

Multi-Stakeholders Policy

The Company's management philosophy is to coexist with society and contribute to the development of the Japanese economy and local communities through the resource-recycling business that centers on the steel business. To implement this philosophy, we will engage appropriately with multi-stakeholders, including employees, customers, business partners, communities, and shareholders. The Company believes that the proper distribution of the earnings and results generated from value co-creation and productivity improvement to multi-stakeholders will result in maintaining momentum towards pay increases and the sustainable development of the economy, and thus returns to employees and consideration of business partners are important. Based on this, the Company will take the following initiatives.

1. Returns to employees

We seek to be an essential company that realizes societal development that is effectively balanced with global environmental protection, achieved through recycling iron as a steel company, we strive to pursue sustainable growth and enhance productivity while focusing on maximizing added value. Based on stable revenues and achievements, the Company will raise wages through methods appropriate for its corporate situation, while proactively investing in human capital to contribute to higher employee engagement and productivity as a comprehensive improvement in other aspects of the treatment of employees. Through this, the Company aims to achieve consistent returns to employees. Specifically, in addition to improving employee treatment through raising wages, we will enhance the working environment to make it safer and more comfortable. Our initiatives include establishing new offices and welfare facilities, renovating existing ones, and implementing automation and robotics in production facilities. As an investment in human capital, we will create new educational opportunities and improve the training system for employees to help them develop their skills, in order to create a workplace where they feel they can grow through working at the Company.

2. Consideration for business partners

The Company will continue to comply with the Partnership Building Declaration.

- Date of registration of the Partnership Building Declaration

[September 7, 2021]]

- URL of the Partnership Building Declaration

<https://www.biz-partnership.jp/declaration/125886-05-14-osaka.pdf> (Japanese)

The Company will monitor the implementation of these initiatives and take steps steadily.

End