



CSR REPORT 2016
MITSUI KINZOKU

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To readers of this report:

This CSR Report was first published by Mitsui Mining & Smelting Co., Ltd. (Mitsui Kinzoku).

Since 2003, Mitsui Kinzoku has disclosed information about its efforts for environmental protection and safety in its business activities by publishing an Environmental Report.

Although we have been approaching each business from the standpoint of fulfilling our social responsibilities through business activities, we have decided to publish this CSR Report in place of the Environmental Report, based on our profound reflection that the transmission of information about our social activities, economic activities, and management was insufficient, as we have built a system to work on CSR in 2016.

While we will continue to publish the CSR Report annually to share information with our stakeholders, we have prepared this report with an emphasis on awareness about the importance of CSR efforts in Mitsui Kinzoku and its Group companies, as well as a detailed examination of our past CSR efforts. We would appreciate it if you read this CSR Report with this in mind.

For the purpose mentioned above, we have focused primarily on actual results in our CSR efforts during the coverage period of fiscal 2015, although there are also items that include prior initiatives. With respect to the coverage range, the Report mainly discusses Mitsui Kinzoku on a non-consolidated basis, but includes data for major affiliates in Japan and their environmental activities and safety efforts for the purpose of making a comparison with past Environmental Reports. The coverage range is noted on each item.

We plan to publish the next edition in July 2017. We will make efforts to enhance the content to meet the standard required for a CSR report. The opinions of our stakeholders are essential to that end. We would appreciate your opinions and feedback about the content of the CSR Report and the CSR efforts of the Mitsui Kinzoku Group.

In addition to the publication of the CSR Report, we will also periodically share information about our CSR activities on our website.

[Mitsui Kinzoku Website] <http://www.mitsui-kinzoku.co.jp>

Do what we can do and what only we can do

The Mitsui Kinzoku Group can look back over 140 years of history since its founding. During this period, we have accumulated a variety of technologies and experiences centering on non-ferrous metal materials.

Our corporate slogan, Material Intelligence, means creating both products and business that are helpful for solving social issues by leveraging our unique knowledge independently and taking advantage of the resources provided by the Earth.

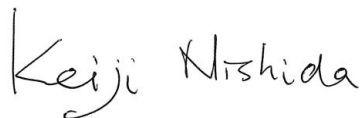
Our areas of contribution are not limited to Japan. We have also developed activities at 40 bases in Europe, America, and Asia, seeking global markets since the 1960s.

Mitsui Kinzoku, which has its roots in mining for underground resources, considers the conservation of the global environment to be one of its most important management issues and promotes the reduction of CO₂, energy saving, and other environmentally friendly efforts in all aspects of its business.

To pass on a sustainable society to the next generation, we will make unparalleled contributions by capitalizing on our manufacturing power, the origin of the manufacturing industry.

We will vigorously push forward with our aim to become a company that is valued by our customers and in agreement with our stakeholders.

President, Representative Director

A handwritten signature in black ink that reads "Keiji Nishida". The signature is written in a cursive, flowing style.



Keiji Nishida

1957 Born in Fukuoka
1980 Joined Mitsui Kinzoku
2008 Head of Finance Department
2011 Director and Chief Financial Officer
2014 Representative Director, Senior Managing Director
2016 Representative Director, President

