

Table of Contents

About This Document.....	1
Disclaimer	1
Hitachi Metals Group Codes of Conduct	2
I. Message from the Management	6
II. About the Hitachi Metals Group	7
1. Corporate Profile	7
2. Consolidated Operating Performance	7
3. Business Bases	7
4. Business Domains and Major Product Applications	8
III. Corporate Governance	9
1. Basic Views	9
2. Overview of the Corporate Governance Structure	9
3. Basic Views on Internal Control System and Progress of System Development	19
4. Basic Approach and Development Status Regarding Elimination of Antisocial Forces	23
IV. CSR Management	24
1. CSR Activities at the Hitachi Metals Group.....	24
(1) Guidelines for CSR Activities	24
(2) Hitachi Metals Group Stakeholders	25
(3) System for Promoting CSR.....	25
(4) CSR Activity Results and Plans	25
(5) Economic Performance	29
2. Compliance.....	30
(1) Basic Approach.....	30
(2) Compliance Education Activities.....	30
(3) Compliance Audits	31
3. Information Protection and Management.....	32
(1) Basic Approach.....	32
(2) Promotion Organization	33
(3) Information System Security Measures	33
(4) Employee Education	34
(5) Self-audit.....	34
(6) Protection and Respect for Intellectual Property.....	35
4. Respect for Human Rights and Compliance with International Norms.....	35
V. Report on Social Aspects.....	36
1. Together with Our Suppliers	36
(1) Basic Policy of CSR Procurement	36
(2) Response to Globalization	38
2. In Cooperation with Society and the Local Community	39
(1) Basic Approach.....	39
(2) Our Social Contribution Activities in Fiscal 2020.....	39
3. Responsibility to Employees.....	42
(1) Labor and Management Relations.....	42
(2) Promoting Diversity	42
(3) Occupational Health and Safety	43
(4) Human Resources Training	44
(5) Employee Benefits and Welfare	45
(6) Life Plan Support.....	45
4. Responsibility to Shareholders and Investors.....	46
(1) Shares and Shareholders	46
(2) Basic Policy on Profit Allocation.....	46
(3) Information Disclosure and IR Activities	46
VI. Report on Environmental Aspects	47
1. Environmental management.....	47
(1) The Hitachi Metals Group's Environmental Vision	47
(2) Hitachi Metals Group Basic Environmental Protection Policies	48
(3) The Hitachi Metals Group's Environmental Management Promotion Structure	49
(4) Fiscal 2019–Fiscal 2021 Medium-Term Environmental Action Plan and Fiscal 2020 Results	50
(5) Environmental Accounting	51
(6) Integrated Environmental Management System (Integrated EMS ¹⁾)	52
(7) Environmental Auditing	52
(8) Environmental Education and Awareness Promotion	52
(9) Environmental Management Level "GREEN21-2021" Activities	53
(10) The State of External Communications about the Environment	54
(11) Consideration for the Preservation of Biodiversity	55
2. Environmental Consideration in Products	56
(1) Environmentally Conscious Vision in Products and Services	56
(2) Expansion of Key Environmentally Conscious Products	57
(3) The Hitachi Metals Group's Environment- and Energy-related Products	58
3. Environmental Consideration in Manufacturing	61
(1) Material Balance	61
(2) Climate Change Prevention	62
(3) Effective Use of Resources	64
(4) Chemical Substance Management	67
(5) Eco-Factory Case Study	71
(6) Site Data	72