
				Male		1,068	1,071	1,124	1,138	1,140
				Female		362	362	380	393	399
			Asia & Oceania (excluding the Philippines)	China	People	102	108	105	103	101
					Male	68	76	75	76	69
					Female	34	32	30	27	32
				Taiwan	People	27	27	26	19	17
					Male	12	12	11	8	8
					Female	15	15	15	11	9

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	By country and region	Asia & Oceania (excluding the Philippines)	Thailand		People	4	4	-	-	-
				Male		1	1	-	-	-
				Female		3	3	-	-	-
			South Korea		People	4	4	5	4	4
				Male		2	2	2	3	3
				Female		2	2	3	1	1
			Vietnam		People	-	-	145	136	134
				Male		-	-	112	107	106
				Female		-	-	33	29	28
			Australia		People	7	8	7	8	7
				Male		5	6	5	6	6
				Female		2	2	2	2	1
		North America & Europe	Canada		People	13	13	19	21	20
				Male		11	11	16	17	16
				Female		2	2	3	4	4
			Netherlands		People	1	1	1	1	1
				Male		1	1	1	1	1
				Female		0	0	0	0	0
			U.S.A.		People	13	14	12	9	11
				Male		6	6	5	4	4
				Female		7	8	7	5	7
		South America	Brazil		People	4	1	1	1	1
				Male		3	0	0	0	0
				Female		1	1	1	1	1
			Chile		People	26	26	23	27	22
				Male		18	18	14	18	14
				Female		8	8	9	9	8
			Peru		People	16	16	17	17	17
				Male		13	13	14	14	14
				Female		3	3	3	3	3

1 Data are as of the end of March of each fiscal year (including employees on leave), and dispatched employees are recorded in the number of officers and employees of the company to which they are dispatched

2 Officers include directors, Audit & Supervisory Board members, and executive officers (excluding outside directors and outside Audit & Supervisory Board members) of SMM, and directors and Audit & Supervisory Board members of consolidated subsidiaries in Japan and overseas

Number of Officers and Employees[1] (by age group and employee category) GRI 2-7/2-8/2-9/405-1

Reporting boundary				Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Number of full-time officers[2]	Total		people	110	109	105	104	102
			Male	people	109	108	104	102	100
				(%)	(99.1)	(99.1)	(99.0)	(98.1)	(98.0)
			Female	people	1	1	1	2	2
				(%)	(0.9)	(0.9)	(1.0)	(1.9)	(2.0)
		Sumitomo Metal Mining Co., Ltd.	Total	people	25	23	24	26	23
			Male	people	25	23	24	25	22
				(%)	(100.0)	(100.0)	(100.0)	(96.2)	(95.7)
			Female	people	0	0	0	1	1
				(%)	(0.0)	(0.0)	(0.0)	(3.8)	(4.3)
		Consolidated subsidiaries in Japan	Total	people	58	61	57	55	51
			Male	people	58	61	57	55	51
				(%)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
			Female	people	0	0	0	0	0
				(%)	(0.0)	(0.0)	(0.0)	(0.0)	(0.0)
		Consolidated subsidiaries overseas	Total	people	27	25	24	23	28
			Male	people	26	24	23	22	27
				(%)	(96.3)	(96.0)	(95.8)	(95.7)	(96.4)
			Female	people	1	1	1	1	1
				(%)	(3.7)	(4.0)	(4.2)	(4.3)	(3.6)
	Number of employees	Total		people	7,687	7,770	7,845	8,029	7,821
			Male	people	6,218	6,306	6,373	6,512	6,217
				(%)	(80.9)	(81.2)	(81.2)	(81.1)	(79.5)
			Female	people	1,469	1,464	1,472	1,517	1,604
				(%)	(19.1)	(18.8)	(18.8)	(18.9)	(20.5)
		Sumitomo Metal Mining Co., Ltd.	Total	people	2,699	2,813	2,993	3,136	3,276
			Male	people	2,311	2,407	2,561	2,681	2,797
				(%)	(85.6)	(85.6)	(85.6)	(85.5)	(85.4)
			Female	people	388	406	432	455	479
				(%)	(14.4)	(14.4)	(14.4)	(14.5)	(14.6)

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Number of employees	Sumitomo Metal Mining Co., Ltd.	Management staff	Total	people	487	470	479	559	601
				Male	people	476	457	461	538	577
					(%)	(97.7)	(97.2)	(96.2)	(96.2)	(96.0)
				Female	people	11	13	18	21	24
					(%)	(2.3)	(2.8)	(3.8)	(3.8)	(4.0)
			Younger than 30 years old			0	0	0	0	0
				Male		0	0	0	0	0
				Female		0	0	0	0	0
			30–49 years old			170	177	198	262	286
				Male		164	168	184	247	268
				Female		6	9	14	15	18
			50 years old and older			317	293	281	297	315
				Male		312	289	277	291	309
				Female		5	4	4	6	6
			Regular employees	Total	people	1,936	2,072	2,246	2,333	2,466
				Male	people	1,598	1,715	1,868	1,930	2,040
					(%)	(82.5)	(82.8)	(83.2)	(82.7)	(82.7)
				Female	people	338	357	378	403	426
					(%)	(17.5)	(17.2)	(16.8)	(17.3)	(17.3)
			Younger than 30 years old			490	584	688	771	842
				Male		388	468	558	628	680
				Female		102	116	130	143	162
			30–49 years old			908	908	938	911	963
				Male		733	737	768	739	791
				Female		175	171	170	172	172
			50 years old and older			538	580	620	651	661
				Male		477	510	542	563	569
				Female		61	70	78	88	92
			Limited-term employees	Total	people	276	271	268	244	209
				Male	people	237	235	232	213	180
					(%)	(85.9)	(86.7)	(86.6)	(87.3)	(86.1)
				Female	people	39	36	36	31	29
					(%)	(14.1)	(13.3)	(13.4)	(12.7)	(13.9)

1 Data are as of the end of March of each fiscal year (including employees on leave), and dispatched employees are recorded in the number of officers and employees of the company to which they are dispatched

2 Officers include directors, Audit & Supervisory Board members, and executive officers (excluding outside directors and outside Audit & Supervisory Board members) of SMM, and directors and Audit & Supervisory Board members of consolidated subsidiaries in Japan and overseas

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Number of employees[1]	Consolidated subsidiaries in Japan	Total		people	3,368	3,327	3,011	3,039	2,699
				Male	people	2,726	2,707	2,456	2,461	2,066
					(%)	(80.9)	(81.4)	(81.6)	(81.0)	(76.5)
				Female	people	642	620	555	578	633
					(%)	(19.1)	(18.6)	(18.4)	(19.0)	(23.5)
			Management staff	Total	people	278	270	240	234	220
				Male	people	276	267	237	231	217
					(%)	(99.3)	(98.9)	(98.8)	(98.7)	(98.6)
				Female	people	2	3	3	3	3
					(%)	(0.7)	(1.1)	(1.3)	(1.3)	(1.4)
				Younger than 30 years old		0	0	0	0	0
					Male	0	0	0	0	0
					Female	0	0	0	0	0
				30–49 years old		90	92	82	75	72
					Male	88	89	80	73	70
					Female	2	3	2	2	2
				50 years old and older		188	178	158	159	148
					Male	188	178	157	158	147
					Female	0	0	1	1	1
			Regular employees	Total	people	2,671	2,659	2,453	2,449	2,201
				Male	people	2,188	2,173	2,008	2,001	1,752
					(%)	(81.9)	(81.7)	(81.9)	(81.7)	(79.6)
				Female	people	483	486	445	448	449
					(%)	(18.1)	(18.3)	(18.1)	(18.3)	(20.4)
				Younger than 30 years old		442	453	423	409	350
					Male	377	387	366	351	285
					Female	65	66	57	58	65
				30–49 years old		1,603	1,583	1,414	1,358	1,218
					Male	1,273	1,259	1,115	1,069	941
					Female	330	324	299	289	277
				50 years old and older		626	623	616	682	633
					Male	538	527	527	581	526
					Female	88	96	89	101	107

Reporting boundary						Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Number of employees[1]	Consolidated subsidiaries in Japan	Limited-term employees	Total		people	419	398	318	356	278
					Male	people	262	267	211	229	157
						(%)	(62.5)	(67.1)	(66.4)	(64.3)	(56.5)
					Female	people	157	131	107	127	121
						(%)	(37.5)	(32.9)	(33.6)	(35.7)	(43.5)
			Consolidated subsidiaries overseas		Total	people	1,620	1,630	1,841	1,854	1,846
					Male	people	1,181	1,192	1,356	1,370	1,354
						(%)	(72.9)	(73.1)	(73.7)	(73.9)	(73.3)
					Female	people	439	438	485	484	492
						(%)	(27.1)	(26.9)	(26.3)	(26.1)	(26.7)
				Management staff	Total		317	321	315	341	393
					Male	people	234	234	220	242	280
						(%)	(73.8)	(72.9)	(69.8)	(71.0)	(71.2)
					Female	people	83	87	95	99	113
						(%)	(26.2)	(27.1)	(30.2)	(29.0)	(28.8)
					Younger than 30 years old		38	31	29	24	35
						Male	28	19	15	10	22
						Female	10	12	14	14	13
					30–49 years old		249	260	253	269	302
						Male	182	192	179	193	213
						Female	67	68	74	76	89
					50 years old and older		30	30	33	48	56
						Male	24	23	26	39	45
						Female	6	7	7	9	11

1 Data are as of the end of March of each fiscal year (including employees on leave), and dispatched employees are recorded in the number of officers and employees of the company to which they are dispatched

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Number of employees[1]	Consolidated subsidiaries overseas	Regular employees	Total	people	1,288	1,302	1,509	1,502	1,442
				Male	people	934	952	1,121	1,117	1,065
					(%)	(72.5)	(73.1)	(74.3)	(74.4)	(73.9)
				Female	people	354	350	388	385	377
					(%)	(27.5)	(26.9)	(25.7)	(25.6)	(26.1)
			Younger than 30 years old			429	390	410	398	352
				Male		266	245	265	252	216
				Female		163	145	145	146	136
			30–49 years old			814	851	1,032	1,028	1,031
				Male		631	655	799	799	798
				Female		183	196	233	229	233
			50 years old and older			45	61	67	76	59
				Male		37	52	57	66	51
				Female		8	9	10	10	8
			Limited-term employees	Total	people	15	7	17	11	11
				Male	people	13	6	15	11	9
					(%)	(86.7)	(85.7)	(88.2)	(100.0)	(81.8)
				Female	people	2	1	2	0	2
					(%)	(13.3)	(14.3)	(11.8)	(0.0)	(18.2)
SMM Group	Number of Temporary employees	Total			people	495	538	438	514	507
		Sumitomo Metal Mining Co., Ltd.				163	182	204	232	269
		Consolidated subsidiaries in Japan				331	355	234	280	237
		Consolidated subsidiaries overseas				1	1	0	2	1

1 Data are as of the end of March of each fiscal year (including employees on leave), and dispatched employees are recorded in the number of officers and employees of the company to which they are dispatched

New Hires and Departures (by hiring type and reason for departure)[1] GRI 401-1

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Sumitomo Metal Mining Co., Ltd.	New hires	Total			people	176	223	284	264	279
		New graduates	Total		people	107	132	128	149	154
			Of which are women			29	32	16	28	32
				Managerial track employees		32	55	46	60	75
				Of which are women		7	11	6	10	11
				Core track		75	77	82	89	79
				Of which are women		22	21	10	18	21
		Mid-career hires	Total		people	69	91	156	115	125
			Of which are women			11	6	21	11	11
				Managerial track employees		19	31	62	42	44
				Of which are women		0	3	4	4	3
				Core track		50	60	94	73	81
				Of which are women		11	3	17	7	8
	Departures	Number of departures	Total		people	55	50	68	58	102
		Departed for personal reasons				39	41	56	42	67
		Of which are women				10	8	8	9	12
		Departed for company-related reasons				2	0	6	0	2
		Other[2]				14	9	6	16	33

