

Recruit and Develop Diverse Human Resources (Diversity)

Policies and Strategies

One of the Furukawa Company Group's Materialities (Key Issues) is to "Recruit and develop diverse human resources." The Group does not engage in any discrimination regarding human rights, beliefs, gender, disabilities, and so on in employment, and we endeavor to provide equal opportunities for all. Because Group businesses extend into a variety of fields, we are taking measures to stabilize our employment by formulating staffing and personnel plans with a clear view to business expansion and productivity increases, including in Group companies.

Governance Framework

The Furukawa Company Group's Human Resources & General Affairs Department is responsible for planning and promoting diversity-related initiatives.

Metrics and Targets

FY2024 Targets:

- Increase female manager ratio
- Step up recruitment of persons with disabilities (statutory minimum rate: 2.5%)

FY2024 Results:

- Female manager ratio (Furukawa Co., Ltd.): 2.4%
- Persons with disabilities (consolidated): 1.9%

Initiatives

Empowering Female Employees

In our ongoing effort to actively recruit and involve women, on April 1, 2021, we formulated our Action Plan for Promoting Support for Female Employees, and are stepping up support for the advancement of women.

- **Action Plan for Promoting Support for Female Employees**
(Planned period: April 1, 2021 to March 31, 2026)

Target 1	Ensure that women account for at least 20% of all new graduate recruits
Target 2	Appoint at least 10 female managers
Target 3	Reduce the turnover rate of female employees in planning positions for personal reasons to 10% or less during the first five years of employment
Target 4	Encourage use of annual paid leave (target: 12 days/year)

Support for Employees Raising Children, etc.

As part of measures to support rearing of the next generation, we have formulated and implemented the General Business Owner Action Plan. At the same time, we are promoting improvement of the workplace environment to make it easier for people to take part in childcare and home care.

Hiring People with Disabilities

The Furukawa Company Group promotes hiring people with disabilities in various workplaces and for various types of work, thereby promoting their independence and participation in society.

Hiring Foreign Nationals

Given its active pursuit of overseas expansion, the Furukawa Company Group does not base its recruiting decisions on nationality. Moreover, we strive to deepen partnerships that transcend nationality as we promote a spirit of mutual respect for individual differences. The Group has multiple production and sales/service bases overseas, where we actively recruit and develop local talent. As of March 31, 2025, we had 477 locally hired employees. We will continue creating local employment opportunities and making regional contributions.

Hiring Elderly Employees

To stabilize the employment of elderly people and expand their opportunities for work, we raised the mandatory retirement age from 60 to 65 as of April 1, 2020, and in April 2025 established a system that allows continued employment up to age 70. Going forward, we anticipate that these people, by passing on the technical know-how they have acquired over many years, will proactively participate in cultivating mid-level and younger employees as well as in other ways.

Diversity-Related Education

The Furukawa Company Group conducts diversity-related training as part of its commitment to ensuring diversity. The training, which covers such topics as race, nationality, religion, sexual orientation, and disabilities, is designed to deepen employees' understanding of diversity.

Hosting Nonferrous DE&I Forum 2025

On February 27, 2025, seven nonferrous metal companies* together with the Japan Mining Industry Association hosted Nonferrous DE&I Forum 2025 to advance diversity, equity, and inclusion (DE&I) across their organizations. The event, held in connection with International Women's Day on March 8, was the industry's second such forum, following the inaugural session in March 2024.

The event included a presentation by an external specialist offering insights on DE&I advancement in the nonferrous metals industry, along with a live panel discussion among employees who are leading DE&I initiatives within their companies. The proceedings were also streamed to participating companies.

The forum served as an opportunity for the entire industry to deepen its understanding of DE&I. Through such initiatives, we will continue working to create environments that respect diversity.

* JX Advanced Metals Corporation, Sumitomo Metal Mining Co., Ltd., DOWA Holdings Co., Ltd., Nittetsu Mining Co., Ltd., Mitsui Kinzoku Co., Ltd., Mitsubishi Materials Corporation, and Furukawa Co., Ltd.