



# UACJ

*Aluminum lightens the world*

アルミでかなえる、軽やかな世界

# A Better World, Made by the UACJ Group

**Representative Director & President  
Miyuki Ishihara**

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UACJ Corporation**



# Evolution of the UACJ Group's Sustainability

A decade since our integration, we are accelerating our efforts for a better society in 100 years



## FY 2014–2017

### Organizational reinforcement with a focus on governance

- 2014 Promoted non-Japanese nationals to executive officer positions
  - 2015 Appointed a woman as an outside director
  - 2016 Commenced evaluation of the effectiveness of the Board of Directors
  - 2017 Established the Nomination and Remuneration Advisory Committee
- Commenced work-style reforms**

## FY 2018–2020

### Sustainability activities at the core of management

- 2018 Expanded scope of environmental burden data collection to include overseas locations.  
Appointed people with experience in business management as outside directors
  - 2019 Substantially reduced the number of directors and executive officers  
Developed Group-wide mechanisms for skills transmission
- Commenced structural reforms**
- 2020 **Initiated Group philosophy discussion meetings**  
Announced Corporate Slogan and Brand Statement  
Joined ASI  
Launched full operation of a succession plan  
Introduced TSR into the executive remuneration system

## FY 2021–2023

### Evolution of sustainability activities

- 2021 Established the Sustainability Policy  
**Launched formulation and promotion of materiality**  
Joined the United Nations Global Compact  
Acquired ASI certification (Fukui/UATH Rayong Works)  
Established the Climate Change Countermeasures Steering Committee  
Endorsed the TCFD recommendations and disclosed the results of a climate change scenario analysis  
Introduced SDG-based evaluation and RSUs into the executive remuneration system
- 2022 Issued the Carbon Neutral Challenge Declaration  
Received “B” scores from CDP in the “Climate Change” and “Water Security” categories  
Launched the Human Resources Strategy Project  
**Completed structural reforms**
- 2023 Established the Corporate Sustainability Division  
**Establishment of the UACJ Foundation (tentative name)**  
Formulated the Multistakeholder Policies

# The UACJ Group Philosophy System

## UACJ Group Philosophy



## The UACJ Way: Our Guiding Principle



### Our Purpose

Contribute to society by using raw materials to manufacture products that enhance prosperity and sustainability.

### Our Vision

Aluminum is our passion. It inspires our work in building a better world and a healthier environment.

### Our Values

#### The UACJ Way: Our Guiding Principle

##### Respect and understand your associates

- Value and contribute to your workplace's efforts to engage with the local community
- Accept diversity and respect people's values
- Communicate openly with your coworkers while placing importance on individual and team development
- Contribute to making your workplace more positive and dynamic

##### Embrace honesty and foresight

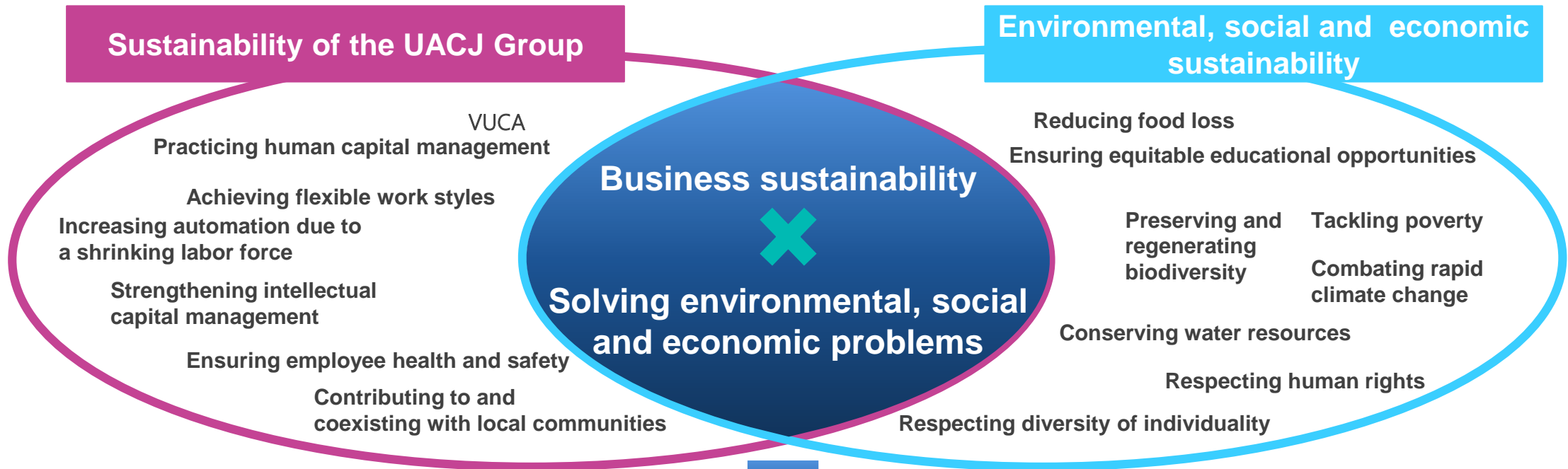
- Follow the Group's 5-gen principle\*
- Sincerely respond to the expectations of stakeholders by helping the Group manufacture genuine products with integrity
- Stay ahead of emerging trends and play an active role in protecting the environment