1 Data are as of the end of March of each fiscal year(excluding directors, limited-term employees, and temporary employees),and dispatched employees counted under the company from which they were dispatched

2 Other: departures due to having reached mandatory retirement age, death, expiration of leave of absence, etc.

New Hires and Departures (by region) GRI 401-1

Reporting boundary						Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	Total				New hires	people[1] (%)[2]	343 (4.9)	394 (5.6)	594 (8.2)	392 (5.3)	416 (5.7)
					Departures		233 (3.3)	196 (2.8)	326 (4.5)	183 (2.5)	248 (3.4)
	By region	Japan			New hires	people (%)	299 (5.6)	353 (6.5)	431 (8.0)	370 (6.6)	399 (7.3)
					Departures		191 (3.6)	161 (2.9)	223 (4.1)	171 (3.1)	229 (4.2)
			Younger than 30 years old	Male	New hires		142 (18.6)	196 (22.9)	239 (25.9)	206 (21.0)	214 (22.2)
					Departures		24 (3.1)	41 (4.8)	43 (4.7)	27 (2.8)	43 (4.5)
				Female	New hires		46 (27.5)	42 (23.1)	40 (21.4)	46 (22.9)	50 (22.0)
					Departures		7 (4.2)	7 (3.8)	11 (5.9)	8 (4.0)	10 (4.4)
			30-49 years old	Male	New hires		68 (3.0)	87 (3.9)	114 (5.3)	85 (4.0)	98 (4.7)
					Departures		40 (1.8)	37 (1.6)	46 (2.1)	49 (2.3)	69 (3.3)
				Female	New hires		28 (5.5)	11 (2.2)	12 (2.5)	12 (2.5)	17 (3.6)
					Departures		9 (1.8)	10 (2.0)	20 (4.1)	15 (3.1)	15 (3.2)
			50 years old and older	Male	New hires		11 (0.7)	15 (1.0)	22 (1.5)	20 (1.3)	19 (1.2)
					Departures		104 (6.9)	62 (4.1)	97 (6.5)	65 (4.1)	87 (5.6)
				Female	New hires		4 (2.6)	2 (1.2)	4 (2.3)	1 (0.5)	1 (0.5)
					Departures		7 (4.5)	4 (2.4)	6 (3.5)	7 (3.6)	5 (2.4)

Reporting boundary						Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	By region	Philippines			New hires	people[1] (%)[2]	44 (3.1)	28 (2.0)	151 (10.2)	21 (1.4)	13 (0.8)
					Departures		42 (3.0)	23 (1.6)	86 (5.8)	10 (0.7)	12 (0.8)
			Younger than 30 years old	Male	New hires		19 (6.9)	10 (4.2)	62 (26.8)	12 (5.4)	5 (2.5)
					Departures		18 (6.6)	8 (3.3)	16 (6.9)	2 (0.9)	3 (1.5)
				Female	New hires		15 (9.3)	5 (3.4)	38 (24.8)	2 (1.3)	5 (3.5)
					Departures		8 (5.0)	4 (2.7)	17 (11.1)	2 (1.3)	3 (2.1)
			30-49 years old	Male	New hires		9 (1.2)	13 (1.7)	44 (5.5)	7 (0.8)	1 (0.1)
					Departures		10 (1.4)	9 (1.2)	40 (5.0)	5 (0.6)	3 (0.4)
				Female	New hires		0 (0.0)	0 (0.0)	3 (1.4)	0 (0.0)	2 (0.8)
					Departures		4 (2.1)	1 (0.5)	9 (4.1)	1 (0.4)	1 (0.4)
			50 years old and older	Male	New hires		1 (2.4)	0 (0.0)	4 (6.1)	0 (0.0)	0 (0.0)
					Departures		2 (4.8)	1 (1.8)	4 (6.1)	0 (0.0)	2 (2.4)
				Female	New hires		0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
					Departures		0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)

1 Data are based on the number of employees as of the end of March of each fiscal year (excluding limited-term employees, and temporary employees), and dispatched employees counted under the company from which they were dispatched

2 Percentage of new employees: number of new employees ÷ total employees x 100; turnover: number of departures ÷ total employees x 100 (All figures are calculated based on the number of employees as of the end of March of each fiscal year)

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	By region	Asia & Oceania[3] (excluding the Philippines)		New hires	people[1] (%)[2]	0 (0.0)	12 (8.6)	12 (4.4)	0 (0.0)	3 (1.2)
				Departures		0 (0.0)	11 (7.9)	17 (6.2)	0 (0.0)	6 (2.4)
			Younger than 30 years old	Male	New hires	-	8 (44.4)	9 (19.6)	-	2 (5.9)
					Departures	-	5 (27.8)	8 (17.4)	-	3 (8.8)
				Female	New hires	-	0 (0.0)	0 (0.0)	-	0 (0.0)
					Departures	-	0 (0.0)	2 (40.0)	-	0 (0.0)
			30-49 years old	Male	New hires	-	3 (5.2)	2 (1.4)	-	1 (0.7)
					Departures	-	5 (8.6)	6 (4.3)	-	1 (0.7)
				Female	New hires	-	1 (2.1)	1 (1.4)	-	0 (0.0)
					Departures	-	1 (2.1)	1 (1.4)	-	2 (3.2)
			50 years old and older	Male	New hires	-	0 (0.0)	0 (0.0)	-	0 (0.0)
					Departures	-	0 (0.0)	0 (0.0)	-	0 (0.0)
				Female	New hires	-	0 (0.0)	0 (0.0)	-	0 (0.0)
					Departures	-	0 (0.0)	0 (0.0)	-	0 (0.0)

Reporting boundary					Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SMM Group	By region	North America & Europe[4]		New hires	people[1] (%)[2]	0 (0.0)	1 (4.2)	0 (0.0)	1 (3.4)	1 (3.3)
				Departures		0 (0.0)	1 (4.2)	0 (0.0)	2 (6.9)	1 (3.3)
			Younger than 30 years old	Male	New hires	-	0 (0.0)	-	0 (0.0)	0 (0.0)
					Departures	-	0 (0.0)	-	0 (0.0)	0 (0.0)
				Female	New hires	-	0 (0.0)	-	0 (0.0)	0 (0.0)
					Departures	-	0 (0.0)	-	0 (0.0)	0 (0.0)
			30-49 years old	Male	New hires	-	1 (8.3)	-	0 (0.0)	0 (0.0)
					Departures	-	0 (0.0)	-	0 (0.0)	1 (7.1)
				Female	New hires	-	0 (0.0)	-	1 (25.0)	1 (11.1)
					Departures	-	0 (0.0)	-	1 (25.0)	0 (0.0)
			50 years old and older	Male	New hires	-	0 (0.0)	-	0 (0.0)	0 (0.0)
					Departures	-	1 (50.0)	-	0 (0.0)	0 (0.0)
				Female	New hires	-	0 (0.0)	-	0 (0.0)	0 (0.0)
					Departures	-	0 (0.0)	-	1 (100.0)	0 (0.0)
		South America[5]		New hires	people (%)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
				Departures		0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)

1 Data are based on the number of employees as of the end of March of each fiscal year (excluding limited-term employees, and temporary employees), and dispatched employees counted under the company from which they were dispatched

2 Percentage of new employees: number of new employees ÷ total employees x 100; turnover: number of departures ÷ total employees x 100(All figures are calculated based on the number of employees as of the end of March of each fiscal year)

3 Asia & Oceania: China, Taiwan, South Korea, Thailand, Vietnam, and Australia (Vietnam is included from the FY2022)

4 North America & Europe: Canada, the US, and Netherlands

5 South America: Peru, Chile, and Brazil

Well-being/Health and Productivity Management

Addressing Mental Health Care GRI 403-6

	Reporting boundary		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Long-term leave	Sumitomo Metal Mining Co., Ltd.	Percentage of employees taking long-term leave (due to mental health disorders)[1]	%	0.40	0.37	0.43	0.41	0.25
Stress checks		Percentage of employees receiving stress checks		94.7	95.4	96.8	94.6	94.2
		Percentage of employees with high stress		8.7	9.8	10.1	8.6	9.7
		Percentage of employees with high stress, average for all Group companies		11.3	11.8	12.7	13.4	-

1 Percentage of employees taking leave: Total number of days of leave taken ÷ number of scheduled working days x number of employees at end of fiscal year x 100

Illness Prevention and Health Promotion Initiatives GRI 403-6

	Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Various health checkups	Sumitomo Metal Mining Health Insurance Association	Percentage of employees with abnormal findings[1]		%	58.9	58.0	58.0	53.6	48.9
		Percentage of employees receiving complete medical checkups[2]			24.4	27.3	27.5	28.7	26.6
	Sumitomo Metal Mining Co., Ltd.	Obesity rate[1]	Male		38.7	39.2	38.0	37.7	37.0
			Female		23.6	22.1	23.4	22.1	21.9
		Smoking rate[3]			25.3	24.8	23.9	24.1	24.1

1 Employees insured by the Sumitomo Metal Mining Health Insurance Association

2 Employees insured by the Sumitomo Metal Mining Health Insurance Association who are 18 years old or older

3 Until FY2023, the target group comprised employees aged 40 and above based on the results of specified health checkup interviews. From FY2024, the target group includes all employees

Diverse Work Styles and Labor Productivity/Prevention of Long Working Hours and Overwork

Working hours

	Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Working hours	Sumitomo Metal Mining Co., Ltd.	Average annual working hours[1]	Total	hours	1,984.5	1,959.0	1,933.3	1,945.2	1,946.7
			Managers		2,024.7	2,021.7	1,994.6	2,009.4	2,017.0
			Regular employees		1,972.6	1,941.0	1,913.4	1,926.4	1,927.3
		Average monthly overtime hours worked			17.9	16.1	16.6	16.3	16.4
		Average annual scheduled working hours			1,920.0	1,920.0	1,920.0	1,920.0	1,920.0
Annual paid leave[4]		Average annual number of days of paid leave taken		day	17.4	17.4	18.2	17.5	17.9
		Percentage of average annual paid leave taken[2]		%	83.2	83.2	87.6	85.2	87.2
Number of enrolled employees[3]				people	2,551	2,666	2,801	2,956	3,086
Volunteer leave[4]	SMM Group	Average number of days of leave taken		day	1.0	-	2.0	1.0	2.1
		Total number of employees who took leave		people	1	0	1	1	9

1 Average annual working hours = scheduled working hours (excluding leave, paid leave, etc.) + overtime hours

2 Percentage of paid leave taken by employees for the full year (excluding limited-term employees who are specially hired employees)