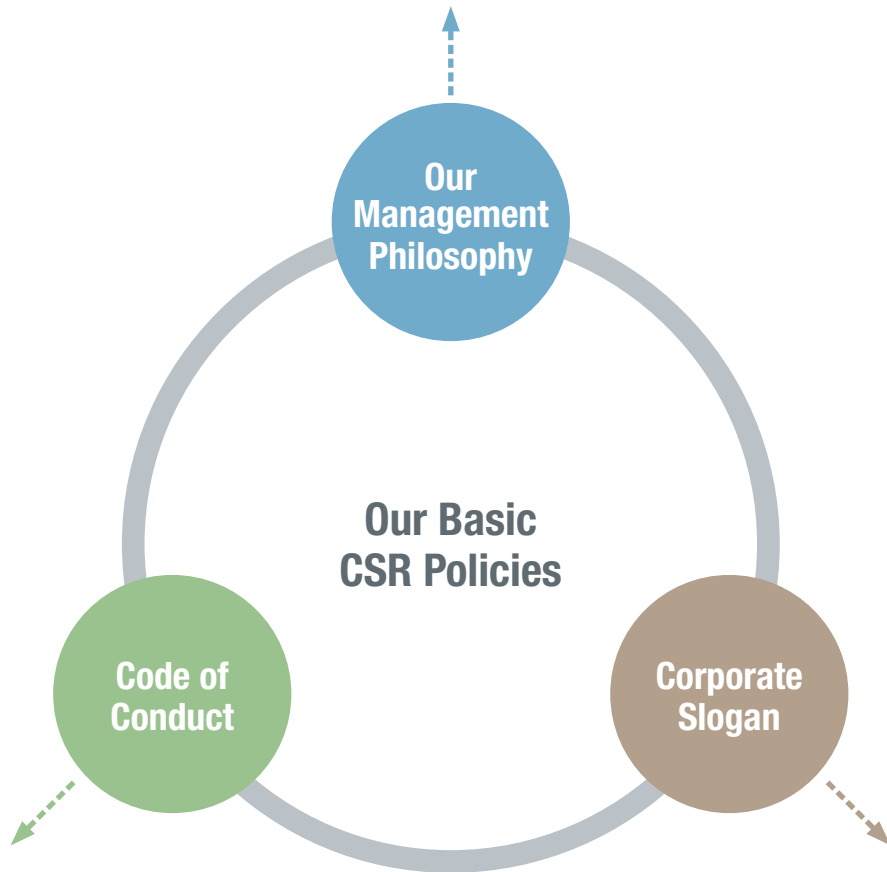
Precisely, our management philosophy reflects our mission

Our approach to CSR is all about following the corporate philosophy of the Mitsui Kinzoku Group that we have advocated throughout our history.

Sharing the same perception towards our Management Philosophy, Corporate Slogan, and Code of Conduct as our basic CSR policies, each officer and employee of the Mitsui Kinzoku Group will promote CSR efforts on a group-wide basis to fulfill their responsibility for stakeholders.

The precise mission of Mitsui Kinzoku

We established and documented our management philosophy in 1984. More than 30 years have passed since we stated contributions to society and sustainable growth as essential aspects of our management. We appreciate our predecessors for their past perspective of sustainability and will steadily achieve their goals and aspirations.



Specific commitments to follow our management philosophy

We have identified the basic matters that we must comply with in all aspects of our corporate activities as well as in our daily conduct, so that we will be able to grow with our stakeholders, aware of our own responsibilities toward society.

Words that represent the identity of Mitsui Kinzoku

The basis of Mitsui Kinzoku is manufacturing. Our business domain centers on non-ferrous metal materials. We are always thinking about where we excel, how we should leverage our strengths, and what added value we can create. We are pursuing our distinctiveness by thinking along these lines.

経営理念

創造と前進を旨とし

価値ある商品によって社会に貢献し

社業の永続的発展成長を期す

三井金属鉱業株式会社

Management Philosophy

With creativity and productivity,

We, Mitsui Kinzoku Group, will explore products of value to society,

and seek an eternal growth of our group.

MITSUI MINING & SMELTING CO., LTD.

Corporate Slogan

Material Intelligence

Code of Conduct

This Code of Conduct applies to all the directors, officers and employees of Mitsui Mining & Smelting Co., Ltd. (Mitsui Kinzoku) and its Group companies.

1. Our Social Mission

We shall contribute to society by providing valuable products.

2. Self-Awareness and Social Responsibility as a Member of our Corporate Group

We shall always be mindful of our role as a member of the Mitsui Kinzoku Group and act with dignity and responsibility, while positively conducting social action programs by facilitating communication with all stakeholders.