##### Be curious and challenging

- Be inquisitive about changing trends and take on challenges while helping the Group provide products and services needed by society
- Aim to be creative and innovative in your work with a forward-looking perspective

# Sustainability for the UACJ Group

Aiming to contribute to the realization of a sustainable and prosperous society through aluminum



Aluminum is our passion. It inspires our work in building a better world and a healthier environment.

## Toward a better world in 100 years



**With long-inherited  
passion and wisdom:**

We pursue a more convenient society and a sustainable global environment through innovation that combines the spirit of inquiry, technology, and wisdom that has guided us since our founding.

**Together with all  
our stakeholders:**

We will contribute to a sustainable world in cooperation and collaboration with people inside and outside the Group, considering not only the stakeholders we face through our business, but also those in society we interact with in various ways.

**With the individual  
qualities of all our colleagues:**

By respecting a variety of human resources regardless of differences such as nationality, gender, age, and disability, and by making use of their ideas and skills, we will work to solve problems through concepts that are free from preconceptions.

# Materiality for a Better World in 100 Years

## Reviewing materiality to adapt to changing times and achieve sustainable development

### Definition of materiality in the UACJ Group

- The UACJ Group defines materiality as important issues related to sustainability from an ESG perspective over a medium- to long-term time horizon.
- Materiality emphasizes the following elements:
  - Environmental, social, and economic issues that are highly relevant to stakeholders
  - Environmental, social, and economic issues that the UACJ Group must give priority to in order to sustainably increase its corporate value
  - Ensuring that working on these issues will create the social and economic value that the UACJ Group wishes to provide
- Items that have taken root as basic activities will be used as the foundation for continuing the business as a foundation, or rather, as the norm for UACJ