3 Average of years (excluding limited-term employees who are specially hired employees)

4 Data cover the period from January to December of each year

Human Resource Development

Time Spent on and Investment in Employee Education GRI 404-1

	Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total time spent on employee education[1]	Sumitomo Metal Mining Co., Ltd.	Total		hours	119,221	188,913	131,106	149,130	159,341 [2]
		Officers		hours	281	324	368	259	902
			Male		281	324	368	220	888
			Female		0	0	0	39	14
		Managers		hours	19,653	17,257	16,375	13,551	18,961
			Male		19,268	17,038	15,883	13,035	18,034
			Female		385	219	491	516	927
		Regular employees		hours	93,165	153,038	109,723	131,094	135,479
			Male		81,119	135,008	95,756	116,443	113,638
			Female		12,046	18,030	13,967	14,651	21,841
		Limited-term employees and temporary employees		hours	6,122	18,294	4,640	4,225	3,999
			Male		5,013	13,439	3,555	3,062	2,640
			Female		1,109	4,855	1,086	1,163	1,359
	Consolidated subsidiaries in Japan	Total		hours	23,769	43,769	33,021	28,230	31,932
		Officers		hours	342	402	481	518	527
			Male		342	402	481	518	521
			Female		0	0	0	0	6
		Managers		hours	1,838	3,219	2,245	2,786	2,471
			Male		1,812	3,153	2,177	2,722	2,377
			Female		25	66	68	64	94
		Regular employees		hours	18,721	34,115	26,363	20,942	25,340
			Male		15,766	31,087	23,011	17,420	21,497
			Female		2,955	3,028	3,353	3,522	3,842
		Limited-term employees and temporary employees		hours	2,868	6,034	3,932	3,985	3,594
			Male		1,600	4,323	2,434	2,685	2,271
			Female		1,268	1,711	1,499	1,301	1,323
Total time spent on employee education[1]	Consolidated subsidiaries overseas	Total		hours	29,545	18,323	27,616	36,482	38,533
		Officers		hours	223	275	312	729	372
			Male		215	264	300	649	291
			Female		8	11	12	80	81
		Managers		hours	1,223	897	1,330	8,497	11,120
			Male		643	562	837	5,503	7,472
			Female		581	335	493	2,994	3,648
		Regular employees		hours	20,795	17,080	25,684	27,174	26,959
			Male		15,676	12,985	18,252	20,065	17,742
			Female		5,120	4,095	7,432	7,109	9,216
		Limited-term employees and temporary employees		hours	7,304	70	290	83	82
			Male		5,762	47	182	55	80
			Female		1,542	23	109	28	2
Average annual hours of education per employee[3]	SMM Group	Total		hours	20.8	29.8	22.9	24.7	27.2 ☑
		Officers		hours	7.7	9.2	11.1	14.5	16.8
			Male		7.7	9.2	11.0	13.6	16.3
			Female		8.0	11.0	12.0	59.1	33.7
		Managers		hours	21.0	20.1	19.3	21.9	36.0
			Male		22.0	21.7	20.6	21.0	32.3
			Female		10.3	6.0	9.1	29.1	108.6
		Regular employees		hours	22.5	33.9	26.1	28.5	29.3
			Male		23.8	37.0	27.4	30.5	30.5
			Female		17.1	21.1	20.4	20.5	24.8
		Limited-term employees and temporary employees		hours	13.5	20.1	8.5	7.4	7.6
Amount of investment in education per employee[4]	Sumitomo Metal Mining Co., Ltd.			JPY	90,000	98,000	107,000	145,000	154,000

Figures are rounded to the nearest whole number, so totals may not match

1 Data are as of the end of the fiscal year in each country. Education hours cover all training except for routine on-the-job training (so-called OJT) conducted in the workplace by instructors and other personnel, emergency drills, and small-group activities

2 In addition to the total time spent on education, employees spent the following number of hours on e-learning courses: 7,555 hours for SMM, and 2,092 hours for consolidated subsidiaries in Japan and overseas

3 Average annual hours of education per employee: Total hours of education for all employees ÷ number of officers and employees

4 Amount of investment in education does not include labor costs for on-the-job training and education and training hours (rounded up to the nearest ¥1,000)

Diversity, Equity and Inclusion

Gender Balance (women's active engagement) GRI 405-1/405-2

	Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of officers and employees[1]	Sumitomo Metal Mining Co., Ltd.	Officers		%	3.4	3.6	3.4	6.7	7.1
		Employees Total			12.5	12.6	12.9	13.0	13.2
		Managers	(Managerial track employees)		1.5	2.0	2.9	3.2	3.3
		Regular employees	Managerial track & professional		12.5	12.9	12.3	14.3	15.1
			Core track		17.2	17.0	16.9	16.8	16.8
		Limited-term employees			12.1	11.1	11.4	10.8	12.2
Number of officers and employees	Sumitomo Metal Mining Co., Ltd.	Officers		people	1	1	1	2	2
		Employees Total			398	417	445	469	495
		Managers	(Managerial track employees)		11	14	20	26	28
		Regular employees	Managerial track & professional		52	57	59	61	69
			Core track		295	309	329	350	368
		Limited-term employees			40	37	37	32	30
Percentage of female recruits	Sumitomo Metal Mining Co., Ltd.	Managerial track	New graduates	%	20.0	20.9	16.3	15.9	15.9
			Mid-career hires		5.0	11.4	6.3	7.9	8.2
		Core track	New graduates		29.3	27.6	14.5	20.0	38.9
			Mid-career hires		20.3	5.9	17.4	12.5	19.1

1 The number and percentage of female employees are calculated with dispatched employees counted under the company from which they were dispatched

	Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ratios of Female-to-Male Base Salary	Sumitomo Metal Mining Co., Ltd.	Employees[1]		female to male	-	-	100:165	100:169	100:153
			Managers		-	-	100:112	100:123	100:110
			Regular employees		-	-	100:132	100:118	100:111
		Limited-term employees[2]			-	-	100:333	100:313	100:299
Ratios of Female-to-Male Total Compensation (annual compensation)[3]	Sumitomo Metal Mining Co., Ltd.	Employees		female to male	-	-	100:149	100:153	100:148 [4]
			Managers		-	-	100:111	100:129	100:114
			Regular employees		-	-	100:115	100:130	100:126
		Limited-term employees			-	-	100:279	100:248	100:252 [5]

1 Non-limited-term employees (including employees with short working hours and dispatched employees in Japan, but not including employees dispatched overseas)

2 Limited-term employees (including employees dispatched in Japan, but not including employees dispatched overseas)

3 Includes base salary, overtime pay, allowances for housing, family, commuting, cost-of-living, etc., and excludes payments to employees who resigned

4 The main reasons for the compensation difference are that the average length of continuous service for women is 12.1 years (about 5.4 years shorter than the 17.5 years for men) and the percentage of women in management positions is 3.3%

5 The main reason for the compensation difference is that the average length of continuous service for women is 10.9 years, which is 20.2 years shorter than that for men at 31.1 years. While most male employees are re-employed after retirement, many female employees are in temporary employment such as part-time positions

Parental Leave GRI 401-3

Reporting boundary			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Sumitomo Metal Mining Co., Ltd.	Use of parental leave[1]	Total	%	26.9	30.0	97.2	101.0	99.2
		Male		10.3	20.9	95.6	100.0	100.0
		Female		113.3	85.7	106.3	110.0	92.3
	Use of leave with pay for child-rearing[2]	Male	%	88.5	81.4	-	-	-
	Number of employees who took parental leave[3]	Total	people	25	30	104	102	129
		Male		8	18	87	91	117
		Female		17	12	17	11	12
	Number of employees eligible for parental leave[4]	Total	people	93	100	107	101	130
		Male		78	86	91	91	117
		Female		15	14	16	10	13
	Return-to-work rate after leave[5]	Male	% (people)	100.0 (5/5)	100.0 (15/15)	100.0 (37/37)	100.0 (58/58)	100.0 (91/91)
		Female		94.1 (16/17)	100.0 (16/16)	100.0 (11/11)	100.0 (15/15)	100.0 (13/13)
	Retention rate after leave[6]	Male	% (people)	100.0 (1/1)	100.0 (6/6)	100.0 (17/17)	91.9 (34/37)	96.5 (55/57)
		Female		100.0 (12/12)	100.0 (16/16)	100.0 (15/15)	100.0 (11/11)	93.3 (14/15)

The percentage of parental leave taken may exceed 100% because those who took parental leave in the reporting year include those who gave birth in the previous year.

In FY2024 the percentage of women who took childcare leave was below 100% because the calculation includes those who gave birth during the fiscal year but had not yet commenced childcare leave within that period

1 Until FY2021 the percentage is only for those who took parental leave, but from FY2022 onward, the percentage (male) is for both those who have taken parental leave and those who have taken leave for child-rearing

2 Childbirth and child-rearing support leave : male employees can take leave to care for and support their spouse after the birth of a child. Seven consecutive days can be taken from the day of hospital admission, delivery, or discharge (up to nine days)

3 Male employees: number of employees who took parental leave (starting) in FY2024
Female employees: number of employees who took parental leave (starting) in FY2024

4 Male employees: number of employees who submitted a notification of birth to the Company for birth by their spouse in FY2024
Female employees: number of employees who gave birth in FY2024

5 Return-to-work rate: number of employees who returned to work in FY2024 ÷ number of employees who intended to return to work in FY2024 x 100

6 Retention rate: number of employees who returned to work in FY2023 and were still working at the Company 12 months later ÷ number of employees who returned to work in FY2023 x 100

Nursing Care Leave and Nursing Care Short-term Leave

Nursing care leave

Reporting boundary			Unit	2020	2021	2022	2023	2024
Sumitomo Metal Mining Co., Ltd.	Number of employees who took nursing care leave	Total	people	2	2	2	1	0
		Male		1	2	2	1	0
		Female		1	0	0	0	0
	Total number of days of leave taken	Total	day	259	24	140	155	0
		Male		173	24	140	155	0
		Female		86	0	0	0	0
	Average number of days per person	Total	day	129.5	12.0	70.0	155.0	0.0
		Male		173.0	12.0	70.0	155.0	0.0
		Female		86.0	0.0	0.0	0.0	0.0

Nursing care short-term leave

Reporting boundary			Unit	2020	2021	2022	2023	2024
Sumitomo Metal Mining Co., Ltd.	Number of employees who took nursing care short-term leave	Total	people	58	70	67	67	83
		Male		43	57	52	49	67
		Female		15	13	15	18	16
	Total number of days of leave taken	Total	day	228.0	288.2	303.5	305.9	351.0
		Male		169.9	225.9	239.5	230.3	283.0
		Female		58.1	62.3	64.0	75.6	68.0
	Average number of days per person	Total	day	3.9	4.1	4.5	4.6	4.2
		Male		4.0	4.0	4.6	4.7	4.2
		Female		3.9	4.8	4.3	4.2	4.3

Our nursing care leave short-term leave and nursing care leave systems exceed statutory requirements.

Nursing care leave short-term leave can be taken up to six days per year for each eligible family member requiring care, and may be taken in units of one day or one hour.

Nursing care leave can be taken for a total of 366 days for each eligible family member requiring care, either consecutively or in separate periods (with no limit on the number of splits).

Standard Entry-level Salary to Regional Minimum Wage[1] GRI 202-1

Reporting boundary			Unit	April 2021	April 2022	April 2023	April 2024	April 2025
Sumitomo Metal Mining Co., Ltd.		Male: female base salary	ratio	100:100	100:100	100:100	100:100	100:100
	High school graduate	Monthly salary	JPY	173,628	173,628	176,628	186,628	202,028
		Comparison with minimum wage	%	137	132	129	130	132
	College of technology graduate	Monthly salary	JPY	197,158	197,158	200,158	210,158	225,358
		Comparison with minimum wage	%	155	150	147	146	147
	University graduate	Monthly salary	JPY	229,950	229,950	232,950	243,000	260,000
		Comparison with minimum wage	%	142	138	136	136	140
	Master's degree	Monthly salary	JPY	244,390	244,390	250,390	260,400	287,400
		Comparison with minimum wage	%	151	147	146	146	154
	Doctorate degree	Monthly salary	JPY	273,541	273,541	281,541	291,600	321,600
		Comparison with minimum wage	%	169	164	164	164	173

1 In the comparison of standard entry-level salary to regional minimum wage, Ehime Prefecture is used for the regional minimum wage for high school and technical college graduates, and Tokyo Metropolitan minimum wage is used for university graduates and above

Monthly wages and minimum wage data are as of April 1 of each fiscal year

Promoting Employment of People with Disabilities[1] GRI 405-1

Reporting boundary		Unit	June 2020	June 2021	June 2022	June 2023	June 2024
Sumitomo Metal Mining Co., Ltd.	Number of employees with disabilities[2]	people	73	77	79	84	95
	Employment rate of employees with disabilities	%	2.50	2.56	2.57	2.59	2.80 ☑
	Statutory employment rate	%	2.20	2.30	2.30	2.30	2.50

1 Data as of June 1 of each fiscal year

2 The number of employees with disabilities is counted by the method of counting in the statutory employment rate calculation method

