# ESG Data Book 2026

## 目次 Contents


編集方針　Editorial Policy‥‥‥1

環境データ Environmental Data‥‥‥2

社会データ Social Data‥‥‥22

ガバナンスデータ Governance Data‥‥‥57

サステナビリティマネジメント Sustainability Management‥‥‥61

第三者保証 Third-Party Assurance‥‥‥82


MINING THE FUTURE

住友金属鉱山
SUMITOMO METAL MINING

# 編集方針　Editorial Policy

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

**「ESG Data Book 2026」は住友金属鉱山グループの定量的な非財務情報を掲載している**

"ESG Data Book 2026" contains the Sumitomo Metal Mining Group's quantitative non-financial information.

## 対象範囲　Reporting Boundary

**住友金属鉱山株式会社** (Sumitomo Metal Mining Co., Ltd.: SMM)

**住友金属鉱山グループ※(当社および連結子会社)**

The Sumitomo Metal Mining Group※ (SMM and consolidated subsidiaries: SMM Group)

**住友金属鉱山 国内グループ※(当社および国内連結子会社)**

The Sumitomo Metal Mining Group※ (SMM and consolidated subsidiaries in Japan: SMM Group-Japan)

※ 環境・安全衛生等の報告対象として、連結子会社以外にインパクトが大きいと判断した拠点について開示している

Please note that 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.

## 発行年月 Publication Date

**2026年8月(年1回発行)** August 2026 (published once a year)

## 注意事項 Disclaimers

**報告している各種データは、端数処理を行ったことにより合計が合わない項目がある**

The sums of some data may not match reported totals due to rounding.

**過年度のレポートの数値、データを精査した結果、見直している項目がある**

Some figures reported in previous fiscal year reports have been revised following a review of the data.

## 第三者保証 Independent Assurance

**本データブックでは、パフォーマンスデータ等についてKPMGあずさサステナビリティ株式会社による第三者保証を受けており、保証対象指標には☑マークを表示している**

**また本データブックの内容と第三者保証を受けることについて当社社長による事前の確認を経たうえで発行している**

The performance data and other information in this data book have been subject to third-party assurance by KPMG AZSA Sustainability Co., Ltd., and the indicators covered by the assurance are marked with a ☑.

This data book is issued following prior confirmation by our president of the report's content and of the receipt of third-party assurance.

# 環境データ Environmental Data

## 非鉄金属の安定供給とサーキュラーエコノミーへの貢献
## Ensuring a Stable Supply of Non-Ferrous Metals and Contributing to a Circular Economy

### リサイクル原料由来の比率
### Percentage of Recycled Materials

GRI 2-4／301-2

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|
| **リサイクル原料使用量および比率**[※1]<br>Amount and percentage of recycled materials used[※1] | **住友金属鉱山グループ**<br>SMM Group | kt<br>(%) | 239<br>(2.38) | 236<br>(2.21) | 202<br>(2.07) | 220<br>(2.26) | 214<br>(2.15) | ☑ |
| **リサイクル原料由来の製品量および比率**[※2]<br>Amount and percentage of products from recycled materials[※2] | | kt<br>(%) | 188<br>(6.96) | 206<br>(7.42) | 194<br>(8.90) | 200<br>(7.85)[※3] | 188<br>(9.02) | ☑ |

※1 当社グループの事業活動における原材料投入量のうちリサイクル原料の比率。具体的には、銅系スクラップ類、亜鉛系二次原料、貴金属系ほか二次原料、電炉ダスト、汚泥・ばいじん
Amount and percentage of recycled materials used in SMM group's business activities. Specifically, copper scrap, secondary zinc, precious metals and other secondary materials, electric arc furnace dust, and sludge and dust.
※2 当社グループの事業活動における製品生産量のうちリサイクル由来の原材料が含まれる製品の比率。具体的には、電気銅、金、銀、クロマイト、粗酸化亜鉛
Amount and percentage of products from recycled materials in SMM group's business activities. Specifically, electrolytic copper, gold, silver, chromite, and crude zinc oxide.
※3 数値を見直し修正 The figure has been reviewed and corrected.

# 環境データ Environmental Data

## カーボンニュートラル社会への貢献
## Contributing to the Realization of a Carbon-Neutral Society

### GHG排出量(スコープ1･2)※1 GHG Emissions (Scope 1 and 2)※1

GRI 305-1／305-2／305-3

| | | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|
| **スコープ1･2排出量(合計)** Scope 1 and 2 emissions (Total) | | **住友金属鉱山グループ** SMM Group | kt-$CO_2$e | 2,647 | 2,823 | 2,556 | 2,356 | 2,397 | |
| **スコープ1(直接排出)** Scope 1 (direct emissions) | | | | 1,786 | 1,965 | 1,830 | 1,724 | 1,754 | ☑ |
| **スコープ2(間接排出)** Scope 2 (indirect emissions) | | | | 861 | 858 | 726 | 632 | 644 | ☑ |
| **スコープ1に含まれる$CO_2$以外の排出量**※2 Non-$CO_2$ emissions included in Scope 1※2 | **六フッ化硫黄($SF_6$)** Sulfur hexafluoride | | | - | 1.85 | 0.00 | 0.00 | 0.92 | |
| | **ハイドロフルオロカーボン類(HFCs)** Hydrofluorocarbons | | | - | 0.63 | 0.62 | 1.04 | 1.47 | |
| | **メタン($CH_4$)** Methane | | | - | 0.15 | 0.16 | 0.15 | 0.19 | |
| | **一酸化二窒素($N_2O$)** Nitrous oxide | | | - | 0.00 | 0.00 | 0.00 | 0.00 | |
| | **三フッ化窒素($NF_3$)** Nitrogen trifluoride | | | - | 0.00 | 0.00 | 0.00 | 0.00 | |
| | **パーフルオロカーボン類(PFCs)** Perfluorocarbons | | | - | 0.00 | 0.00 | 0.00 | 0.00 | |

※1 GHG排出量の定量化は、活動量データの測定、および排出係数の決定に関する不確実性ならびに地球温暖化係数の決定に関する科学的不確実性にさらされている

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.

GHGプロトコルを参照し、「エネルギーの使用の合理化及び非化石エネルギーへの転換等に関する法律」および「地球温暖化対策の推進に関する法律」に準じて算定

For calculating GHG emissions, GHG Protocol is referenced, and calculations are made in accordance with the Japanese laws the Act on Rationalization of Energy Use and Shift to Non-fossil Energy and the Act on Promotion of Global Warming Countermeasures.

国内の購入電力由来のGHG排出量算定においては、供給電力会社の調整後排出係数を使用

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

海外の購入電力由来のGHG排出量算定においては、IEA Emissions Factorsのその時点で最新の国別排出係数を使用

For calculating GHG emissions from overseas purchased electricity, the latest country-specific emission factors published in the IEA Emissions Factors applicable at the time are used.

※2 GHGプロトコルを参照し、2022年度より開示 Disclosure from FY2022 prepared with reference to the GHG Protocol.

# 環境データ Environmental Data

## カーボンニュートラル社会への貢献
## Contributing to the Realization of a Carbon-Neutral Society

### GHG排出量(スコープ3)※1 GHG Emissions (Scope 3)※1

GRI 305-3

| | カテゴリー Category | 範囲 Reporting boundary | 単位 Unit | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|
| **スコープ3排出量(合計)** Scope 3 emissions (Total) | | | kt-$CO_2$e | 3,722 | 3,821 | 5,117 |
| 1 | **購入した製品・サービス** Purchased goods and services | **住友金属鉱山グループ** SMM Group | | 2,916 | 3,133 | 4,360 |
| 2 | **資本財** Capital goods | **住友金属鉱山グループ** SMM Group | | 551 | 431 | 505 |
| 3 | **スコープ1、2に含まれない燃料およびエネルギー関連活動** Fuel- and energy-related activities not included in Scope 1 or Scope 2 | **住友金属鉱山グループ** SMM Group | | 221 | 226 | 216 |
| 4 | **輸送、配送(上流)** Upstream transportation and distribution | **国内輸送** Domestic transportation | | 23 | 20 | 26 |
| 5 | **事業から出る廃棄物** Waste generated in operations | **住友金属鉱山 国内グループ** SMM Group-Japan | | 7 | 7 | 7 |
| 6 | **出張** Business travel | **住友金属鉱山 国内グループ** SMM Group-Japan | | 1 | 1 | 1 |
| 7 | **雇用者の通勤** Employee commuting | **住友金属鉱山 国内グループ** SMM Group-Japan | | 3 | 3 | 3 |
| 8 | **リース資産(上流)** Upstream leased assets | - | | 対象外※2 Not applicable※2 | | |
| 9 | **輸送、配送(下流)** Downstream transportation and distribution | - | | 対象外※3 Not applicable※3 | | |
| 10 | **販売した製品の加工** Processing of sold products | - | | 対象外※3 Not applicable※3 | | |
| 11 | **販売した製品の使用** Use of sold products | - | | 対象外※3 Not applicable※3 | | |
| 12 | **販売した製品の廃棄** End-of-life treatment of sold products | - | | 対象外※3 Not applicable※3 | | |
| 13 | **リース資産(下流)** Downstream leased assets | **本社ビルテナント** Tenants in the Head Office building | | 0.2 | 0.1 | 0.0 |
| 14 | **フランチャイズ** Franchises | - | | 対象外※4 Not applicable※4 | | |
| 15 | **投資** Investments | - | | 対象外※5 Not applicable※5 | | |

# 環境データ Environmental Data

## カーボンニュートラル社会への貢献
## Contributing to the Realization of a Carbon-Neutral Society

※1 GHG排出量の定量化は、活動量データの測定、および排出係数の決定に関する不確実性並びに地球温暖化係数の決定に関する科学的不確実性にさらされている

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 スコープ1および2に含めて算定しているため対象外 Not applicable as it is included in calculations of Scope 1 and 2 emissions.

※3 当社グループ製品は非鉄金属や高機能材料の素材が主であり、販売先以降の用途が多様で、また、各用途のGHG排出特性も異なることから、本カテゴリーは排出量の算定が困難なため対象外

This category is not applicable because our products are mainly non-ferrous metals and advanced materials, and because their downstream applications are diverse and have different GHG emission characteristics, making emissions for this category difficult to calculate.

※4 フランチャイズ事業を行っていないため対象外 Not applicable as we do not operate any franchise businesses.

※5 純投資での情報開示のため対象外 Not applicable because only investments held for profit are disclosed.

# 環境データ Environmental Data

## カーボンニュートラル社会への貢献
## Contributing to the Realization of a Carbon-Neutral Society

**GHG排出量(スコープ3)各カテゴリの算定方法 GHG Emissions(Scope 3) Calculation method for each category**

| カテゴリー Category | | 算定方法 Calculation method |
|---|---|---|
| 1 | **購入した製品・サービス** Purchased goods and services | Σ(主要原材料重量×排出原単位(銅精鉱では一次データ※1、それ以外の原材料は二次データ※2を使用))<br>Σ (weight of key raw materials x emissions intensity(primary data for copper concentrate※1; secondary data for other raw materials※2)) |
| 2 | **資本財** Capital goods | Σ(設備投資額×排出原単位×1.05)※3 設備投資額は建設仮勘定、中古品およびグループ内取引を含む<br>Σ (amount of capital expenditures x emissions intensity x 1.05)※3<br>Capital expenditures include construction in progress, second-hand items, and intragroup transactions |
| 3 | **スコープ1、2に含まれない燃料およびエネルギー関連活動**<br>Fuel- and energy-related activities not included in Scope 1 or Scope 2 | Σ(購入電力・燃料の使用量×排出原単位 (電力※3、燃料※2))<br>Σ (electricity and fuel consumptions x emissions intensity (electricity※3, fuel※2)) |
| 4 | **輸送、配送(上流)** Upstream transportation and distribution | 国内の輸送に係る排出量を「エネルギーの使用の合理化等に関する法律」、「地球温暖化対策の推進に関する法律」に基づいて算定<br>Emissions from domestic transportation are calculated based on the Japanese laws the Act on Rationalizing Energy Use and the Act on Promotion of Global Warming Countermeasures. |
| 5 | **事業から出る廃棄物** Waste generated in operations | Σ(廃棄物種類別量(国内主要拠点)×廃棄物種類別の排出原単位※3<br>Σ (amount of waste by type (major sites in Japan) x emissions intensity by waste type)※3 |
| 6 | **出張** Business travel | Σ(従業員数(国内主要拠点)×排出原単位)※2<br>Σ (number of employees (major sites in Japan) x emissions intensity※2 |
| 7 | **雇用者の通勤** Employee commuting | Σ(従業員数(国内主要拠点)×営業日数×排出原単位)※3<br>Σ (number of employees (major sites in Japan) x number of business days x emissions intensity)※3 |
| 8 | **リース資産(上流)** Upstream leased assets | − |
| 9 | **輸送、配送(下流)** Downstream transportation and distribution | − |
| 10 | **販売した製品の加工** Processing of sold products | − |
| 11 | **販売した製品の使用** Use of sold products | − |
| 12 | **販売した製品の廃棄** End-of-life treatment of sold products | − |
| 13 | **リース資産(下流)** Downstream leased assets | Σ(本社ビルテナントの購入電力・ガス使用量×排出原単位)※4<br>Σ (electricity and gas consumption by tenants of the Head Office building x emissions intensity)※4 |
| 14 | **フランチャイズ** Franchises | − |
| 15 | **投資** Investments | − |

# 環境データ Environmental Data

## カーボンニュートラル社会への貢献
## Contributing to the Realization of a Carbon-Neutral Society

※1 排出原単位のうち、カテゴリ1の約半数を占める銅精鉱の購入量の約8割について、サプライヤーに対してアンケートを実施し、収集した排出原単位を一次データとして使用。

Questionnaires were sent to suppliers for approximately 80% of the purchase volume of copper concentrate, which accounts for about half of Category 1 emissions, and the collected emission intensity was used as primary data.

※2 国立研究開発法人産業技術総合研究所が提供する当該年度で取得可能な最新バージョンのInventory Database for Environmental Analysis(IDEA)を使用

For emissions intensity,we use the latest version of the Inventory Database for Environmental Analysis (IDEA) available in the relevant fiscal year, provided by the National Institute of Advanced Industrial Science and Technology (AIST).

※3 排出原単位は環境省の「サプライチェーンを通じた組織の温室効果ガス排出等の算定のための排出原単位データベース」を使用

For emissions intensity, we used values from the Database for Calculating GHG Emissions of the Supply Chain, prepared by the Ministry of the Environment in Japan.

※4 排出原単位は環境省の温室効果ガス排出量算定報告公表制度の算定方法・排出係数一覧に基づいて算出

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.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 事業活動における原材料およびエネルギー投入量
### Raw Material and Energy Inputs in Business Activities

GRI 301-1／301-2／302-1

**原材料投入量 Raw Material Input**

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **原材料投入量(合計)** Raw material input (Total) | 住友金属鉱山グループ SMM Group | kt | 11,936 | 12,840 | 11,998 | 11,868 | 12,321 |
| **原料** Raw materials | | | 9,808 | 10,424 | 9,539 | 9,498 | 9,703 |
| **リサイクル原料**※ Recycled materials※ | | | 239 | 236 | 202 | 220 | 214 |
| **材料** Materials | | | 1,889 | 2,180 | 2,257 | 2,150 | 2,405 |

※ 工場内リサイクルを除く Exclude materials recycled within plants.

**エネルギー投入量 Energy Input**

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **エネルギー投入量(合計)(熱量換算)** Energy input (Total)(Calorific value) | 住友金属鉱山グループ SMM Group | TJ | 30,651 | 22,762 | 20,789 | 19,872 | 19,679 ☑ |
| **再生可能エネルギー** Renewable energy | | | 74 | 66 | 80 | 34 | 21 |
| **非再生可能エネルギー源** Non-renewable energy sources | | | 30,577 | 22,696 | 20,709 | 19,838 | 19,658 |

2022年度以降は、国内外の事業活動において消費した燃料、熱、電気等を対象とし、電力使用量を熱量換算する際、1MWhあたり3.6GJにて換算

From FY2022 onward, fuel, heat, electricity, etc. consumed in business activities in Japan and overseas are included, and electricity consumption is converted to heat units using a conversion factor of 3.6 GJ per MWh.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 事業活動における水資源投入量と排水量、水消費量
### Water Resource Input, Water Discharge, and Water Consumption in Business Activities

GRI 2-4／303-3／303-4／303-5

**水資源投入量 Water Resource Input**

| | | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|
| **取水量(合計)**※1 Water withdrawal (Total)※1 | | **住友金属鉱山グループ** SMM Group | 1,000 m³ | 181,271 | 197,186 | 174,287 | 193,657※2 | 181,824 | |
| **淡水取水量** Freshwater withdrawal | **表流水(河川)** Surface water (rivers) | | | 13,954 | 15,321 | 15,082 | 14,208※2 | 15,440 | ☑ |
| | **雨水** Rainwater | | | 53 | 44 | 40 | 44 | 36 | ☑ |
| | **地下水** Groundwater | | | 7,108 | 7,586 | 8,401 | 7,535 | 7,227 | ☑ |
| | **工業用水(他の組織からの水)** Industrial water (water from another organization) | | | 14,437 | 14,346 | 13,439 | 13,453 | 13,381 | ☑ |
| | **水道水(他の組織からの水)** Tap water (water from another organization) | | | 417 | 391 | 377 | 381※2 | 329 | ☑ |
| **海水取水量** Seawater withdrawal | | | | 145,301 | 159,500 | 136,948 | 158,037 | 145,412 | ☑ |

※1 WWF Water Risk Filterを用いて水ストレスの高い地域を特定し評価している。その結果、水ストレスが高い地域に該当する生産拠点はなかった
We identify and assess high-water stress areas using the WWF Water Risk Filter. As a result, none of our business sites are located in areas of high-water stress.
※2 数値を見直し修正 The figures have been reviewed and corrected.

**排水量 Water Discharge**

| | | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|
| **排水量(合計)** Water discharge (Total) | | **住友金属鉱山グループ** SMM Group | 1,000 m³ | 176,781 | 196,736 | 175,139 | 188,894※2 | 175,816 | |
| | **海域**※1 Seas※1 | | | 175,753 | 195,792 | 174,287 | 187,984※2 | 175,049 | ☑ |
| | **河川** Rivers | | | 974 | 879 | 789 | 849※2 | 727 | ☑ |
| | **下水道等** Sewerage, etc. | | | 55 | 65 | 62 | 61 | 40 | ☑ |

※1 閉鎖性海域に流入する河川への排出は"海域"とする Discharges into rivers flowing into enclosed seas are included in "Seas".
※2 数値を見直し修正 The figures have been reviewed and corrected.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 水消費量※1 Water Consumption※1

| | 範囲<br>Reporting boundary | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **全ての地域からの水消費量(合計)**<br>Total water consumption from all areas | **住友金属鉱山グループ**<br>SMM Group | 1,000 m³ | 4,917 | 3,552 | 4,505 | ※2<br>6,144 | 7,487 ☑ |

※1 水消費量は事業場ごとに取水量から排水量を差し引くことで推計している。また、水関連の著しいインパクトを及ぼすような水の保管はない

Water consumption is estimated by subtracting the total water discharge from the total water withdrawal for each business site. In addition, there was no water storage, which would have a significant water-related impact.

※2 数値を見直し修正 The figure has been reviewed and corrected.

### 水会計データ Water Accounting Data

**「水資源投入量」、「排水量」、「水消費量」の詳細については、「水会計データ」を参照**

Refer to Water Accounting Data for more details about Water Resource Input, Water Discharge and Water Consumption.

https://www.smm.co.jp/sustainability/data/pdf/Water_Accounting_Data_2026_JP.pdf

https://www.smm.co.jp/en/sustainability/data/pdf/Water_Accounting_Data_2026_EN.pdf

# 環境データ Environmental Data

**地球環境保全**
**Conservation and Restoration of Nature**

## 事業活動における化学物質の排出量と移動量 Release and Transfer of Chemical Substances in Business Activities

GRI 2-4／303-4／305-7

| | | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|
| **大気への排出量(合計)** Releases into the atmosphere (Total) | | **住友金属鉱山グループ**※1 SMM Group※1 | t | 3,175 | 3,295 | 3,182 | ※2 2,982 | 3,265 | |
| **大気への排出** Releases into the atmosphere | **SOx** | | | 1,739 | 1,715 | 1,692 | 1,452 | 1,766 | ☑ |
| | **NOx** | | | 1,352 | 1,512 | 1,425 | ※2 1,438 | 1,431 | ☑ |
| | **ばいじん** Soot and dust | | | 84 | 68 | 66 | 92 | 69 | ☑ |
| **水域への排出量(合計)** Discharge into water (Total) | | **住友金属鉱山グループ** SMM Group | t | 134 | 132 | 117 | 121 | 128 | |
| **水域への排出** Discharge into water | **COD**※3 | | | 48 | 49 | 48 | 51 | 57 | ☑ |
| | **BOD**※4 | | | 12 | 16 | 7 | 7 | 6 | ☑ |
| | **全りん** Total phosphorus | | | 1 | 1 | 1 | 1 | 1 | ☑ |
| | **全窒素** Total nitrogen | | | 73 | 66 | 61 | 62 | 63 | ☑ |
| **PRTR対象物質 移動量/排出量(合計)** Release and transfer of PRTR substances (Total) | | **住友金属鉱山グループ**※5 SMM Group※5 | t | 2,035 | 2,522 | 2,626 | ※2 2,451 | 2,060 | |
| **移動量(合計)**※6 Transfer (Total)※6 | | | | 1,959 | 2,439 | 2,557 | 2,374 | 1,977 | ☑ |
| **排出量** Release | **排出量(合計)** Release (Total) | | | 76 | 83 | 69 | ※2 77 | 84 | ☑ |
| | **自社内埋立** Landfill (SMM premises) | | | 0.8 | 0.8 | 0.4 | 0.8 | 0.6 | ☑ |
| | **土壌** Soil | | | 0.9 | 0.7 | 0.6 | 0.8 | 0.8 | ☑ |
| | **水域** Water | | | 66.6 | 74.7 | 62.0 | 69.3 | 78.7 | ☑ |
| | **大気** Atmosphere | | | 7.8 | 7.1 | 5.8 | ※2 5.9 | 3.5 | ☑ |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

※1 当社グループのうち、行政に届け出た数値を集計 Figures are aggregated from data reported by SMM Group to government authorities.

※2 数値を見直し修正 The figures have been reviewed and corrected.

※3 COD：海域への排出水を対象とし、河川に排出するもので閉鎖海域へ流出するものを含む

COD: Measured for discharge into seas, including discharge into rivers flowing into enclosed seas.

※4 BOD：河川への排出水を対象とし、閉鎖海域へ流入するものを除く

BOD: Measured for discharge into rivers, excluding discharge flowing into enclosed seas.

※5 当社グループのうち、国内のPRTR制度に基づく報告を実施している拠点 Sites within SMM Group that report under Japan’s PRTR system.

※6 下水道移動量と事業所外移動量を合計 Total transfers to sewerage and off-site transfers.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 産業廃棄物などの最終処分量 GRI 306-5
### Final Disposal Amount of Industrial and Mining Waste in Japan

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **最終処分量(合計)**※1 Final disposal amount (Total)※1 | 住友金属鉱山 国内グループ SMM Group-Japan | kt | 59.7 | 74.4 | 69.7 | 58.6 | 36.8 ☑ |
| **産業廃棄物** Industrial waste | | | 59.0 | 73.7 | 69.0 | 57.6 | 36.1 |
| **鉱業廃棄物**※2 Mining waste※2 | | | 0.7 | 0.7 | 0.7 | 0.9 | 0.7 |

※1 最終処分場行きと単純焼却を含む Includes waste destined for landfills and incineration without heat recovery.