3. Compliance

We shall comply with domestic and international laws and regulations as well as our company's regulations, and shall act in accordance with the conscience of our society.

4. Fair Business Activities

We shall conduct appropriate business activities based on free and fair competition.
We shall also maintain healthy and transparent relationships with political parties and factions, the government, and business partners, while making sure not to get involved in corruption.

5. Rejection of Antisocial Forces

We shall resolutely confront antisocial forces and organizations and thoroughly prohibit all relationships with them.

6. Proactive Information Disclosure and Comprehensive Information Management

We shall proactively and fairly disclose corporate information and comprehensively protect and manage confidential information, including personal and customer information.

7. Contribution to the Natural Environment

We shall address environmental issues to help realize a sustainable society.

8. Provision of Comfortable Work Environment

We shall provide a safe and comfortable work environment that respects the human rights, personalities, and uniqueness of our employees, while providing a place where a diverse range of human resources can play an active role.

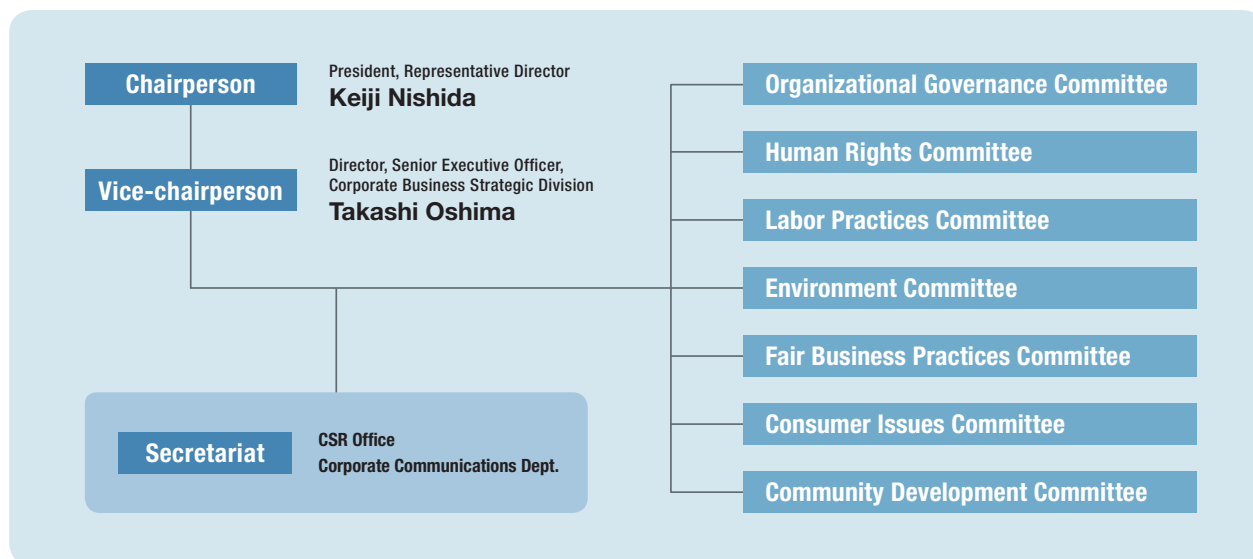
9. Demonstration of Leadership by Senior Management

Top management shall recognize that it is their responsibility to realize the spirit of this code, and act on their own responsibility while demonstrating leadership.

Acceleration of CSR efforts

In 2016, we established the CSR Office as a specialized section that fulfills company-wide cross-sectional functions to promote CSR activities. We also launched the CSR Committee chaired by the President of the Company. CSR efforts in the Mitsui Kinzoku Group are still in their infancy, but we will work to identify which CSR issues we should work on by making concerted efforts as a Group, transmitting CSR information, and enhancing communication with our stakeholders.

Mitsui Kinzoku CSR Committee



Based on the core subjects

We have established subcommittees within the CSR Committee for each issue we should improve. The issues for each committee are based on the seven core subjects of CSR prescribed by ISO 26000.