Labor-Management Relations

Labor Union Members and Labor Union Membership GRI 2-30

	Reporting boundary		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Labor union members[1]	SMM Group[2]	Total	people	4,469	4,582	4,722	4,819	4,487
		Japan		3,634	3,712	3,727	3,771	3,459
		Overseas		835	870	995	1,048	1,028
Labor union membership	SMM Group[2]	Total	%	57.7	58.2	58.8	60.0	58.8
		Japan		59.5	59.4	60.2	61.1	56.0
		Overseas		51.0	53.7	54.3	56.5	65.7

1 Labor union members are employees covered by collective agreements (as of March 31 of each fiscal year)

2 Consolidated subsidiaries of the SMM Group

Health and Safety

Work-Related Incidents GRI 403-9

SMM Group

			Reporting boundary[1]	Unit	2020	2021	2022	2023	2024 ☑
Work-related fatalities	Number of injuries	Business sites in Japan	Employees	cases	0	1	0	0	0
			Non-employee workers		0	1	0	0	0
		Overseas business sites	Employees		0	0	0	0	0
			Non-employee workers		0	0	0	0	0
	Frequency rate[2]	Business sites in Japan	Employees	-	0.00	0.07	0.00	0.00	0.00
			Non-employee workers		0.00	0.50	0.00	0.00	0.00
		Overseas business sites	Employees		0.00	0.00	0.00	0.00	0.00
			Non-employee workers		0.00	0.00	0.00	0.00	0.00

			Reporting boundary[1]	Unit	2020	2021	2022	2023	2024	
Work-related injuries resulting in disability	cases	Business sites in Japan	Employees	cases	0	0	0	1	0	
			Non-employee workers		0	0	1	1	0	
		Overseas business sites	Employees		0	0	0	0	0	
			Non-employee workers		0	0	0	0	0	
	Frequency rate[2]	Business sites in Japan	Employees	-	0.00	0.00	0.00	0.08	0.00	
			Non-employee workers		0.00	0.00	0.50	0.48	0.00	
		Overseas business sites	Employees		0.00	0.00	0.00	0.00	0.00	
			Non-employee workers		0.00	0.00	0.00	0.00	0.00	
Number of recordable work related injuries	cases[3]	Business sites in Japan	Employees	cases	15	20	24	15	22	
			Non-employee workers		8	8	5	18	7	
		Overseas business sites	Employees		0	1	1	1	0	
			Non-employee workers		3	7	3	2	3	
	Frequency rate[2]	Business sites in Japan	Employees	-	1.13	1.48	1.63	1.16	1.51	
			Non-employee workers		4.07	3.99	2.48	8.72	3.64	
		Overseas business sites	Employees		0.00	0.35	0.31	0.30	0.00	
			Non-employee workers		0.28	0.58	0.25	0.17	0.28	
Cumulative hours worked		Business sites in Japan	Employees	hours	13,288,058	13,528,961	14,722,399	12,978,097	14,556,167	
			Non-employee workers		1,966,000	2,004,000	2,018,000	2,064,000	1,922,000	4, 5
		Overseas business sites	Employees		2,856,000	2,870,000	3,240,000	3,306,000	3,338,000	4
			Non-employee workers		10,620,000	11,980,000	12,158,000	11,992,000	10,884,000	4, 5
Number of potential incidents[6]		Business sites in Japan	Employees	cases	20	26	40	29	29	
			Non-employee workers		7	7	14	20	10	
		Overseas business sites	Employees		0	0	2	0	0	
			Non-employee workers		1	2	6	0	2	

1 "Employees" includes employees and part-time workers from Group companies

2 Frequency rate calculated per 1,000,000 hours

3 "Recordable work-related injuries" is the total of injuries that required hospital treatment and resulted in absence from work and injuries not resulting in absence from work

4 Estimated based on one person working 2,000 hours per year

5 Total working hours of workers other than employees (those working at regular contractors) based on survey numbers from May of each year. Calculated based on note 4 above

6 The number of minor incidents (visited the hospital but no treatment needed)

Work-Related Incidents (2024 results) GRI 403-9

SMM Group

			Business sites in Japan	Overseas business sites
Main types of work-related incident			Caught in/between, cut, contact to high or low-temperature, reaction to motion/improper motion, fall from height, falling to same level, crashed by injuries	Reaction to motion/improper motion, caught in/between, crashed by,falling to same level
Sources of work-related hazards that could lead to disability, and method of determination			Sources have been classified based on analysis into damage caused by incidents in the past: 1) Heavy loads, 2) chemicals, 3) high-temperature objects 4) rotating objects, 5) electricity, 6) high places, 7) heavy machinery, 8) cylinders, 9) hand tools	Applied based on the results of analysis of incidents in Japan: 1) Heavy loads, 2) chemicals, 3) high-temperatures objects, 4) rotating objects, 5) electricity, 6) high places, 7) heavy machinery, 8) cylinders, 9) hand tools
Incidents leading to disabilities and resulting from sources of work-related hazards, and actions taken or underway to eliminate these hazards using the hierarchy of controls[1]	Employees	•Heavy loads (leave):	Conducted trouble-response training, participated in external training sessions, modified specifications.	N/A
		•Heavy loads (leave):	Expanded work area, developed work procedures, modified equipment specifications.	
		•Heavy loads (leave):	Clarified stopping positions, prepared work procedures, changed tools used.	
	contractors	•Tools (leave):	Created work manuals, provided training.	
		•Electrical (leave):	Modified partition boards, introduced new protective equipment	
Incidents resulting from other sources of workplace hazards and actions taken or underway to eliminate these hazards using the hierarchy of controls[1]	N/A			N/A

1 Hierarchy of controls: An approach for lowering risk to acceptable levels by prioritizing in order of elimination of source of risk, substitution of source of risk, engineering controls, administrative controls, and personal protective equipment

Source: The US National Institute for Occupational Safety and Health (NIOSH)

Work-Related Ill Health GRI 403-10

SMM Group

		Reporting boundary[1]	Unit	2020	2021	2022	2023	2024
Number of fatalities as a result of work-related ill health	Business sites in Japan	Employees	cases	0	0	0	0	0
		Non-employee workers		0	0	0	0	0
	Overseas business sites	Employees		0	0	0	0	0
		Non-employee workers		0	0	0	0	0
Number of cases of recordable work-related ill health	Business sites in Japan	Employees	cases	0	0	0	0	0
		Non-employee workers		-	0	0	0	0
	Overseas business sites	Employees		0	0	0	0	0
		Non-employee workers		0	0	0	0	0

1 "Employees" includes employees and part-time workers from Group companies

Work-Related Ill Health (2024 results) GRI 403-10

SMM Group

	Business sites in Japan	Overseas business sites
Main types of work-related ill health and method of determination	As stated in the Japanese occupational health and safety laws and regulations •Pneumoconiosis •Ionizing radiation injury •Organic solvent poisoning •Damage caused by specified chemical substances (occupational cancer, skin damage, etc.) •Lead poisoning •Vibration-induced damage •Noise-induced hearing loss •Occupational dental problems (dental erosion, etc.)	As set forth in the Occupational Safety and Health Standards of the Philippines •Occupational cancer •Hearing loss •Dermatitis •Ionizing radiation injury •Poisoning and sequelae due to chemical substances •Pneumoconiosis •Pneumonia •Vibration-induced damage •Malaria •Asbestos-related diseases, etc. As set forth in the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases •Pneumoconiosis and other respiratory diseases •Dermatitis •Hearing loss •Vibration-induced damage •Dental erosion •Chemical poisoning •Radiation injury •Occupational cancer, etc. As set forth in the Occupational Safety and Health Act (Taiwan)Labor Insurance Act •Pneumoconiosis •Ionizing radiation injury •Hearing loss •Vibration-induced damage •Dental erosion •Dermatitis •Poisoning and sequelae due to chemical substances (organic solvent poisoning, etc.) As set forth in Vietnamese law •Pneumoconiosis •Lead poisoning •Organic solvent poisoning •Noise-induced hearing loss •Vibration-induced damage •Skin damage •Occupational cancer
Sources of work-related hazards that lead to work-related ill health	•Dust •Ionizing radiation •Organic solvents •Specified chemical substances •Lead •Vibrating tools •Noise •Substances that erode the teeth (acids)	-
Incidents resulting from sources of work-related hazards leading to work-related ill health and actions taken or underway to eliminate these hazards using the hierarchy of controls[1]	•No work-related ill health occurred that required treatment •Promoting improvement of working environment in workplaces at management area for the 2nd class and over •Using a risk assessment database of chemical substances to prevent illness	No work-related ill health occurred that required treatment

1 Hierarchy of controls: An approach for lowering risk to acceptable levels by prioritizing in order of elimination of source of risk, substitution of source of risk, engineering controls, administrative controls, and personal protective equipment

Source: The US National Institute for Occupational Safety and Health (NIOSH)

Identification of Hazard Sources, Risk Assessment, and Accident Investigation (2024) GRI 403-2/403-7

SMM Group

	Business sites in Japan	Overseas business sites
Ensuring the quality of risk assessment processes and continuously improving management systems	Risk assessment is being conducted, and we are continuously working to improve workplace risks. The effectiveness in preventing serious accidents is appropriately checked and reviewed on site.	Risk assessment is being conducted, and we are continuously working to improve workplace risks. In addition, training and guidance are provided to improve hazard prediction (KY) abilities.
Processes for employees to report hazards and employee protection methods	We receive reports of hazards from employees through near-miss reports, morning meetings, and informal discussions, and take necessary countermeasures.	We receive reports of hazards from employees through near-miss reports and handover opportunities, and implement horizontal deployment and necessary countermeasures as needed.
Methods for protecting employees carrying out work that might lead to illness or injury	In addition to risk assessment, we work to reduce risks through various patrols, work observation, hazard prediction (KY), and mutual attention.	In addition to risk assessment and hazard prediction activities, we work to reduce risks through patrols and regular education for employees.
Accident investigation and countermeasures and system improvement processes	When an accident occurs, we conduct case studies and, by entering information into the accident report database format, ensure that the process from identification of hazards to countermeasures and improvements is carried out according to established procedures. Countermeasures for hazard sources are implemented with priority given to effective equipment measures (the same applies to risk assessment countermeasures).	Investigations and countermeasures are carried out in accordance with each business site's system, including case studies and horizontal deployment. Countermeasures for hazard sources are implemented with priority given to effective equipment measures.

Regular Contractors

	Business sites in Japan	Overseas business sites
Ensuring the quality of risk assessment processes and continuously improving management systems	A similar in-house process as the contracting organization is used.	At Coral Bay Nickel Corporation, some contractors are introducing risk assessment initiatives, and at Taganito HPAL, some are introducing risk assessment.
Processes for employees to report hazards and employee protection methods	We ensure the implementation of necessary measures and report near-misses and points to be noted either orally or using prescribed forms.	Information such as near-misses discovered by the ordering party or partner companies is mutually communicated.
Methods for protecting employees carrying out work that might lead to illness or injury	In addition to RA, various inspections and patrols are implemented by the contracting organization and measures are taken as necessary.	Measures implemented center on hazard prediction activities. Measures such as patrols by the contracting organization are also implemented.
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, which prioritizes measures targeting equipment.