※2 鉱山附属製錬所である東予工場から発生する鉱業廃棄物の排水殿物で、自社内埋立処分されるもの
Mining waste in the form of wastewater sludge generated by mine-affiliated Toyo Smelter & Refinery that is landfilled within the business site.

### 種別および処理方法別の廃棄物(2025年度)Waste by Type and Treatment Method (FY2025) GRI 306-3／306-4／306-5

**処理区分別廃棄物量(有害※1/無害※2) Waste by Treatment Method (Hazardous※1/ Non-hazardous※2)**

| | | 範囲 Reporting boundary | 単位 Unit | | | |
|---|---|---|---|---|---|---|
| | | 住友金属鉱山グループ SMM Group | kt | 有害 Hazardous | 無害 Non-hazardous | 合計 Total |
| **処理方法**※3 Treatment method※3 | **リサイクル** Recycling | | | 1.3 | 38.2 | 39.5 |
| | **焼却(熱回収有)** Incineration (with heat recovery) | | | 0.2 | 0.8 | 1.0 |
| | **焼却(熱回収無)** Incineration (without heat recovery) | | | 0.0 | 0.1 | 0.1 |
| | **埋立** Landfill | | | 32.8 | 7,228.4 | 7,261.2 |
| | **減容・その他** Volume reduction, etc. | | | 1.7 | 0.9 | 2.5 |
| **(合計)** Total | | | | 35.9 ☑ | 7,268.5 ☑ | 7,304.4 ☑ |

| | | 住友金属鉱山グループ SMM Group | kt | |
|---|---|---|---|---|
| **自社内埋立/委託処理** Landfill on company premises / Contracted disposal | **自社内埋立** Landfill on company premises | | | 7,226.5 |
| | **委託処理** Contracted disposal | | | 77.9 |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

当社グループの関係会社に産業廃棄物処理を委託し、原料としてリサイクル処理しているため実質的には当社グループ外に排出されていないもの((特別管理産業廃棄物のうち)汚泥(特定有害産業廃棄物)など)が一部含まれる

Some industrial waste is treated by SMM Group companies and recycled for use as raw materials. Accordingly, the figures include some waste that is effectively not discharged outside the SMM Group, including hazardous sludge.

※1 原則として排出している各国の規制に従った定義による
日本では「廃棄物処理法」に基づき、当社として次のように定義している
「特別管理産業廃棄物」と「管理型最終処分場」で処分されるもの(ただし、通常なら安定型最終処分場で処分されるもの(安定5品目)でありながら、その立地が遠隔地にあるためにやむなく管理型最終処分場へ持っていかざるを得ないものを除く。)

As a general rule, this is based on the definitions set forth in the laws and regulations of the countries where the waste-generating facilities are located.
In Japan, based on the "Act on Waste Management and Public Cleaning", we define this as follows:
The volume of industrial waste classified as "Specially Controlled Industrial Waste" and industrial waste disposed of at "Controlled Final Disposal Sites" (excluding, waste that should normally be disposed of at "Stabilization Final Disposal Sites" [five stabilization categories] but must be transported to "Controlled Final Disposal Sites" because the "Stabilization Final Disposal Sites" are located in remote areas).

※2 有害廃棄物以外のもの Waste other than hazardous waste

※3 社外での処理方法は処理業者との契約書およびマニフェストに基づいて確認

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

### 産業廃棄物排出量の種類別割合(2025年度) Breakdown of Industrial Waste by Type of Waste (FY2025)

| | 範囲<br>Reporting boundary | 単位<br>Unit | |
|---|---|---|---|
| | 住友金属鉱山 国内グループ<br>SMM Group-Japan | % | |
| **鉱さい** Slag | | | 81.7 |
| **(特)・汚泥(有害)** Hazardous sludge | | | 4.4 |
| **ｶﾞﾗｽ・ｺﾝｸﾘｰﾄ・陶磁器くず** Glass, concrete, ceramic waste | | | 3.0 |
| **廃プラスチック** Waste plastic | | | 2.1 |
| **汚泥** Sludge | | | 1.9 |
| **その他** Other waste | | | 6.9 |
| **排出量(合計)** Total waste | | kt | 77.1 |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 廃プラスチックの排出量 Emissions of Waste Plastic

GRI 306-3／306-4／306-5

**再資源化および再資源化等(熱回収)が占める割合が当社グループ全体および当社で約66%となりました。さらなる排出抑制に取り組み、再資源化の促進を図っていきます。**

The proportion of recycling and recycling-related activities (including heat recovery) was approximately 66% for both SMM Group and SMM. We will continue efforts to further reduce emissions and promote recycling.

| | 範囲<br>Reporting boundary | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **廃プラスチック排出量(合計)** Emissions of waste plastic (Total) | **住友金属鉱山グループ**<br>SMM Group | t | 2,873 | 2,717 | 2,197 | 2,116 | 2,338 |
| **再資源化** Recycling | | | 977 | 1,104 | 803 | 580 | 847 |
| **再資源化等(熱回収)** Recycling (heat recovery) | | | 885 | 613 | 522 | 779 | 693 |
| **未利用 焼却(熱回収無)**<br>Unused Incineration (without heat recovery) | | | 282 | 263 | 94 | 12 | 12 |
| **埋立** Landfill | | | 728 | 736 | 779 | 745 | 785 |
| **廃プラスチック排出量(合計)** Emissions of waste plastic (Total) | **住友金属鉱山㈱**<br>SMM | t | 1,882 | 1,679 | 1,463 | 1,268 | 1,633 |
| **再資源化** Recycling | | | 648 | 774 | 567 | 350 | 649 |
| **再資源化等(熱回収)** Recycling (heat recovery) | | | 642 | 325 | 283 | 451 | 425 |
| **未利用 焼却(熱回収無)**<br>Unused Incineration (without heat recovery) | | | 276 | 262 | 93 | 9 | 9 |
| **埋立** Landfill | | | 316 | 318 | 521 | 458 | 549 |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 設備投資における環境保全関連投資 Environmental Preservation-Related Investments in Capital Expenditures

| | 範囲<br>Reporting boundary | 単位<br>Unit | FY2022 | FY2023 | FY2024 | FY2025 | 計画値<br>(plan)<br>FY2026 |
|---|---|---|---|---|---|---|---|
| **環境保全関連投資額(合計)**<br>Investments related to environmental preservation (Total) | **住友金属鉱山グループ**<br>SMM Group | 百万円<br>JPY<br>million | 12,171 | 14,086 | 10,525 | 13,617 | 17,189 |
| **公害防止・環境保全**<br>Pollution prevention / environmental preservation | | | 11,694 | 13,772 | 10,219 | 13,568 | 17,115 |
| **省エネルギー** Energy conservation | | | 477 | 314 | 306 | 50 | 74 |
| **環境保全関連投資の設備投資額に対する比率**<br>Percentage of environmental preservation-related investments to capital expenditures | | % | 8.6 | 9.5 | 9.0 | 9.9 | 14.0 |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 事業活動による環境負荷(マテリアルフロー)2025年度 Environmental Impact of Business Activities (Material Flow) FY2025

範囲 Reporting boundary : 住友金属鉱山グループ SMM Group

GRI 301-1／301-2／302-1／303-3／303-5

**INPUT(資源・エネルギー)(Resources・Energy)**

| | | | |
|---|---|---|---|
| **原材料投入量(合計)** Raw material input | Total | 12,321 | kt |
| **原料(合計)** Raw materials | Total | 9,703 | kt |
| **金銀鉱(菱刈鉱)** Gold and silver ore (Hishikari Mine) | | 170 | kt |
| **銅精鉱** Copper concentrates | | 1,259 | kt |
| **ニッケル酸化鉱** Nickel oxide ore | | 8,065 | kt |
| **ニッケルマットほか** Nickel matte, etc. | | 60 | kt |
| **電池用原料** Raw materials for batteries | | 85 | kt |
| **水素化処理触媒用原料** Raw materials for hydrotreating catalysts | | 63 | kt |
| **リサイクル原料(合計)**※1 Recycled materials※1 | Total | 214 | kt |
| **銅系スクラップ類** Copper scrap | | 129 | kt |
| **亜鉛系二次原料** Secondary zinc | | 0 | kt |
| **貴金属系ほか二次原料** Precious metals and other secondary materials | | 6 | kt |
| **電炉ダスト** Electric arc furnace dust | | 78 | kt |
| **汚泥・ばいじん** Sludge and dust | | 74 | t |
| **材料(合計)** Materials | Total | 2,405 | kt |
| **珪石(銅製錬用)** Silica sand (for copper smelting) | | 118 | kt |
| **石灰系** Chemicals (lime-based) | | 1,462 | kt |
| **ソーダ系** Chemicals (sodium-based) | | 107 | kt |
| **マグネシウム系** Chemicals (magnesium-based) | | 17 | kt |
| **硫酸** Sulfuric acid | | 619 | kt |
| **セメントほか** Cement, etc. | | 81 | kt |
| **リサイクル由来の原料比率**※2 Percentage of recycled materials used※2 | | 2.15 | % |

| | | 熱量 Energy Value | | 使用量 Consumption | |
|---|---|---|---|---|---|
| **エネルギー投入量(合計)**※3 Energy input※3 | Total | 19,679 | TJ | | |
| **非再生可能エネルギー源(合計)** Non-renewable energy sources | Total | 19,658 | TJ | | |
| **重油類** Heavy oil | | 1,093 | TJ | 26,897 | kL |
| **石炭・コークス** Coal/coke | | 12,110 | TJ | 462,263 | t |
| **軽油・ガソリン・灯油** Diesel/gasoline/kerosene | | 719 | TJ | 19,014 | kL |
| **LPG・LNG** | | 317 | TJ | 6,332 | t |
| **都市ガス・天然ガス** City gas/natural gas | | 814 | TJ | 18,161 | 1,000 m³ |
| **購入電力** Purchased electricity | | 4,589 | TJ | 1,274,769 | MWh |
| **購入蒸気**※4 Purchased steam※4 | | 15 | TJ | 14,895 | GJ |
| **再生可能エネルギー(合計)** Renewable energy | Total | 21 | TJ | | |
| **太陽光発電・バイナリー発電** Solar power generation, binary power generation | | 3 | TJ | 899 | MWh |
| **バイオマス蒸気** Biomass steam | | 0 | TJ | 0 | GJ |
| **バイオマス蒸気燃料(木材)** Biomass fuel (wood) | | 18 | TJ | 1,366 | t |

| | | | |
|---|---|---|---|
| **取水量(合計)**※5 Water withdrawal※5 | Total | 181,824 | 1,000 m³ |
| **全ての地域からの水消費量(合計)**※6 Water consumption from all areas※6 | Total | 7,487 | 1,000 m³ |
| **淡水取水量(合計)** Freshwater withdrawal | Total | 36,412 | 1,000 m³ |
| **表流水(河川)** Surface water (rivers) | | 15,440 | 1,000 m³ |
| **雨水** Rainwater | | 36 | 1,000 m³ |
| **地下水** Groundwater | | 7,227 | 1,000 m³ |
| **工業用水(他の組織からの水)** Industrial water (water from another organization) | | 13,381 | 1,000 m³ |
| **水道水(他の組織からの水)** Tap water (water from another organization) | | 329 | 1,000 m³ |
| **海水取水量(合計)** Seawater withdrawal | Total | 145,412 | 1,000 m³ |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

※1 工場内リサイクルを除く Excludes materials recycled within plants.

※2 当社グループの事業活動における原材料投入量のうちリサイクル原料の比率。具体的には、銅系スクラップ類、亜鉛系二次原料、貴金属系ほか二次原料、電炉ダスト、汚泥・ばいじん

Percentage of recycled materials in raw material input used in SMM group's business activities. Specifically, copper scrap, secondary zinc, precious metals and other secondary materials, electric arc furnace dust, and sludge and dust.

※3 国内外の事業活動において消費した燃料、熱、電気等を対象とし、電力使用量を熱量換算する際、1MWhあたり3.6GJにて換算

Fuel, heat, electricity, etc. consumed in business activities in Japan and overseas are included, and electricity consumption is converted to heat units using a conversion factor of 3.6 GJ per MWh.

※4 購入蒸気には購入冷水を含む Purchased steam includes purchased cold water.

※5 WWF Water Risk Filterを用いて水ストレスの高い地域を特定し評価している。その結果、水ストレスが高い地域に該当する生産拠点はなかった

We identify and assess high-water stress areas using the WWF Water Risk Filter. As a result, none of our business sites are located in areas of high-water stress.

※6 水消費量は事業場ごとに取水量から排水量を差し引くことで推計している。また、水関連の著しいインパクトを及ぼすような水の保管はない

Water consumption is estimated by subtracting the total water discharge from the total water withdrawal for each business site. In addition,there was no water storage, which would have a significant water-related impact.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

**OUTPUT (製品･排出物等) (Products & Emissions)**

**GRI 303-4／305-1／305-2／305-7／306-1／306-2／306-3**

| **製品(合計)** Products | Total | 2,385 | kt |
|---|---|---|---|
| **菱刈鉱石** Mineral ores from the Hishikari Mine | | 30 | kt |
| **電気銅** Electrolytic copper | | 413 | kt |
| **金** Gold | | 14 | t |
| **銀** Silver | | 173 | t |
| **石膏** Gypsum | | 37 | kt |
| **電気ニッケル** Electrolytic nickel | | 66 | kt |
| **硫酸ニッケル** Nickel sulfate | | 10 | kt |
| **塩化ニッケル** Nickel chloride | | 1 | kt |
| **電気コバルト** Electrolytic cobalt | | 4 | kt |
| **粗酸化亜鉛** Crude zinc oxide | | 31 | kt |
| **酸化スカンジウム** Scandium oxide | | 7 | t |
| **クロマイト** Chromite | | 58 | kt |
| **硫黄** Sulphur | | 26 | kt |
| **フェロニッケル** Ferronickel | | 22 | kt |
| **電池材料** Battery materials | | 67 | kt |
| **ニッケル粉** Nickel powder | | 109 | t |
| **Ag/Pd粉** Ag/Pd powder | | 1 | t |
| **硫酸** Sulfuric acid | | 196 | kt |
| **スラグ** Slag | | 1,108 | kt |
| **水素化処理触媒** Hydrotreating catalyst | | 10 | kt |
| **リサイクル由来の製品比率**※1 Percentage of products from recycled materials※1 | | 9.02 | % |

| **排出** Emissions | | | |
|---|---|---|---|
| **大気への排出量** Released into the atmosphere | | | |
| **GHG排出量Scope 1**※2**、Scope 2**※3**(合計)** | Total | 2,397 | kt-$CO_2$e |
| **Scope 1(直接排出)**(direct emissions) | | 1,754 | kt-$CO_2$e |
| **Scope 2(間接排出)**(indirect emissions) | | 644 | kt-$CO_2$e |
| **SOx**※4 | | 1,766 | t |
| **NOx**※4 | | 1,431 | t |
| **ばいじん**※4 Soot and dust※4 | | 69 | t |

| **水域への排出量(合計)** Discharge into water | Total | 128 | t |
|---|---|---|---|
| **COD**※5 | | 57 | t |
| **BOD**※6 | | 6 | t |
| **全りん** Total phosphorus | | 1 | t |
| **全窒素** Total nitrogen | | 63 | t |

| **化学物質の排出量(合計)** Release of chemical substances※7 | Total | 84 | t |
|---|---|---|---|
| **大気**※7**(PRTR)** Atmosphere※7 | | 3.5 | t |
| **公共用水域**※7**(PRTR)** Public water bodies※7 | | 78.7 | t |
| **事業所内土壌･埋立**※7**(PRTR)** Soil/landfills on business premises※7 | | 1.4 | t |

| **排水量(合計)** Water discharge | Total | 175,816 | 1,000 m³ |
|---|---|---|---|
| **海域**※8 Seas※8 | | 175,049 | 1,000 m³ |
| **河川** Rivers | | 727 | 1,000 m³ |
| **下水道等** Sewerage, etc. | | 40 | 1,000 m³ |

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

| | | | |
|---|---|---|---|
| **廃棄物[※9]排出量(合計)** Waste[※9] | Total | 7,304 | kt |
| **捨石** Spoil | | 12 | kt |
| **コーラルベイニッケル/タガニートHPALの浸出残渣ほか**<br>Leach residue from CBNC, THPAL, etc. | | 7,214 | kt |
| **産業廃棄物(国内)** Industrial waste (Japan) | | 77 | kt |
| **その他** Other | | 1 | kt |
| **廃棄物排出量のうち、自社内埋立**<br>Landfill on company premises, out of total waste | | 7,227 | kt |
| **廃棄物排出量のうち、PRTR対象物質移動量[※7]**<br>PRTR substance transfers[※7], out of total waste | | 1,977 | t |

※1 当社グループの事業活動における製品生産量のうちリサイクル由来の原材料が含まれる製品の比率。具体的には、電気銅、金、銀、クロマイト、粗酸化亜鉛
Percentage of products from recycled materials in SMM group's business activities. Specifically, electrolytic copper, gold, silver, chromite, and crude zinc oxide.
※2 GHGプロトコルを参照し、「エネルギーの使用の合理化及び非化石エネルギーへの転換等に関する法律」および「地球温暖化対策の推進に関する法律」に準じて算定
For calculating GHG emissions, GHG Protocol is referenced, and calculations are made in accordance with the Japanese laws the Act on Rationalization of Energy Use and Shift to Non-fossil Energy and the Act on Promotion of Global Warming Countermeasures.
※3 国内の購入電力由来のGHG排出係数は供給電力会社の調整後排出係数を使用
For calculating GHG emissions from domestically purchased electricity, adjusted emission factors provided by the electricity suppliers are used.
海外の購入電力由来のGHG排出量算定においては、IEA Emissions Factorsのその時点での国別排出係数を使用
For calculating GHG emissions from overseas purchased electricity, the latest country-specific emission factors published in the IEA Emissions Factors applicable at the time are used.
※4 当社グループのうち、行政に届け出た数値を集計
Figures are aggregated from data reported by SMM Group to government authorities.
※5 COD：海域への排出水を対象とし、河川に排出するもので閉鎖海域へ流出するものを含む
COD: Measured for discharge into seas, including discharge into rivers flowing into enclosed seas.
※6 BOD：河川への排出水を対象とし、閉鎖海域へ流入するものを除く
BOD: Measured for discharge into rivers, excluding discharge flowing into enclosed seas.
※7 当社グループのうち、国内のPRTR制度に基づく報告を実施している拠点 Sites within SMM Group that report under Japan’s PRTR system.
※8 閉鎖性海域に流入する河川への排出は“海域”とする Discharges into rivers flowing into enclosed seas are included in “Seas”.
※9 当社グループの関係会社に産業廃棄物処理を委託し、原料としてリサイクル処理しているため実質的には当社グループ外に排出されていないもの((特別管理産業廃棄物のうち)汚泥(特定有害産業廃棄物)など)が一部含まれる
Some industrial waste is treated by SMM Group companies and recycled for use as raw materials. Accordingly, the figures include some waste that is effectively not discharged outside the SMM Group, including hazardous sludge.

# 環境データ Environmental Data

## 地球環境保全
## Conservation and Restoration of Nature

### 緑化面積 Rehabilitated Area

GRI 101-2／14.8.6

| 範囲 Reporting boundary | | 単位 Unit | A<br>2025年度末までに開発した土地 Total land disturbed by the end of FY2025 | B<br>2025年度末までに緑化した面積(Cを含む) Total land rehabilitated by the end of FY2025 (including C) | C<br>2025年度新たに緑化した面積 Total land newly rehabilitated in FY2025 | D<br>開発し、緑化していない土地面積の合計(A-B) Total land disturbed and not yet rehabilitated (A-B) |
|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | 菱刈鉱山 Hishikari Mine | ha | 67 | 9 | 0 | 58 |
| | コーラルベイニッケル※1 Coral Bay Nickel※1 | | 583 | 142 | 8 | 441 |
| | タガニートHPAL※2 Taganito HPAL※2 | | 604 | 111 | 2 | 493 |

※1 コーラルベイニッケルでは上記の開発地内の緑化面積のほかに、フィリピン政府と協議し、開発地外の近隣地域においても2025年度は新たに50haの緑化を進め、これまでの合計として264ha(竹林を含む)が緑化面積として認定されている

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 FY2025, bringing the total certified rehabilitated area, including bamboo groves, to 264 hectares.

※2 タガニートHPALでは上記の開発地内の緑化面積のほかに、フィリピン政府と協議し、開発地外の近隣地域においても2025年度は新たに66haの緑化を進め、これまでの合計として799haが緑化面積として認定されている

In addition to the rehabilitated area within the development site mentioned above, THPAL worked with the Philippine government to rehabilitate an additional 66 hectares in nearby regions outside the development site in FY2025, bringing the total certified rehabilitated area to 799 hectares.

