

Table of Contents

Overview of the Company 2
 Message from the President 3
 The Long-Term Vision 5
 Activities Performance for PAMCO-2021 7

Environment

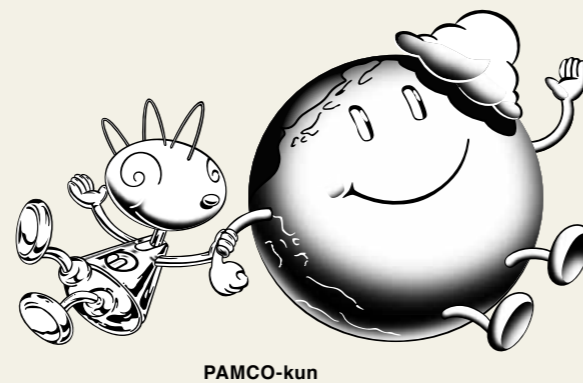
Environmentally Friendly Manufacturing Process —Ferronickel Manufacturing Process— 9
 Eco Products That Contribute to Reduced Environmental Impact 11
 Services That Contribute to the Environment —Waste Recycling Business— 12
 Initiatives to Reduce Environmental Impact 13
 Integrated Management System 15

Society

Together with Our Customers 17
 Together with Shareholders and Investors 18
 Together with the Community 19
 Together with Employees 20

Governance

Corporate Governance 21
 History of Pacific Metals and Its Environmental and Social Activities 22



PAMCO-kun

Editing of the Sustainability Report 2020

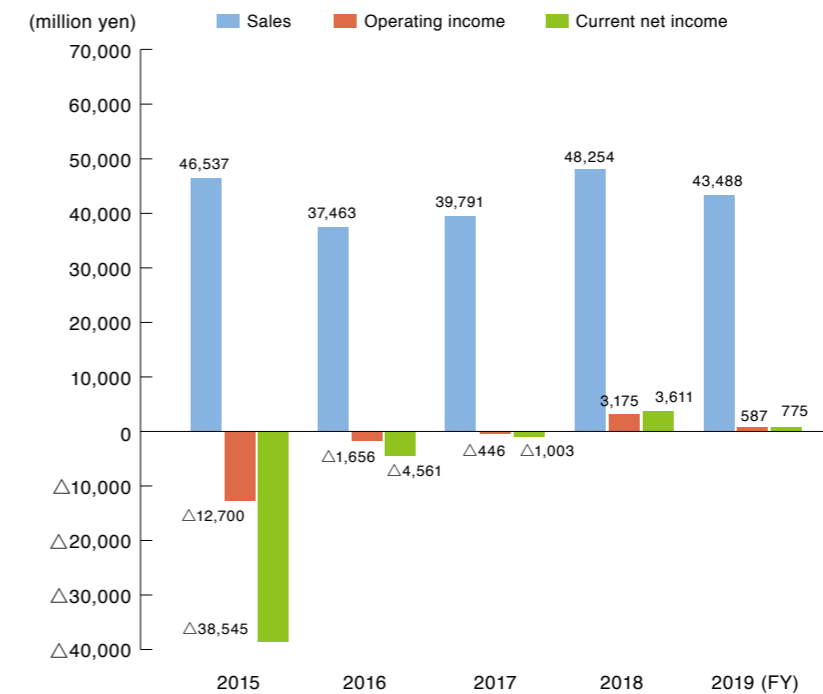
Editing policy	This report introduces the business activities and integrated management system initiatives of Pacific Metals Co.,Ltd. for the fiscal year (FY) 2019. It also describes our medium-term management plan, investor relations (IR) activities, and response to COVID-19 infections with a focus on our environmental, quality, and occupational health and safety initiatives for the purpose of disclosing more information to all stakeholders, including shareholders and investors.
Scope of report	Pacific Metals Co., Ltd. (offices in Japan) *Some group companies are included in the activity details.
Reporting period	FY2019 (April 1, 2019 to March 31, 2020) *Includes reporting of some activities outside the reporting period.Month of issue: November 2020
Reference guidelines	“Environmental Reporting Guidelines (Fiscal Year 2018 Version)” by Ministry of the Environment “Sustainability Reporting Guidelines Version 4” by the Global Reporting Initiative (GRI)
Publication medium	[Company website] https://www.pacific-metals.co.jp/environment/report.php
Disclaimer	The contents of this report refer not only to past events, but also cover future plans and forecasts at the time

Overview of the Company

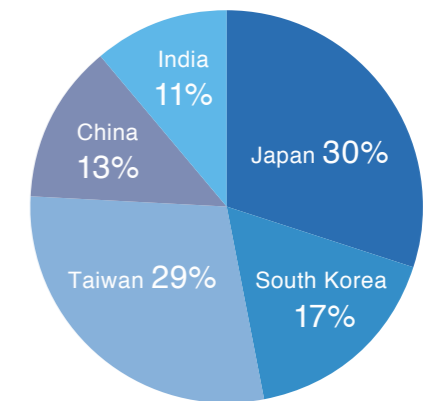
(As of March 31, 2020)

Name	PACIFIC METALS CO.,LTD.
Representative	President and Representative Director Masayuki Aoyama (Took office on June 25, 2020)
Date of establishment	December 1, 1949
Annual sales	43,488 million yen (nonconsolidated)
Number of employees	417 employees (nonconsolidated)
Capital	13.9 billion yen
Business offices and works	Tokyo Head Office / Hachinohe Head Office (Manufacturing Works) / Philippines Office / Jakarta Office
Business items	Ferronickel, Ferronickel slag
Affiliated companies	Taiheiyo Kosan Co., Ltd. / Pacific Gas Center Co., Ltd. / Pacific Sowa Corporation / Pacific Steel Mfg. Co., Ltd. / Pacific Special Alloy Castings Co., Ltd. / Yonago Steel Co., Ltd. / Pacific Rundum Co., Ltd. / Pacific Machinery & Engineering Co., Ltd.
Affiliated companies	Rio Tuba Nickel Mining Corporation / Taganito Mining Corporation

Financial indicators



Sales volume ratio by region (ferronickel)



SDGs Sustainable Development Goals

Sustainable Development Goals (SDGs) are 17 goals adopted by the United Nations in 2015 to achieve a society where no one is left behind - sustainable, diverse and inclusive - by 2030. The Company's medium-term management plan itself is related to the concept of SDGs, which are the global standard, and through our day-to-day business activities we are actively promoting SDGs and contributing to the development of a sustainable society.