### Achieving a better world in 100 years

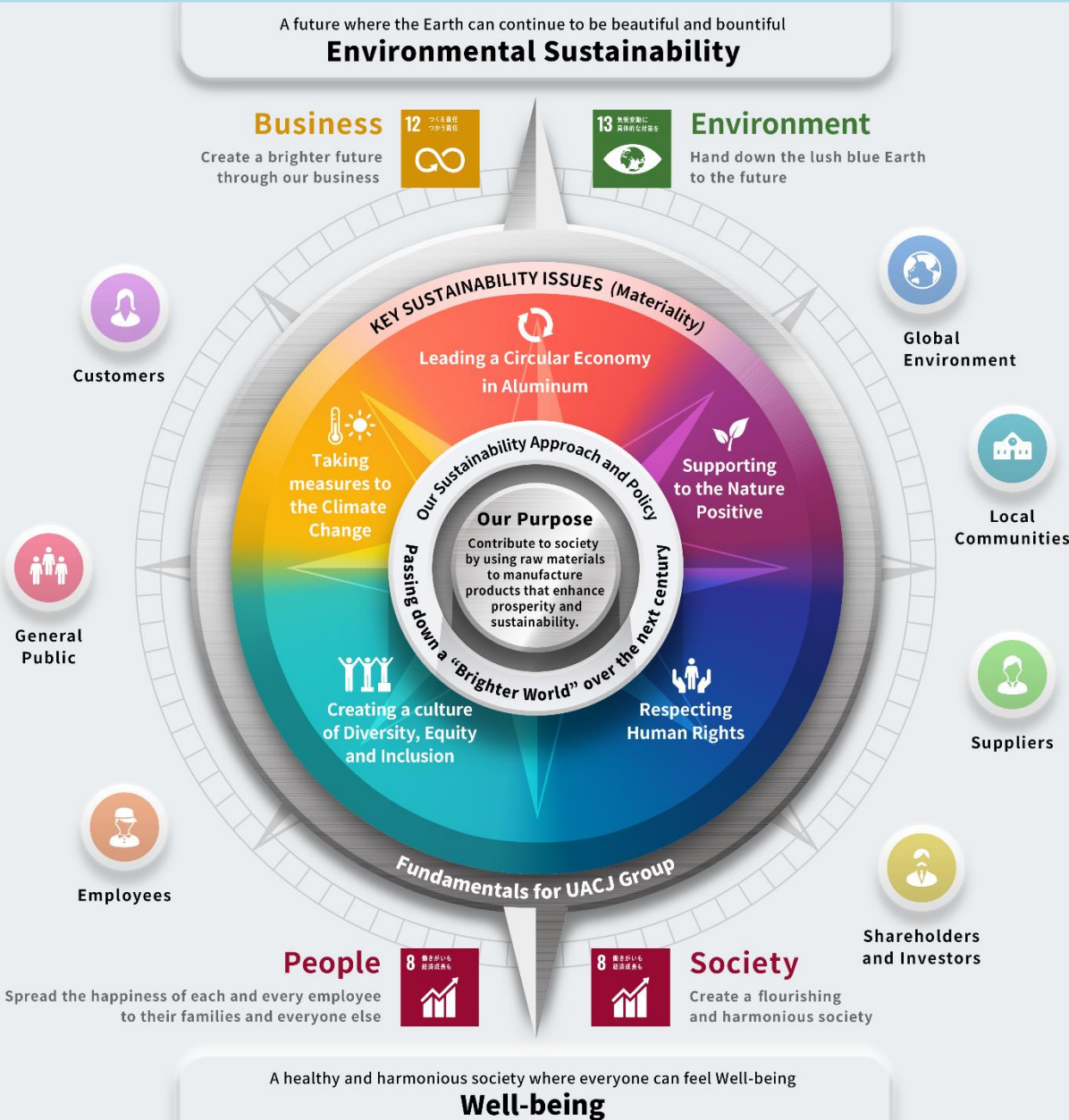
Sustainability of the UACJ Group



Environmental, social, and economic sustainability



# A Compass Guiding the UACJ Group to Make a Better World



## Passing down a “Brighter World” over the next century

Aluminum is a fundamental material that supports our daily lives. It is a material that is freely transformable in its shape and has unlimited potential. It can be eternally recyclable as the same product over and over again. This is the unique characteristic of aluminum. So to speak, aluminum is the sustainable material.

The aluminum’s potential has been maximized by the UACJ Group who has the cutting-edge technologies and seasoned expertise.

We realize a future in which the Earth can continue to be beautiful and bountiful with the wisdom and the passion for technologies and expertise we have built up over the years.

That make us be reworded that our business is to be environmentally friendly, and to be approached to solve the various challenges our society on the global has faced.

We contribute to create a healthy and harmonious society where everyone can feel Well-being.

Each of the UACJ Group’s people respect diversity, act to create synergy from the diversity together with all of stakeholders and local community.

A brighter tomorrow with aluminum.

A beautiful planet and a sustainable society for the next generation of the future.

This is what the UACJ Group believes the “Brighter World” is all about.