### 生物多様性の価値の高い地域での事業活動 Business Activities in Areas of High Biodiversity Value

**「生物多様性の価値の高い地域での事業活動」としてデータを開示してきましたが、生物多様性に関する情報はまとめて当社ウェブサイトにて開示する予定です。**

We have previously disclosed the data under “Business Activities in Areas of High Biodiversity Value,” but we plan to disclose biodiversity-related information in a consolidated form on our company website.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

#### 平均勤続年数・年齢・年間給与 Average Years of Service, Age, and Annual Compensation

| | 範囲<br>Reporting boundary | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **平均勤続年数** Average years of service | **住友金属鉱山㈱**<br>SMM | 年 Year | 18.9 | 18.0 | 17.0 | 16.7 | 16.8 |
| **平均年齢** Average age | | 歳 Age | 42.3 | 41.5 | 40.7 | 40.6 | 40.8 |
| **平均年間給与**※ Average annual compensation※ | | 千円<br>JPY<br>thousands | 7,878 | 8,349 | 8,235 | 7,901 | 8,054 |

※ 平均年間給与は、基準外給与、その他諸手当および賞与を含む Average annual compensation includes non-base salary, allowances, and bonuses.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**役員・従業員数※1,2(国・地域別) Number of Officers and Employees※1,2 (by country and region)**

GRI 2-7／2-9／405-1

| 範囲 Reporting boundary | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | Total | | | People | 7,879 | 7,950 | 8,133 | 7,923 | 7,940 |
| | 国・地域別 By country and region | 日本 Japan | | People | 6,224 | 6,085 | 6,256 | 6,049 | 6,085 |
| | | | 男性 Male | People | 5,198 | 5,098 | 5,222 | 4,936 | 5,010 |
| | | | | (%) | (83.5) | (83.8) | (83.5) | (81.6) | (82.3) |
| | | | 女性 Female | People | 1,026 | 987 | 1,034 | 1,113 | 1,075 |
| | | | | (%) | (16.5) | (16.2) | (16.5) | (18.4) | (17.7) |
| | | 海外 Overseas | | People | 1,655 | 1,865 | 1,877 | 1,874 | 1,855 |
| | | | Male | People | 1,217 | 1,379 | 1,392 | 1,381 | 1,368 |
| | | | | (%) | (73.5) | (73.9) | (74.2) | (73.7) | (73.7) |
| | | | Female | People | 438 | 486 | 485 | 493 | 487 |
| | | | | (%) | (26.5) | (26.1) | (25.8) | (26.3) | (26.3) |
| | | | フィリピン Philippines | People | 1,433 | 1,504 | 1,531 | 1,539 | 1,525 |
| | | | | Male | 1,071 | 1,124 | 1,138 | 1,140 | 1,134 |
| | | | | Female | 362 | 380 | 393 | 399 | 391 |
| | | | アジア・オセアニア (フィリピンを除く) Asia & Oceania (excluding the Philippines) | 中国 China | People | 108 | 105 | 103 | 101 | 108 |
| | | | | | Male | 76 | 75 | 76 | 69 | 76 |
| | | | | | Female | 32 | 30 | 27 | 32 | 32 |
| | | | | 台湾 Taiwan | People | 27 | 26 | 19 | 17 | 19 |
| | | | | | Male | 12 | 11 | 8 | 8 | 11 |
| | | | | | Female | 15 | 15 | 11 | 9 | 8 |
| | | | | 韓国 South Korea | People | 4 | 5 | 4 | 4 | 4 |
| | | | | | Male | 2 | 2 | 3 | 3 | 2 |
| | | | | | Female | 2 | 3 | 1 | 1 | 2 |
| | | | | タイ Thailand | People | 4 | — | — | — | — |
| | | | | | Male | 1 | — | — | — | — |
| | | | | | Female | 3 | — | — | — | — |
| | | | | ベトナム Vietnam | People | — | 145 | 136 | 134 | 129 |
| | | | | | Male | — | 112 | 107 | 106 | 99 |
| | | | | | Female | — | 33 | 29 | 28 | 30 |
| | | | | オーストラリア Australia | People | 8 | 7 | 8 | 7 | 8 |
| | | | | | Male | 6 | 5 | 6 | 6 | 6 |
| | | | | | Female | 2 | 2 | 2 | 1 | 2 |
| | | | 北米・欧州 North America & Europe | カナダ Canada | People | 13 | 19 | 21 | 20 | 16 |
| | | | | | Male | 11 | 16 | 17 | 16 | 11 |
| | | | | | Female | 2 | 3 | 4 | 4 | 5 |
| | | | | 米国 U.S.A. | People | 14 | 12 | 9 | 11 | 12 |
| | | | | | Male | 6 | 5 | 4 | 4 | 4 |
| | | | | | Female | 8 | 7 | 5 | 7 | 8 |
| | | | | オランダ Netherlands | People | 1 | 1 | 1 | 1 | 1 |
| | | | | | Male | 1 | 1 | 1 | 1 | 1 |
| | | | | | Female | 0 | 0 | 0 | 0 | 0 |
| | | | 南米 South America | ペルー Peru | People | 16 | 17 | 17 | 17 | 13 |
| | | | | | Male | 13 | 14 | 14 | 14 | 10 |
| | | | | | Female | 3 | 3 | 3 | 3 | 3 |
| | | | | チリ Chile | People | 26 | 23 | 27 | 22 | 20 |
| | | | | | Male | 18 | 14 | 18 | 14 | 14 |
| | | | | | Female | 8 | 9 | 9 | 8 | 6 |
| | | | | ブラジル Brazil | People | 1 | 1 | 1 | 1 | — |
| | | | | | Male | 0 | 0 | 0 | 0 | — |
| | | | | | Female | 1 | 1 | 1 | 1 | — |

※1 データは、各年度3月末時点(休職者を含む)とし、出向者は出向先の役員・従業員数として計上

The data are as of the end of March of each fiscal year (including employees on leave of absence), and officers and employees on secondment are counted as officers and employees of the host organizations.

※2 役員の範囲は、住友金属鉱山㈱：取締役、監査役および執行役員(社外取締役・社外監査役は除く)、国内・海外連結子会社：取締役および監査役

The reporting boundary of officers includes 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.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**役員・従業員数※1(年齢層・従業員区分別)**

**Number of Officers and Employees※1 (by age group and employee category)**

**GRI 2-7／2-8／2-9／405-1**

| 範囲 Reporting boundary | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | 常勤役員数※2 Number of full-time officers※2 | Total | | | people | 109 | 105 | 104 | 102 | 100 | |
| | | | | 男性 Male | People | 108 | 104 | 102 | 100 | 98 | |
| | | | | | (%) | (99.1) | (99.0) | (98.1) | (98.0) | (98.0) | |
| | | | | 女性 Female | People | 1 | 1 | 2 | 2 | 2 | |
| | | | | | (%) | (0.9) | (1.0) | (1.9) | (2.0) | (2.0) | |
| | | | 住友金属鉱山㈱ SMM | | People | 23 | 24 | 26 | 23 | 24 | ☑ |
| | | | | Male | People | 23 | 24 | 25 | 22 | 23 | ☑ |
| | | | | | (%) | (100.0) | (100.0) | (96.2) | (95.7) | (95.8) | |
| | | | | Female | People | 0 | 0 | 1 | 1 | 1 | ☑ |
| | | | | | (%) | (0.0) | (0.0) | (3.8) | (4.3) | (4.2) | |
| | | | 国内連結子会社 Consolidated subsidiaries in Japan | | People | 61 | 57 | 55 | 51 | 48 | ☑ |
| | | | | Male | People | 61 | 57 | 55 | 51 | 48 | ☑ |
| | | | | | (%) | (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) | |
| | | | 海外連結子会社 Consolidated subsidiaries overseas | | People | 25 | 24 | 23 | 28 | 28 | |
| | | | | Male | People | 24 | 23 | 22 | 27 | 27 | |
| | | | | | (%) | (96.0) | (95.8) | (95.7) | (96.4) | (96.4) | |
| | | | | Female | People | 1 | 1 | 1 | 1 | 1 | |
| | | | | | (%) | (4.0) | (4.2) | (4.3) | (3.6) | (3.6) | |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**役員・従業員数※1(年齢層・従業員区分別)**

**Number of Officers and Employees※1 (by age group and employee category)**

**GRI 2-7／2-8／2-9／405-1**

| 範囲 Reporting boundary | | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | 従業員数 Number of employees | Total | | | | People | 7,770 | 7,788 | 8,029 | 7,821 | 7,840 | |
| | | | | Male | | People | 6,306 | 6,316 | 6,512 | 6,277 | 6,280 | |
| | | | | | | (%) | (81.2) | (81.1) | (81.1) | (80.3) | (80.1) | |
| | | | | Female | | People | 1,464 | 1,472 | 1,517 | 1,544 | 1,560 | |
| | | | | | | (%) | (18.8) | (18.9) | (18.9) | (19.7) | (19.9) | |
| | | | 住友金属鉱山㈱ SMM | | | People | 2,813 | 2,993 | 3,136 | 3,276 | 3,342 | ☑ |
| | | | | Male | | People | 2,407 | 2,561 | 2,681 | 2,797 | 2,838 | ☑ |
| | | | | | | (%) | (85.6) | (85.6) | (85.5) | (85.4) | (84.9) | |
| | | | | Female | | People | 406 | 432 | 455 | 479 | 504 | ☑ |
| | | | | | | (%) | (14.4) | (14.4) | (14.5) | (14.6) | (15.1) | |
| | | | | 管理職社員 Management staff | | People | 470 | 479 | 559 | 601 | 647 | ☑ |
| | | | | | Male | People | 457 | 461 | 538 | 577 | 622 | ☑ |
| | | | | | | (%) | (97.2) | (96.2) | (96.2) | (96.0) | (96.1) | |
| | | | | | Female | People | 13 | 18 | 21 | 24 | 25 | ☑ |
| | | | | | | (%) | (2.8) | (3.8) | (3.8) | (4.0) | (3.9) | |
| | | | | | **Under 30** | People | 0 | 0 | 0 | 0 | 1 | ☑ |
| | | | | | Male | | 0 | 0 | 0 | 0 | 1 | ☑ |
| | | | | | Female | | 0 | 0 | 0 | 0 | 0 | ☑ |
| | | | | | **30～49** | | 177 | 198 | 262 | 286 | 317 | ☑ |
| | | | | | Male | | 168 | 184 | 247 | 268 | 299 | ☑ |
| | | | | | Female | | 9 | 14 | 15 | 18 | 18 | ☑ |
| | | | | | **50 or over** | | 293 | 281 | 297 | 315 | 329 | ☑ |
| | | | | | Male | | 289 | 277 | 291 | 309 | 322 | ☑ |
| | | | | | Female | | 4 | 4 | 6 | 6 | 7 | ☑ |
| | | | | **一般社員** Regular employees | | People | 2,072 | 2,246 | 2,333 | 2,466 | 2,532 | ☑ |
| | | | | | Male | People | 1,715 | 1,868 | 1,930 | 2,040 | 2,079 | ☑ |
| | | | | | | (%) | (82.8) | (83.2) | (82.7) | (82.7) | (82.1) | |
| | | | | | Female | People | 357 | 378 | 403 | 426 | 453 | ☑ |
| | | | | | | (%) | (17.2) | (16.8) | (17.3) | (17.3) | (17.9) | |
| | | | | | **Under 30** | People | 584 | 688 | 771 | 842 | 876 | ☑ |
| | | | | | Male | | 468 | 558 | 628 | 680 | 702 | ☑ |
| | | | | | Female | | 116 | 130 | 143 | 162 | 174 | ☑ |
| | | | | | **30～49** | | 908 | 938 | 911 | 963 | 980 | ☑ |
| | | | | | Male | | 737 | 768 | 739 | 791 | 799 | ☑ |
| | | | | | Female | | 171 | 170 | 172 | 172 | 181 | ☑ |
| | | | | | **50 or over** | | 580 | 620 | 651 | 661 | 676 | ☑ |
| | | | | | Male | | 510 | 542 | 563 | 569 | 578 | ☑ |
| | | | | | Female | | 70 | 78 | 88 | 92 | 98 | ☑ |
| | | | | **期間雇用者** Limited-term employees | | People | 271 | 268 | 244 | 209 | 163 | ☑ |
| | | | | | Male | People | 235 | 232 | 213 | 180 | 137 | ☑ |
| | | | | | | (%) | (86.7) | (86.6) | (87.3) | (86.1) | (84.0) | |
| | | | | | Female | People | 36 | 36 | 31 | 29 | 26 | ☑ |
| | | | | | | (%) | (13.3) | (13.4) | (12.7) | (13.9) | (16.0) | |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**役員・従業員数※1(年齢層・従業員区分別)**

**Number of Officers and Employees※1 (by age group and employee category)**

**GRI 2-7／2-8／2-9／405-1**

| 範囲 Reporting boundary | | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | 従業員数 Number of employees | | 国内連結子会社 Consolidated subsidiaries in Japan | | | People | 3,327 | 3,011 | 3,039 | 2,699※3 | 2,671 | ☑ |
| | | | | | Male | People | 2,707 | 2,456 | 2,461 | 2,126 | 2,101 | ☑ |
| | | | | | | (%) | (81.4) | (81.6) | (81.0) | (78.8) | (78.7) | |
| | | | | | Female | People | 620 | 555 | 578 | 573 | 570 | ☑ |
| | | | | | | (%) | (18.6) | (18.4) | (19.0) | (21.2) | (21.3) | |
| | | | | 管理職社員 Management staff | | People | 270 | 240 | 234 | 220 | 210 | ☑ |
| | | | | | Male | People | 267 | 237 | 231 | 217 | 204 | ☑ |
| | | | | | | (%) | (98.9) | (98.8) | (98.7) | (98.6) | (97.1) | |
| | | | | | Female | People | 3 | 3 | 3 | 3 | 6 | ☑ |
| | | | | | | (%) | (1.1) | (1.3) | (1.3) | (1.4) | (2.9) | |
| | | | | | **Under 30** | People | 0 | 0 | 0 | 0 | 0 | ☑ |
| | | | | | Male | | 0 | 0 | 0 | 0 | 0 | ☑ |
| | | | | | Female | | 0 | 0 | 0 | 0 | 0 | ☑ |
| | | | | | **30～49** | | 92 | 82 | 75 | 72 | 65 | ☑ |
| | | | | | Male | | 89 | 80 | 73 | 70 | 62 | ☑ |
| | | | | | Female | | 3 | 2 | 2 | 2 | 3 | ☑ |
| | | | | | **50 or over** | | 178 | 158 | 159 | 148 | 145 | ☑ |
| | | | | | Male | | 178 | 157 | 158 | 147 | 142 | ☑ |
| | | | | | Female | | 0 | 1 | 1 | 1 | 3 | ☑ |
| | | | | **一般社員** Regular employees | | People | 2,659 | 2,453 | 2,449 | 2,201 | 2,227 | ☑ |
| | | | | | Male | People | 2,173 | 2,008 | 2,001 | 1,752 | 1,779 | ☑ |
| | | | | | | (%) | (81.7) | (81.9) | (81.7) | (79.6) | (79.9) | |
| | | | | | Female | People | 486 | 445 | 448 | 449 | 448 | ☑ |
| | | | | | | (%) | (18.3) | (18.1) | (18.3) | (20.4) | (20.1) | |
| | | | | | **Under 30** | People | 453 | 423 | 409 | 350 | 344 | ☑ |
| | | | | | Male | | 387 | 366 | 351 | 285 | 286 | ☑ |
| | | | | | Female | | 66 | 57 | 58 | 65 | 58 | ☑ |
| | | | | | **30～49** | | 1,583 | 1,414 | 1,358 | 1,218 | 1,213 | ☑ |
| | | | | | Male | | 1,259 | 1,115 | 1,069 | 941 | 938 | ☑ |
| | | | | | Female | | 324 | 299 | 289 | 277 | 275 | ☑ |
| | | | | | **50 or over** | | 623 | 616 | 682 | 633 | 670 | ☑ |
| | | | | | Male | | 527 | 527 | 581 | 526 | 555 | ☑ |
| | | | | | Female | | 96 | 89 | 101 | 107 | 115 | ☑ |
| | | | | **期間雇用者** Limited-term employees | | People | 398 | 318 | 356 | 278 | 234 | ☑ |
| | | | | | Male | People | 267 | 211 | 229 | 157 | 118 | ☑ |
| | | | | | | (%) | (67.1) | (66.4) | (64.3) | (56.5) | (50.4) | |
| | | | | | Female | People | 131 | 107 | 127 | 121 | 116 | ☑ |
| | | | | | | (%) | (32.9) | (33.6) | (35.7) | (43.5) | (49.6) | |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**役員・従業員数※1(年齢層・従業員区分別)**

**Number of Officers and Employees※1 (by age group and employee category)**

GRI 2-7／2-8／2-9／405-1

| 範囲 Reporting boundary | | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | 従業員数 Number of employees | | 海外連結子会社 Consolidated subsidiaries overseas | | | People | 1,630 | 1,784 | 1,854 | 1,846 | 1,827 | |
| | | | | | Male | People | 1,192 | 1,299 | 1,370 | 1,354 | 1,341 | |
| | | | | | | (%) | (73.1) | (72.8) | (73.9) | (73.3) | (73.4) | |
| | | | | | Female | People | 438 | 485 | 484 | 492 | 486 | |
| | | | | | | (%) | (26.9) | (27.2) | (26.1) | (26.7) | (26.6) | |
| | | | | 管理職社員 Management staff | | People | 321 | 315 | 341 | 393 | 355 | |
| | | | | | Male | People | 234 | 220 | 242 | 280 | 250 | |
| | | | | | | (%) | (72.9) | (69.8) | (71.0) | (71.2) | (70.4) | |
| | | | | | Female | People | 87 | 95 | 99 | 113 | 105 | |
| | | | | | | (%) | (27.1) | (30.2) | (29.0) | (28.8) | (29.6) | |
| | | | | | **Under 30** | People | 31 | 29 | 24 | 35 | 20 | |
| | | | | | Male | | 19 | 15 | 10 | 22 | 13 | |
| | | | | | Female | | 12 | 14 | 14 | 13 | 7 | |
| | | | | | **30～49** | | 260 | 253 | 269 | 302 | 277 | |
| | | | | | Male | | 192 | 179 | 193 | 213 | 189 | |
| | | | | | Female | | 68 | 74 | 76 | 89 | 88 | |
| | | | | | **50 or over** | | 30 | 33 | 48 | 56 | 58 | |
| | | | | | Male | | 23 | 26 | 39 | 45 | 48 | |
| | | | | | Female | | 7 | 7 | 9 | 11 | 10 | |
| | | | | **一般社員** Regular employees | | People | 1,302 | 1,452 | 1,502 | 1,442 | 1,460 | |
| | | | | | Male | People | 952 | 1,064 | 1,117 | 1,065 | 1,080 | |
| | | | | | | (%) | (73.1) | (73.3) | (74.4) | (73.9) | (74.0) | |
| | | | | | Female | People | 350 | 388 | 385 | 377 | 380 | |
| | | | | | | (%) | (26.9) | (26.7) | (25.6) | (26.1) | (26.0) | |
| | | | | | **Under 30** | People | 390 | 410 | 398 | 352 | 312 | |
| | | | | | Male | | 245 | 265 | 252 | 216 | 197 | |
| | | | | | Female | | 145 | 145 | 146 | 136 | 115 | |
| | | | | | **30～49** | | 851 | 1,032 | 1,028 | 1,031 | 1,063 | |
| | | | | | Male | | 655 | 799 | 799 | 798 | 809 | |
| | | | | | Female | | 196 | 233 | 229 | 233 | 254 | |
| | | | | | **50 or over** | | 61 | 10 | 76 | 59 | 85 | |
| | | | | | Male | | 52 | | 66 | 51 | 74 | |
| | | | | | Female | | 9 | 10 | 10 | 8 | 11 | |
| | | | | **期間雇用者** Limited-term employees | | People | 7 | 17 | 11 | 11 | 12 | |
| | | | | | Male | People | 6 | 15 | 11 | 9 | 11 | |
| | | | | | | (%) | (85.7) | (88.2) | (100.0) | (81.8) | (91.7) | |
| | | | | | Female | People | 1 | 2 | 0 | 2 | 1 | |
| | | | | | | (%) | (14.3) | (11.8) | (0.0) | (18.2) | (8.3) | |
| 住友金属鉱山グループ SMM Group | 派遣社員数 Limited-term employees | Total | | | | People | 538 | 438 | 514 | 507 | 576 | |
| | | | **住友金属鉱山㈱** SMM | | | | 182 | 204 | 232 | 269 | 286 | ☑ |
| | | | **国内連結子会社** Consolidated subsidiaries in Japan | | | | 355 | 234 | 280 | 237 | 289 | ☑ |
| | | | **海外連結子会社** Consolidated subsidiaries overseas | | | | 1 | 0 | 2 | 1 | 1 | |

※1 データは、各年度3月末時点(休職者を含む)とし、出向者は出向先の役員・従業員数として計上

The data are as of the end of March of each fiscal year (including employees on leave of absence), and officers and employees on secondment are counted as officers and employees of the host organizations.

※2 役員の範囲は、住友金属鉱山㈱：取締役、監査役および執行役員(社外取締役・社外監査役は除く)、国内・海外連結子会社：取締役および監査役

The reporting boundary of officers includes 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.

※3 2024年度における従業員数の減少は、事業譲渡に伴うグループ外への転籍によるもの

The decrease in the number of employees in FY2024 was due to transfers to entities outside SMM group in connection with a business transfer.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

GRI 401-1

**従業員の新規雇用と離職(採用区分・離職理由別)※1 New Hires and Departures (by hiring type and reason for departure)※1**

| 範囲 Reporting boundary | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱ SMM | 新規雇用 New hires | Total | | People | 223 | 284 | 264 | 279 | 189 |
| | | 定期採用 New graduates | Total | People | 132 | 128 | 149 | 154 | 120 |
| | | | うち女性 Of which are women | | 32 | 16 | 28 | 32 | 24 |
| | | | 総合職 Managerial track employees | | 55 | 46 | 60 | 75 | 62 |
| | | | うち女性 Of which are women | | 11 | 6 | 10 | 11 | 10 |
| | | | 基幹職 Operating track employees | | 77 | 82 | 89 | 79 | 58 |
| | | | うち女性 Of which are women | | 21 | 10 | 18 | 21 | 14 |
| | | キャリア採用 Mid-career hires | Total | People | 91 | 156 | 115 | 125 | 69 |
| | | | うち女性 Of which are women | | 6 | 21 | 11 | 11 | 16 |
| | | | 総合職 Managerial track employees | | 31 | 62 | 42 | 44 | 25 |
| | | | うち女性 Of which are women | | 3 | 4 | 4 | 3 | 1 |
| | | | 基幹職 Operating track employees | | 60 | 94 | 73 | 81 | 44 |
| | | | うち女性 Of which are women | | 3 | 17 | 7 | 8 | 15 |
| | 離職 Departures | 離職者数 Number of departures | Total | People | 50 | 68 | 58 | 102 | 81 |
| | | 自己都合退職 Departed for personal reasons | | | 41 | 56 | 42 | 67 | 47 |
| | | うち女性 Of which are women | | | 8 | 8 | 9 | 12 | 8 |
| | | 業務都合退職 Departed for company-related reasons | | | 0 | 6 | 0 | 2 | 2 |
| | | その他※2 Other※2 | | | 9 | 6 | 16 | 33 | 32 |

※1 データは、各年度3月末時点(期間雇用者・派遣社員を含まない)とし、出向者は出向先の役員・従業員数として計上

The data are as of the end of March of each fiscal year (excluding limited-term employees and dispatched employees), and employees on secondment are counted as officers and employees of the host organizations.

