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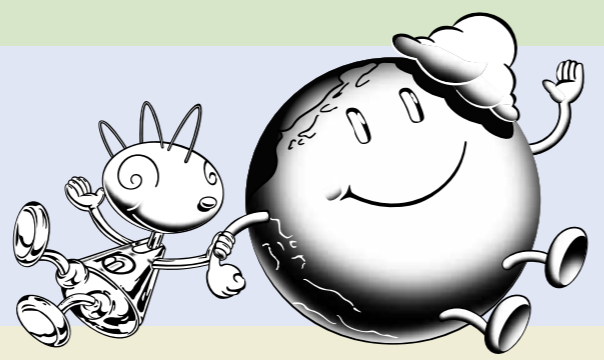
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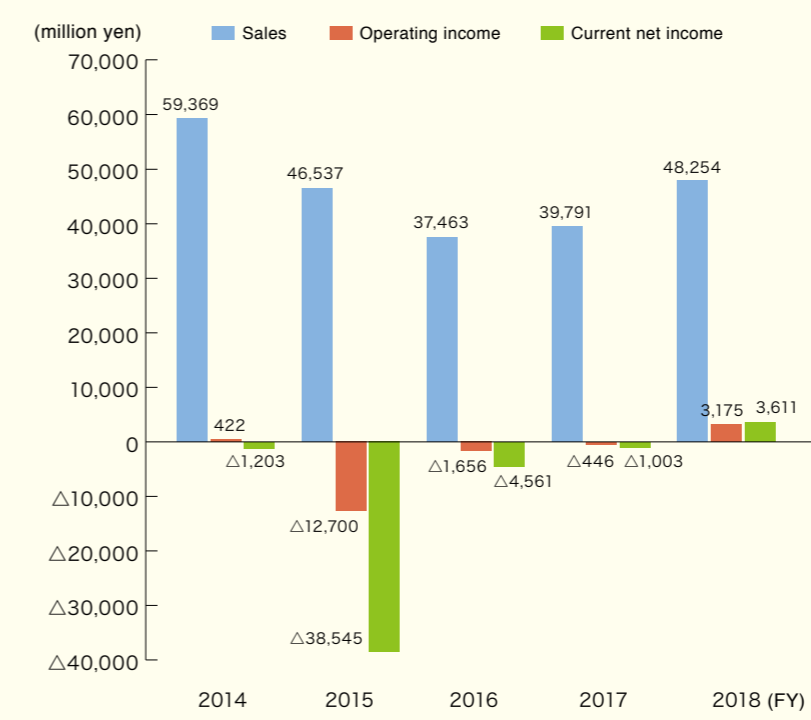
**PAMCO-kun**  
 "PAMCO-kun" is the first original character of Pacific Metals. Pacific Metals is strongly promoting PAMCO-kun as the symbol and face of the Company.

**Editing of the Sustainability Report 2019**

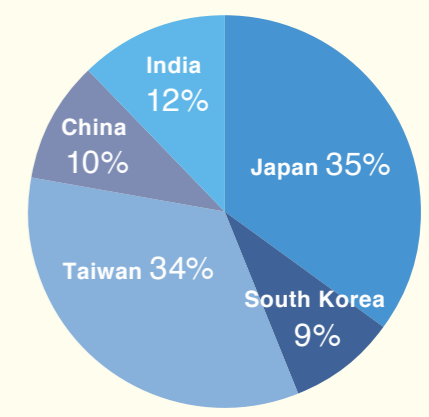
<b>Editing policy</b>	This report introduces the business activities and integrated management system initiatives of Pacific Metals Co., Ltd. for the fiscal year (FY) 2018. Pacific Metals are providing comprehensive articles on social aspects, such as the medium-term management plan and investor relations (IR) activities, with a focus on environmental, quality and occupational health and safety initiatives, with the purpose of disclosing further information to all stakeholders, including shareholders and investors.
<b>Scope of report</b>	Pacific Metals Co., Ltd. (offices in Japan) *Some group companies are included in the activity details.
<b>Reporting period</b>	FY2018 (April 1, 2018 to March 31, 2019) *Includes reporting of some activities outside the reporting period. Month of issue: November 2019
<b>Reference guidelines</b>	"Environmental Reporting Guidelines (Fiscal Year 2018 Version)" by Ministry of the Environment "Sustainability Reporting Guidelines Version 4" by the Global Reporting Initiative (GRI)
<b>Publication medium</b>	[Company website] <a href="https://www.pacific-metals.co.jp/environment/report.php">https://www.pacific-metals.co.jp/environment/report.php</a>
<b>Disclaimer</b>	The contents of this report refer not only to past events, but also cover future plans and forecasts at the time of publication. Please note that actual future activities and results may differ from those described herein.

<b>Name</b>	Pacific Metals Co., Ltd.
<b>Representative</b>	President Director & Representative Director Akira Sasaki
<b>Date of establishment</b>	December 1, 1949
<b>Annual sales</b>	48,254 million yen (nonconsolidated)
<b>Number of employees</b>	411 employees (nonconsolidated)
<b>Paid-in capital</b>	13.9 billion yen
<b>Operating sites</b>	Tokyo Head Office / Hachinohe Head Office (Manufacturing Works) / Philippines Office / Jakarta Office
<b>Production items</b>	Ferronickel, ferronickel slag

**Financial indicators**



**Sales volume ratio by region (ferronickel)**



**Company philosophy**

To utilize human power, provide more usefulness from the earth's resources, and contribute to the well-being of human society

**Company policies**

1. To integrate the management strategies of the Group as a whole, and maximally demonstrate the synergy effect of each group company.
2. To pour all our efforts into developing world-class smelting technology and improving quality, to establish a world-leading platform that is efficiently managed and competitive.
3. To promote compliance.
4. To secure reasonable profits through fair, transparent and free competition.
5. To actively address all manner of environmental issues in order to protect our irreplaceable earth.
6. To achieve a purposeful workplace that enables employees to grow as individuals and sufficiently demonstrate their creativity, as well as enable them to pursue leeway and richness in both the physical and mental aspects.
7. To widely promote social interaction, and actively disclose fair company information.