Occupational Health and Safety Management System GRI 403-1/403-8

SMM Group

	Reporting boundary[1]	Unit	2020	2021	2022	2023	2024	
Workers covered by an Occupational Health and Safety Management System	Business sites in Japan	people(%)	6,849(100)	7,008(100)	6,760(100)	6,836(100)	6,588(100)	2, 4
	Overseas business sites		1,431(100)	1,452(100)	1,644(100)	1,653(100)	1,669(100)	2, 4
Workers covered by an Occupational Health and Safety Management System subject to internal audits[3]	Business sites in Japan		6,849(100)	7,008(100)	6,760(100)	6,835(100)	6,586(100)	
	Overseas business sites		1,431(100)	1,452(100)	1,644(100)	1,653(100)	1,699(100)	
Workers covered by an Occupational Health and Safety Management System subject to third party audits and certification	Business sites in Japan		1,837(27)	1,964(28)	2,348(35)	2,429(36)	2,449(37)	
	Overseas business sites		90(6)	99(7)	98(6)	88(5)	82(5)	
Percentage of business sites with third party certification[5]	Business sites in Japan	%	18.6	20.9	23.1	22.9	25.7	
	Overseas business sites		60.0	60.0	50.0	50.0	50.0	

Regular Contractors

	Reporting boundary[1]	Unit	2020	2021	2022	2023	2024	
Workers covered by an Occupational Health and Safety Management System	Business sites in Japan	people(%)	983(100)	1,002(100)	1,009(100)	1,032(100)	961(100)	2, 4
	Overseas business sites		5,310(100)	5,990(100)	6,079(100)	5,996(100)	5,442(100)	2, 4
Workers covered by an Occupational Health and Safety Management System subject to internal audits[3]	Business sites in Japan		979(99)	1,002(100)	1,000(99)	1,030(99)	959(99)	
	Overseas business sites		5,310(100)	5,990(100)	6,079(100)	5,996(100)	5,442(100)	
Workers covered by an Occupational Health and Safety Management System subject to third party audits and certification	Business sites in Japan		21(2)	21(2)	23(2)	22(2)	22(2)	
	Overseas business sites		0(0)	0(0)	0(0)	0(0)	0(0)	
Percentage of business sites with third party certification[6]	Business sites in Japan	companies	1	1	1	1	1	
	Overseas business sites		-	-	-	-	-	

1 Includes temporary employees covered by SMM Group occupational health and safety administration

2 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 implemented 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 and region

3 Japan: Internal audits are implemented at each business site in the form of inspections by the business division with jurisdiction, the Safety & Environment Control Department, the Besshi-Niihama District Division Safety & Environment Control Center (Besshi District), or other organizations. The inspections check each business site's policy, targets, activity plan, and implementation status and check to see if a PDCA cycle is being carried out or not

Overseas: The business division with jurisdiction carries out audits around twice a year in the form of inspections. Dongguan Sumiko Electronic Paste Co., Ltd. carries out an internal audit each year

4 Workers at business sites covered by safety statistics

5 Results for 2024 are as follows:

Japan: ISO 45001: Nippon Ketjen Co., Ltd.; Hishikari Mine; Hishikari Office, Mining Dept., Sumiko Resources Exploration & Development Co., Ltd.; Niihama Nickel Refinery; Toyo Smelter & Refinery
Japan Industrial Safety and Health Association (JISHA) OSHMS standards: Numazu Office and Tsukuba Office of N.E. Chemcat Corporation; Shinko Co., Ltd.; Ome District Division

Overseas: 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.

6 Results for 2024 are as follows:

Japan: JISHA OSHMS standards: Certification acquired by one contractor of Hyuga Smelting Co., Ltd.
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 patrols, inspections, 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, contractors implement internal audits or participate in patrols led by Taganito HPAL

Services, Education and Training Related to Occupational Health and Safety (2024) GRI 403-3/403-5

To ensure that employees have access to information on health and safety and disaster countermeasure services at all times, we distribute operational guidelines and procedure manuals, hang up bulletin boards, and post on the Company's intranet.

SMM Group

Item		Details
Working environment and work management Health management	Health checkups and exams	We conduct health checkups (general, special, and specific) as stipulated by the Industrial Safety and Health Act.
	Exposure countermeasures	In accordance with the Industrial Safety and Health Act, we implement the measuring of working environments, wearing of protective equipment, and management of exposure times.
	Provision of occupational physicians	In accordance with the Industrial Safety and Health Act, or under contract to an occupational physician, we provide health guidance, stress checks, etc., which make use of the results of health checkups.
	Countermeasures against infectious diseases	•We provide financial assistance for tetanus, hepatitis A, hepatitis B, and other vaccinations for employees on assignment overseas and their accompanying family members, taking into consideration the prevalence of these diseases in the destination countries. •We are continuing work from home and online meetings and events as a measure against COVID-19. In addition to subsidizing the cost of influenza vaccinations through the health insurance association, we have also established rules and guidelines for countermeasures against new strains of influenza and other infectious diseases.
	Mental health care	We conduct stress checks in accordance with laws and regulations, set up internal and external hotlines and counseling services, and provide self- and line-care training, etc.
	Communication with employees	We collect employee requests and opinions through working environment questionnaires, inspection tours, and Labor-Management Advisory Committee meetings, and implement measures based on these requests and opinions.
	Equipment, facilities, and supplies	Various equipment and facilities have been installed to provide a physically and mentally healthy working environment where employees can spend their time. Dining halls, break rooms, laundry rooms, bath/shower facilities (for dealing with specified chemical substances, etc.), first-aid kits and AED, emergency rooms, alcohol detectors, etc., accident prevention facilities, stockpile warehouses, company-owned sports facilities/grounds, company housing/dormitories, external fitness gyms, and spa facilities related to the Company, etc.
Education and training on occupational health and safety	Legally mandated education	Education is provided at the time of new employee training, special education, and training when starting hazardous or potentially harmful operations, etc.
	Education beyond legal requirements	In addition to legally mandated training, the following training is provided. •Education to foster qualified personnel (e.g., safety managers, industrial counselors) •Hazard simulations, internal workshops, small group activities (e.g., development of occupational accident case studies) •JCO Study Center training, lectures from external instructors (e.g., life-saving and first-aid, drunk driving prevention)
Disaster countermeasures	Evacuation drills	We conduct fire and earthquake evacuation drills at least once a year.
	Self-defense fire brigade	We have established a self-defense fire brigade, etc., and have a first-response system in place in the event of a disaster.
	Emergency supplies	Each business site prepares emergency supplies such as emergency food and equipment in preparation for disasters.
	Safety confirmation	We use an external safety confirmation system to quickly confirm the safety of employees and their families in the event of a disaster. We also conduct safety confirmation drills on a regular basis.
	Emergency contact network	An emergency contact network has been created for the entire Company and each business site, and is reviewed on a regular basis.

Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

Investment in Infrastructure and Support Services (cost of social contribution activities) GRI 203-1

	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Japan	SMM Group	JPY billion	0.43	0.09	0.25	0.26	0.37
Philippines			1.03	1.25	1.62	1.97	2.16

Closure Plans for Mines, Smelters and Refineries G4-MM10

Business site	Details	Amount	Time period
Hishikari Mine	Mine pollution control reserve	39.5 million JPY	From 1984
CBNC	Closure and cleanup for the refinery and mineral processing plant	Total approx. 330 million pesos[1]	13 years from 2012 (accumulating every year)
THPAL	Expenses required for the closure plan	Total approx. 286 million pesos	9 years from 2016 (accumulating every year)

1. Expenses according to the closure plan CBNC submitted to the Department of Environmental and Natural Resources

Percentage of Procurement[1] from Local Suppliers[2] and Percentage of Employees Hired Locally[3] GRI 2-4/204-1

	Reporting boundary	Unit	FY2020		FY2021		FY2022		FY2023		FY2024	
			Local procurement	Percentage of locally hired employees	Local procurement	Percentage of locally hired employees	Local procurement	Percentage of locally hired employees	Local procurement	Percentage of locally hired employees	Local procurement[1]	Percentage of locally hired employees[3]
Niihama District (Ehime, Japan)[4,5]	SMM Group	JPY million (%)	12,900 (54)	84%	15,000 (53)	83%	20,924 (58)	82%	20,800 (37)	82%	27,712 (42)	82%
Hishikari Mine[6] (Kagoshima, Japan)			1,178 (53)	89%	1,173 (47)	88%	1,442 (40)	88%	1,451 (30)	86%	1,363 (29)	84%
Sumiko Energy Material Co., Ltd. (Fukushima, Japan)			383 (36)	91%	418 (33)	95%	506 (32)	95%	519 (37)	84%	483 (26)	86%
THPAL (Philippines)		USD thousands (%)	94,000 (45)	42%	104,000 (44)	43%	136,000 (40)	42%	152,000 (40)	42%	122,000 (31)	43%
CBNC (Philippines)			6,900 (54)	59%	7,800 (51)	59%	9,200 (38)	59%	9,100 (45)	61%	7,800 (41)	60%
Shanghai Sumiko Electronic Paste Co., Ltd. (China)		CNY million (%)	197 (30)	91%	202 (21)	95%	92 (22)	91%	147 (50)	93%	214 (48)	93%

1 Local procurement: Amount paid to each area and percentage of payments (percentage of payments: amount of payments to payment area ÷ amount of total procurement payments x 100

2 Targets the three core segments (Mineral Resources, Smelting & Refining, and Materials), business sites that are not only necessary for the business, but are also relatively large-scale (one domestic, one overseas site for each segment)

3 Percentage of locally-hired employees: number of employees from each of the above business sites at the end of each fiscal year ÷ total number of employees × 100

4 Reporting boundary for local procurement: Sumitomo Metal Mining Co., Ltd.'s Besshi-Niihama District Division, Toyo Smelter & Refinery, Niihama Nickel Refinery, Isoura Plant, Niihama CAM Plant, Niihama Research Laboratories

5 Reporting boundary for percentage of locally-hired employees: Sumitomo Metal Mining Co., Ltd.'s Besshi-Niihama District Division, Toyo Smelter & Refinery, Niihama Nickel Refinery, Isoura Plant, Niihama CAM Plant, Niihama Research Laboratories and Battery Research Laboratories

6 Figures have been reviewed and data for prior fiscal years has been restated

Percentage of Locally-Hired Senior Managers[1,2] GRI 202-2

	Reporting boundary	Unit	FY2020		FY2021		FY2022		FY2023		FY2024	
			Number of managers	Percentage	Number of managers	Percentage	Number of managers	Percentage	Number of managers	Percentage	Number of managers	Percentage
Total		people	17(5)		20(6)		24(9)		27(10)		29(11)	
Sumitomo Metal Mining Philippine Holdings Corporation (Philippines)	SMM Group-Overseas	people / %	2(1)	2.6%	3(2)	3.8%	4(3)	5.0%	5(3)	6.1%	6(4)	7.3%
Taganito HPAL Nickel Corporation (Philippines)			2(1)	0.3%	2(1)	0.3%	3(2)	0.4%	5(3)	0.7%	7(3)	0.9%
Coral Bay Nickel Corporation (Philippines)			5(1)	0.8%	6(1)	1.1%	7(1)	1.1%	7(1)	1.1%	5(0)	0.8%
Sumitomo Metal Mining Peru S.A. (Peru)			0(0)	0.0%	1(0)	6.7%	1(0)	6.3%	1(0)	6.3%	1(0)	6.3%
SMM Korea Co., Ltd. (South Korea)			1(0)	25.0%	1(0)	25.0%	1(0)	20.0%	1(0)	33.3%	0(0)	0.0%
Shanghai Sumiko Electronic Paste Co., Ltd. (China)			2(0)	4.8%	2(0)	4.9%	3(1)	7.1%	2(0)	5.3%	2(0)	5.6%
Taiwan Sumiko Materials Co., Ltd. (Taiwan)			1(0)	0.4%	0(0)	0.0%	0(0)	0.0%	0(0)	0.0%	3(2)	20.0%
Dongguan Sumiko Electronic Paste Co., Ltd. (China)			2(1)	11.1%	3(1)	12.5%	3(1)	12.0%	3(1)	12.0%	3(1)	12.5%
Sumitomo Metal Mining Oceania Pty. Ltd. (Australia)			2(1)	50.0%	2(1)	50.0%	2(1)	50.0%	2(1)	40.0%	1(0)	33.3%
Sumitomo Metal Mining America Inc. (U.S.A.)			-	-	-	-	-	-	1(1)	14.3%	1(1)	14.3%

1. The number of senior managers includes general managers or above of overseas subsidiaries (as of the end of March of each fiscal year). Figures in parentheses indicate the number of female managers
2. Percentage of senior managers: number of senior managers ÷ locally-hired employees x 100 (Number of locally-hired employees is the number of employees directly employed by overseas subsidiaries, excluding dispatched employees and transferees)

Supply Chain Management

Number of responses to responsible mineral sourcing questionnaire[1]

	Reporting boundary	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of responses to the questionnaire	SMM Group	cases	199	270	330	321	378

1 Number of responses out of the Responsible Mineral Sourcing questionnaire forms from customers, mainly smelter and refinery specific survey forms developed by RMI

Economic Performance

GRI 201-1/201-3/201-4/207-4

	Reporting boundary			Unit	FY2024
Distribution of economic value to stakeholders ☑	SMM Group	Total		JPY million	1,674,778
		Suppliers	Payments to suppliers		1,499,135
		Employees	Payments to employees		81,589
		Shareholders and Creditors	Payments of dividends and interest		52,975
		Government	Taxes paid		38,543
		Society[1]	Donations		2,536

Other than the above, there is retained value of JPY △7,067 million. Rent for land use is included in "Payments to suppliers" because the amount is small.