※2 その他：定年退職、死亡退職、休職満了等による退職

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

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

**従業員の新規雇用と離職(地域別)※1 New Hires and Departures (by region)※1** GRI 401-1

| 範囲 Reporting boundary | | | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | Total | | | | | 新規雇用 New hires | People (%)※2 | 394 (5.6) | 594 (8.2) | 392 (5.3) | 416 (5.7) | 376 (5.1) |
| | | | | | | 離職 Departures | | 196 (2.8) | 326 (4.5) | 183 (2.5) | 248 (3.4) | 298 (4.0) |
| | 国・地域別 By country and region | 日本 Japan | | | | New hires | People (%) | 353 (6.5) | 431 (8.0) | 370 (6.6) | 399 (7.3) | 308 (5.5) |
| | | | | | | Departures | | 161 (2.9) | 223 (4.1) | 171 (3.1) | 229 (4.2) | 239 (4.3) |
| | | | Under 30 | 男性 Male | New hires | | | 196 (22.9) | 239 (25.9) | 206 (21.0) | 214 (22.2) | 153 (15.5) |
| | | | | | Departures | | | 41 (4.8) | 43 (4.7) | 27 (2.8) | 43 (4.5) | 39 (3.9) |
| | | | | 女性 Female | New hires | | | 42 (23.1) | 40 (21.4) | 46 (22.9) | 50 (22.0) | 42 (18.1) |
| | | | | | Departures | | | 7 (3.8) | 11 (5.9) | 8 (4.0) | 10 (4.4) | 9 (3.9) |
| | | | 30～49 | Male | New hires | | | 87 (3.9) | 114 (5.3) | 85 (4.0) | 98 (4.7) | 78 (3.7) |
| | | | | | Departures | | | 37 (1.6) | 46 (2.1) | 49 (2.3) | 69 (3.3) | 67 (3.2) |
| | | | | Female | New hires | | | 11 (2.2) | 12 (2.5) | 12 (2.5) | 17 (3.6) | 13 (2.7) |
| | | | | | Departures | | | 10 (2.0) | 20 (4.1) | 15 (3.1) | 15 (3.2) | 12 (2.5) |
| | | | 50 or over | Male | New hires | | | 15 (1.0) | 22 (1.5) | 20 (1.3) | 19 (1.2) | 21 (1.3) |
| | | | | | Departures | | | 62 (4.1) | 97 (6.5) | 65 (4.1) | 87 (5.6) | 104 (6.5) |
| | | | | Female | New hires | | | 2 (1.2) | 4 (2.3) | 1 (0.5) | 1 (0.5) | 1 (0.4) |
| | | | | | Departures | | | 4 (2.4) | 6 (3.5) | 7 (3.6) | 5 (2.4) | 8 (3.6) |
| | | フィリピン Philippines | | | | New hires | People (%) | 28 (2.0) | 151 (10.2) | 21 (1.4) | 13 (0.8) | 64 (4.3) |
| | | | | | | Departures | | 23 (1.6) | 86 (5.8) | 10 (0.7) | 12 (0.8) | 58 (3.9) |
| | | | Under 30 | 男性 Male | New hires | | | 10 (4.2) | 62 (26.8) | 12 (5.4) | 5 (2.5) | 37 (19.8) |
| | | | | | Departures | | | 8 (3.3) | 16 (6.9) | 2 (0.9) | 3 (1.5) | 18 (9.6) |
| | | | | 女性 Female | New hires | | | 5 (3.4) | 38 (24.8) | 2 (1.3) | 5 (3.5) | 16 (14.0) |
| | | | | | Departures | | | 4 (2.7) | 17 (11.1) | 2 (1.3) | 3 (2.1) | 12 (10.5) |
| | | | 30～49 | Male | New hires | | | 13 (1.7) | 44 (5.5) | 7 (0.8) | 1 (0.1) | 8 (1.0) |
| | | | | | Departures | | | 9 (1.2) | 40 (5.0) | 5 (0.6) | 3 (0.4) | 20 (2.4) |
| | | | | Female | New hires | | | 0 (0.0) | 3 (1.4) | 0 (0.0) | 2 (0.8) | 3 (1.1) |
| | | | | | Departures | | | 1 (0.5) | 9 (4.1) | 1 (0.4) | 1 (0.4) | 6 (2.3) |
| | | | 50 or over | Male | New hires | | | 0 (0.0) | 4 (6.1) | 0 (0.0) | 0 (0.0) | 0 (0.0) |
| | | | | | Departures | | | 1 (1.8) | 4 (6.1) | 0 (0.0) | 2 (2.4) | 0 (0.0) |
| | | | | 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) | 2 (14.3) |
| | | アジア・オセアニア※3 (フィリピンを除く) Asia & Oceania※3 (excluding the Philippines) | | | | New hires | People (%) | 12 (8.6) | 12 (4.4) | 0 (0.0) | 3 (1.2) | 2 (0.8) |
| | | | | | | Departures | | 11 (7.9) | 17 (6.2) | 0 (0.0) | 6 (2.4) | 0 (0.0) |
| | | | Under 30 | Male | New hires | | | 8 (44.4) | 9 (19.6) | — | 2 (5.9) | 0 (0.0) |
| | | | | | Departures | | | 5 (27.8) | 8 (17.4) | — | 3 (8.8) | 0 (0.0) |
| | | | | Female | New hires | | | 0 (0.0) | 0 (0.0) | — | 0 (0.0) | 0 (0.0) |
| | | | | | Departures | | | 0 (0.0) | 2 (40.0) | — | 0 (0.0) | 0 (0.0) |
| | | | 30～49 | Male | New hires | | | 3 (5.2) | 2 (1.4) | — | 1 (0.7) | 0 (0.0) |
| | | | | | Departures | | | 5 (8.6) | 6 (4.3) | — | 1 (0.7) | 0 (0.0) |
| | | | | Female | New hires | | | 1 (2.1) | 1 (1.4) | — | 0 (0.0) | 2 (3.0) |
| | | | | | Departures | | | 1 (2.1) | 1 (1.4) | — | 2 (3.2) | 0 (0.0) |
| | | | 50 or over | Male | New hires | | | 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) |
| | | | | Female | New hires | | | 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) |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員データ Employee Data

#### 従業員の新規雇用と離職(地域別)※1 New Hires and Departures (by region)※1

GRI 401-1

| 範囲 Reporting boundary | | | | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | | 国・地域別 By country and region | 北米・欧州※4 North America & Europe※4 | | | New hires | People (%) | 1 (4.2) | 0 (0.0) | 1 (3.4) | 1 (3.3) | 2 (7.4) |
| | | | | | | Departures | | 1 (4.2) | 0 (0.0) | 2 (6.9) | 1 (3.3) | 1 (3.7) |
| | | | | Under 30 | Male | New hires | | 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) |
| | | | | | Female | New hires | | 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) |
| | | | | 30～49 | Male | New hires | | 1 (8.3) | — | 0 (0.0) | 0 (0.0) | 0 (0.0) |
| | | | | | | Departures | | 0 (0.0) | — | 0 (0.0) | 1 (7.1) | 1 (10.0) |
| | | | | | Female | New hires | | 0 (0.0) | — | 1 (25.0) | 1 (11.1) | 2 (25.0) |
| | | | | | | Departures | | 0 (0.0) | — | 1 (25.0) | 0 (0.0) | 0 (0.0) |
| | | | | 50 or over | Male | New hires | | 0 (0.0) | — | 0 (0.0) | 0 (0.0) | 0 (0.0) |
| | | | | | | Departures | | 1 (50.0) | — | 0 (0.0) | 0 (0.0) | 0 (0.0) |
| | | | | | Female | New hires | | 0 (0.0) | — | 0 (0.0) | 0 (0.0) | 0 (0.0) |
| | | | | | | Departures | | 0 (0.0) | — | 1 (100.0) | 0 (0.0) | 0 (0.0) |
| | | | 南米※5 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 データは、各年度3月末時点の従業員(期間雇用者・派遣社員は含まない)とし、出向者は出向先の役員・従業員数として計上
The data are based on the number of employees as of the end of March of each fiscal year (excluding limited-term employees and dispatched employees), and employees on secondment are counted as officers and employees of the host organizations.

※2 新規雇用率：新規雇用者数÷従業員数×100、離職率：離職者数÷従業員数×100(いずれも各年度3月末時点の従業員数をもとに算定)
New hire rate: Number of new hires ÷ total employees × 100; turnover rate: Number of departures ÷ total employees × 100 (all figures are calculated based on the number of employees as of the end of each fiscal year).

※3 アジア・オセアニアは中国・台湾・韓国・タイ(～2021年度)・ベトナム(2022年度～)・オーストラリア
Asia & Oceania: China, Taiwan, South Korea, Thailand (until FY2021), Vietnam (since FY2022), and Australia

※4 北米・欧州はカナダ・米国・オランダ North America & Europe: Canada, U.S.A., and the Netherlands

※5 南米はペルー・チリ・ブラジル(～2024年度) South America: Peru, Chile, and Brazil (until FY2024)

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ウェルビーイング(健康経営) Well-being/Health and Productivity Management

#### メンタルヘルスケアへの対応 Addressing Mental Health Care

GRI 2-4/403-6

| | 範囲 Reporting boundary | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| **長期休業** Long-term leave | **住友金属鉱山㈱** SMM | **長期休業率(メンタルヘルス不調)**※1 Percentage of employees taking long-term leave (due to mental health disorders)※1 | % | 0.37 | 0.43 | 0.41 | 0.25 | 0.25 |
| **ストレスチェック** Stress checks | | **受検率** Percentage of employees receiving stress checks | | 95.4 | 96.8 | 94.6 | 94.2 | 92.4 |
| | | **高ストレス者率**※2 Percentage of employees with high stress※2 | | 9.8 | 10.1 | 8.6 | 9.7 | 11.2 |
| | **住友金属鉱山グループ**※4 SMM Group※4 | **高ストレス者率**※3 Percentage of employees with high stress※3 | | 11.3 | 11.8 | 12.7 | 13.4 | 12.6 |

※1 休業率：休業のべ日数÷所定勤務日数×年度末人員 × 100
Percentage of employees taking long-term leave = Total number of days of leave taken ÷ number of scheduled working days × number of employees at the end of the fiscal year × 100

※2 2025年から高ストレスの定義を変更 The definition of high stress was changed starting in 2025.

※3 過去数値を見直し修正 The figures have been reviewed and data for prior fiscal years has been corrected.

※4 当社グループのうち、㈱グラノプトを除く Excluding GRANOPT Co., Ltd.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ウェルビーイング(健康経営) Well-being/Health and Productivity Management

#### 疾病予防および健康増進の取り組み Illness Prevention and Health Promotion Initiatives

GRI 403-6

| | 範囲 Reporting boundary | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| **各種健診** Various health checkups | **住友金属鉱山㈱** SMM | **有所見者率** Percentage of employees with abnormal findings | % | 58.0 | 58.0 | 53.6 | 48.9 | 48.1 |
| | | **喫煙率**※1 Smoking rate※1 | | 24.8 | 23.9 | 24.1 | 24.1 | 23.1 |
| | | **人間ドック受診率**※2 Percentage of employees receiving complete medical checkups※2 | | 27.3 | 27.5 | 28.7 | 26.6 | 28.4 |
| | | **肥満率**※3 Obesity rate※3 | | | | | | |
| | | **男性** Male | | 39.2 | 38.0 | 37.7 | 37.0 | 35.1 |
| | | **女性** Female | | 22.1 | 23.4 | 22.1 | 21.9 | 20.2 |

※1 2023年度までの対象は、40歳以上の住友金属鉱山健康保険組合の被保険者（特定健診の問診結果）、2024年度以降の対象は、住友金属鉱山㈱全従業員
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

※2 18歳以上の住友金属鉱山健康保険組合の被保険者 Employees insured by the Sumitomo Metal Mining Health Insurance Association who are 18 years old or older.

※3 住友金属鉱山健康保険組合の被保険者 Employees insured by the Sumitomo Metal Mining Health Insurance Association.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ウェルビーイング(健康経営) Well-being/Health and Productivity Management

#### 多様な働き方と労働生産性／長時間労働・過重労働の防止 Diverse Work Styles and Labor Productivity/Prevention of Long Working Hours and Overwork

#### 労働時間 Working Hours

| | 範囲 Reporting boundary | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|
| 労働時間 Working hours | 住友金属鉱山㈱ SMM | 年間平均総実労働時間※1 Average annual working hours※1 | Total | 時間 Hours | 1,959.0 | 1,933.3 | 1,945.2 | 1,946.7 | 1,946.6 |
| | | | 管理職 Managers | | 2,021.7 | 1,994.6 | 2,009.4 | 2,017.0 | 2,013.5 |
| | | | 一般社員 Regular employees | | 1,941.0 | 1,913.4 | 1,926.4 | 1,927.3 | 1,927.5 |
| | | 月間平均所定外労働時間 Average monthly overtime hours worked | | | 16.1 | 16.6 | 16.3 | 16.4 | 16.5 |
| | | 年間平均所定労働時間 Average annual scheduled working hours | | | 1,920.0 | 1,920.0 | 1,920.0 | 1,920.0 | 1,920.0 |
| 年次有給休暇※2 Annual paid leave※2 | | 年間平均取得日数 Average annual number of days of paid leave taken | | 日 Day | 17.4 | 18.2 | 17.5 | 17.9 | 17.6 |
| | | 年間平均取得率※3 Percentage of average annual paid leave taken※3 | | % | 83.2 | 87.6 | 85.2 | 87.2 | 85.7 |
| 在籍人員※4 Number of enrolled employees※4 | | | | People | 2,666 | 2,801 | 2,956 | 3,086 | 3,135 |
| ボランティア休暇※2 Volunteer leave※2 | 住友金属鉱山グループ SMM Group | 取得者平均取得日数 Average number of days of leave taken | | 日 Day | – | 2.0 | 1.0 | 2.1 | 1.0 |
| | | のべ取得人数 Total number of employees who took leave | | People | 0 | 1 | 1 | 9 | 3 |

※1 年間平均総実労働時間=所定労働時間(欠業、有給休暇等を除く)+所定外労働時間 Average annual working hours = scheduled working hours (excluding leave, paid leave, etc.) + overtime hours
※2 データの対象期間は毎年1～12月 The data cover the period from January to December of each year
※3 年間在籍者の平均有休取得率(ただし、期間雇用者のうち、特別雇員は含まない)
Percentage of paid leave taken by employees for the full year (excluding specially hired limited-term employees)
※4 年間の期中平均(ただし、期間雇用者のうち、特別雇員は含まない) Average of years (excluding specially hired limited-term employees)

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 人材育成 Human Resource Development

#### 教育時間および教育への投資 Time Spent on and Investment in Employee Education

GRI 404-1

| | 範囲 Reporting boundary | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| **従業員の総教育時間**※1 Total time spent on employee education※1 | **住友金属鉱山㈱** SMM | Total | | | 時間 Hours | 188,913 | 131,106 | 149,130 | 159,021※2 | 145,931※3 |
| | | | **役員** Officers | | Hours | 324 | 368 | 259 | 582※2 | 468 |
| | | | | 男性 Male | | 324 | 368 | 220 | 568※2 | 456 |
| | | | | 女性 Female | | 0 | 0 | 39 | 14 | 12 |
| | | | **管理職社員** Managers | | Hours | 17,257 | 16,375 | 13,551 | 18,961 | 18,378 |
| | | | | Male | | 17,038 | 15,883 | 13,035 | 18,034 | 17,092 |
| | | | | Female | | 219 | 491 | 516 | 927 | 1,286 |
| | | | **一般社員** Regular employees | | Hours | 153,038 | 109,723 | 131,094 | 135,479 | 120,891 |
| | | | | Male | | 135,008 | 95,756 | 116,443 | 113,638 | 102,130 |
| | | | | Female | | 18,030 | 13,967 | 14,651 | 21,841 | 18,761 |
| | | | **期間雇用者および派遣社員** Limited-term employees and dispatched employees | | Hours | 18,294 | 4,640 | 4,225 | 3,999 | 6,194 |
| | | | | Male | | 13,439 | 3,555 | 3,062 | 2,640 | 4,613 |
| | | | | Female | | 4,855 | 1,086 | 1,163 | 1,359 | 1,581 |
| | **国内連結子会社** Consolidated subsidiaries in Japan | Total | | | Hours | 43,769 | 33,021 | 28,230 | 31,932 | 26,174 |
| | | | **役員** Officers | | Hours | 402 | 481 | 518 | 527 | 492 |
| | | | | Male | | 402 | 481 | 518 | 521 | 491 |
| | | | | Female | | 0 | 0 | 0 | 6 | 1 |
| | | | **管理職社員** Managers | | Hours | 3,219 | 2,245 | 2,786 | 2,471 | 3,155 |
| | | | | Male | | 3,153 | 2,177 | 2,722 | 2,377 | 3,118 |
| | | | | Female | | 66 | 68 | 64 | 94 | 37 |
| | | | **一般社員** Regular employees | | Hours | 34,115 | 26,363 | 20,942 | 25,340 | 19,823 |
| | | | | Male | | 31,087 | 23,011 | 17,420 | 21,497 | 15,684 |
| | | | | Female | | 3,028 | 3,353 | 3,522 | 3,842 | 4,139 |
| | | | **期間雇用者および派遣社員** Limited-term employees and dispatched employees | | Hours | 6,034 | 3,932 | 3,985 | 3,594 | 2,704 |
| | | | | Male | | 4,323 | 2,434 | 2,685 | 2,271 | 1,469 |
| | | | | Female | | 1,711 | 1,499 | 1,301 | 1,323 | 1,235 |
| | **海外連結子会社** Consolidated subsidiaries overseas | Total | | | Hours | 18,323 | 27,616 | 36,482 | 38,533 | 41,318 |
| | | | **役員** Officers | | Hours | 275 | 312 | 729 | 372 | 632 |
| | | | | Male | | 264 | 300 | 649 | 291 | 560 |
| | | | | Female | | 11 | 12 | 80 | 81 | 72 |
| | | | **管理職社員** Managers | | Hours | 897 | 1,330 | 8,497 | 11,120 | 14,178 |
| | | | | Male | | 562 | 837 | 5,503 | 7,472 | 10,641 |
| | | | | Female | | 335 | 493 | 2,994 | 3,648 | 3,537 |
| | | | **一般社員** Regular employees | | Hours | 17,080 | 25,684 | 27,174 | 26,959 | 26,453 |
| | | | | Male | | 12,985 | 18,252 | 20,065 | 17,742 | 20,743 |
| | | | | Female | | 4,095 | 7,432 | 7,109 | 9,216 | 5,710 |
| | | | **期間雇用者および派遣社員** Limited-term employees and dispatched employees | | Hours | 70 | 290 | 83 | 82 | 55 |
| | | | | Male | | 47 | 182 | 55 | 80 | 51 |
| | | | | Female | | 23 | 109 | 28 | 2 | 4 |
| **従業員一人当たりの年間平均教育時間**※4 Average annual hours of education per employee※4 | **住友金属鉱山グループ** SMM Group | Total | | | Hours | 29.8 | 22.9 | 24.7 | 27.2※2 | 25.0 |
| | | | **役員** Officers | | Hours | 9.2 | 11.1 | 14.5 | 13.8※2 | 15.0 |
| | | | | Male | | 9.2 | 11.0 | 13.6 | 13.3※2 | 14.8 |
| | | | | Female | | 11.0 | 12.0 | 59.1 | 33.7 | 21.3 |
| | | | **管理職社員** Managers | | Hours | 20.1 | 19.3 | 21.9 | 36.0 | 38.3 |
| | | | | Male | | 21.7 | 20.6 | 21.0 | 32.3 | 34.7 |
| | | | | Female | | 6.0 | 9.1 | 29.1 | 108.6 | 110.4 |
| | | | **一般社員** Regular employees | | Hours | 33.9 | 26.1 | 28.5 | 29.3 | 25.7 |
| | | | | Male | | 37.0 | 27.4 | 30.5 | 30.5 | 27.0 |
| | | | | Female | | 21.1 | 20.4 | 20.5 | 24.8 | 20.8 |
| | | | **期間雇用者および派遣社員** Limited-term employees and dispatched employees | | Hours | 20.1 | 8.5 | 7.4 | 7.6 | 9.1 |
| **社員一人当たりの教育投資費用**※5 Amount of investment in education per employee※5 | **住友金属鉱山㈱** SMM | | | | 円 JPY | 98,000 | 107,000 | 145,000 | 154,000 | 162,000 |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 人材育成 Human Resource Development

#### 教育時間および教育への投資 Time Spent on and Investment in Employee Education　GRI 404-1

※1 データは、各国の会計年度末時点とし、教育時間は、指導員などが職場で行う日常的な作業指導(いわゆるOJT)、非常事態想定訓練、小集団活動を除くすべての研修が対象

The 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 (OJT) conducted in the workplace by instructors and other personnel, emergency drills, and small-group activities.

※2 数値を見直し修正 The figures have been reviewed and corrected.

※3 この総合計時間以外に実施したeラーニング研修受講総教育時間は、9,780時間(住友金属鉱山㈱)、3,241時間(国内・海外連結子関係会社)

In addition to the total time spent on education, employees spent the following number of hours on e-learning courses: 9,780 hours for SMM, and 3,241 hours for consolidated subsidiaries in Japan and overseas.

※4 従業員一人当たりの年間平均教育時間：従業員の総教育時間÷役員・従業員数

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

※5 教育投資費用は、OJTや教育研修時間分の労務費は含まない(1,000円未満切り上げ)

Amount of investment in education does not include labor costs for on-the-job training or time spent on education and training (rounded up to the nearest JPY 1,000).

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

#### ジェンダーバランス(女性活躍) Gender Balance (women's active engagement)

GRI 405-1／GRI 405-2

| | 範囲 Reporting boundary | | | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| **女性役員・従業員比率**※ Percentage of female officers and employees※ | 住友金属鉱山㈱ SMM | **役員** Officers | | | % | 3.6 | 3.4 | 6.7 | 7.1 | 10.0 |
| | | **従業員(合計)** Employees (Total) | | | | 12.6 | 12.9 | 13.0 | 13.2 | 13.7 |
| | | | **管理職** Managers | **総合職** Managerial track employees | | 2.0 | 2.9 | 3.2 | 3.3 | 3.2 |
| | | | **一般社員** Regular employees | **総合職・専門職** Managerial track & professional employees | | 12.9 | 12.3 | 14.3 | 15.1 | 16.9 |
| | | | | **基幹職** Operating track employees | | 17.0 | 16.9 | 16.8 | 16.8 | 17.3 |
| | | | **期間雇用者** Limited-term employees | | | 11.1 | 11.4 | 10.8 | 12.2 | 13.8 |
| **女性役員・従業員数** Number of female officers and employees | | **役員** Officers | | | People | 1 | 1 | 2 | 2 | 3 |
| | | **従業員(合計)** Employees (Total) | | | | 417 | 445 | 469 | 495 | 518 |
| | | | **管理職** Managers | **総合職** Managerial track employees | | 14 | 20 | 26 | 28 | 28 |
| | | | **一般社員** Regular employees | **総合職・専門職** Managerial track & professional employees | | 57 | 59 | 61 | 69 | 80 |
| | | | | **基幹職** Operating track employees | | 309 | 329 | 350 | 368 | 384 |
| | | | **期間雇用者** Limited-term employees | | | 37 | 37 | 32 | 30 | 26 |
| **採用者の女性比率** Percentage of female hires | | **総合職** Managerial track employees | | **定期採用** New graduates | % | 20.9 | 16.3 | 15.9 | 15.9 | 16.1 |
| | | | | **中途採用** Mid-career hires | | 11.4 | 6.3 | 7.9 | 8.2 | 4.0 |
| | | **基幹職** Operating track employees | | **定期採用** New graduates | | 27.6 | 14.5 | 20.0 | 38.9 | 24.1 |
| | | | | **中途採用** Mid-career hires | | 5.9 | 17.4 | 12.5 | 19.1 | 34.1 |

※ 女性役員・従業員数および割合は、出向者を出向元の従業員として集計

The number and percentage of female officers and employees are calculated by counting employees on secondment as employees of the sending organizations.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

### ジェンダーバランス(女性活躍) Gender Balance (women's active engagement)

GRI 405-1／GRI 405-2

| | 範囲 Reporting boundary | | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| **基本給の男女差異** Ratios of female-to-male base salary | **住友金属鉱山㈱** SMM | **社員**※1 Employees※1 | 比率 女性：男性 female to male | – | 100：165 | 100:169 | 100:153 | 100:152 |
| | | **管理職** Managers | | – | 100：112 | 100:123 | 100:110 | 100:108 |
| | | **一般社員** Regular employees | | – | 100：132 | 100:118 | 100:111 | 100:111 |
| | | **期間雇用者**※2 Limited-term employees※2 | | – | 100：333 | 100:313 | 100:299 | 100:286 |
| **報酬総額(年収)**※3**の男女差異** Ratios of female-to-male total remuneration (annual remuneration)※3 | | **社員** Employees | 比率 女性：男性 female to male | – | 100：149 | 100:153 | 100:148 | 100:144※4 |
| | | **管理職** Managers | | – | 100：111 | 100:129 | 100:114 | 100:111 |
| | | **一般社員** Regular employees | | – | 100：115 | 100:130 | 100:126 | 100:124 |
| | | **期間雇用者** Limited-term employees | | – | 100：279 | 100:248 | 100:252 | 100:254※5 |

※1 無期雇用社員(短時間勤務者・国内出向者を含み、海外出向者は含まない)
Non-limited-term employees (including employees with short working hours and employees on secondment in Japan, but not including employees on secondment overseas).
※2 有期雇用社員(国内出向者を含み、海外出向者は含まない) Limited-term employees (including employees on secondment in Japan, but not including employees on secondment overseas).
※3 基本給、超過勤務手当、住宅手当、家族手当、通勤手当等を含む(退職手当は除く)
Includes base salary, overtime pay, allowances for housing, family, commuting, etc., and excludes payments to employees who resigned.
※4 賃金差異の主な理由は、女性の平均継続勤務年数が12.1年で男性の17.7年より5.6年短いことと、管理職に占める女性の割合が3.2%であること
The main reasons for the remuneration gap are that the average length of continuous service for female employees is 12.1 years, which is 5.6 years shorter than that for male employees at 17.7 years, and that female employees make up 3.2% of management positions.
※5 賃金差異の主な理由は、女性の平均継続勤務年数は9.9年で男性の28.4年より18.5年短いことと、男性は定年後の再雇用労働者が大半を占める一方で、女性はパートタイマーなど臨時的な雇用形態の方が多いこと
The main reasons for the remuneration gap are that the average length of continuous service for female employees is 9.9 years, which is 18.5 years shorter than that for male employees at 28.4 years. While most male employees are re-employed after retirement, many female employees are in temporary employment such as part-time positions.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

#### 育児休業 Parental Leave

GRI 401-3

| 範囲<br>Reporting boundary | | | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱<br>SMM | **育児休業取得率**※1<br>Percentage of parental leave taken※1 | Total | % | 30.0 | 97.2 | 101.0 | 99.2 | 102.7 |
| | | **男性** Male | | 20.9 | 95.6 | 100.0 | 100.0 | 102.2 |
| | | **女性** Female | | 85.7 | 106.3 | 110.0 | 92.3 | 105.3 |
| | **育児休業取得者数**※2<br>Number of employees who took parental leave※2 | Total | People | 30 | 104 | 102 | 129 | 115 |
| | | Male | | 18 | 87 | 91 | 117 | 95 |
| | | Female | | 12 | 17 | 11 | 12 | 20 |
| | **育児休業対象者数**※3<br>Number of employees eligible for parental leave※3 | Total | People | 100 | 107 | 101 | 130 | 112 |
| | | Male | | 86 | 91 | 91 | 117 | 93 |
| | | Female | | 14 | 16 | 10 | 13 | 19 |
| | **休業後復職率**※4<br>Percentage of return-to-work after leave※4 | Male | % (People) | 100.0 (15/15) | 100.0 (37/37) | 100.0 (58/58) | 100.0 (91/91) | 100.0 (79/79) |
| | | Female | | 100.0 (16/16) | 100.0 (11/11) | 100.0 (15/15) | 100.0 (13/13) | 100.0 (13/13) |
| | **休業後定着率**※5<br>Percentage of retention after leave※5 | Male | % (People) | 100.0 (6/6) | 100.0 (17/17) | 91.9 (34/37) | 96.5 (55/57) | 97.8 (89/91) |
| | | Female | | 100.0 (16/16) | 100.0 (15/15) | 100.0 (11/11) | 93.3 (14/15) | 92.3 (12/13) |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

#### 育児休業 Parental Leave

**GRI 401-3**

報告対象年度に育休を取得した者のうちその前年度に出産した者が含まれるため、育休取得率が100%を超えることがある

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.

