



Aluminum lightens the world

アルミでかなえる、軽やかな世界

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

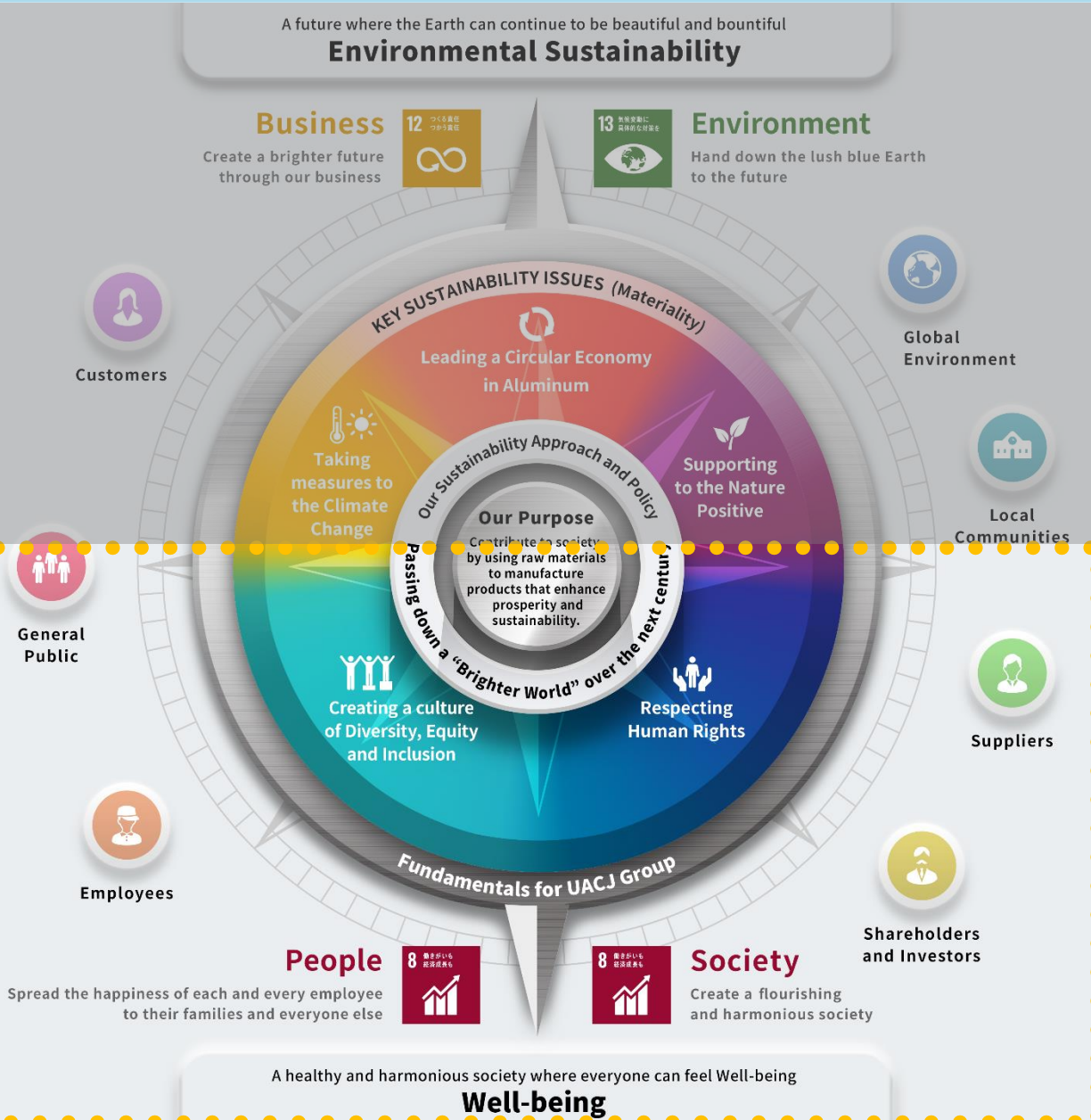
Senior Managing Executive Officer,
Chief Executive of the Business
Support Division

Akinori Yamaguchi

December 7, 2023
UACJ Corporation



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 rewound 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 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



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UACJ "Well WAVE"

What does the UACJ Group believe "Well-being" is?

We believe that "Well" is a state of mind in which each of us feels healthy, fulfilled, and happy.

Our goal is that this "Well" spreads throughout our family, the people around us, our community and society, and then returns to each of us.

This is what we believe is the "**Wave of Well**".

What does "Well" mean to you?

When do you feel motivated to live and work?

Do you know what "Well" means to your family, friends, and colleagues?

What is "Well" for your business, community, and society?

In order for each of us to shine in its own way, the UACJ Group is here to make everyone's future "Well".

First, may you be in a state of "Well".

Then may various forms of "Well" spread like waves and overlap each other.