1 Society: Includes JPY 2,160 million spent through the Social Development and Management Program (SDMP) in the Philippines (Coral Bay Nickel, Taganito HPAL) and other donations in the country

	Reporting boundary		Unit	FY2024
Financial assistance from the government	SMM Group	Government Subsidies, grants, etc.	JPY million	133

In addition to the above, the Company's shareholding structure includes the Royal Norwegian Government, which holds 0.41% of the total number of shares issued (excluding treasury stocks).

Projected benefit obligation

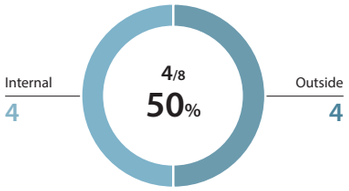
The SMM Group has both funded and unfunded defined benefit plans and defined contribution plans for allocating retirement benefits to its employees
Its defined benefit obligations as of March 31, 2025 were JPY 56,389 million ,which include funded defined benefit obligations of JPY 52,946 million ☑,
and pension asset available for allocation to those funded defined benefit obligations were JPY 99,934 million ☑

	Reporting boundary		Unit	FY2024
Income Tax by country or region	SMM Group	Total	JPY million	70,860
		Japan		24,321
		Australia		1,116
		Chile		18,104
		China		1,290
		Netherlands		1,110
		New Caledonia		320
		Peru		19,253
		Philippines		2,993
		U.S.A.		2,355
		Other		(2)

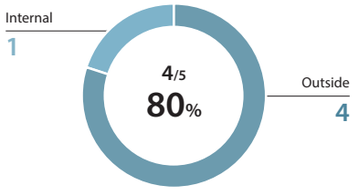
With regard to equity-method affiliates, the above amounts include the Company's proportional burden of income tax

Corporate Governance GRI 2-9

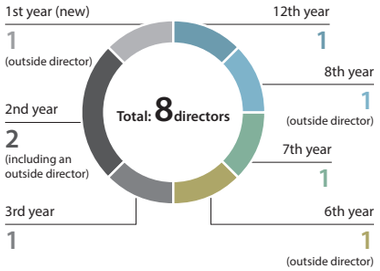
Percentage of Outside Directors on the Board of Directors



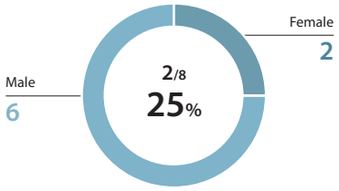
Percentage of Outside Directors in the Governance Committee



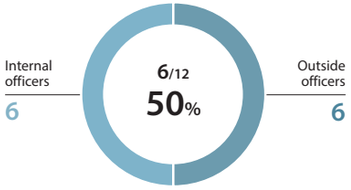
Breakdown of Years in Office of Directors



Percentage of Female Directors



Percentage of Outside Officers (Directors and Audit & Supervisory Board Members)



Annual Total Compensation Ratios (FY2024) GRI 2-21

Ratio of the average annual total compensation for the organization's highly-paid individuals to the total compensation for all employees[1]	741%
Ratio of the percentage increase in average annual total compensation for the organization's highly-paid individuals to that for all employees[2]	-

1 Average annual total compensation for the organization's highly-paid individuals is calculated as annual total compensation for internal directors (plus the employee salaries of any directors concurrently serving as employees) divided by the number of internal directors
This ratio is calculated as average annual total compensation for the organization's highly-paid individuals divided by the median annual total compensation for all employees x 100

2 Ratio of the percentage increase is calculated as the percentage increase in average annual total compensation for the organization's highly-paid individuals divided by the median of the percentage increase of annual total compensation of all employees x 100

FY2024 Director and Audit & Supervisory Board Member Remuneration

Officer Classification	Total Remuneration	Total amount of remuneration, etc. by remuneration type			Number of Officers
		Fixed remuneration	Performance-based remuneration, etc.	Non-monetary remuneration, etc.	
Directors (excluding outside directors)	JPY 269 million	JPY 235 million	JPY 34 million	-	7
Audit & Supervisory Board members (excluding outside Audit & Supervisory Board members)	JPY 68 million	JPY 68 million	-	-	2
Outside directors	JPY 40 million	JPY 40 million	-	-	3
Outside Audit & Supervisory Board members	JPY 25 million	JPY 25 million	-	-	3

If there are individuals whose total amount of remuneration, etc. is JPY 100 million or more, we disclose their information individually in the Company's Annual Securities Report.

Compliance

Participants of Compliance Education (FY2024)

Number of participants (total number of people): 34 officers and 2,032 employees

Type of seminar
Compliance seminar for officers
Compliance seminar for general managers
Export trade control Briefing
Contract Law Seminar
JCO Study Center training
Training for new employees
Managerial employee training (Grade 4 and above)
Training for employees promoted to Level E key positions
Training for mid-career hires

Quality Assurance

Changes in Quality Complaints

Reporting boundary	Unit	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024[2]
SMM Group	%[1]	100	71	78	49	44	43	36	30	34	36	21

1 The ratio of quality complaints, taking the number in FY2014 as 100

2 Due to the transfer of business, the number of claims for Sumitomo Metal Mining Siporex Co., Ltd. has been removed

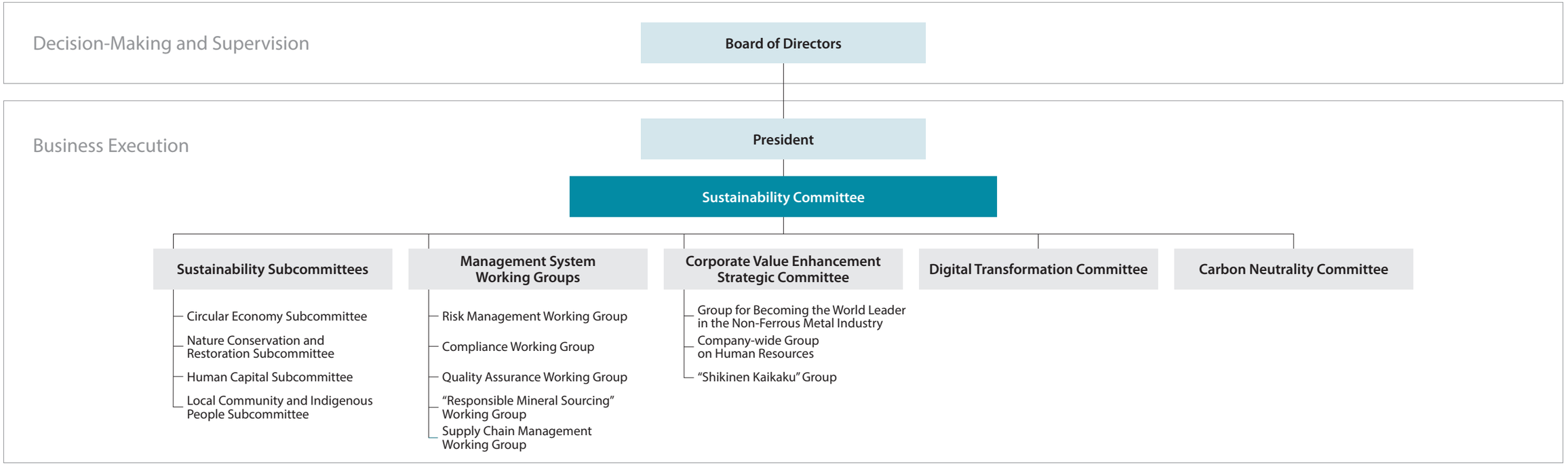
Sustainability Management Framework GRI 2-12/2-13/2-14/2-24

Since our earliest days, our Group has consistently worked to address social issues through our business activities, based on Sumitomo Business Spirit. In 2008, we formulated our Vision for 2020 and established the CSR Committee, the predecessor to the current framework, to identify key issues necessary for realizing our future vision, set KPIs, and carry out initiatives toward our goals. In 2020, we formulated our Vision for 2030, and in 2022, with the aim of advancing management and sustainability in a more integrated manner, we reorganized the former CSR promotion framework into a sustainability promotion framework. In March 2025, we reviewed the key issues contained in our Vision for 2030 and changed the organizational structure, including reorganizing the Sustainability Subcommittees and newly establishing a Supply Chain Management Working Group.

Sumitomo Metal Mining Group Sustainability Policy GRI 2-22/2-23

The SMM Group will tackle management issues that contribute to society's sustainable development, and will strive to achieve continuous growth in our business and improve our corporate value

Sustainability Management Framework



Formulation and Revision of Material Issues and Vision for 2030 GRI 3-1

The material issues and Vision for 2030, which were formulated in March 2020, were revised in March 2025 to respond to evolving global issues and the growing complexity and sophistication of expectations on corporations.

Planning Process

Step 1 Identification of sustainability issues

From April 2018, having summarized outlooks for conditions in 2030 by the OECD and other organizations and international guidelines such as ICMM guidelines and GRI Standards, and having identified 89 sustainability issues, we worked to connect these issues with closely related SDG targets.

Step 2 Identification of material issues through evaluation of the materiality of sustainability issues

From October 2018, we began the identification of material issues through evaluation of the materiality of sustainability issues for the 89 extracted topics. Evaluations were conducted on two axes: social perspectives and business perspectives, based on three standpoints—(1) degree of impact on society, (2) increased risk if not actively addressed, and (3) opportunities gained by active engagement. Through this process, we identified 11material issues that were commonly considered highly material from both perspectives as proposed material issues. The evaluation and identification were carried out through discussions by Sustainability subcommittees, business divisions, young employees in our group, and external experts on sustainability.

Step 3 Examination of the Vision and KPIs

From April 2019, we began examination of the Vision and of specific KPIs in the Sustainability Subcommittees corresponding to the 11 material issues. In July 2019, based on the examination by the Sustainability Subcommittees, we held deliberations by officers, and carried out final examinations through the Sustainability Committee.

Step 4 Formulation and announcement of Vision for 2030

In December 2019, the Sustainability Committee convened to issue its approval of Vision for 2030 and its KPIs, which, following resolution by the Board of Directors, led to formulation and announcement of the Vision in March 2020.

Approach to Formulation

We extracted, evaluated, and selected important issues by including the perspective of not only sustainability challenges but also management issues. In formulating Vision for 2030 relating to each important issue, while forecasting changes in social requirements going forward, we are back casted from our long-term vision, and management goal, of becoming the world leader in the non-ferrous metals industry and set the Vision for 2030 as a milestone for the year 2030 in the realization of our long-term vision.

In the evaluation, we rated 89 issues are assessed from three perspectives and along two axes—the social aspect and the business aspect—using a five-level scale.
- Degree of impact on society
- Increased risk if not actively addressed
- Opportunities gained by active engagement

▶ **Identification of 11 issues as material issues of importance to both society and business**

Process and Rationale for the Revision

To respond to global developments in SDGs and ESG-related issues, as well as to the growing complexity and heightened expectations placed on companies, we revised the material issues originally formulated in March 2020 by consolidating them from 11 to six.