※1 2021年度までは育児休業取得率のみ、2022年度以降の男性の育児休業取得率は育児休業等と育児目的休暇の取得割合を含んだ取得率

Until FY2021 the percentage is only for those who took parental leave, but from FY2022 onward, the percentage for male employees is for both those who have taken parental leave and those who have taken paid leave for childcare purposes.

※2 男性社員：2025年度に育児休業を取得(開始)した者の数 Male employees: number of employees who took parental leave (starting) in FY2025
女性社員：2025年度に育児休業を取得(開始)した者の数 Female employees: number of employees who took parental leave (starting) in FY2025

※3 男性社員：会社に出生届があった社員のうち、2025年度に配偶者が出産した者の数
Male employees: number of employees who submitted a notification of birth to SMM for birth by their spouse in FY2025
女性社員：2025年度に出産した者の数 Female employees: number of employees who gave birth in FY2025

※4 復職率：2025年度に復職した人数÷2025年度に復職予定だった人数×100

Percentage of return-to-work after leave: number of employees who returned to work in FY2025 ÷ number of employees who intended to return to work in FY2025 x 100

※5 定着率：2024年度に復職し、その後12カ月在籍している人数÷2024年度に復職した人数×100

Percentage of retention after leave: number of employees who returned to work in FY2024 and were still working at SMM 12 months later ÷ number of employees who returned to work in FY2024 x 100

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

### 介護休業と介護休暇 Caregiver Leave and Short-Term Caregiver Leave

#### 介護休業 Caregiver Leave

| 範囲<br>Reporting boundary | | | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱<br>SMM | 取得者数<br>Number of employees who took caregiver leave | Total | People | 2 | 2 | 1 | 0 | 3 |
| | | Male | | 2 | 2 | 1 | 0 | 3 |
| | | Female | | 0 | 0 | 0 | 0 | 0 |
| | 取得のべ日数<br>Total number of days of leave taken | Total | 日 Day | 24 | 140 | 155 | 0 | 183 |
| | | Male | | 24 | 140 | 155 | 0 | 183 |
| | | Female | | 0 | 0 | 0 | 0 | 0 |
| | 一人当たり取得平均日数<br>Average number of days per person | Total | 日 Day | 12.0 | 70.0 | 155.0 | 0.0 | 61.1 |
| | | Male | | 12.0 | 70.0 | 155.0 | 0.0 | 61.1 |
| | | Female | | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

#### 介護休暇 Short-Term Caregiver Leave

| 範囲<br>Reporting boundary | | | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱<br>SMM | 取得者数<br>Number of employees who took short-term caregiver leave | Total | People | 70 | 67 | 67 | 83 | 105 |
| | | Male | | 57 | 52 | 49 | 67 | 89 |
| | | Female | | 13 | 15 | 18 | 16 | 16 |
| | 取得のべ日数<br>Total number of days of leave taken | Total | 日 Day | 288.2 | 303.5 | 305.9 | 351.0 | 563.0 |
| | | Male | | 225.9 | 239.5 | 230.3 | 283.0 | 485.0 |
| | | Female | | 62.3 | 64.0 | 75.6 | 68.0 | 78.0 |
| | 一人当たり取得平均日数<br>Average number of days per person | Total | 日 Day | 4.1 | 4.5 | 4.6 | 4.2 | 5.0 |
| | | Male | | 4.0 | 4.6 | 4.7 | 4.2 | 5.5 |
| | | Female | | 4.8 | 4.3 | 4.2 | 4.3 | 3.9 |

当社の介護休業・介護休暇制度は法定を上回っている Our caregiver leave and short-term caregiver leave systems exceed statutory requirements.

介護休業は対象家族1人の1要介護状態につき、のべ366日取得することができ、連続または分割して取得することができる(分割回数の制限無し)

Caregiver 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).

介護休暇は対象家族1人の1要介護状態につき、年間6日を限度とし、1日または1時間単位で取得することができる

Short-term caregiver leave can be taken up to 6 days per year for each eligible family member requiring care, and may be taken in units of one day or one hour.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

**地域最低賃金に対する標準新人給与(初任給)の比率※ Ratio of standard Entry-Level Salary to Regional Minimum Wage※** **GRI 202-1**

| 範囲 Reporting boundary | | | 単位 Unit | April 2022 | April 2023 | April 2024 | April 2025 | April 2026 |
|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱ SMM | **基本給の男女比** Male:female base salary ratio | | 比率 Ratio | 100 : 100 | 100 : 100 | 100 : 100 | 100 : 100 | 100 : 100 |
| | **高卒** High school graduate | **月給** Monthly salary | 円 JPY | 173,628 | 176,628 | 186,628 | 202,028 | 217,028 |
| | | **最低賃金との比較** Comparison with minimum wage | % | 132 | 129 | 130 | 132 | 131 |
| | **高専卒** College of technology graduate | **月給** Monthly salary | 円 JPY | 197,158 | 200,158 | 210,158 | 225,358 | 240,358 |
| | | **最低賃金との比較** Comparison with minimum wage | % | 150 | 147 | 146 | 147 | 145 |
| | **大学卒** University graduate | **月給** Monthly salary | 円 JPY | 229,950 | 232,950 | 243,000 | 260,000 | 275,000 |
| | | **最低賃金との比較** Comparison with minimum wage | % | 138 | 136 | 136 | 140 | 140 |
| | **大学院卒(修士)** Master's degree | **月給** Monthly salary | 円 JPY | 244,390 | 250,390 | 260,400 | 287,400 | 302,400 |
| | | **最低賃金との比較** Comparison with minimum wage | % | 147 | 146 | 146 | 154 | 154 |
| | **大学院卒(博士)** Doctorate degree | **月給** Monthly salary | 円 JPY | 273,541 | 281,541 | 291,600 | 321,600 | 336,600 |
| | | **最低賃金との比較** Comparison with minimum wage | % | 164 | 164 | 164 | 173 | 172 |

※ 地域最低賃金に対する標準新人給与の比率は、高卒および高専卒は愛媛県、大学卒以上は東京都の最低賃金と比較

For the comparison of standard entry-level salary to the regional minimum wage, the minimum wage in Ehime Prefecture is used for high school and college of technology graduates, while the Tokyo metropolitan minimum wage is used for university graduates and above.

月給および最低賃金データは、各年度4月1日時点 Monthly salary and minimum wage data are as of April 1 of each fiscal year.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### ダイバーシティ・エクイティ＆インクルージョン Diversity, Equity and Inclusion

#### 障害者雇用※1の促進 Promoting Employment of People with Disabilities※1

GRI 405-1

| 範囲 Reporting boundary | | 単位 Unit | June 2021 | June 2022 | June 2023 | June 2024 | June 2025 |
|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱ SMM | **障害者雇用者数**※2 Number of employees with disabilities※2 | People | 77 | 79 | 84 | 95 | 97 |
| | **障害者雇用率** Employment rate of employees with disabilities | % | 2.56 | 2.57 | 2.59 | 2.80 | 2.63 |
| | **法定雇用率** Statutory employment rate | % | 2.30 | 2.30 | 2.30 | 2.50 | 2.50 |

※1 データは各年度6月1日時点 The data are as of June 1 of each fiscal year.

※2 障害者雇用者数は、法定雇用率の算定における障がい者雇用者数のカウント方法による

The number of employees with disabilities is counted in accordance with the method used to calculate the statutory employment rate.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 労使関係 Labor-Management Relations

#### 労働組合員と労働組合加入率 Labor Union Members and Labor Union Membership Rate

GRI 2-30

| | 範囲<br>Reporting boundary | | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|
| **労働組合員**※<br>Labor union members※ | **住友金属鉱山グループ**<br>SMM Group | Total | People | 4,582 | 4,722 | 4,819 | 4,487 | 4,675 |
| | | **日本** Japan | | 3,712 | 3,727 | 3,771 | 3,459 | 3,611 |
| | | **海外** Overseas | | 870 | 995 | 1,048 | 1,028 | 1,064 |
| **労働組合加入率**<br>Labor union membership rate | | Total | % | 58.2 | 58.8 | 60.0 | 58.8 | 61.2 |
| | | **日本** Japan | | 59.4 | 60.2 | 61.1 | 56.0 | 59.8 |
| | | **海外** Overseas | | 53.7 | 54.3 | 56.5 | 65.7 | 66.6 |

※ 労働組合員とは、労働協約の対象となる従業員(各年度3月末時点) Labor union members are employees covered by collective bargaining agreements (as of March 31 of each fiscal year).

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

### 業務上災害 Work-Related Incidents

GRI 403-9

住友金属鉱山グループ SMM Group

| | | 範囲※1 Reporting boundary※1 | | 単位 Unit | 2021 | 2022 | 2023 | 2024 | 2025 | |
|---|---|---|---|---|---|---|---|---|---|---|
| 業務上の死亡災害 Work-related fatalities | 件数 Cases | 国内事業所 Business sites in Japan | 従業員 Employees | Cases | 1 | 0 | 0 | 0 | 0 | |
| | | | 従業員以外の労働者 Non-employee workers | | 1 | 0 | 0 | 0 | 0 | |
| | | 海外事業所 Overseas business sites | Employees | | 0 | 0 | 0 | 0 | 0 | |
| | | | Non-employee workers | | 0 | 0 | 0 | 0 | 0 | |
| | 度数率※2 Frequency rate※2 | Business sites in Japan | Employees | – | 0.07 | 0.00 | 0.00 | 0.00 | 0.00 | ☑ |
| | | | Non-employee workers | | 0.50 | 0.00 | 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 | ☑ |
| 死亡以外の後遺障害となった業務上災害 Work-related injuries resulting in disability | Cases | Business sites in Japan | Employees | Cases | 0 | 0 | 1 | 0 | 0 | |
| | | | Non-employee workers | | 0 | 1 | 1 | 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 | 0.00 | 0.08 | 0.00 | 0.00 | ☑ |
| | | | Non-employee workers | | 0.00 | 0.50 | 0.48 | 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 | ☑ |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全・衛生 Health and Safety

#### 業務上災害 Work-Related Incidents

GRI 403-9

**住友金属鉱山グループ SMM Group**

| | | 範囲※1 Reporting boundary※1 | | 単位 Unit | 2021 | 2022 | 2023 | 2024 | 2025 | |
|---|---|---|---|---|---|---|---|---|---|---|
| **要記録業務上災害** Number of recordable work-related injuries | Cases※3 | Business sites in Japan | Employees | Cases | 20 | 24 | 15 | 22 | 19 | |
| | | | Non-employee workers | | 8 | 5 | 18 | 7 | 3 | |
| | | Overseas business sites | Employees | | 1 | 1 | 1 | 0 | 0 | |
| | | | Non-employee workers | | 7 | 3 | 2 | 3 | 0 | |
| | Frequency rate※2 | Business sites in Japan | Employees | – | 1.48 | 1.63 | 1.16 | 1.51 | 1.35 | ☑ |
| | | | Non-employee workers | | 3.99 | 2.48 | 8.72 | 3.64 | 1.52 | ☑ |
| | | Overseas business sites | Employees | | 0.35 | 0.31 | 0.30 | 0.00 | 0.00 | ☑ |
| | | | Non-employee workers | | 0.58 | 0.25 | 0.17 | 0.28 | 0.00 | ☑ |
| **総労働時間** Cumulative hours worked | | Business sites in Japan | Employees | Hours | 13,528,961 | 14,722,399 | 12,978,097 | 14,556,167 | 14,080,802 | |
| | | | Non-employee workers | | 2,004,000 | 2,018,000 | 2,064,000 | 1,922,000 | 1,976,000 | ※4,5 |
| | | Overseas business sites | Employees | | 2,870,000 | 3,240,000 | 3,306,000 | 3,338,000 | 3,316,000 | ※4 |
| | | | Non-employee workers | | 11,980,000 | 12,158,000 | 11,992,000 | 10,884,000 | 10,700,000 | ※4,5 |
| **潜在的災害件数**※6 Number of potential incidents※6 | | Business sites in Japan | Employees | Cases | 26 | 40 | 29 | 29 | 43 | |
| | | | Non-employee workers | | 7 | 14 | 20 | 10 | 17 | |
| | | Overseas business sites | Employees | | 0 | 2 | 0 | 0 | 1 | |
| | | | Non-employee workers | | 2 | 6 | 0 | 2 | 3 | |

※1 従業員は、関係会社の社員やパートを含む “Employees” includes employees and part-time workers from SMM Group companies.
※2 割合は、1,000,000時間で計算 Frequency rate calculated per 1,000,000 hours.
※3 要記録業務上災害は、病院で治療行為のあった災害件数(休業災害と不休災害の合計)
“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 一人当たりの年間労働時間を2,000時間として推計 Estimated based on one person working 2,000 hours per year.
※5 従業員以外(常駐協力会社)の労働者の総労働時間については、毎年5月調査時点での人数を元に、※4により計算
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 ミニ災害(病院に行ったが、治療行為なし)の件数を掲載 The number of minor incidents (visited the hospital but no treatment needed).

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

#### 業務上疾病 Work-Related Ill Health

GRI 403-10

**住友金属鉱山グループ SMM Group**

| | 範囲※ Reporting boundary※ | | 単位 Unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|
| **死亡につながった業務上の疾病件数** Number of fatalities as a result of work-related ill health | **国内事業所** Business sites in Japan | **従業員** Employees | Cases | 0 | 0 | 0 | 0 | 0 |
| | | **従業員以外の労働者** Non-employee workers | | 0 | 0 | 0 | 0 | 0 |
| | **海外事業所** Overseas business sites | Employees | | 0 | 0 | 0 | 0 | 0 |
| | | Non-employee workers | | 0 | 0 | 0 | 0 | 0 |
| **要記録業務上疾病件数** Number of cases of recordable work-related ill health | Business sites in Japan | Employees | | 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 |

※ 従業員は、関係会社の社員やパートを含む “Employees” includes employees and part-time workers from SMM Group companies.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

#### 労働安全衛生マネジメントシステム Occupational Health and Safety Management System

GRI 403-1／403-8

住友金属鉱山グループ SMM Group

| | 範囲※1 Reporting boundary※1 | 単位 Unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|
| **労働安全衛生マネジメントシステムの対象である労働者** Workers covered by an Occupational Health and Safety Management System | **国内事業所** Business sites in Japan | People (%) | 7,008(100) | 6,760(100) | 6,836(100) | 6,588(100) | 6,706(100) ※2,4 |
| | **海外事業所** Overseas business sites | | 1,452(100) | 1,644(100) | 1,653(100) | 1,669(100) | 1,658(100) ※2,4 |
| **内部監査を受けている労働安全衛生マネジメントシステムの対象である労働者**※3 Workers covered by an Occupational Health and Safety Management System subject to internal audits※3 | Business sites in Japan | | 7,008(100) | 6,760(100) | 6,835(100) | 6,586(100) | 6,701(100) |
| | Overseas business sites | | 1,452(100) | 1,644(100) | 1,653(100) | 1,699(100) | 1,658(100) |
| **第三者による監査や認証を受けている労働安全衛生マネジメントシステムの対象である労働者** Workers covered by an Occupational Health and Safety Management System subject to third-party audits and certification | Business sites in Japan | | 1,964(28) | 2,348(35) | 2,429(36) | 2,449(37) | 2,385(36) |
| | Overseas business sites | | 99(7) | 98(6) | 88(5) | 82(5) | 85(5) |
| **第三者認証取得事業所割合**※5 Percentage of business sites with third-party certification※5 | Business sites in Japan | % | 20.9 | 23.1 | 22.9 | 25.7 | 22.2 |
| | Overseas business sites | | 60.0 | 50.0 | 50.0 | 50.0 | 50.0 |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

#### 労働安全衛生マネジメントシステム Occupational Health and Safety Management System

GRI 403-1／403-8

常駐協力会社 Regular contractors

| | 範囲※1 Reporting boundary※1 | 単位 Unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|
| **労働安全衛生マネジメントシステムの対象である労働者** Workers covered by an Occupational Health and Safety Management System | **国内事業所** Business sites in Japan | People (%) | 1,002(100) | 1,009(100) | 1,032(100) | 961(100) | 988(100) ※2,4 |
| | **海外事業所** Overseas business sites | | 5,990(100) | 6,079(100) | 5,996(100) | 5,442(100) | 5,350(100) ※2,4 |
| **内部監査を受けている労働安全衛生マネジメントシステムの対象である労働者**※3 Workers covered by an Occupational Health and Safety Management System subject to internal audits※3 | Business sites in Japan | | 1,002(100) | 1,000(99) | 1,030(99) | 959(99) | 986(99) |
| | Overseas business sites | | 5,990(100) | 6,079(100) | 5,996(100) | 5,442(100) | 5,350(100) |
| **第三者による監査や認証を受けている労働安全衛生マネジメントシステムの対象である労働者** Workers covered by an Occupational Health and Safety Management System subject to third-party audits and certification | Business sites in Japan | | 21(2) | 23(2) | 22(2) | 22(2) | 22(2) |
| | Overseas business sites | | 0(0) | 0(0) | 0(0) | 0(0) | 0(0) |
| **第三者認証取得事業所**※6 Business sites with third-party certification※6 | Business sites in Japan | 社 Companies | 1 | 1 | 1 | 1 | 1 |
| | Overseas business sites | | – | – | – | – | – |

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

#### 労働安全衛生マネジメントシステム Occupational Health and Safety Management System

**GRI 403-1／403-8**

各年度のデータは、各年12月末時点 The data are as of December 31 of each year.

※1 当社グループの労働安全衛生管理下にある派遣労働者を含む Including dispatched employees covered by SMM Group occupational health and safety administration.

※2【国内】労働安全衛生法に従った安全衛生管理体制を構築し、方針・目標・計画を立てて、1年間を単位としてPDCAを回しながら、各階層の役割に応じた活動をしているため、100%となる

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.

【海外】各国の安全衛生関連法に従い構築している Overseas: We have built the system in accordance with the occupational health and safety laws and regulations of each country.

※3【国内】部門、安全環境部および別子事業所安全環境センター(別子地区)等の巡視の形で実施しており、巡視では事業所の方針、目標、活動計画、実施状況をふまえてPDCAが回っているか確認

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 whether the PDCA cycle is functioning.

【海外】所管する事業本部が2回/年ほど巡視の形で実施。東莞住鉱電子漿料有限公司は、内部監査を毎年実施

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 安全統計対象事業場の労働者 Workers at business sites covered by safety statistics

※5 2025年実績は次の通り Results for 2025 are as follows:

【国内】ISO45001：日本ケッチェン、菱刈鉱山、ニッケル工場、東予工場

中央労働災害防止協会(JISHA)方式適格OSHMS：エヌ･イー ケムキャット(株)沼津事業所、エヌ･イー ケムキャット(株)つくば事業所、(株)伸光製作所、青梅事業所

Japan: ISO 45001: Nippon Ketjen Co., Ltd.; Hishikari Mine; 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

【海外】「安全生産標準化」(国家安全生産監督管理局)：東莞住鉱電子漿料有限公司

「安全生産標準化」取得(国家安全生産監督管理局監制)：上海住鉱電子漿料有限公司

「労働局」による第三者監査を実施：台住電子材料股份有限公司

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.

# 社会データ Social Data

## 人的資本経営 Human Capital Management

### 従業員の安全･衛生 Health and Safety

#### 労働安全衛生マネジメントシステム Occupational Health and Safety Management System

**GRI 403-1／403-8**

※6 2025年実績は次の通り Results for 2025 are as follows:

【国内】JISHA方式適格OSHMS：日向製錬所の1協力会社で取得済み

一部の少人数協力会社では、内部監査同様の確認までは行っていない場合もあるが、発注元が安全衛生の指導をし、パトロールや巡視などを実行し、大半は内部監査と同様の確認を行っている

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.

【海外】コーラルベイニッケルでは発注元主催の安全協議会やパトロールの形で実施しており、タガニートHPALでは内部監査を実施またはタガニートHPAL主催のパトロールに参加

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.

# 社会データ Social Data

## 地域社会との共存共栄 Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

### インフラ投資および支援サービス(社会貢献活動費用) Investment in Infrastructure and Support Services (cost of social contribution activities)

GRI 203-1

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| 日本 Japan | 住友金属鉱山グループ SMM Group | 10億円 JPY billions | 0.09 | 0.25 | 0.26 | 0.37 | 0.15 |
| フィリピン Philippines | | | 1.25 | 1.62 | 1.97 | 2.16 | 2.52 |

### 閉山計画／製錬所閉鎖処理計画 Closure Plans for Mines, Smelters and Refineries

GRI 14.8.8

| 事業拠点 Business site | 内容 Details | 金額 Amount | 期間 Time period |
|---|---|---|---|
| 菱刈鉱山 Hishikari Mine | 鉱害防止積立金 Mine pollution control reserve | 51,266千円 JPY 51.3 million | 1984年から41年間 41 years from 1984 |
| コーラルベイニッケル CBNC | 鉱物処理加工プラントの閉鎖費用 Closure and cleanup costs for the refinery and mineral processing plant | 総額約3億3,000万ペソ※ Total approx. 330 million pesos※ | 2012年から13年間(毎年積み立て) 13 years from 2012 (accumulating every year) |
| タガニートHPAL THPAL | 鉱物処理加工プラントの閉鎖費用 Closure and cleanup costs for the refinery and mineral processing plant | 総額約2億8,600万ペソ※ Total approx. 286 million pesos※ | 2016年から9年間(毎年積み立て) 9 years from 2016 (accumulating every year) |

※ DENR (Department of Environment and Natural Resources：環境天然資源省)に提出した鉱物処理加工プラントの閉鎖計画に関する費用
Expenses under the mineral processing plant closure plan submitted to the Philippine Department of Environment and Natural Resources (DENR).