Although the committees consist of members from each department of the Corporate Division of Mitsui Kinzoku in this first step, we plan to expand the range of the committee organizations into the business sectors and the business bases as we make progress.



Organizational Governance Committee

The Legal Department, which works to improve corporate governance and compliance, deals with legal risks, and promotes legal education, plays a central role in promoting relevant efforts. We will also consider creating a mechanism with the Human Resources Department for due diligence regarding human rights. We will ensure transparency and accountability in our corporate governance.



Environment Committee

Members from the Environment & Safety Department, which is responsible for environmental management, health, and safety, the Production Engineering Department, which promotes energy saving on a company-wide basis, and the Mineral Resources Division, which develops overseas mines and manages suspended and closed mines in Japan, take key roles in facilitating the initiatives that we can undertake as the Mitsui Kinzoku Group in order to create a sustainable society.



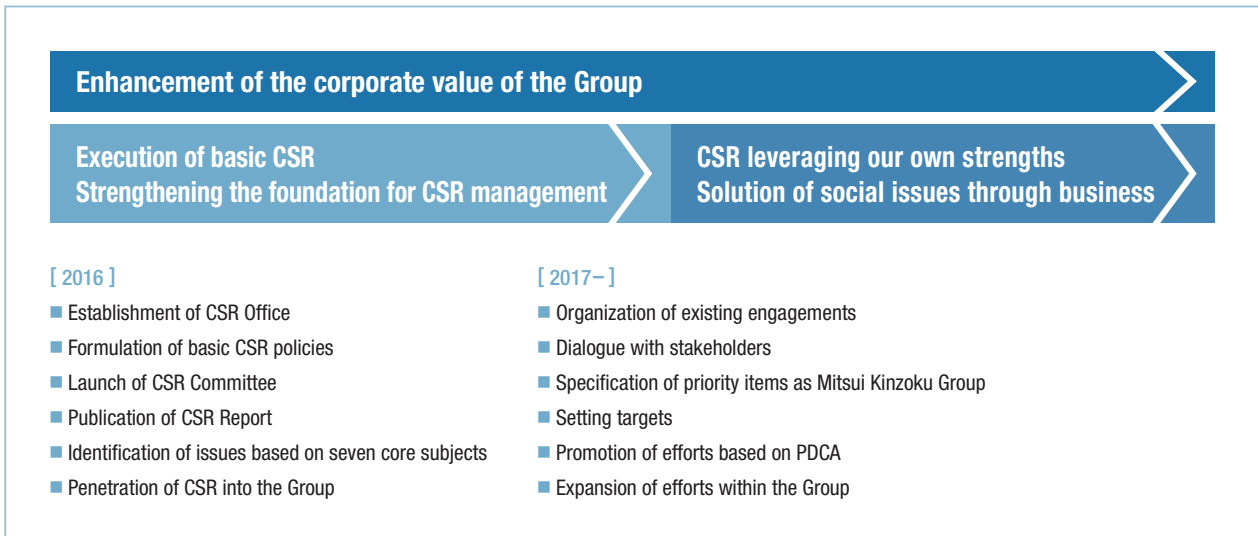
Labor Practices Committee

The Human Resources Department and the General Affairs Department play a central role in constructing a mechanism to promote work-life balance, diversity, and the active participation of women. The Environment & Safety Department also collaborates to make our workplace safer and more pleasant, creating a working environment where each employee can capitalize on their abilities.



CSR Committee held in July 2016.

Mitsui Kinzoku Group Roadmap for CSR Efforts



Strengthening the foundation as the first step for CSR management

It is still only a rough image, but our CSR efforts with the current period of medium-term management plan as the target period are as shown in the chart above.

We will promptly promote the execution of basic CSR and set priorities on issues by identifying those for the Mitsui Kinzoku Group, while reflecting the opinions of our stakeholders.

We will also prepare a medium- to long-term roadmap with the aim of enhancing the corporate value of the Mitsui Kinzoku Group.