We also established more quantitative and measurable than before to better track progress toward achieving our Vision for 2030. Regarding the setting of KPIs, based on opinions from external experts on sustainability—such as "It is important to incorporate not only aspects that suppress negative impacts but also positive elements that enhance corporate value," and "It is better to clarify the connection between the material issues and the KPIs"—the matter was thoroughly discussed in the Sustainability Subcommittee and the Carbon Neutrality Committee. After further deliberation, the KPIs were approved by the Sustainability Committee and then implemented following a resolution by the Board of Directors.

Revision of Material Issues and Vision for 2030

Response to Changes in the External Environment
- Advances in technology, changes in social life and the social environment
- Global warming, increasing geopolitical risks

Clarification of the Relationship Between Each Material Issue and the Enhancement of Our Corporate Value

▼

· Consolidation of material issues from 11 to 6
· Formulation of Vision for 2030 for each material issue

Revision of KPIs

- Establishment and modification of more quantitative and measurable KPIs
- Consolidation into KPIs that are effective in realizing Vision for 2030

▼

Changed the number of KPIs from 31 to 25

Revised Material Issues and Management Framework

In March 2025, to support the implementation of the revised material issues, the subcommittees under the Sustainability Subcommittee—a subordinate body of the Sustainability Committee—were reorganized as follows: the Circular Economy Subcommittee, the Nature Conservation and Restoration Subcommittee, the Human Capital Subcommittee, and the Local Community and Indigenous People Subcommittee. Furthermore, a new Supply Chain Management Working Group was established under the Management Systems Working Groups.

1 Sustainability Subcommittees
2 Management Systems Working Groups
Sustainability Management Framework P.24

Material issues and its background GRI 2-22

Material Issues	Background to the selection of Material Issues	Vision for 2030	Strategies
Stable Supply of Non-Ferrous Metals and Transition to a Circular Economy	Resources such as non-ferrous metals, which are essential for societal development, are finite and are expected to be depleted. Additionally, economic activities that assume mass consumption and disposal of resources place a significant burden on the global environment. Therefore, there is a need to shift to a circular economy across the whole society.	**A company that contributes to building and maintaining a circular economy by providing a stable supply of non-ferrous metal resources through its high technological capabilities**	The SMM Group will work to acquire mining rights and improve its smelting technology as part of its goal to ensure a stable supply of copper and nickel, which are essential to our daily lives. We will also focus on recycling technology as part of our commitment to reducing the impact that the use of resources has on the environment, with a view to shifting to a circular economy.
Realizing a Carbon Neutral Society	Achieving a carbon-neutral society requires efforts from the entire society, and there is a need to mitigate risks related to decarbonization and seize related opportunities.	**A company that actively works to reduce greenhouse gas (GHG) emissions and develop technologies that contributes to low carbon emissions in order to achieve a carbon neutral society**	The SMM Group published its revised roadmap for achieving carbon neutrality in 2023. In line with this roadmap, we will take steps to reduce GHG emissions as a strategy to mitigate climate change by promoting energy conservation, expanding the use of electricity from renewable energy sources, and developing technologies for innovative smelting processes. We will also work to create business opportunities and enhance our competitiveness by developing products (low-carbon contribution products) and technologies that help to reduce GHG emissions in all corners of society.
Conservation and Restoration of Nature	Economic activities are causing a loss of natural capital and biodiversity, as demonstrated by the rapid increase in extinction rates of species. It is necessary to aim to curb the loss of nature, restore it, and enhance its richness globally.	**A company that contributes to a nature-positive future**	The SMM Group recognizes that its business activities, which include resource development and smelting, are dependent on nature. With this recognition, we will seek to identify and respond to nature-related risks and opportunities in the hope of avoiding or minimizing the adverse impacts of our business activities on nature. In particular, we will take preemptive action to ensure that we do not cause any serious environmental accidents that could result in the loss of nature, such as accidents involving tailings dams or mining development.
Human Capital Management	It is essential to adopt human capital management, which views human resources as capital, aims to maximize their value, and seeks to enhance corporate value in the medium to long term. Maximizing the value of human capital to improve the productivity of the entire organization and create added value is crucial.	**A company that attracts a diverse workforce and allows them to grow and thrive**	The SMM Group pledges to provide a safe and comfortable workplace environment under an open and vibrant organizational climate. We will also encourage our employees to take the initiative in their own growth, so that each and every one of them can thrive in their work and contribute to the success of the company.
Co-Existence and Mutual Prosperity with Local Communities and Indigenous People	It is important for not only companies but also local communities to develop together. Furthermore, it is essential to respect the rights of indigenous peoples, especially those affected by resource development.	**A company that grows with the community as a trusted partner**	The SMM Group recognizes the importance of utilizing our experience in resource development and smelting to avoid or minimize adverse impacts on local communities in the areas where we operate, and to contribute to their sustainable development. To this end, we will foster dialogue with local communities, including indigenous peoples, in all areas where we operate, identify issues facing those communities, and work to contribute to their resolution.
Supply Chain Management	It is necessary to understand the social impacts not only within the corporate group but also upstream and downstream in the supply chain, and to respond to these risks and opportunities.	**A company that builds a sustainable supply chain**	The SMM Group is committed to obtaining international certification for responsible procurement and production at its manufacturing sites, with the aim of preventing and remedying human rights violations, environmental pollution, corruption, and other issues in its supply chain. In addition, we will seek to provide assistance to stakeholders through a complaint handling system (grievance mechanism) that is in line with international norms.

Material issues / KPI

The actual results for fiscal year 2024 were updated after the disclosure of the Annual Securities Report for the 100th period, resulting in some differences in the data presented. GRI 3-2/3-3

Stable Supply of Non-Ferrous Metals and Transition to a Circular Economy

Vision for 2030 A company that contributes to building and maintaining a circular economy by providing a stable supply of non-ferrous metal resources through its high technological capabilities

KPI	Scope	Target (FY2030)	FY2024 results
Production volume of nickel[1]	SMM Group	100kt/year (amounts converted to a nickel content basis)	94kt/year (amounts converted to a nickel content basis)
Production volume of copper from our interest	Copper mines in which the SMM Group holds in interests	300kt/year (amounts converted to a copper content basis)	232kt/year (amounts converted to a copper content basis)
The capability of the recycling facilities of lithium-ion secondary batteries	SMM Group	10kt/year[2]	0t A battery recycling plant is under construction (scheduled for completion in mid-2026)
The capability of copper recycling	SMM Group	140kt/year (amounts converted to a copper content basis)[3]	104kt/year (amounts converted to a copper content basis)
The capability of steel making dust recycling	SMM Group - Japan	120kt/year	80kt/year

1 Production volume of electrolytic nickel, nickel sulfate, ferronickel, and nickel chloride, and nickel contained in cathode materials for automotive secondary batteries (excluding the portion supplied by our company, but including recycled nickel)

2 Equivalent amount of lithium-ion secondary batteries

3 Recycling rate of 30% for 460kt/year of electrolytic copper

Realizing a Carbon Neutral Society

Vision for 2030 A company that actively works to reduce greenhouse gas (GHG) emissions and develop technologies that contributes to low carbon emissions in order to achieve a carbon neutral society

KPI	Scope	Target (FY2030)	FY2024 results
GHG emissions	SMM Group	(Scope 1 and 2) 38% reduction compared to FY2015 (Breakdown: 50% Japan, 24% overseas) (Scope 3) Understanding current situation and setting goals: FY2025	(Scope 1 and 2) 27% reduction compared to FY2015 (GHG emissions: 2,356kt-CO_{2e}) (Scope 3) Conducted a survey of major suppliers in Category1
Development of low-carbon smelting technologies	SMM Group	1. Development of hydrogen reduction technology for nickel oxide ore smelting	1. Laboratory-scale experiments to deepen the understanding of reduction behavior were conducted as planned.
		2. Development of DLE (Direct Lithium Extraction) technology	2. Improvement of adsorbent's durability
Amount of GHG emissions reduction contributed by low-carbon contributing products[1]	SMM Group	1.1 Mt-CO_2[2]	1.0 Mt-CO_2
Developing and supplying low-carbon contributing products	SMM Group	1. Development of catalyst materials for hydrogen production	1. Development started as planned
		2. Development of cathode materials for all-solid-state batteries	2. Development is progressing largely as planned

1 Products that contribute to the realization of a carbon-neutral society and are aligned with the SMM Group's product strategy (e.g., cathode materials for automotive secondary batteries, near-infrared absorbing materials)

2 Contribution to emissions reduction as of 2030 (calculated using the stock-based method). The stock-based method is a method of calculating the contribution to emissions reduction by calculating the CO_2 emissions of all products in operation in the assessment year (stock accumulation) and subtracting the CO_2 emissions of comparable products

Conservation and Restoration of Nature

Vision for 2030 | **A company that contributes to a nature-positive future**

KPI	Scope	Target (FY2030)	FY2024 results
Identification, management, and disclosure of nature-related risks and opportunities	SMM Group	By the end of FY2026: Addressing priority locations for our group businesses By the end of FY2030: Addressing the material value chain	Organaization of nature-related information Establishment the Sumitomo Metal Mining Group's Nature Policy
Prevention of significant environmental accidents	SMM Group	1. Number of significant environmental accidents: zero	1. Number of significant environmental accidents: zero
		2. Maintaining compliance with Global Industry Standard on Tailings Management	2. Confirmed compliance with Global Industry Standard on Tailings Management

Human Capital Management

Vision for 2030 | **A company that attracts a diverse workforce and allows them to grow and thrive**

KPI	Scope	Target (FY2030)	FY2024 results
Engagement score[1]	SMM Group Affiliated companies in Japan covered by the survey	Deviation Value: 55	Deviation Value: 47.7
Serious accidents[2]	Workplaces covered by safety statistics (including contractors)	Zero	Three
Number of workplaces with health risks[3]	Workplaces covered by safety statistics (Japan only)	Zero	Two workplaces Control Class 3: zero Control Class 2: two
Survey on Health and Productivity Management	Sumitomo Metal Mining Co., Ltd.	Deviation Value: 62	Deviation Value: 57.8
Utilization rate of self-development programs	Sumitomo Metal Mining Co., Ltd.	60%	25.8%
Percentage and number of female managers	SMM Group	SMM Group: 18% Sumitomo Metal Mining Co., Ltd.: 7% (50 people)	SMM Group: 11.5% Sumitomo Metal Mining Co., Ltd.: 3.3%(28 people)
Male childcare leave utilization rate[4]	Sumitomo Metal Mining Co., Ltd.	100%	100%

1 In general, engagement is taken to mean "the degree of mutual understanding and affinity between a company and its employees" (i.e. the degree of employees' attachment to the company and their passion for work). At the SMM Group, we define a high level of engagement as "the existence of a state of mutual understanding between the company/organization and its employees, in which the company/organization values its employees and the employees are committed to the development and vitalization of the company/organization"

2 A disaster resulting in the suspension of business for 50 days or more

3 Workplaces classified as Control Class 2 and 3 under the Industrial Safety and Health Act

4 The "male childcare leave utilization rate" refers to the utilization rate of childcare leave based on Article 2 of the Act on Childcare Leave and Caregiver Leave, as well as paid leave for childcare purposes granted by our company in accordance with Article 24 of the same Act
Our company's paid leave for childcare purposes can be taken for up to nine days. Employees may use this leave to accompany their spouse during hospitalization and childbirth. In addition, they can take a consecutive seven-day leave either starting from the spouse's discharge from the hospital or from the day the couple returns home after the spouse has given birth at her hometown

Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

Vision for 2030 | **A company that grows with the community as a trusted partner**

KPI	Scope	Target (FY2030)	FY2024 results
Dialogue with local communities and indigenous people	SMM Group	Continuous implementation of dialogue leading to the resolution of local issues	Dialogue with local residents and indigenous people: 152 cases
Grievance mechanism	SMM Group	Proper operation	Complaints: 5 cases (all have been properly addressed)
Strengthening the foundation for social activities in communities	SMM Group	Collaborative planning and participation in community contribution programs	Amount contributed: JPY 42 million Total number of beneficiaries: 1,597 people
Helping to nurture the next generation in communities	SMM Group	Offering scholarships and other support programs	Amount contributed: JPY 291 million Total number of beneficiaries: 5,908 people

Supply Chain Management

Vision for 2030 | **A company that builds a sustainable supply chain**

KPI	Scope	Target (FY2030)	FY2024 results
Percentage of smelters certified with international certifications[1]	SMM Group	100%	57%
Percentage of appropriate suppliers[2] selected through due diligence for responsible mineral sourcing	SMM Group	100%	Review and establishment of a due diligence implementation system
Implementation of ESG due diligence[3] across the supply chain	SMM Group	Implementation and disclosure of due diligence for suppliers[4] (by the end of FY2026)	Review and establishment of a due diligence implementation system

1 International certifications for responsible mineral sourcing and production (e.g., JDDS, Copper Mark Criteria, etc.)
2 Mines, smelters, etc. with international certifications
3 In accordance with ISO 20400 (Sustainable Procurement Guidance) and other relevant standards, areas covered include such things as climate change mitigation, environmental conservation, human rights (including occupational health and safety), labor practices, community development, corporate governance, ethics, and anti-corruption
4 Includes procurement of goods and services, logistics, construction contracts, etc. (excluding mineral procurement)

Participation in and Declarations of Support for International Industry Organizations and Initiatives GRI 2-28

The SMM Group participates in international organizations, declares its support for them, complies with the organizations' rules. As a company in the mining and metal smelting and refining industries, we undertake initiatives for the sustainable development demanded of us.