# 社会データ Social Data

## 地域社会との共存共栄 Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

### 地元サプライヤー※1からの現地調達割合※2と現地雇用率※3
### Percentage of Procurement※2 from Local Suppliers※1 and Percentage of Employees Hired Locally※3

GRI 204-1

| | 範囲 Reporting boundary | 単位 Unit | FY2021 | | FY2022 | | FY2023 | | FY2024 | | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 現地調達 Local procurement | 現地雇用率 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 | Percentage of locally hired employees |
| **新居浜地区※4,5(日本,愛媛県)** Niihama District (Ehime, Japan)※4,5 | 住友金属鉱山グループ SMM Group | 百万円 JPY millions (%) | 15,000 (53) | 83% | 20,924 (58) | 82% | 20,800 (37) | 82% | 27,712 (42) | 82% | 20,518 (35) | 83% |
| **菱刈鉱山(日本,鹿児島県)** Hishikari Mine (Kagoshima, Japan) | | | 1,173 (47) | 88% | 1,442 (40) | 88% | 1,451 (30) | 86% | 1,363 (29) | 84% | 2,527 (51) | 82% |
| **住鉱エナジーマテリアル(日本,福島県)** Sumiko Energy Material Co.,Ltd. (Fukushima, Japan) | | | 418 (33) | 95% | 506 (32) | 95% | 519 (37) | 84% | 483 (26) | 86% | 514 (29) | 83% |
| **コーラルベイニッケル(フィリピン)** CBNC (Philippines) | | 万ドル USD 10 thousands (%) | 7,800 (51) | 59% | 9,200 (38) | 59% | 9,100 (45) | 61% | 7,800 (41) | 60% | 7,348 (38) | 62% |
| **タガニートHPAL(フィリピン)** THPAL (Philippines) | | | 10,400 (44) | 43% | 13,600 (40) | 42% | 15,200 (40) | 42% | 12,200 (31) | 43% | 11,861 (37) | 43% |
| **上海住鉱電子浆料(中国)** Shanghai Sumiko Electronic Paste Co., Ltd. (China) | | 百万元 CNY millions (%) | 202 (21) | 95% | 92 (22) | 91% | 147 (50) | 93% | 214 (48) | 93% | 251 (49) | 93% |

※1 3事業(資源・製錬・材料)での事業上必須かつ比較的規模の大きい拠点(各事業で国内・海外1・2カ所)を対象
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 or two sites in Japan and overseas for each segment).
※2 現地調達：各拠点への支払額および支出割合(支出割合：支出エリアへの支払額÷総調達金額×100)
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.
※3 現地雇用率：各年度末の上記各拠点出身の従業員数÷全従業員数×100
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 現地調達の対象範囲：住友金属鉱山㈱の別子事業所、東予工場、ニッケル工場、磯浦工場、新居浜工場および新居浜研究所
Reporting boundary for local procurement: SMM's Besshi-Niihama District Division, Toyo Smelter & Refinery, Niihama Nickel Refinery, Isoura Plant, Niihama CAM Plant, Niihama Research Laboratories.
※5 現地雇用率の対象範囲：住友金属鉱山㈱の別子事業所、東予工場、ニッケル工場、磯浦工場、新居浜工場、新居浜研究所および電池研究所
Reporting boundary for percentage of locally-hired employees: SMM's Besshi-Niihama District Division, Toyo Smelter & Refinery, Niihama Nickel Refinery, Isoura Plant, Niihama CAM Plant, Niihama Research Laboratories and Battery Research Laboratories.

# 社会データ Social Data

## 地域社会との共存共栄 Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

### 地域コミュニティから採用した上級管理職の割合※1 Percentage of Locally Hired Senior Managers※1

GRI 202-2

| | 範囲 Reporting boundary | FY2021 | | FY2022 | | FY2023 | | FY2024 | | FY2025 | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | ※2 People | 割合 % | ※2 People | % | ※2 People | % | ※2 People | % | ※2 People | % |
| **SMMフィリピン(フィリピン)** Sumitomo Metal Mining Philippine Holdings Corporation (Philippines) | 海外連結子会社 Consolidated subsidiaries overseas | 3(2) | 3.8% | 4(3) | 5.0% | 5(3) | 6.1% | 6(4) | 7.3% | 5(3) | 6.6% |
| **タガニートHPAL(フィリピン)** Taganito HPAL Nickel Corporation (Philippines) | | 2(1) | 0.3% | 3(2) | 0.4% | 5(3) | 0.7% | 7(3) | 0.9% | 7(3) | 0.9% |
| **コーラルベイニッケル(フィリピン)** Coral Bay Nickel Corporation (Philippines) | | 6(1) | 1.1% | 7(1) | 1.1% | 7(1) | 1.1% | 5(0) | 0.8% | 6(0) | 0.9% |
| **SMMペルー(ペルー)** Sumitomo Metal Mining Peru S.A. (Peru) | | 1(0) | 6.7% | 1(0) | 6.3% | 1(0) | 6.3% | 1(0) | 6.3% | 1(0) | 8.3% |
| **韓国住鉱(韓国)** SMM Korea Co., Ltd. (South Korea) | | 1(0) | 25.0% | 1(0) | 20.0% | 1(0) | 33.3% | 0(0) | 0.0% | 0(0) | 0.0% |
| **上海住鉱電子浆料 (中国)** Shanghai Sumiko Electronic Paste Co.,Ltd. (China) | | 2(0) | 4.9% | 3(1) | 7.1% | 2(0) | 5.3% | 2(0) | 5.6% | 2(0) | 5.4% |
| **台住電子材料 (台湾)** Taiwan Sumiko Materials Co., Ltd. (Taiwan) | | 0(0) | 0.0% | 0(0) | 0.0% | 0(0) | 0.0% | 3(2) | 20.0% | 2(2) | 11.8% |
| **東莞住鉱電子浆料(中国)** Dongguan Sumiko Electronic Paste Co., Ltd. (China) | | 3(1) | 12.5% | 3(1) | 12.0% | 3(1) | 12.0% | 3(1) | 12.5% | 3(1) | 11.5% |
| **SMMオセアニア (オーストラリア)** Sumitomo Metal Mining Oceania Pty. Ltd. (Australia) | | 2(1) | 50.0% | 2(1) | 50.0% | 2(1) | 40.0% | 1(0) | 33.3% | 1(0) | 25.0% |
| **SMMアメリカ(米国)** Sumitomo Metal Mining America Inc. (U.S.A.) | | – | – | – | – | 1(1) | 14.3% | 1(1) | 14.3% | 1(1) | 12.5% |

※1 上級管理職割合：上級管理職者数÷現地雇用者数×100(現地雇用者数は、海外現地法人が直接雇用している従業員で、出向受入れ者および転籍者を除く人数)

The 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 employees on secondment and transferees)

※2 上級管理職数は海外現地法人の部長クラス以上(各年度3月末時点)、( )内は女性管理職数

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.

# 社会データ Social Data

## サプライチェーンマネジメント Supply Chain Management

### 「責任ある鉱物調達」に関する調査票対応件数※ Number of Responses to Responsible Mineral Sourcing Questionnaire※

| | 範囲<br>Reporting boundary | 単位<br>Unit | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|
| **調査票対応件数**<br>Number of responses to the questionnaire | **住友金属鉱山グループ**<br>SMM Group | 件<br>Cases | 270 | 330 | 321 | 378 | 815 |

※ RMI(Responsible Minerals Initiative)が運用する製錬所特定調査票を中心に、顧客からの「責任ある鉱物調達」に関する調査票に回答した件数

The number of responses to customers' responsible mineral sourcing questionnaires, primarily the smelter and refinery-specific survey forms developed by the Responsible Minerals Initiative (RMI).

# 社会データ Social Data

## 経済パフォーマンス Economic Performance

### ステークホルダーごとの価値分配 Distribution of Economic Value to Stakeholders

GRI 201-1

| 範囲 Reporting boundary | | | 単位 Unit | FY2025 |
|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | Total | | 百万円 JPY millions | 1,663,173 |
| | **取引先** Suppliers | **仕入れ先への支払い等** Payments to suppliers, etc. | | 1,443,144 |
| | **従業員** Employees | **従業員に対する支払い** Payments to employees | | 90,163 |
| | **株主・債権者** Shareholders and creditors | **配当金、利息の支払い** Payments of dividends and interest | | 61,942 |
| | **政府・行政** Government | **納税額** Taxes paid | | 65,252 |
| | **社会**※ Society※ | **寄付金等** Donations, etc. | | 2,672 |

上記のほかに留保した価値は175,581百万円。また、土地使用料は僅少のため取引先への支払い等に含めている

In addition to the above, retained value amounted to JPY 175,581 million. Land rent is included in "Payments to suppliers" because the amount is immaterial.

※ フィリピン(コーラルベイニッケル、タガニートHPAL)における社会開発マネジメントプログラム(Social Development and Management Program: SDMP)および同国においてその他の寄付を通じ支出された2,516百万円を含む

Society includes JPY 2,516 million spent through the Social Development and Management Program (SDMP) in the Philippines (Coral Bay Nickel, Taganito HPAL), as well as other donations in the country.

### 政府から受けた相当の財務支援 Financial Assistance from the Government

GRI 201-4

| 範囲 Reporting boundary | | 単位 Unit | FY2025 |
|---|---|---|---|
| 住友金属鉱山グループ SMM Group | **政府・行政 補助金・助成金等** Government subsidies, grants, etc. | 百万円 JPY millions | 2,136 |

上記のほかに、当社株式の保有構成にはノルウェー王国政府が含まれており、発行済株式(自己株式を除く)の総数に対する所有株式数の割合は0.18%である

In addition to the above, the Company's shareholding structure includes the Royal Norwegian Government, which holds 0.18% of the total number of shares issued (excluding treasury stocks).

# 社会データ Social Data

## 経済パフォーマンス Economic Performance

### 退職給付債務　Projected Benefit Obligation

**GRI 201-3**

当社グループは、従業員の退職給付に充てるため、積立型および非積立型の確定給付制度ならびに確定拠出制度を採用

SMM Group has adopted funded and unfunded defined benefit plans, as well as defined contribution plans, to provide retirement benefits to its employees.

2026年3月31日における確定給付制度債務は53,922百万円 で、そのうち積立型確定給付制度債務は48,584百万円であり、積立型確定給付制度債務に見合う制度資産は145,665百万円となっている

Its defined benefit obligations as of March 31, 2026 were JPY 53,922 million, including funded defined benefit obligations of JPY 48,584 million, and pension asset available for allocation to those funded defined benefit obligations were JPY 145,665 million.

### 国･地域別の法人税　Income Tax by Country or Region

**GRI 207-4**

| 範囲 Reporting boundary | | | 単位 Unit | FY2025 |
|---|---|---|---|---|
| 住友金属鉱山グループ SMM Group | Total | | 百万円 JPY millions | 97,341 |
| | | **日本** Japan | | 45,464 |
| | | **オーストラリア** Australia | | 1,455 |
| | | **チリ** Chile | | 17,923 |
| | | **中国** China | | 1,459 |
| | | **オランダ** Netherlands | | 1,797 |
| | | **ニューカレドニア** New Caledonia | | 558 |
| | | **ペルー** Peru | | 16,618 |
| | | **フィリピン** Philippines | | 4,627 |
| | | **米国** U.S.A. | | 6,608 |
| | | **その他** Other | | 832 |

持分法適用会社について、法人税等の金額のうち当社持分比率見合いを上記に含む

For equity-method affiliates, the above amounts include income taxes corresponding to the Company’s ownership interest.

# ガバナンスデータ Governance Data

## コーポレートガバナンス Corporate Governance

### 取締役・監査役の構成 Composition of Directors and Audit & Supervisory Board Members

GRI 2-9

| 範囲 Reporting boundary | | | | 単位 Unit | 2021年6月末 End of June 2021 | 2022年6月末 End of June 2022 | 2023年6月末 End of June 2023 | 2024年6月末 End of June 2024 | 2025年6月末 End of June 2025 |
|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱ SMM | 取締役 Directors | Total | | People | 8 | 8 | 8 | 8 | 8 |
| | | 社内 Internal | Total | People | 5 | 5 | 5 | 5 | 4 |
| | | | 男性 Male | | 5 | 5 | 5 | 5 | 4 |
| | | | 女性 Female | | 0 | 0 | 0 | 0 | 0 |
| | | 社外 Outside | Total | People | 3 | 3 | 3 | 3 | 4 |
| | | | 男性 Male | | 2 | 2 | 2 | 2 | 2 |
| | | | 女性 Female | | 1 | 1 | 1 | 1 | 2 |
| | | 社外取締役比率 Percentage of outside directors | | % | 37.5 | 37.5 | 37.5 | 37.5 | 50.0 |
| | | 女性取締役比率 Percentage of female directors | | | 12.5 | 12.5 | 12.5 | 12.5 | 25.0 |
| | 監査役 Audit & Supervisory Board members | 社内 Internal | | People | 2 | 2 | 2 | 2 | 2 |
| | | 社外 Outside | | | 2 | 2 | 2 | 2 | 2 |
| | 社外役員(社外取締役・社外監査役)比率 Percentage of outside officers (directors and Audit & Supervisory Board members) | | | % | 41.7 | 41.7 | 41.7 | 41.7 | 50.0 |
| | ガバナンス委員会 Governance Committee | 社内 Internal | | People | 1 | 1 | 1 | 1 | 1 |
| | | 社外 Outside | | | 3 | 3 | 3 | 3 | 4 |
| | | 社外取締役比率 Percentage of outside directors | | % | 75.0 | 75.0 | 75.0 | 75.0 | 80.0 |

### 取締役の在任年数(2025年度)※ Breakdown of Years in Office of Directors (FY2025)※

| 範囲 Reporting boundary | | 単位 Unit | 1年目 1st year | 2年目 2nd year | 3年目 3rd year | 6年目 6th year | 7年目 7th year | 8年目 8th year | 12年目 12th year |
|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山㈱ SMM | 在任年数 Years in office of directors | People | 1 | 2 | 1 | 1 | 1 | 1 | 1 |
| | 構成比 Percentage | % | 12.5 | 25.0 | 12.5 | 12.5 | 12.5 | 12.5 | 12.5 |

※ データは2025年6月末時点 The data as of June 30, 2025.

# ガバナンスデータ Governance Data

## コーポレートガバナンス Corporate Governance

### 年間報酬総額の比率(2025年度) Annual Total Compensation Ratios (FY2025)

GRI 2-21

| | |
|---|---|
| **組織の高額報酬受給者と全従業員の年間報酬総額の比率**※1<br>Ratio of the average annual total compensation for the organization's highly-paid individuals to the total compensation for all employees※1 | 1,305% |
| **組織の高額報酬受給者と全従業員の年間報酬総額増加率の比率**※2<br>Ratio of the percentage increase in average annual total compensation for the organization's highly-paid individuals to that for all employees※2 | 10.8% |

※1 組織の高額報酬受給者の年間報酬総額は、社内取締役の年間報酬総額(使用人給与を含む)÷員数で算出
年間報酬総額の比率は、(組織の高額報酬受給者の年間報酬総額)÷(全従業員の年間報酬総額の中央値)×100で算出
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 the average annual total compensation for the organization's highly-paid individuals divided by the median annual total compensation for all employees x 100.
※2 増加率の比率は、(組織の高額報酬受給者の年間報酬総額の増加率)÷(全従業員の年間報酬総額の増加率の中央値)×100で算出
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.

### 取締役および監査役の報酬(2025年度) Director and Audit & Supervisory Board Member Remuneration (FY2025)

| 役員区分<br>Officer classification | 報酬等の総額<br>Total remuneration | 基本報酬等<br>Total amount of remuneration, etc. by remuneration type | | | 役員の員数<br>Number of officers (People) |
|---|---|---|---|---|---|
| | | 固定報酬<br>Fixed remuneration | 業績連動報酬等<br>Performance-based remuneration, etc. | | |
| | | | 金銭報酬(基本報酬・賞与)<br>Monetary remuneration, etc. (basic remuneration and bonuses) | 非金銭報酬等(譲渡制限付株式報酬)<br>Non-monetary remuneration, etc. (restricted share-based compensation) | |
| **取締役(社外取締役を除く)**<br>Directors (excluding outside directors) | 411百万円<br>JPY 411 million | 207百万円<br>JPY 207 million | 184百万円<br>JPY 184 million | 20百万円<br>JPY 20 million | 5 |
| **監査役(社外監査役を除く)**<br>Audit & Supervisory Board members (excluding outside Audit & Supervisory Board members) | 70百万円<br>JPY 70 million | 70百万円<br>JPY 70 million | – | – | 3 |
| **社外取締役** Outside directors | 56百万円<br>JPY 56 million | 56百万円<br>JPY 56 million | – | – | 4 |
| **社外監査役**<br>Outside Audit & Supervisory Board members | 25百万円<br>JPY 25 million | 25百万円<br>JPY 25 million | – | – | 2 |

報酬などの総額が1億円以上の者が存在するときは、有価証券報告書において個別開示を行っている
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.

# ガバナンスデータ Governance Data

## コンプライアンス Compliance

### コンプライアンス教育(2025年度) Compliance Education (FY2025)

| 受講者(延べ人数)<br>Total participants (cumulative) | 研修名 Type of seminar |
|---|---|
| 役員32名<br>従業員1,544名<br>32 officers and<br>1,544 employees | **役員向けコンプライアンス研修** Compliance seminar for officers<br>**拠点長向けコンプライアンス研修** Compliance seminar for general managers<br>**輸出管理説明会** Export trade control briefing<br>**契約法務講習会** Contract law seminar<br>**JCO資料館研修** JCO Study Center training<br>**新入社員研修** Training for new employees<br>**管理職社員研修(等級4以上)** Managerial employee training (Grade 4 and above)<br>**基幹職E級昇格者研修** Training for employees promoted to Level E key positions<br>**キャリア採用者研修** Training for mid-career hires |

# ガバナンスデータ Governance Data

## 品質保証 Quality Assurance

### 品質クレームの推移 Changes in Quality Complaints

| 範囲<br>Reporting boundary | 単位<br>Unit | FY2014 | FY2015 | FY2016 | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 住友金属鉱山グループ<br>SMM Group | %※ | 100 | 71 | 78 | 49 | 44 | 43 | 36 | 30 | 34 | 36 | 21 | 20 |

※ 2014年度の品質クレーム件数を100とした比率

The ratio of quality complaints, with the number in FY2014 taken as 100.

グループ会社の統廃合に伴い、譲渡した会社のデータは過年度に遡及して削除

For the data related to group companies that have been consolidated or reorganized, the data of the transferred company has been deleted retroactively for prior fiscal years.

# サステナビリティマネジメント Sustainability Management

## サステナビリティ推進体制 Sustainability Management Framework

GRI 2-12/2-13/2-14/2-24

### 住友金属鉱山グループサステナビリティ方針　Sumitomo Metal Mining Group Sustainability Policy

**住友金属鉱山グループは、社会の持続的発展に貢献する経営課題に取り組み、事業の持続的な成長と企業価値の向上を図ります。**

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.

**当社グループは住友の事業精神に基づき、長年にわたり一貫して事業を通じた社会課題の解決に取り組んできました。2008年には「2020年のありたい姿」を策定し、現体制の前身となるCSR委員会を設けて、将来のありたい姿の実現に必要な重要課題を特定し、KPIを定めて目標に向けた取り組みを行ってきました。**
**2020年には「2030年のありたい姿」を策定し、2022年には経営とサステナビリティをより整合性を持って進めることを目指し、これまでのCSR推進体制からサステナビリティ推進体制へと再編しました。**
**新たに設けたサステナビリティ方針の下、2025年3月には11の重要課題を6つに再編し、それぞれの「2030年ありたい姿」についても見直すとともに、サステナビリティ部会の改組、サプライチェーンマネジメント分科会の新設など、体制を変更しました。**

Since our earliest days, the SMM 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.
Under our newly established Sustainability Policy, in March 2025, we reorganized our 11 material issues into 6, revised our "Vision for 2030" for each, and restructured our organizational framework—including reorganizing the Sustainability Subcommittees and establishing a new Supply Chain Management Working Group.

# サステナビリティマネジメント Sustainability Management

## サステナビリティ推進体制 Sustainability Management Framework

GRI 2-12/2-13/2-14/2-24

### サステナビリティ推進に関する組織図 Sustainability Management Framework



# サステナビリティマネジメント Sustainability Management

## 重要課題と「2030年のありたい姿」策定と改正 Formulation and Revision of Material Issues and Vision for 2030

GRI 3-1

2020年3月に策定した重要課題と「2030年のありたい姿」を、世界的な課題の変化および企業への要請の高度化・複雑化に対応するため2025年3月に改正しました。
The material issues and Vision for 2030, 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.

### 策定・改正プロセス Formulation and Revision Process

Step 1

#### 「サステナビリティ課題」の抽出 Identification of sustainability issues

**2018年4月より、ICMMやGRIスタンダードなどの国際的なガイドラインや、OECDなどが予想する2030年の状況などを整理し、89の「サステナビリティ課題」を抽出したうえで、各課題と関係の深いSDGsのターゲットとの紐付けを行いました。**

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

#### 「サステナビリティ課題」重要性評価による重要課題の特定 Identification of material issues through evaluation of the materiality of sustainability issues

**2018年10月より、抽出された89の課題について、「社会に与えるインパクトの程度」「積極的に取り組まないことで増大するリスク」「積極的に取り組むことで得られる機会」の3つの視点に基づき社会的側面、事業側面の2軸にて評価を実施、両側面に共通して重要度が高い11の課題を重要課題案として特定しました。この評価、特定はサステナビリティ部会、事業部門、当社グループ若手従業員、サステナビリティに関する社外有識者による議論を経て行われました。**

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 11 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 the SMM group, and external experts on sustainability.

Step 3

#### 「ありたい姿」「KPI」の検討 Examination of the Vision and KPIs

**2019年4月より、サステナビリティ各部会にて11の重要課題に対応する「ありたい姿」および具体的な「KPI」の検討を開始しました。2019年7月にはサステナビリティ各部会の検討をもとにした役員討議、さらにはサステナビリティ委員会にて最終的な検討を実施しました。**

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

#### 「2030年のありたい姿」策定・公表 Formulation and announcement of Vision for 2030

**2019年12月開催のサステナビリティ委員会にて「2030年のありたい姿」「KPI」を承認、その後取締役会決議を経て、2020年3月の公表に至りました。**

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 announcement of the Vision in March 2020.