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

*Notes: We have organized the basic concept of "Well-being" and conducted interviews with young employees at each manufacturing facility while studying the concept.

Materiality issues to create a “A healthy and harmonious society where everyone can feel Well-being”



Respecting Human Rights

The promotion of human rights measures both within and outside the UACJ Group improves the well-being of society as a whole and contributes to future well-being.



Creating a culture of Diversity, Equity and Inclusion

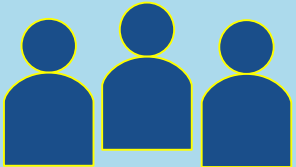
Respect for each other and our diverse backgrounds is linked to the well-being of our Group and all of society, and is a theme we will further focus on with the aim of fostering well-being.



Respecting Human Rights



Creating a culture of Diversity, Equity and Inclusion



Human Resource Strategy Project



Illustration of Human Rights Activities by the UACJ Group

The UACJ Group's human rights activities include protecting a healthy environment for each and every employee

Human Rights Activities of UACJ Group

Activities within the Group

Compliance Committee

Human rights education
Prevention of human rights violations
Carrying out human rights due diligence
Internal whistleblowing contacts

Etc.

Human Resources Committee

Work-style reform
Support for self-development
Position-based education
DE&I
Human resource development
Health management

Activities without the Group

Establishment of Sustainable Procurement Guidelines

Publishing status statements regarding the Modern Slavery Act

Compliance with laws and regulations such as the Act for Eliminating Discrimination against Persons with Disabilities

Establishment of a grievance mechanism

Etc.



- **UACJ Group Code of Conduct**
- **UACJ Group Human Rights Basic Policy (Enacted in March 2022)**

Based on our corporate philosophy and the UACJ Way code of conduct, this policy expresses the UACJ Group's commitment to respect for human rights, based on which the Group carries out human rights respect initiatives.

UACJ Group Human Rights Policy <https://www.uacj.co.jp/english/sustainability/social/human-rights.htm>

UACJ Group Human Rights Policy

Overview of Requirements on Corporate Human Rights Action

Policy Commitments	Formulation of human rights policy	
Carrying Out Human Rights Due Diligence	Human rights impact assessment	
	Implementation of preventive/corrective actions (For present and potential negative impacts)	<ul style="list-style-type: none"> Conducting education and training Improving internal environments/systems Managing the supply chain
	Conducting monitoring (follow-ups)	
	Disclosing information to external parties	
Relief Measures	Establishment of complaint handling mechanisms	

Status of UACJ Group Initiatives

- Established UACJ Group Human Rights Policy in March 2022
- Published on the website
- Continuing to hold study sessions on the Group Code of Conduct at the department level
- Ongoing training to prevent harassment
- Identified in Group risk management activities
- Promoting work–life balance and health management
- Established the Sustainable Procurement Guidelines
- Conducting questionnaires, interviews, and risk surveys tailored to site characteristics
- After internal reporting, results are disclosed on the website
- Have dedicated contact points for external and internal stakeholders

Human Rights Initiatives: Planning and Implementing Human Rights Due Diligence

Conducted human rights DD at UACJ Extrusion Nagoya Corporation, Anjo Works; no negative impact or risks found

Implemented in FY2022: Human rights DD results and risk assessment map

Human rights DD at production sites

FY 2022

Verified relevant documents, work sites, and residences, and held interviews to identify and assess negative impacts on human rights for technical trainees at UACJ Extrusion Nagoya Anjo Works.

The working environment was found to be satisfactory.

From FY 2023

Human rights DD planned to be successively implemented in the Nagoya and Oyama districts from December. Local site visits and dialogues planned for overseas Group companies.

Aiming to implement human rights DD covering employees of major Group companies by FY2030.