International Council on Mining and Metals (ICMM)

ICMM is an international industry organization established to ensure that the mining and metals industries are made safe, fair, and sustainable. It is comprised of the world's biggest mining and metals companies, as well as regional and commodity-focused organizations. SMM is the only member company in Japan.

ICMM has Mining Principles as guidance for environmental, social, and governance initiatives in the mining and metals industries. The Mining Principles comprise 10 Principles, a set of Performance Expectations that stipulate specific targets for action on these principles, Position Statements concerning certain specific issues, and an assurance and validation procedure. The ICMM also requires member companies to transparently disclose information in accordance with international standards.

The SMM Group reflects the ICMM 10 Principles and its Position Statement in the visions and materiality issues of our Vision for 2030. We also disclose information in accordance with the Global Reporting Initiative (GRI) standard, which is an international standard on the disclosure of sustainability information, as well as the Global Industry Standard on Tailings Management (GISTM) and the Social and Economic Reporting announced in 2022 by the ICMM.

ICMM
https://www.icmm.com/

Performance Expectations
https://www.icmm.com/en-gb/our-principles

Social and Economic Reporting: Framework and Guidance
https://www.icmm.com/en-gb/our-principles/validation/social-and-economic-reporting

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 workers 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 physical and psychological 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.

Position Statements

Diversity, Equity and Inclusion / Transparency of Mineral Revenues / Climate Change / Water Stewardship / Tailings Governance Framework / Indigenous Peoples / Mining Partnerships for Development / Mercury Risk Management / Nature

Validation of Implementation and Progress of Performance Expectations (PEs)

Starting in FY2020, we have conducted self-assessment on the corporate level and subject asset (site[1]) level according to the periods designated by the ICMM. Furthermore, in FY2021 we prioritized sites to undergo third party validation. Since FY2022, we have obtained third-party validation for one site each year, as well as for the corporate level, and each year we disclose the results (implementation reports) based on the prioritization in accordance with the three-year cycle set by the ICMM. We plan to revise the prioritization of target sites every three years in accordance with ICMM provisions.

Results of Prioritization (FY2021)

Toyo Smelter & Refinery, Hishikari Mine, Niihama Nickel Refinery

SMM's Definition of Site Prioritization

Sites that produce or smelt and refine gold, silver, copper, and nickel, which are included in the minerals subject to international responsible mineral sourcing, sites that are large in scale (production volume, number of employees, etc.), and smelting sites that produce metals as finished products (excluding facilities producing intermediate products)

Status of Third-Party Validation and Implementation Reports

	FY2022	FY2023	FY2024
Target sites	Toyo Smelter & Refinery	Hishikari Mine	Niihama Nickel Refinery

ICMM Performance Expectations implementation report
https://www.smm.co.jp/en/sustainability/icmm/

1 Defined by ICMM as operations involved in the production or refining of minerals and metals for sale or further processing

Corporate-level PE Self-Assessment Results (conducted in 2024)

Outcome[1]				Total
Meets	Partially meets	Does not meet	N/A	
14	13	2[2]	1	30

1 Each of the PEs was evaluated in light of the judgment criteria indicated for each PE in ICMM's Validation Guidance, as follows
Meets: Systems and/or practices related to the PE have been implemented (all judgment criteria in the Validation Guidance are met) and there is sufficient evidence thereof
Partially meets: Systems and/or practices related to the PE have been partially implemented (some judgment criteria in the Validation Guidance are met). Or, verifiable evidence provided is insufficient
Does not meet: Systems and/or practices related to the PE are not in place (all judgment criteria in the Validation Guidance are not met) or there is no evidence thereof
N/A: Not applicable

2 Items that fell under "does not meet," the reasons for the differences compared to "meets," and future initiatives
- PE1.5: Political contributions
  Data on political contributions are not disclosed. We will consider the possibility of disclosing this information in the future
- PE 7.1: Operations in World Heritage sites
  Currently, the Group does not conduct any mining exploration or development in World Heritage sites, as there is no clear policy
  However, on April 1, 2025, we established the Sumitomo Metal Mining Group's Nature Policy, which includes a commitment not to conduct exploration or mining at UNESCO World Heritage sites

Social and Economic Reporting

To evaluate the social and economic contributions that we make to local communities through our business activities and to provide consistent information to stakeholders, we reported based on the ICMM Social and Economic Reporting starting in 2023. The eight core indicators of social and economic contribution specified in the Reporting serve as benchmarks for the mining sector and indicate the contributions that ICMM member companies make to economic growth, employment, skills, advancement of health and education, and various other development opportunities in the regions where they conduct business.

Priority fields and related SDGs	Eight core indicators			
Tax	Indicator 1 **Country-by-country reporting of business activities, revenues, profit and tax** • Financial, economic, and tax-related information for each jurisdiction in which SMM operates.	Income tax by country or region ▶ P.21		
Employment	Indicator 2 **Workforce composition** • Total number of direct employees by region and age and gender ratios by employee category • Workforce ratio of full-time employees and temporary employees from contractor[1] Gender Balance (women's active engagement) ▶ P.14	Percentage of female employees (SMM)	13.2%	
		Percentage of female managers (SMM)	3.3%	
	Indicator 3 **Pay equality** • Basis salaries by employee categories and major business site and male to female ratio of total compensation Gender Balance (women's active engagement) ▶ P.14		Men	Women
		Basis salary(SMM)[2]	153%	100%
		Total compensation(SMM)[2]	148%	100%
	Indicator 4 **Wage level** • Ratio of entry-level wages versus local minimum wage by gender • Ratios of CEO compensation to median employee compensation[3] Standard Entry-level Salary to Regional Minimum Wage ▶ P.15 Annual Total Compensation Ratios (FY2024) ▶ P.22	Standard entry-level salary (high school graduate) to regional minimum wage (Ehime Prefecture) (SMM)	132%	
		Ratio of the organization's highly-paid individuals to the total compensation for employees (SMM)	741%	
Workforce development	Indicator 5 **Training provided** • Average hours of training per employee and average spend on training • Percentage of employees receiving training provided per category(SMM) Time Spent on and Investment in Employee Education ▶ P.13	Training time (SMM Group)	27.2hours/person	
		Training expenditure (SMM)	154,000JPY/person	
Procurement	Indicator 6 **Local procurement** • Percentage of procurement spend at main business sites that is spent on suppliers local to operations	Percentage of Procurement from Local Suppliers and Percentage of Employees Hired Locally ▶ P.20		
Education and skills	Indicator 7 **Education and skills support for persons other than employees** • Overview of education and skill programs deployed for persons outside the company	Education and skill programs (SMM Group)	35programs	
Capacity and institution	Indicator 8 **Capacity and institution support for persons other than employees** • Overview of capacity and institution support programs for persons outside the company	Capacity enhancement programs(SMM Group)	12programs	

1 The number of temporary employees is disclosed in the contractor category, but the data for each quality area is not disclosed

2 The ratio with women set at 100

3 The CEO compensation is the total annual compensation of highly-paid employees of the company and is calculated as the total annual compensation of internal directors (including the employee salaries of any directors concurrently serving as employees) divided by the number of internal directors

Extractive Industries Transparency Initiative(EITI)

We agree with and have declared our support for the aims of the Extractive Industries Transparency Initiative (EITI).[1]

EITI
https://eiti.org/

1 EITI is a framework for multinational cooperation that enhances transparency in the flow of funds from the so-called extractive industries, those that are involved in oil, gas, and mineral resources, to the governments of resource-producing countries, to prevent corruption and conflict and thereby promote responsible resource development that leads to growth and the reduction of poverty

Independent Assurance Report

KPMG

Independent Practitioner's Limited Assurance Report

To the Representative Director, President and Director of Sumitomo Metal Mining Co., Ltd.

Conclusion

We have performed a limited assurance engagement on the following information (the "subject matter information" or the "SMI") presented in Sumitomo Metal Mining Co., Ltd.'s (the "Company") ESG Data Book 2025 (the "Report").

Subject matter information	Pages	Criteria
Selected environmental, social and economic performance indicators as of June 1, 2024 and March 31, 2025 and for the year ended March 31, 2025 indicated with the symbol "☑"	Pages 1-23	The criteria established by the Company explained in the Report
The Company's assertion that its policies are aligned to the International Council on Mining and Metals (ICMM)'s Mining Principles, the relevant Corporate-level Performance Expectations (CPEs) and the applicable mandatory requirements set out in ICMM position statements	Page 32	ICMM's Assurance and Validation Procedure, ICMM's Mining Principles, the relevant CPEs and ICMM position statements
A description of the Company's prioritization process for selecting assets for the validation of Asset-level Performance Expectations	Page 32	ICMM's Assurance and Validation Procedure
A description of the Company's identification and prioritization of material issues and the Company's approach and management of its material issues	Pages 28-30	

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company's SMI is not prepared, in all material respects, in accordance with the criteria set out as above (the "Criteria").

Basis for Conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and International Standard on Assurance Engagements (ISAE) 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

Our conclusion on the SMI does not extend to any other information that accompanies or contains the SMI (hereafter referred to as "other information"). We have read the other information but have not performed any procedures with respect to the other information.

Responsibilities for the SMI

Management of the Company are responsible for:

KPMG

- designing, implementing and maintaining internal controls relevant to the preparation of the SMI that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the SMI and appropriately referring to or describing the criteria used; and
- preparing the SMI in accordance with the Criteria.

Inherent limitations in preparing the SMI

As described in the Report, GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials. Hence, the selection by management of a different but acceptable measurement method, activity data, emission factors, and relevant assumptions or parameters could have resulted in materially different amounts being reported.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the management.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the SMI and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- assessing the suitability of the criteria applied to prepare the SMI;
- conducting interviews with the relevant personnel of the Company to obtain an understanding of the key processes, relevant systems and controls in place over the preparation of the SMI;
- performing analytical procedures including trend analysis;
- identifying and assessing the risks of material misstatements;
- performing site visits at one of the Company's domestic sites and one of its overseas sites which were determined through our risk assessment procedures;
- performing, on a sample basis, recalculation of amounts presented as part of the SMI;
- performing other evidence gathering procedures for selected samples; and
- evaluating whether the SMI was presented in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Kazuhiko Saito

Kazuhiko Saito, Engagement Partner
KPMG AZSA Sustainability Co., Ltd.
Tokyo Office, Japan
October 6, 2025