# サステナビリティマネジメント Sustainability Management

## 重要課題と「2030年のありたい姿」策定と改正 Formulation and Revision of Material Issues and Vision for 2030

GRI 3-1

Step 5

### 重要課題と「2030年のありたい姿」改正 Revision of the Material Issues and Vision for 2030

**2025年3月に重要課題を改正し、11から6つに集約したうえで、より定量的で測定可能なKPIを設定しました。**
**社外有識者の意見をふまえ、サステナビリティ部会、カーボンニュートラル推進委員会で議論を重ねたうえで、サステナビリティ委員会での承認、取締役会決議を経て実施しました。**

In March 2025, we revised our material issues, consolidating them from 11 to 6, and established more quantitative and measurable KPIs.
Based on feedback from external experts, we held repeated discussions within the Sustainability Subcommittees and the Carbon Neutrality Committee, and implemented the revision following approval by the Sustainability Committee and resolution by the Board of Directors.

### 策定の考え方 Approach to Formulation

**重要課題についてはサステナビリティ課題だけではなく、経営課題としての観点も含め抽出、評価、選定しました。各重要課題に関する「2030年のありたい姿」の策定にあたっては、今後の社会的要請の変化も予測しながら、経営目標である長期ビジョンの「世界の非鉄リーダー」からバックキャスティングを行い、長期ビジョンを実現するための2030年時点のマイルストーンとして設定しました。**

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 for each material issue, we considered anticipated changes in societal expectations and worked backward from our long-term vision and management goal of becoming the world leader in the non-ferrous metals industry. We then established Vision for 2030 as a milestone toward realizing that long-term vision.

**評価にあたっては、89の課題を3つの視点と社会的側面、事業側面の2軸で5段階評価**
In the evaluation, 89 issues were assessed from three perspectives and across two dimensions: the social aspect and the business aspect, using a five-point scale.

- **社会へ与えるインパクトの程度**
  Degree of impact on society
- **積極的に取り組まないことで増大するリスク**
  Increased risk if not actively addressed
- **積極的に取り組むことで得られる機会**
  Opportunities gained by active engagement

**社会、事業にとってともに重要な**
**11の重要課題を特定**
**Identification of 11 material issues of importance to both society and business**

# サステナビリティマネジメント Sustainability Management

## 重要課題と「2030年のありたい姿」策定と改正 Formulation and Revision of Material Issues and Vision for 2030

GRI 3-1

### 改正のプロセスと考え方 Process and Rationale for the Revision

**2020年3月に策定した重要課題について、SDGsやESGに関わる世界的な課題の変化および企業への要請の高度化、複雑化に対応するため改正を行い、重要課題を11から6つに集約しました。また、「2030年のありたい姿」実現に向けた取り組みの進捗を図るために、より定量的で測定可能なKPIを設定しました。KPIの設定については、社外有識者からの「ネガティブを抑制する側面だけでなく、企業価値を高めるポジティブな内容を取り入れた方が良い」「重要課題とKPIのつながりを明確にした方が良い」などの意見を踏まえ、サステナビリティ部会、カーボンニュートラル推進委員会で議論を重ねたうえで、サステナビリティ委員会での承認、取締役会決議を経て実施しました。**

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 6. We also established more quantitative and measurable KPIs to better track progress toward achieving our Vision for 2030. In developing the KPIs, we took into account feedback from external sustainability experts, including comments such as “It is important to incorporate not only measures to mitigate negative impacts but also positive initiatives that enhance corporate value” and “The link between the material issues and the KPIs should be made clearer.” After extensive discussions by the Sustainability Subcommittees and the Carbon Neutrality Committee, the KPIs were approved by the Sustainability Committee and the Board of Directors before being implemented.

**重要課題と「2030年のありたい姿」の改正**
**Revision of Material Issues and Vision for 2030**

**外部環境変化への対応**

Response to changes in the external environment

- **技術の進歩、社会生活や社会環境の変化**
  Advances in technology, changes in social life and the social environment
- **地球温暖化、地政学リスクの高まり**
  Global warming, increasing geopolitical risks

**各重要課題と当社の企業価値向上の関係性を明確化**

Clarification of the relationship between each material issue and the enhancement of our corporate value

**11から6へ重要課題を集約**
**Consolidation of material issues from 11 to 6**
**重要課題ごとに「2030年のありたい姿」を策定**
**Formulation of Vision for 2030 for each material issues**

**KPIの改正**
**Revision of KPIs**

- **より定量的で測定可能なKPIの設定・変更**
  Establishment and modification of more quantitative and measurable KPIs
- **「2030年のありたい姿」を実現するうえで効果的なKPIに集約**
  Consolidation into KPIs that are effective in realizing Vision for 2030

**31から25のKPIに変更**
**Changed the number of KPIs from 31 to 25**

# サステナビリティマネジメント Sustainability Management

## 重要課題とその背景 Material Issues and Their Background

GRI 2-22

| 重要課題<br>Material Issues | 重要課題選出の背景<br>Background to the selection of Material Issues | 2030年のありたい姿<br>Vision for 2030 | 戦略 Strategies |
|---|---|---|---|
| 非鉄金属の安定供給とサーキュラーエコノミーへの貢献<br>Ensuring a Stable Supply of Non-Ferrous Metals and Contributing to a Circular Economy | **社会の発展に欠かせない非鉄金属を始めとする資源は有限であり、将来的には枯渇していくことが予想されています。資源の大量消費と大量廃棄を前提とした経済活動は、地球環境に多大な負荷をかけています。このため社会全体でのサーキュラーエコノミーへの転換が求められています。**<br>Resources such as non-ferrous metals, which are essential for societal development, are finite and are expected to be depleted in the future. Additionally, economic activities that assume mass consumption and mass 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. | **高い技術力で非鉄金属資源を安定的に供給し、サーキュラーエコノミーの構築と維持に貢献する企業**<br>**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** | **当社グループは、人々の生活に欠かすことのできない銅・ニッケルを安定的に供給するため、鉱山権益の獲得や製錬技術の向上に取り組みます。また、サーキュラーエコノミーへの転換に向け、特に資源利用に伴う環境影響の低減のため、リサイクル技術の活用に取り組みます。**<br>The SMM Group will work to acquire mining rights and improve its smelting & refining 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. |
| カーボンニュートラル社会への貢献<br>Contributing to the Realization of a Carbon-Neutral Society | **カーボンニュートラル社会の実現に向けて社会全体での取り組みが必要であり、脱炭素社会に向けた関連リスクと機会への対応が求められています。**<br>Achieving a carbon-neutral society requires efforts from the entire society, and there is a need to address the risks and opportunities associated with decarbonization. | **カーボンニュートラル実現に向けて、温室効果ガス(GHG)排出量削減とともに低炭素貢献技術の開発に積極的に取り組む企業**<br>**A company that actively works to reduce greenhouse gas (GHG) emissions and develop technologies that contribute to low carbon emissions in order to achieve a carbon-neutral society** | **当社グループは、2023年にカーボンニュートラルに向けたロードマップを見直し公表しています。気候変動の緩和策であるGHG排出量の削減に向け、省エネルギー化や再生可能エネルギー由来の電力利用の拡大、革新的製錬プロセスのための技術開発に取り組みます。また、社会全体のGHG排出削減に貢献する製品(低炭素貢献製品)・技術の開発による事業機会の創出、競争力強化に取り組みます。**<br>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. |

# サステナビリティマネジメント Sustainability Management

## 重要課題とその背景 Material Issues and Their Background

GRI 2-22

| 重要課題<br>Material Issues | 重要課題選出の背景<br>Background to the selection of Material Issues | 2030年のありたい姿<br>Vision for 2030 | 戦略 Strategies |
|---|---|---|---|
| 地球環境保全<br>Conservation and Restoration of Nature | 経済活動により、地球全体でかつてない規模で多くの生物種が絶滅の危機に直面するなど自然が損失しています。自然の損失を抑え、回復させ、地球全体で豊かにすることを目指すことが求められています。<br>Economic activities are causing a loss of nature, as demonstrated by an unprecedented number of species to face the threat of extinction on a global scale. There is an urgent need to halt and reverse nature loss and restore and enhance nature worldwide. | ネイチャーポジティブな未来へ貢献する企業<br>A company that contributes to a nature positive future | 当社グループは、資源開発・製錬などの事業活動が自然に依存することを認識したうえで、自然関連リスクと機会を特定し、対応を進めます。これにより、事業活動が自然に与えるマイナスインパクトを回避・最小化します。特に、尾鉱ダムや鉱山開発に関する事故など自然の損失につながる重大環境事故の防止に取り組みます。<br>The SMM Group recognizes that its business activities, which include resource development and smelting & refining, are dependent on nature. Based on this understanding, we will seek to identify and respond to nature-related risks and opportunities to avoid or minimize the adverse impacts of our business activities on nature. In particular, we will take actions 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. |
| 人的資本経営<br>Human Capital Management | 人材を資本として捉え、その価値を最大限に引き出し、中長期的な企業価値の向上を目指す人的資本経営が求められています。組織全体の生産性向上や付加価値の創造につながるよう人的資本の価値を最大化することが重要です。<br>It is essential to implement human capital management that treats human resources as capital, seeks to maximize their value, and enhances corporate value over 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. | 多様な人材が集い、成長し活躍できる企業<br>A company that attracts a diverse workforce and allows them to grow and thrive | 当社グループは、自由闊達な風土のもと安全で安心な職場環境を提供します。また従業員の自律的な成長を促すことで一人ひとりがいきいきとその能力を発揮して活躍する企業の実現に向け取り組みます。<br>The SMM Group is committed to providing 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. |

# サステナビリティマネジメント Sustainability Management

## 重要課題とその背景 Material Issues and Their Background

GRI 2-22

| 重要課題<br>Material Issues | 重要課題選出の背景<br>Background to the selection of Material Issues | 2030年のありたい姿<br>Vision for 2030 | 戦略 Strategies |
|---|---|---|---|
| 地域社会との共存共栄<br>Co-Existence and Mutual Prosperity with Local Communities and Indigenous People | 当社グループは1590年に日本国内での銅の製錬事業をスタートさせ、1690年には別子銅山の開発に着手するなど、資源・製錬事業が原点です。特に資源・製錬事業を営む上では、自然への影響を十分に認識したうえで、環境や地域社会への負荷をできる限り抑えるとともに、資源開発の影響を受ける先住民族の権利を尊重し、地域社会への貢献に努めることにより、社会からの信頼を得ながら事業を継続していくことが極めて重要です。そのため、これまでも新居浜市(東予工場等)、伊佐市(菱刈鉱山)をはじめとした地域社会との関係を重視しており、企業が地域コミュニティとともに発展することが重要であると考えています。<br>The SMM Group's origins lie in the resources and smelting business, dating back to the start of copper smelting operations in Japan in 1590 and the commencement of development of the Besshi Copper Mine in 1690. In conducting our mineral resources and smelting & refining businesses, it is essential that we fully recognize our impact on nature, minimize as far as possible the burden on the environment and local communities, respect the rights of indigenous peoples affected by resource development, and contribute to local communities. By doing so, we aim to sustain our business while earning the trust of society. Accordingly, we have long placed great importance on our relationships with local communities, including Niihama City (the Toyo Smelter & Refinery, etc.) and Isa City (the Hishikari Mine). We believe that it is important for a company to grow in harmony with the local communities in which it operates. | 信頼され続けるパートナーとして、地域とともに成長する企業<br>A company that grows with the community as a trusted partner | 当社グループは、これまでの資源開発・製錬事業の経験から事業地域のコミュニティへのマイナスインパクトを回避・最小化し、持続的に発展することへ貢献することが重要だと認識しています。そのため、すべての事業地域において先住民族を含む地域コミュニティとの対話を進め、地域の課題を把握し、その解決に貢献することに取り組みます。<br>The SMM Group recognizes the importance of utilizing our experience in resource development and smelting & refining business 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. |

# サステナビリティマネジメント Sustainability Management

## 重要課題とその背景 Material Issues and Their Background

GRI 2-22

| 重要課題<br>Material Issues | 重要課題選出の背景<br>Background to the selection of Material Issues | 2030年のありたい姿<br>Vision for 2030 | 戦略 Strategies |
|---|---|---|---|
| サプライチェーンマネジメント<br>Supply Chain Management | **企業グループ内の活動だけでなくサプライチェーンの上流および下流における社会への影響を把握し、そのリスクおよび機会に対応することが求められています。**<br>It is important 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. | **持続可能なサプライチェーンを構築している企業**<br>**A company that builds a sustainable supply chain** | **当社グループは、製造拠点における責任ある調達および生産に関する国際認証の取得に取り組み、サプライチェーンにおける人権侵害や環境汚染、腐敗等を回避・是正することに取り組みます。また国際規範に則った苦情処理システム(グリーバンスメカニズム)を通じ、ステークホルダーの救済に取り組みます。**<br>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. |

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### 非鉄金属の安定供給とサーキュラーエコノミーへの貢献 Ensuring a Stable Supply of Non-Ferrous Metals and Contributing to a Circular Economy

| 2030年のありたい姿<br>Vision for 2030 | 高い技術力で非鉄金属資源を安定的に供給し、サーキュラーエコノミーの構築と維持に貢献する企業<br>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** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target (FY2030)** | **2025年度実績 FY2025 results** |
| **ニッケル生産量**※1<br>Production volume of nickel※1 | **住友金属鉱山グループ**<br>SMM Group | **10万トン/年(ニッケル量)**<br>100kt/year (amounts converted to a nickel content basis) | **10.4万トン/年(ニッケル量)**<br>104kt/year (amounts converted to a nickel content basis) |
| **銅権益生産量**<br>Production volume of copper from SMM Group's interest | **住友金属鉱山グループが権益を保有する銅鉱山**<br>Copper mines in which the SMM Group holds in interests | **30万トン/年(銅量)**<br>300kt/year (amounts converted to a copper content basis) | **21.7万トン/年(銅量)**<br>217kt/year (amounts converted to a copper content basis) |
| **リチウムイオン電池リサイクル処理量**<br>The capability of the recycling facilities of lithium-ion secondary batteries | **住友金属鉱山グループ**<br>SMM Group | **1万トン/年**※2<br>10kt/year※2 | **0トン**<br>**電池リサイクルプラント建設(2026年6月完成)**<br>0t<br>A battery recycling plant (completed in June 2026) |
| **銅リサイクル処理量**<br>The capability of copper recycling | **住友金属鉱山グループ**<br>SMM Group | **14万トン/年(銅量)**※3<br>140kt/year (amounts converted to a copper content basis)※3 | **9.0万トン/年(銅量)**<br>90kt/year (amounts converted to a copper content basis) |
| **製鋼煙灰リサイクル処理量**<br>The capability of steel making dust recycling | **住友金属鉱山<br>国内グループ**<br>SMM Group - Japan | **12万トン/年**<br>120kt/year | **7.9万トン/年**<br>79kt/year |

※1 電気ニッケル・硫酸ニッケル・フェロニッケル・塩化ニッケルの生産量、車載用二次電池正極材料に含まれるニッケル(ただし、当社供給分を除く。リサイクル由来のニッケルは含む)

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 リチウムイオン電池換算

Equivalent amount of lithium-ion secondary batteries.

※3 電気銅 46万トン/年に対してリサイクル率 30%

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

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### カーボンニュートラル社会への貢献 Contributing to the Realization of a Carbon-Neutral Society

| 2030年のありたい姿<br>Vision for 2030 | カーボンニュートラル実現に向けて、温室効果ガス(GHG)排出量削減とともに低炭素貢献技術の開発に積極的に取り組む企業<br>A company that actively works to reduce greenhouse gas (GHG) emissions and develop technologies that contribute to low carbon emissions in order to achieve a carbon-neutral society | | |
|---|---|---|---|
| **KPI** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target (FY2030)** | **2025年度実績 FY2025 results** |
| **GHG排出量**<br>GHG emissions | **住友金属鉱山グループ**<br>SMM Group | **《スコープ1、2》2015年度比38%削減**<br>**(内訳：国内50%、海外24%)**<br>(Scope 1 and 2) 38% reduction compared to FY2015<br>(Breakdown: 50% Japan, 24% overseas)<br>**《スコープ3》現状の把握と目標設定：2025年度末**<br>(Scope 3) Understanding current situation and setting goals: By the end of FY2025 | **《スコープ1、2》2015年度比26%削減**<br>(Scope 1 and 2) 26% reduction compared to FY2015<br>**(GHG emissions：2,397kt-$CO_2$e)**<br>**《スコープ3》2030年度の目標値を設定**<br>**カテゴリ1(購入した財およびサービス)18%削減(2023年度比)**[※1]<br>(Scope 3) Set targets for FY2030<br>Category 1 (Purchased goods and services) 18% reduction compared to FY2023[※1] |
| **低炭素製錬技術の開発**<br>Development of low-carbon smelting technologies | **住友金属鉱山グループ**<br>SMM Group | **①ニッケル酸化鉱の水素還元製錬技術の開発**<br>1. Development of hydrogen reduction technology for nickel oxide ore smelting | **①ラボ試験からスケールアップした還元炉による検証を計画通り実施**<br>1. Verification using a reduction furnace scaled up from laboratory experiments were conducted as planned |
| | | **②リチウム直接回収技術の開発**<br>2. Development of DLE (Direct Lithium Extraction) technology | **②吸着剤の耐久性向上の取り組みを計画通り実施**<br>2. Efforts to improve the durability of the adsorbent were conducted as planned |
| **低炭素貢献製品[※2]供給によるGHG削減貢献量[※3]**<br>Amount of GHG emissions reduction contributed by low-carbon contributing products[※2,3] | **住友金属鉱山グループ**<br>SMM Group | **170万t-$CO_2$**[※4]<br>1.7Mt-$CO_2$[※4] | **112万t-$CO_2$**<br>1.12Mt-$CO_2$ |
| **低炭素貢献製品の開発と供給**<br>Developing and supplying low-carbon contributing products | **住友金属鉱山グループ**<br>SMM Group | **①水素製造触媒材料の開発**<br>1. Development of catalyst materials for hydrogen production | **①開発体制を整え、顧客候補にサンプル提供を計画通り実施**<br>1. A development structure was established, and samples were provided to prospective customers as planned |
| | | **②全固体電池用正極材の開発**<br>2. Development of cathode materials for all-solid-state batteries | **②材料仕様の検討および量産を想定した製造プロセスのスケールアップ試験をおおむね計画通り実施**<br>2. Material specifications were reviewed, and scale-up experiments of the manufacturing process intended for mass production were conducted mostly as planned |

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### カーボンニュートラル社会への貢献 Contributing to the Realization of a Carbon-Neutral Society

※1 当社グループは2027年度から新たに日向製錬所においてニッケルマットの生産を計画しており、現時点の生産予想ではニッケルマット原料によるGHG排出量を加えるとカテゴリ1全体の排出量は増加することが見込まれている。
しかし、現時点ではニッケルマット原料のサプライヤが確定しておらず、一次データによる算定が困難であるため、今回の目標には現在計画中の日向製錬所のニッケルマット生産による排出量の増加は含めていない。
ニッケルマット生産開始後、操業状況を見極めたうえで、2030年度までの可能な限り早い段階で当該ニッケルマット原料サプライヤの一次データを把握し、削減計画に反映することを予定している

SMM Group plans to commence production of nickel matte at Hyuga Smelting Co., Ltd. from FY2027. Based on current production projections, total emissions in Category 1 are expected to increase when the GHG emissions from nickel matte raw materials are added. However, because the supplier of the nickel matte raw materials has not yet been determined and calculation based on primary data is therefore difficult at this time, the increase in emissions associated with the planned nickel matte production at Hyuga Smelting Co., Ltd. has not been included in this target. After nickel matte production begins, we will assess operating conditions and, as early as possible by FY2030, obtain primary data from the relevant nickel matte raw material supplier and reflect it in our reduction plan.

※2 社会のカーボンニュートラル実現に貢献し、さらに当社グループの製品戦略と整合した製品(例：車載用二次電池正極材料、近赤外線吸収材料)

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).

※3 2030年時点の削減貢献量(ストックベース法で算出)。ストックベース法とは、評価年の稼働製品の全量(ストック累積分)について、評価年に稼働する$CO_2$排出量を算定し、これに相当する比較製品の$CO_2$排出量から差し引いて削減貢献量を評価する方法

Contribution to emissions reduction as of 2030 (calculated using the stock-based method). The stock-based method calculates the contribution to emissions reduction by calculating the $CO_2$ emissions of all products in operation during the assessment year (the accumulated stock) and comparing them with the $CO_2$ emissions of equivalent conventional products.

※4 2025年度に低炭素貢献製品のうち近赤外線吸収材料を使用した当社の顧客企業の製品の一部について、外部の専門家のアドバイスを得ながら算定方法の変更を行った。具体的には、二次データによる算定から顧客企業へのヒアリングで収集した一次データを活用した算定方法とすることで、より正確な削減貢献量の把握を目指した。この算定方法の変更により、顧客企業の製品単位当たりの近赤外線吸収材料の使用量(以前の算定と同等の効果)が、以前の算定よりも少量であることが判明した。その結果、当社の近赤外線吸収材料を使用した製品数が以前の算定よりも増加することとなり、社会全体に及ぼすGHG排出に対する削減貢献量が増加した。これを踏まえて、2030年度の目標値を従来の110万t-$CO_2$から170万t-$CO_2$へ変更

In FY2025, we revised our calculation methodology for some products of our customer companies that use our near-infrared (NIR) absorbing materials, which are part of our low-carbon contribution products, with advice from external experts. Specifically, we shifted from calculations based on secondary data to an approach that utilizes primary data collected through interviews with our customers, with the aim of measuring our contribution to emissions reductions more accurately. This methodological change showed that the amount of NIR absorbing material used per unit of a customer product (while achieving the same effect assumed in the previous calculation) is lower than previously estimated. Consequently, the estimated number of products using our NIR absorbing materials increased compared with the previous calculation, and our contribution to reducing GHG emissions across society also increased. Based on this, we changed our FY2030 target from 1.1Mt-$CO_2$ to 1.7Mt-$CO_2$.

