

Social Responsibility and Ethics Agreement

Mitsui Electronic Materials Co., Ltd. (hereinafter referred to as “the company”), in order to provide good products, establish a pure and fair trading environment, Create a safe, healthy and dignified working environment and promote good partnership with all customers. The company hereby promises that all corporate activities are carried out in compliance with RBA, SA8000 International and conducted within the norms of local laws and regulations, abide by fair competition, honest transactions, operational integrity and actively fulfill social responsibilities.

Respecting human rights are an essential foundation to run company peacefully. We are engaged in protecting not only all rights of not only staff members of us, but also all stakeholders.

Human Rights Policy

Our human rights policy complies with the Mitsui Kinzoku Group regulations

Mitsui Kinzoku Group website Human Rights Policy page : https://www.mitsui-kinzoku.com/en/csr/society/humanrights/#block01_1

Quality Policy

「Based on a customer-first mindset, provide satisfactory products and services to customers at the most appropriate timing.」

Mitsui Metal Safety and Health Concepts

Ensuring the Safety and Health of all personnel of Mitsui Group is the most important acknowledged foundation of the business activity making it possible to work in a safe environment.

ISO 45001 Occupational Safety and Health Policy

Our company have been consistent with being “People Oriented” ever since it started, from production activity consideration, to upholding customer first service, respect for each individual, unleash group strength, to become a reputable company; and to be able to provide customer, business alliances, guest visitors, community industries, the people and all of the company personnel a most reassuring production environment goal; basic concepts of international occupational health and safety management system, structure, as a suitable development plan for the company, towards zero disaster, zero accident and essential safety of the occupational safety and health realm in the whole company.

For these reasons, the company is committed to:

1. Comply with the domestic safety and health laws, and with the relevant norms of international benchmarking.
2. Continue to improve health and safety management system through counseling communication and PDCA approach.
3. Committed to the implementation of education and training, improve the awareness of safety and health of all the personnel of the company.
4. Maintain a safe and healthy workplace, in order to prevent the occurrence of occupational accidents and diseases.
5. Sustain implementation of workplace improvements toward zero disaster, zero accident and inherent safety.

Environmental Policy

Mitsui Electronic Materials Co., Ltd. (MEM) will promote the sputtering target manufacturing business to contribute the preservation of regional environments and the prevention of pollution with the slogan, “harmonization with regional environment for preservation of the

global environment”

- (1) MEM will obey the related laws, endeavor to reduce the environmental impact, and establish the environmental object for prevention of pollution and for continuous improvement.
- (2) MEM will conform to suitable regulation for control of industrial waste and for effective utilization of resources.

Energy Policy

Meets the target requirement of energy saving of more than 1%.

Reduce plantwide energy usage and continuously improve energy efficiency and energy management systems.

Obey related energy management laws and other requirements.

Consider energy efficiency as a factor in facility, equipment designs and maintenances.

Encourage effective procurement and use high performance, energy-efficient products and services.

Basic Procurement Policy

Mitsui Kinzoku Group and Mitsui Electronic Materials Co., Ltd. operates sustainable supply chain that are in accordance with its Code of Conduct so as to “contribute to society by providing valuable products” as defined in the Management Philosophy. Through fulfilling our supply chain responsibility based on mutual understanding and trust with suppliers, we work to achieve mutual development and growth with suppliers.

1. We comply with laws, regulations, social norms, and the corporate code of ethics in procurement.
2. We require suppliers’ sound business operating bases, improvement of technical competence, excellent quality, price competitiveness, and stable supply, as well as promote supply chain responsibility in the fields of human rights and labor practices, health and safety, ethics, and the environment. We are not complicit directly or indirectly in human rights abuses, including child labor and forced labor. We conduct procurement based on transparent and fair competition and work against corruption in all its forms.
3. In selecting suppliers, we make a comprehensive assessment to ensure supply chain responsibility in the fields of human rights and labor practices, health and safety, ethics, and the environment. In actual transactions, we, in cooperation with suppliers, work on responsible procurement in these fields. In deciding whether to continue business relationships, we place priority on supply chain responsibility.

Mitsui Kinzoku Group website Purchasing policy page :

<https://www.mitsui-kinzoku.com/en/csr/supplychain>