

Management strategies from an ESG perspective

The Toho Titanium Group will contribute to the development of a sustainable society by strengthening ESG initiatives and realizing solutions to various social issues through corporate activities.

Basic Policy

Based on our Group's Management Philosophy, our basic policy on management is to work toward solving social issues involving the company and our stakeholders by engaging in business activities from the perspectives of the environment (E), society (S) and governance (G), so that we can contribute to the sustainable development of society and enhance our corporate value over the long term.

Promotion Structure



STAKEHOLDER ENGAGEMENT

	Stakeholder Expectations/ Interests (Examples)	Opportunities for Communication	Important Value Co-created with Stakeholders (examples of value provided)
<div></div> <div>Shareholders and Investors</div> <div>We aim to be a company that is trusted by all stakeholders, including shareholders and investors, and strive to disclose information promptly, appropriately, and fairly, and to proactively disseminate information.</div>	<ul style="list-style-type: none">Improvement of corporate valueSuitable stock priceStability of financial foundationIncrease in ROE and ROICProfit improvementsSafe operationsPromotion of ESG, SDGsProviding timely information	<ul style="list-style-type: none">Holding a regular general meeting of shareholdersHolding a briefing session for investorsConducting individual IR meetingsPublication of business reports, Integrated Reports / CSR reportsConducting factory tours for individual investorsDistribution of information via website, etc.Distribution of news releases through mass media <div>Disclosure Policy</div>	<ul style="list-style-type: none">Stock price improvementStable dividendProviding sustainable products, technologies, and servicesImproving ESG ratingsDialogue with business partners and local communities
<div></div> <div>Customers</div> <div>Our Group strives to provide products and services that prioritize quality in order to continue receiving the trust of our customers. We also strive to improve customer satisfaction by accurately understanding customer needs and continually improving our products and processes.</div>	<ul style="list-style-type: none">Provision of high-quality products and servicesStable supply, thorough supply chain management, legal compliancePromotion of environmental load reductionSafe operationsBCP complianceFair priceCapital investment	<ul style="list-style-type: none">Daily communication through Sales DepartmentDisplay at exhibitionsExplanation through company introduction videos and pamphletsDistribution of information via website, etc.Distribution of news releases through mass mediaContributing to reducing environmental impact and CO₂ emissions <div>Quality Standard - ISO 9001/JIS Q 9100</div>	<ul style="list-style-type: none">Improving trust through regular engagement with customers through sales activitiesExpanding awareness of our products and technology through exhibitions related to our products and technologyImproving customer satisfaction by transferring the maximum possible load during product deliveryEnsuring quality by conducting quality audits of raw material suppliersStable operations through process and logistics managementUltra-fine nickel powder Plant No. 5 scheduled for completion in FY2025Increasing titanium sponge production capacity by 3,000 tons per year to be completed in FY2025WEBTI[®] new plant scheduled for completion in FY2025
<div></div> <div>Business partners</div> <div>In order to achieve the procurement of purchased goods that meet the standards of "quality", "cost", and "delivery time", our Group conducts material procurement activities with the aim of building relationships of mutual trust with our business partners and building better partnerships.</div>	<ul style="list-style-type: none">Fair, just, and transparent transactionsThorough supply chain management and legal complianceSafe operationsBusiness continuityPromotion of environmental load reduction	<ul style="list-style-type: none">Procurement of product materials, supplies, etc.Implementation of quality audits, process audits, etc.Initiatives to reduce environmental impact and CO₂ emissions <div>Green procurement guidelines, responsible mineral sourcing</div> <ul style="list-style-type: none">Participation in the White Logistics promotion movementInitiatives to eliminate antisocial forces <div>Status survey for the implementation of antisocial prevention measures</div>	<ul style="list-style-type: none">Fair business transactions through the execution of sales contracts, specifications, etc.Avoiding procurement risks by purchasing multiple raw materialsStabilizing business through sustainable transactionsContinuing to conduct regular supplier quality auditsCO₂ reduction during product deliveryOptimization of prices commensurate with manufacturing costsCoexistence with business partnersContinued expansion of the supply chain
<div></div> <div>Local community & society</div> <div>At the business sites of our Group in various locations, we are working to revitalize local communities and support the generations who will lead the future, so that we are able to develop together with society as corporate citizens, while striving for harmony with everyone as members of the local community.</div>	<ul style="list-style-type: none">Co-existence and co-prosperity with the local communityContribution to regional developmentSafe operationsPromotion of environmental load reductionDisaster prevention response	<ul style="list-style-type: none">Dialogue with local residentsInteracting with local citizens through plant tours and soccer clinicsDistribution of information through news releasesNotifications and reports to government agenciesContributing to reducing environmental impact and CO₂ emissionsBuilding a response manual for accidents and disastersCommunity contribution activities such as participation in community-specific events and volunteer activities	<ul style="list-style-type: none">Improving trust from local communitiesPromoting understanding of safety and security through plant tours for local residentsCO₂ reduction during product deliveryEnsuring safety and security and business continuity in the event of an accident or disasterDialogue with local communitiesEfforts to reduce environmental impactAcquisition of ZEB certification at Chigasaki Plant
<div></div> <div>Employees and families</div> <div>Our Group respects the individuality of each employee and strives to develop their abilities. At the same time, in order to create an attractive work environment, we are implementing various human resources systems, including support for work-life balance and promotion of women empowerment, as well as measures to actively develop human resources who will pave the way for the future of our company.</div>	<ul style="list-style-type: none">Safety firstA work environment where one can work energetically (health, respect for human rights, equal opportunities, ensuring rights to working conditions based on laws and regulations)Utilizing a wide range of human resources (diversity & inclusion)Promotion of environmental load reductionImprovement of education, welfare, and other various systems	<ul style="list-style-type: none">Delivering the President's message during New Year's ceremonies, and other eventsDistribution of information through company newsletters and intranetHolding Group management meetingsConsultations with labor unionsOperation of compliance hotlinesMaintaining the work environmentEnsuring welfare benefitsHealth management	<ul style="list-style-type: none">Improving the work environment under the policy of putting safety firstEmployee health management through medical examinations and mental health careSharing Group intentions by disseminating business status and policies to all employeesNegotiations and discussions held every month on various management topics and employee working conditionsImproving the ratio of women in management positions and the rate of men taking childcare leaveImproving communication through dormitories, company housing, various events, recreation, etc.Improving the workplace environment by conducting employee satisfaction surveysImprovement of motivation and individual ability through introduction of posting and transfer request systems

Identifying Materiality