# A Better World, Made by the UACJ Group

A future where the Earth can continue to be beautiful and bountiful



A healthy and harmonious society where everyone can feel Well-being

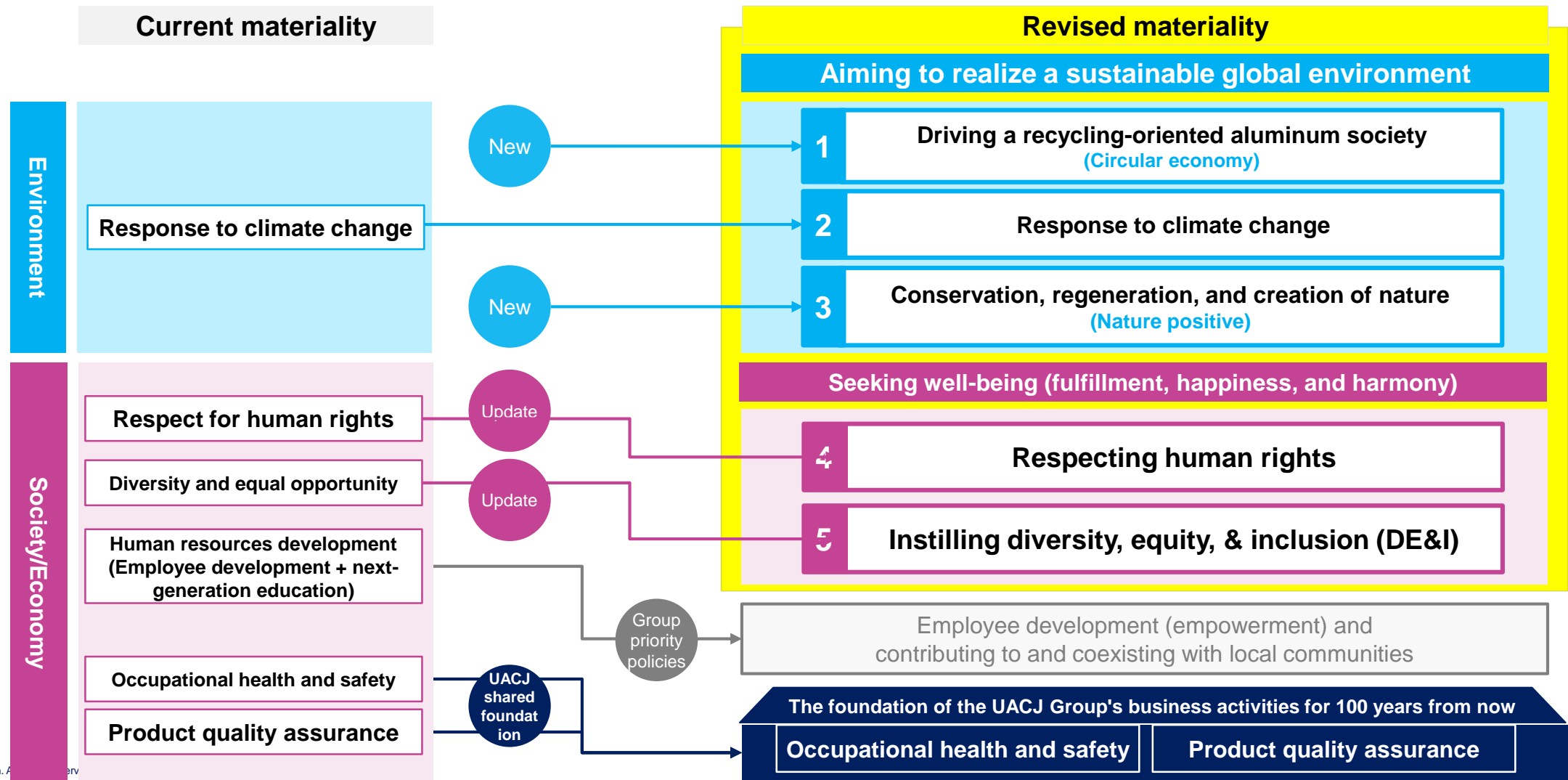
Let's fill you with "Well-being". Let's fill everyone with "Well-being"

## UACJ Well WAVE





## Revising materiality to increase medium-/long-term corporate value



# Materiality Revision Flow

## STEP1

**Review of the 3rd Mid-Term Management Plan materiality identification process**



## STEP2

**Organize the most recent external requests regarding the environment, society, and economy**

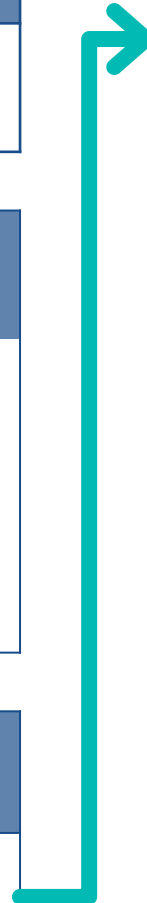
- Organize changes in the most recent external requests regarding environmental, social, and economic issues.
- Identification of issues for the formulation of the 4th Medium-Term Management Plan
- Identification of issues for materiality revisionz



## STEP3

**Evaluation of the main issues to be evaluated and their impact on the Company in the future, and formulation of proposed revisions**

- Assessing impact on the UACJ Group's business
- Hold discussions with management and external directors.



## STEP4

**Conference body decision on revised materiality items**

- Announcement of materiality items

TOTAY



## STEP5

**Creating and carrying out detailed action plans**

- Development of action plans by the department in charge
- Announcement of action plans and targets

For publishing on IR Day (May 2024)



## STEP6

**Follow-up**

- Disclosing progress on release of the Integrated Report and on various briefings
- PDCA management
- Revision of content as appropriate in response to external/internal environment changes

# How the UACJ Group Provides Value through Sustainability

Creating value unique to the UACJ Group by maximizing the power and human resources we have cultivated

Aiming to realize a sustainable global environment



Taking measures to the Climate Change



Leading a Circular Economy in Aluminum



Supporting to the Nature Positive



Create a brighter future through our business

Hand down the lush blue Earth to the future



Seeking well-being (fulfillment, happiness, and harmony)

Let's fill you with "Well-being". Let's fill everyone with "Well-being"

UACJ Well WAVE



Respecting Human Rights



Creating a culture of Diversity, Equity and Inclusion



Spread the happiness of each and every employee to their families and everyone else

Create a flourishing and harmonious society





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