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### 地球環境保全 Conservation and Restoration of Nature

| 2030年のありたい姿<br>Vision for 2030 | ネイチャーポジティブな未来へ貢献する企業<br>A company that contributes to a nature-positive future | | |
|---|---|---|---|
| **KPI** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target(FY2030)** | **2025年度実績 FY2025 results** |
| **自然関連リスクと機会の特定・対応・開示**<br>Identification, management, and disclosure of nature-related risks and opportunities | **住友金属鉱山グループ**<br>SMM Group | **2026年度末：当社グループ事業の優先地域への対応**<br>**2030年度末：重要なバリューチェーンへの対応**<br>By the end of FY2026: Addressing priority locations for SMM group's businesses<br>By the end of FY2030: Addressing the material value chains | **当社グループ事業の自然関連の依存とインパクト、リスクと機会について整理**<br>An overview of SMM group's businesses dependence on nature, their impacts on nature, and the associated risks and opportunities. |
| **重大環境事故防止**<br>Prevention of significant environmental accidents | **住友金属鉱山グループ**<br>SMM Group | **①重大環境事故件数 0件**<br>1. Number of significant environmental accidents: zero | **①重大環境事故件数 0件**<br>1. Number of significant environmental accidents: zero |
| | | **②尾鉱ダム管理国際産業規格への適合状態の維持**<br>2. Maintaining compliance with Global Industry Standard on Tailings Management | **②尾鉱ダム管理国際産業規格への適合を確認**<br>2. Confirmed compliance with Global Industry Standard on Tailings Management |

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### 人的資本経営 Human Capital Management

| 2030年のありたい姿<br>Vision for 2030 | 多様な人材が集い、成長し活躍できる企業<br>A company that attracts a diverse workforce and allows them to grow and thrive | | |
|---|---|---|---|
| **KPI** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target (FY2030)** | **2025年度実績 FY2025 results** |
| **エンゲージメント[※1]スコア**<br>Engagement[※1] score | **住友金属鉱山グループ 調査対象国内関係会社**<br>SMM Group affiliated companies in Japan covered by the survey | **スコア(偏差値) : 55**<br>Deviation value: 55 | **スコア(偏差値) : 48.6**<br>Deviation value: 48.6 |
| **重篤災害件数[※2]**<br>Number of serious accidents[※2] | **安全統計対象事業場(協力会社含む)**<br>Workplaces covered by safety statistics (including contractors) | **0 cases** | **1 case** |
| **健康リスクのある作業場数[※3]**<br>Number of workplaces with health risks[※3] | **安全統計対象事業場(国内のみ)**<br>Workplaces covered by safety statistics (Japan only) | **0作業場<br>0 workplaces** | **5作業場<br>5 workplaces** |
| **健康経営度調査**<br>Survey on health and productivity management | **住友金属鉱山(株)**<br>SMM | **偏差値:62**<br>Deviation value: 62 | **偏差値:58.2**<br>Deviation value: 58.2 |
| **自己啓発制度活用率**<br>Utilization rate of self-development programs | **住友金属鉱山(株)**<br>SMM | **60%** | **28.1%** |
| **女性管理職比率・人数**<br>Percentage and number of female managers | **住友金属鉱山グループ**<br>SMM Group | **連結18%、単体7%(50人)**<br>SMM Group: 18%<br>SMM: 7% (50 people) | **連結 11.2%、単体3.2%(28人)**<br>SMM Group: 11.2%<br>SMM:3.2% (28 people) |
| **男性育児休業取得率[※4]**<br>Percentage of male parental leave taken[※4] | **住友金属鉱山(株)**<br>SMM | **100%** | **102.2%[※5]** |

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### 人的資本経営 Human Capital Management

※1 エンゲージメントとは、一般的に「会社と従業員の相互理解・相思相愛度合い」(会社への愛着や、仕事への情熱の度合い)を指す。当社グループでは、エンゲージメントが高い状態を「会社・組織と従業員の間において、相互の理解ができており、会社・組織は従業員を大切にする、従業員は会社・組織の発展と活性化に力を注ぐという状態になっていること」と定義している

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 “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 休業50日以上の災害

An accident resulting in 50 days or more of absence from work.

※3 労働安全衛生法による第二・第三管理区分の作業場

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

※4 育児・介護休業法による育児休業および育児目的休暇の取得率。当社の育児目的休暇は有給で最大9日間利用可能(配偶者出産に伴う入院時・出産時の付き添いに加えて、退院日から連続7日間または里帰り出産から自宅に戻った日から連続7日間)

The “percentage of male parental leave taken” refers to the utilization rate of parental leave based on the Act on Childcare Leave and Caregiver Leave, as well as paid leave for childcare purposes granted by our company in accordance with the same Act. Our company’s paid leave for childcare purposes can be taken for up to 9 days. Employees may use this leave to accompany their spouse during hospitalization and childbirth. They may also take a consecutive 7 days 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.

※5 育児休業取得者に前年度に配偶者が出産した者が含まれるため100%超となっている

The percentage may exceed 100% because male parental leave takers include those whose spouses gave birth in the previous fiscal year.

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### 地域社会との共存共栄 Co-Existence and Mutual Prosperity with Local Communities and Indigenous People

| 2030年のありたい姿<br>Vision for 2030 | 信頼され続けるパートナーとして、地域とともに成長する企業<br>A company that grows with the community as a trusted partner | | |
|---|---|---|---|
| **KPI** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target (FY2030)** | **2025年度実績 FY2025 results** |
| **地域住民・先住民族との対話**<br>Dialogue with local communities and indigenous people | **住友金属鉱山グループ**<br>SMM Group | **地域の課題解決につながる継続的な対話を実施**<br>Continuous implementation of dialogue leading to the resolution of local issues | **地域住民・先住民族との対話　237件**<br>Dialogue with local communities and indigenous people: 237 cases |
| **社外ステークホルダーからの相談対応 (グリーバンスメカニズム)**<br>Grievance mechanism | **住友金属鉱山グループ**<br>SMM Group | **適切な運用**<br>Proper operation | **苦情　3件(すべて適切な対応を実施済)**<br>Complaints: 3 cases (all cases have been properly addressed) |
| **地域の社会活動基盤の強化**<br>Strengthening the foundation for social activities in communities | **住友金属鉱山グループ**<br>SMM Group | **地域貢献プログラムの協働企画と参画**<br>Collaborative planning and participation in community contribution programs | **拠出金額847百万円**<br>Amount contributed: JPY 847 million<br>**総受益者数5,124人**<br>Total number of beneficiaries: 5,124 people |
| **地域の次世代育成への貢献**<br>Helping to nurture the next generation in communities | **住友金属鉱山グループ**<br>SMM Group | **奨学金ほか支援プログラムを実施**<br>Offering scholarships and other support programs | **拠出金額541百万円**<br>Amount contributed: JPY 541 million<br>**総受益者数6,612人**<br>Total number of beneficiaries: 6,612 people |

# サステナビリティマネジメント Sustainability Management

## 重要課題とKPI Material issues / KPI

GRI 3-2/3-3

### サプライチェーンマネジメント Supply Chain Management

| 2030年のありたい姿<br>Vision for 2030 | 持続可能なサプライチェーンを構築している企業 A company that builds a sustainable supply chain | | |
|---|---|---|---|
| **KPI** | **対象範囲<br>Reporting boundary** | **目標(2030年度) Target (FY2030)** | **2025年度実績 FY2025 results** |
| **国際認証[※1]に適合した当社グループ製錬所の割合**<br>Percentage of smelters and refineries with international certifications[※1] | **住友金属鉱山グループ**<br>SMM Group | **100%** | **57%** |
| **責任ある鉱物調達における デュー・ディリジェンスによる適切な調達先[※2]の割合**<br>Percentage of appropriate suppliers[※2] selected through due diligence for responsible mineral sourcing | **住友金属鉱山グループ**<br>SMM Group | **100%** | **リスクの特定と取り組みの優先順位付けの実施**<br>Identification of risks and prioritization of initiatives |
| **サプライチェーン全体における ESGデュー・ディリジェンス[※3]の実施**<br>Implementation of ESG due diligence[※3] across the supply chain | **住友金属鉱山グループ**<br>SMM Group | **調達[※4]におけるデュー・ディリジェンス実施・結果開示(2026年度末)**<br>Implementation and disclosure of due diligence in procurement[※4] (by the end of FY2026) | **サプライチェーンマネジメント体制の構築と方針および実施計画の策定**<br>Establishment of a supply chain management system and formulation of policies and implementation plans |

※1 責任ある鉱物調達・生産に関する国際認証(例：JDDS、Copper Mark Criteriaなど)

International certifications for responsible mineral sourcing and production (e.g., JDDS, Copper Mark Criteria, etc.)

※2 国際認証取得済みの鉱山・製錬所等　Mines, smelters and refineries, etc. with international certifications

※3 ISO20400「持続可能な調達に関するガイダンス(Sustainable Procurement Guidance)」等に従い、気候変動対策、環境保全、人権(労働安全衛生を含む)、労働慣行、地域コミュニティの発展、企業統治、倫理、腐敗防止等の領域を対象とする

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 モノ・サービスの調達、物流・工事発注等の契約等を含む(鉱物調達は除く)

Includes procurement of goods and services, logistics, construction contracts, etc. (excluding mineral sourcing)

# サステナビリティマネジメント Sustainability Management

## 国際的な業界団体等への参加・支援表明
## Participation in International Industry Organizations and Initiatives and Declarations of Support

GRI 2-28

**当社グループは、国際的な機関に参加、支援表明を行い、それぞれの原則を遵守し、鉱業・金属製錬業界の企業として求められる持続可能な発展に向けた取り組みを行っています。**

The SMM Group participates in and supports international organizations and initiatives, complies with their principles, and undertakes initiatives that contribute to the sustainable development expected of companies in the mining and metals industry.

### 国際金属・鉱業評議会(International Council on Mining and Metals: ICMM)

**ICMMは、鉱業および金属産業を安全で公平かつ持続可能なものにするために設立された国際的な業界団体です。ICMMには世界の主要な鉱山・金属企業や地域・コモディティ団体が加盟しており、当社は国内唯一の会員企業です。ICMMは、鉱業および金属産業の環境、社会、ガバナンスに関する取り組みをMining Principlesとして定めています。**
**Mining Principlesは、10の基本原則とそれらの具体的な行動目標を定めたPerformance Expectations、個別の課題についてのポジションステートメント、それらを保証・検証する手順などから構成されています。**
**ICMMは会員企業に対して国際基準などに沿った透明性ある情報開示を求めています。当社グループでは、ICMMの定める10の基本原則やポジションステートメントを参照し、重要課題や「2030年のありたい姿」などに反映しています。**
**また、国際的なサステナビリティ情報の開示基準であるGRI(Global Reporting Initiative)スタンダード、尾鉱ダム管理国際規格(Global Industry Standard on Tailings Management: GISTM)およびICMMが2022年に公表した「社会経済報告(Social and Economic Reporting)」に沿った情報開示を行っています。**

The ICMM is an international industry organization established to promote a safe, fair and sustainable mining and metals industry. It comprises of the world's biggest mining and metals companies, as well as regional and commodity-focused organizations. The SMM is the only member company in Japan.
The ICMM has established the Mining Principles to guide environmental, social, and governance initiatives in the mining and metals industries. The Mining Principles comprise 10 principles, a set of Performance Expectations that define specific actions to implement those principles, Position Statements concerning certain specific issues, and an assurance and validation procedure.
The ICMM requires member companies to transparently disclose information in accordance with international standards. The SMM Group has reflected ICMM's 10 Principles and Position Statements in the material issues and Vision for 2030.
We also disclose information in accordance with the Global Reporting Initiative (GRI) standard, which is an international standard for sustainability reporting, as well as the Global Industry Standard on Tailings Management (GISTM) and ICMM's Social and Economic Reporting, published in 2022.

**ICMM(英語サイト)**
**https://www.icmm.com/**

**Performance Expectations(英語サイト)**
**https://www.icmm.com/en-gb/our-principles**

**Social and Economic Reporting : Framework and Guidance(英語サイト)**
**https://www.icmm.com/en-gb/our-principles/validation/social-and-economic-reporting**

# サステナビリティマネジメント Sustainability Management

## 国際的な業界団体等への参加・支援表明
## Participation in International Industry Organizations and Initiatives and Declarations of Support

GRI 2-28

### ICMM 10の基本原則 The 10 Principles of the ICMM

| | |
|---|---|
| **基本原則1** | **倫理的企業活動と健全な企業統治、透明性を実践し、持続可能な開発を支援します。** |
| Principle 1 | Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development. |
| **基本原則2** | **企業戦略と意思決定過程において「持続可能な開発」の理念を堅持します。** |
| Principle 2 | Integrate sustainable development in corporate strategy and decision-making processes. |
| **基本原則3** | **事業活動の影響を受けるコミュニティや労働者の人権、利益、文化、習慣、価値観に敬意を払います。** |
| Principle 3 | Respect human rights and the interests, cultures, customs, and values of workers and communities affected by our activities. |
| **基本原則4** | **リスクに関するステークホルダーの観点を取り入れ、健全な科学手法に基づいた効果的なリスク管理戦略と体制を導入し、実行します。** |
| Principle 4 | Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk. |
| **基本原則5** | **災害・事故ゼロを目標とし、心身の労働安全衛生成績の継続的改善に努めます。** |
| Principle 5 | Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm. |
| **基本原則6** | **水資源管理、エネルギー、気候変動などの環境パフォーマンスの継続的な改善を追求していきます。** |
| Principle 6 | Pursue continual improvement in environmental performance issues, such as water stewardship, energy use, and climate change. |
| **基本原則7** | **生物多様性の維持と土地用途計画への統合的取り組みに貢献します。** |
| Principle 7 | Contribute to the conservation of biodiversity and integrated approaches to land-use planning. |
| **基本原則8** | **金属、鉱物を含有する製品の責任ある製品設計、使用、再利用、リサイクル、廃棄が行われるためのナレッジベースとシステムを奨励し、推進します。** |
| 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. |
| **基本原則9** | **継続してソーシャルパフォーマンスの改善を追求し、事業を展開する国・地域の社会、経済、制度の発展に貢献します。** |
| Principle 9 | Pursue continual improvement in social performance and contribute to the social, economic, and institutional development of host countries and communities. |
| **基本原則10** | **持続可能な開発課題と機会に関し、主要ステークホルダーとオープンかつ透明な方法で積極的にかかわり、効果的に報告し、第三者により進捗とパフォーマンスの検証を行います。** |
| 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. |

### ポジションステートメント Position Statements

**多様性、公平性、包摂性／資源開発収益の透明性／気候変動／水資源／鉱滓統治枠組み／先住民族と鉱業／開発のための鉱業パートナーシップ／水銀のリスク管理／自然**

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

# サステナビリティマネジメント Sustainability Management

## 国際的な業界団体等への参加・支援表明
## Participation in International Industry Organizations and Initiatives and Declarations of Support

GRI 2-28

### Performance Expectations(PEs)の実施状況 Implementation Status of Performance Expectations (PEs)

**当社グループはICMMの定める期間に準じ、2020年度よりコーポレート(全社)レベルおよび対象アセット(拠点)※レベルの自己評価を実施しています。また、2021年度に対象拠点のうち優先的に外部検証を受ける先を定め、2025年度に優先順位付けを見直しました。**

**2022年度からはICMMが定める3年間のサイクルにおいて、優先順位付けの結果に基づき1年につき1拠点およびコーポレート(全社)を対象に第三者による外部検証を受け、毎年その結果(実施報告)を開示しています。なお、対象拠点の優先順位付けについてはICMMの定めに準じ3年おきに見直す予定です。**

Since FY2020, we have conducted self-assessment at both the corporate level and the asset (site)※ level in accordance with the schedule established by the ICMM. Furthermore, in FY2021 we prioritized sites among the target the target sites for third-party verification, and we reviewed the prioritization in FY2025.
Since FY2022, in accordance with the ICMM's three-year validation cycle, one target site and the corporate level have undergone third-party validation each year based on the prioritization, and we disclose the results (implementation reports) annually. We plan to revise the prioritization of target sites every three years in accordance with the ICMM requirements.

※ ICMMでは「販売またはさらなる処理のために鉱物および金属を生産または精製する事業を実施する拠点」と定義されている
Defined by the ICMM as operations involved in the production or refining of minerals and metals for sale or further processing.

**2025年度 優先順位付けの結果 Results of Prioritization (FY2025)**

東予工場、菱刈鉱山、ニッケル工場、タガニートHPAL(THPAL)　Toyo Smelter & Refinery, Hishikari Mine, Niihama Nickel Refinery, Taganito HPAL Nickel Corporation (THPAL)

**当社における優先順位付けの定義 SMM's Definition of Site Prioritization**

| | |
|---|---|
| **国際的な責任ある鉱物調達の対象鉱物に含まれる金、銀、銅、ニッケルを生産または製錬していること、かつ規模(生産量や従業員数など)の大きいこと、また製錬所においては製品としての金属(最終製品)を製造していること(ただし生産終了を見込む施設は除く)** | 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 & refining sites that produce metals as finished products (excluding sites expected to cease production) |

**第三者外部検証の受審状況・実施報告 Status of Third-Party Validation and Implementation Reports**

| | FY2022 | FY2023 | FY2024 | FY2025 |
|---|---|---|---|---|
| **対象拠点**<br>Target sites | **東予工場**<br>Toyo Smelter & Refinery | **菱刈鉱山**<br>Hishikari Mine | **ニッケル工場**<br>Niihama Nickel Refinery | **THPAL** |

**ICMM Performance Expectationsの実施報告**
**https://www.smm.co.jp/sustainability/icmm/**

# サステナビリティマネジメント Sustainability Management

## 国際的な業界団体等への参加・支援表明
## Participation in International Industry Organizations and Initiatives and Declarations of Support

GRI 2-28

**コーポレート(全社)レベルのセルフアセスメント結果(2025年実施) Corporate-Level PE Self-Assessment Results (conducted in 2025)**

| 評価※1 Outcome※1 | | | | Total |
|---|---|---|---|---|
| 満たしている Meets | 部分的に満たしている Partially meets | 満たしていない Does not meet | 該当しない N/A | |
| 15 | 14 | 1※2 | 1 | 31 |

※1 PEsの各項目に対して、ICMMのValidation GuidanceにおいてPE別に示されている判断規準に照らし、下記のように評価した
満たしている：関連するシステムおよび慣行が実施されており(Validation Guidanceのすべての判断規準が満たされており)、十分な証拠もある
部分的に満たしている：関連するシステムおよび慣行が部分的に実施されている(Validation Guidanceの一部の判断規準が満たされている)、または、検証可能な証拠が一部足りない
満たしていない： 関連するシステムおよび慣行が実施されていない(Validation Guidanceの判断規準がすべて満たされていない)、または証拠がない

Each of the PEs was evaluated against the assessment criteria indicated for each PE in the 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 supported by sufficient evidence.
Partially meets: Systems and/or practices related to the PE have been partially implemented (some judgment criteria in the Validation Guidance are met) or sufficient verifiable evidence is not available.
Does not meet: Systems and/or practices related to the PE are not in place (none of the judgment criteria in the Validation Guidance are met) or there is no supporting evidence.
N/A: Not applicable

※2 満たしていないとなった項目と満たしている項目との差異理由および今後の取り組みについて
・PE1.5：政治献金
政治献金に関するデータを開示していないため。今後、開示に関して検討を進める

Items that fell under "does not meet," the reasons for the differences compared to "meets," and future initiatives.
・PE1.5: Political contributions
The data on political contributions are not disclosed. We will consider disclosing this information in the future.

# 独立業務実施者の限定的保証報告書

2026年8月27日

住友金属鉱山株式会社
代表取締役社長　松本 伸弘　殿

KPMGあずさサステナビリティ株式会社

東京事務所

業務責任者　斎藤 和彦

**結論**

当社は、住友金属鉱山株式会社（以下「会社」という。）の"ESG Data Book 2026"（以下「ESG Data Book」という。）に含まれる下記の情報（以下「主題情報」という。）について限定的保証業務を実施した。

| 主題情報 | 記載場所 | 規準 |
|---|---|---|
| 2026年3月31日現在並びに2025年1月1日から2025年12月31日まで及び2025年4月1日から2026年3月31日までの期間の☑マークの付されている環境・社会指標 | 1～56頁 | ESG Data Bookに記載されている会社が定めた環境・社会指標の作成規準 |
| 会社の方針がInternational Council on Mining & Metals（ICMM）の基本原則（以下「ICMM原則」という。）、関連するCorporate-level Performance Expectations（CPEs）及び適用されるポジションステートメントに定められている必須要件と会社の方針が整合しているという会社の主張 | 78頁、81頁 | ICMMのAssurance and Validation Procedure、ICMM原則、関連するCPEs、適用されるポジションステートメント |
| ESG Data Bookに記載されている会社のICMMのAsset-level Performance Expectationsの妥当性確認のための資産の選択に関する優先順位付けについての記載 | 80頁 | ICMMのAssurance and Validation Procedure |
| 会社の重要課題の特定及び優先順位付け並びに会社の重要課題に対するアプローチ及びマネジメントについての記載 | 66～77頁 | |

実施した手続及び入手した証拠に基づいて、主題情報が上記の規準に準拠して作成されていなかったと信じさせる事項が全ての重要な点において認められなかった。

**結論の根拠**

当社は、国際監査・保証基準審議会（IAASB）が公表した国際保証業務基準（ISAE）3000（改訂）「過去財務情報の監査又はレビュー以外の保証業務」及びISAE3410「温室効果ガス報告に対する保証業務」に準拠して業務を実施した。同基準における当社の責任は、本報告書の「業務実施者の責任」に記載されている。

当社は、国際会計士倫理基準審議会（IESBA）が公表した「職業会計士のための国際倫理規程（国際独立性基準を含む。）」に定められる独立性及びその他職業倫理に関する規定に準拠している。

当社は、IAASBが公表した国際品質マネジメント基準（ISQM）第1号「財務諸表の監査若しくはレビュー又はその他の保証若しくは関連サービス業務を行う事務所の品質マネジメント」を適用している。同基準は、職業倫理に関する規定、職業的専門家としての基準及び適用される法令等の遵守に関する方針又は手続を含む品質管理システムを整備及び運用することを事務所に対して要求している。

当社は、結論の基礎となる十分かつ適切な証拠を入手したと判断している。

**その他の記載内容**

当社の主題情報に対する結論の対象には、主題情報及びその保証報告書以外の情報（以下「その他の記載内容」という。）は含まれない。当社はその他の記載内容を通読したが、追加的な手続は実施していない。また、当社はその他の記載内容に対して結論を表明するものではない。

**主題情報に責任を負う者の責任**

会社の経営者は、以下に対する責任を有する。

・不正又は誤謬による重要な虚偽表示のない主題情報の作成に関連する内部統制を整備及び運用すること

・主題情報の作成に適合する規準を選択又は策定し、使用した規準を適切に参照又は説明すること

・会社の定める規準に準拠して主題情報を作成すること

**主題情報の測定又は評価における固有の限界**

ESG Data Bookに記載されているように、温室効果ガス排出量の定量化は、活動量データの測定、及び排出係数の決定に関する不確実性並びに地球温暖化係数の決定に関する科学的不確実性にさらされている。

したがって、経営者が、許容可能な範囲で異なる測定方法、活動量、排出係数、仮定を選択した場合、報告される値が重要な程度に異なる可能性がある。

**業務実施者の責任**

業務実施者は、以下に対する責任を有する。

・主題情報に不正又は誤謬による重要な虚偽表示がないかどうかについて限定的保証を得るために業務を計画し実施すること

・実施した手続及び入手した証拠に基づき、独立の立場から結論を形成すること

・経営者に対して結論を報告すること

当社は、業務の過程を通じて、職業的専門家としての判断を行使し、職業的専門家としての懐疑心を保持した。当社は、主題情報に関して結論の基礎となる十分かつ適切な証拠を入手するための手続を立案し、実施した。選択した手続は、主題情報及びその他業務環境に関する当社の理解と、重要な虚偽表示が生じやすい領域の検討に基づいている。業務を実施するに当たり、当社は主に以下の手続を行った。

・主題情報の作成に適用される規準の妥当性の評価

・会社の担当者に対する、主題情報の作成に関連する主要なプロセス、システム、及び内部統制についての質問

・分析的手続（傾向分析を含む）の実施

・重要な虚偽表示リスクの識別・評価

・リスク評価の結果に基づき選定した国内1工場における現地往査

・主題情報に含まれる数値情報についてサンプルベースによる再計算の実施

・抽出したサンプルに関する入手した証憑との突合

・主題情報が会社の定める規準に従って表示されているかどうかの評価

限定的保証業務で実施される手続の種類と時期には幅があり、合理的保証業務に比べて手続の範囲が限定されている。したがって、限定的保証業務で得られる保証の水準は、合理的保証業務が実施されていれば得られたであろう保証水準よりも低い。

以　上

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 2026 (the "Report").

| Subject matter information | Pages | Criteria |
|---|---|---|
| Selected environmental and social indicators as of March 31, 2026 and for the periods from January 1, 2025 to December 31, 2025 and from April 1, 2025 to March 31, 2026 indicated with the symbol "☑" | Pages 1-56 | 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 | Pages 78 and 81 | 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 80 | 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 66-77 | |

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. We do not express any form of conclusions thereon.

### Responsibilities for the SMI

Management of the Company are responsible for:

- 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 a site visit at one of the Company's domestic sites which was 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, Engagement Partner***

***KPMG AZSA Sustainability Co., Ltd.***

***Tokyo Office, Japan***

***August 27, 2026***