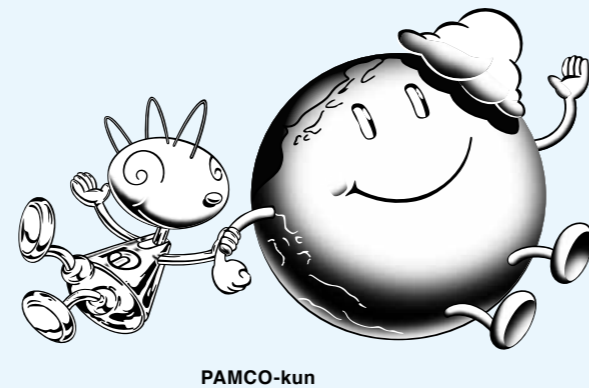


CONTENTS

Table of Contents

Overview of the Company	2
Message from the President	3
The Long-Term Vision	5
Activities Performance for PAMCO-2021	7
(E)Environment	
Environmentally Friendly Manufacturing Process – Ferronickel Manufacturing Process –	9
Eco Products That Contribute to Reducing Environmental Impact	11
Services That Contribute to the Environment – Waste Recycling Business –	13
Initiatives for Reducing Environmental Impact	15
Integrated Management System	19
(S)Society	
Together with Our Customers	21
Together with Shareholders and Investors	23
Together with the Community	25
Together with Employees	27
Supply chain management	29
(G)Governance	
Corporate Governance	31
Data Compilation	33
Environmental Report Guideline Comparison Table	36
History of Pacific Metals and Its Environmental and Social Activities	37

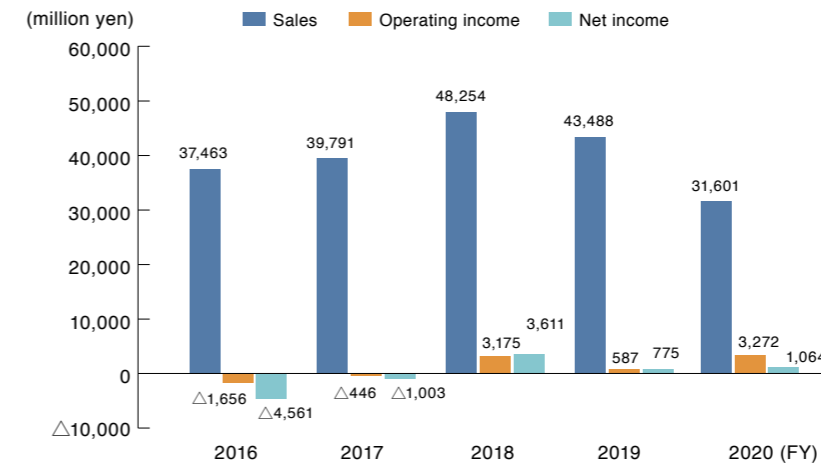


Overview of the Company

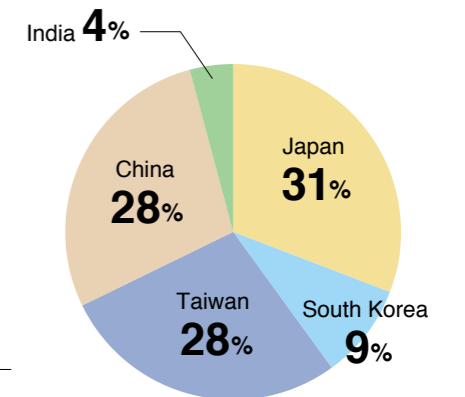
(As of March 31, 2021)

Name	PACIFIC METALS CO.,LTD.
Representative	Masayuki Aoyama, President and Representative Director (Took office on June 25, 2020)
Date of establishment	December 1, 1949
Annual sales	31,601 million yen (nonconsolidated)
Number of employees	415 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(Overseas)	Rio Tuba Nickel Mining Corporation / Taganito Mining Corporation

Financial indicators



Sales volume ratio by country/region (ferronickel)



Editing of the Sustainability Report 2021

Editing policy	This report introduces the business activities and integrated management system initiatives of Pacific Metals Co.,Ltd. for the fiscal year (FY) 2020. Its purpose is to disclose information on our Medium-term Business Plan and IR activities with a focus on the environment, quality management and occupational health and safety from the perspective of ESG to stakeholders including shareholders and investors. A summary of the major financial and non-financial data is also included at the end of this report.
Scope of report	Pacific Metals Co., Ltd. (Domestic Offices) * The activities of some affiliate companies are included.
Reporting period	FY2020 (April 1, 2020 to March 31, 2021) *Some activities outside the reporting period included.
Month of issue	November 2021
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

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 Business 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.