Human rights DD for the supply chain

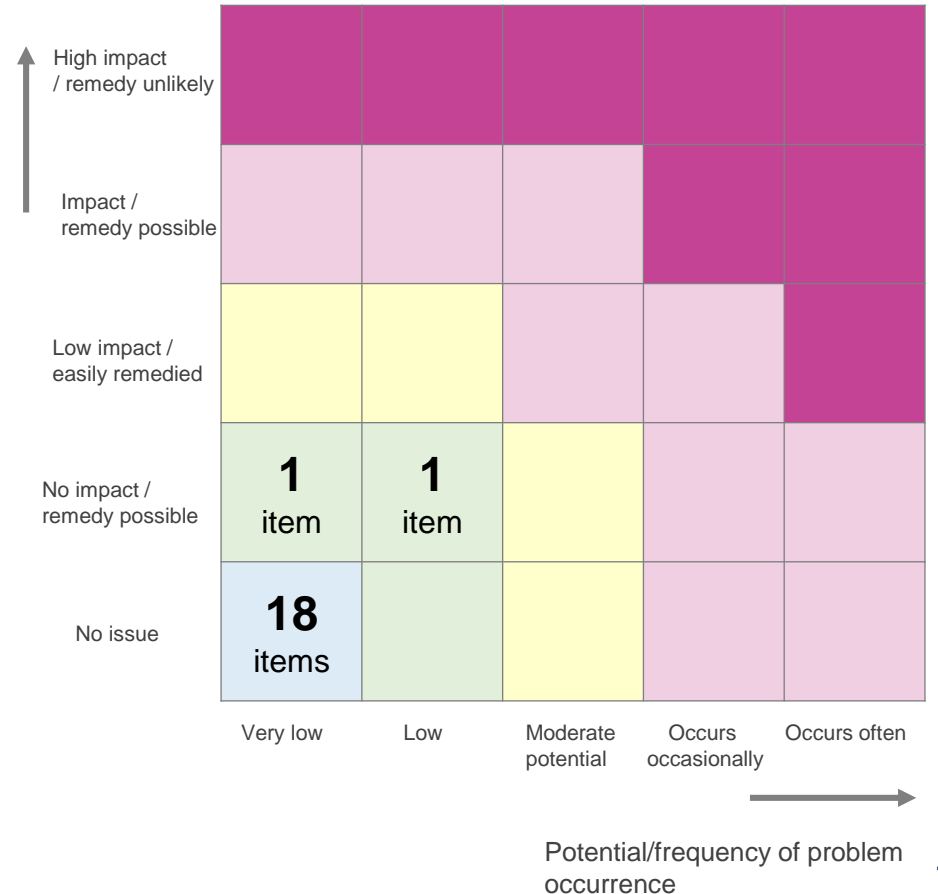
Prepared an updated edition of the procurement guidelines linked to the Human Rights Policy.

Commenced development of a grievance mechanism for receiving complaints from suppliers, including those overseas.

Sustainable Procurement Guidelines planned to be disclosed by the end of FY2023.

Consultation service for receiving complaints from overseas planned to be opened by the end of FY2023. Will confirm endorsement of procurement guidelines by major suppliers by FY2030.

Impact if issue emerges
(Reputation risk/potential of internal remedy)

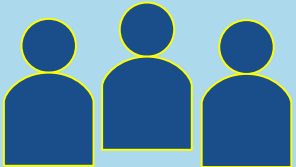




Respecting Human Rights



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Human Resource Strategy Project



Enhancing Corporate Value by Permeating DE&I

By implementing the UACJ Way of "respect and understand your associates," we support employees who take on the challenge of creating new value

The UACJ Way



Experience and expertise cultivated
Individual sensibilities, value systems

Disruptive innovation

Fusion and synergy of diverse individuals



Toward medium- to long-term enhancement of corporate value

Policy Support

- Elimination of internal social barriers
- Creating a work environment in which each employee can maximize their abilities

UAC Jグループは、ダイバーシティ (DE&I) の推進により、UAC Jグループで働く一人ひとりが誇りと安心を感じ、自分らしく豊かに生きることで、企業理念の実現を目指します。

UAC Jグループは

「**D E & I**」 (**デ・ア・イ**)

を大切にします。

私たちUAC Jグループは、長い歴史の中で、さまざまな人や地域との

「出会い」を通じてグローバル アルミニウム メジャーグループとして成長し続けています。

UAC Jウェイの「相互の理解と尊重」に基づき、今後も「DE & I (デ・ア・イ)」を大切に育んでいきます。

「**D E & I** (デ・ア・イ)」とは

Diversity (ダイバーシティ=多様性) : お互いの個性を受け入れ、歓迎すること

Equity (エクイティ=公正性) : 一人ひとりがその能力を最大限発揮できるよう、機会を与えること

Inclusion (インクルージョン=包摂性) : 帰属意識を持ち、個人の成長と組織への貢献のために自由闊達に意見が言えること

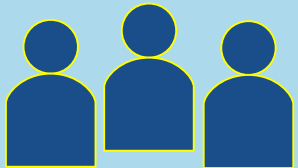




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Human Resource Strategy Project



Full-Scale Launch of Human Resource Strategy Project

Considering human resource strategies responding to external environment changes and to establishment of management goals

Human resource-related external environment changes

➤ Human resource-related external environment factors

- Increased mobility of human resources due to labor market changes
- Shift from valuing worker seniority to ability/competence
- Talented resources now choose employers (rather than the opposite)

External environment perspective

- ✓ Must create an attractive organizational climate and work environment for each employee
- ✓ Must consider reforming our personnel system and introducing new initiatives that match current trends

Toward launch of the HR strategy project

Setting UACJ Group long-term direction

➤ Establishment of the UACJ Way

Established action guidelines for safety and compliance to be shared by all UACJ Group employees

➤ Establishment of UACJ VISION 2030

Set policy: "Building a sustainable world by utilizing the benefits of aluminum"

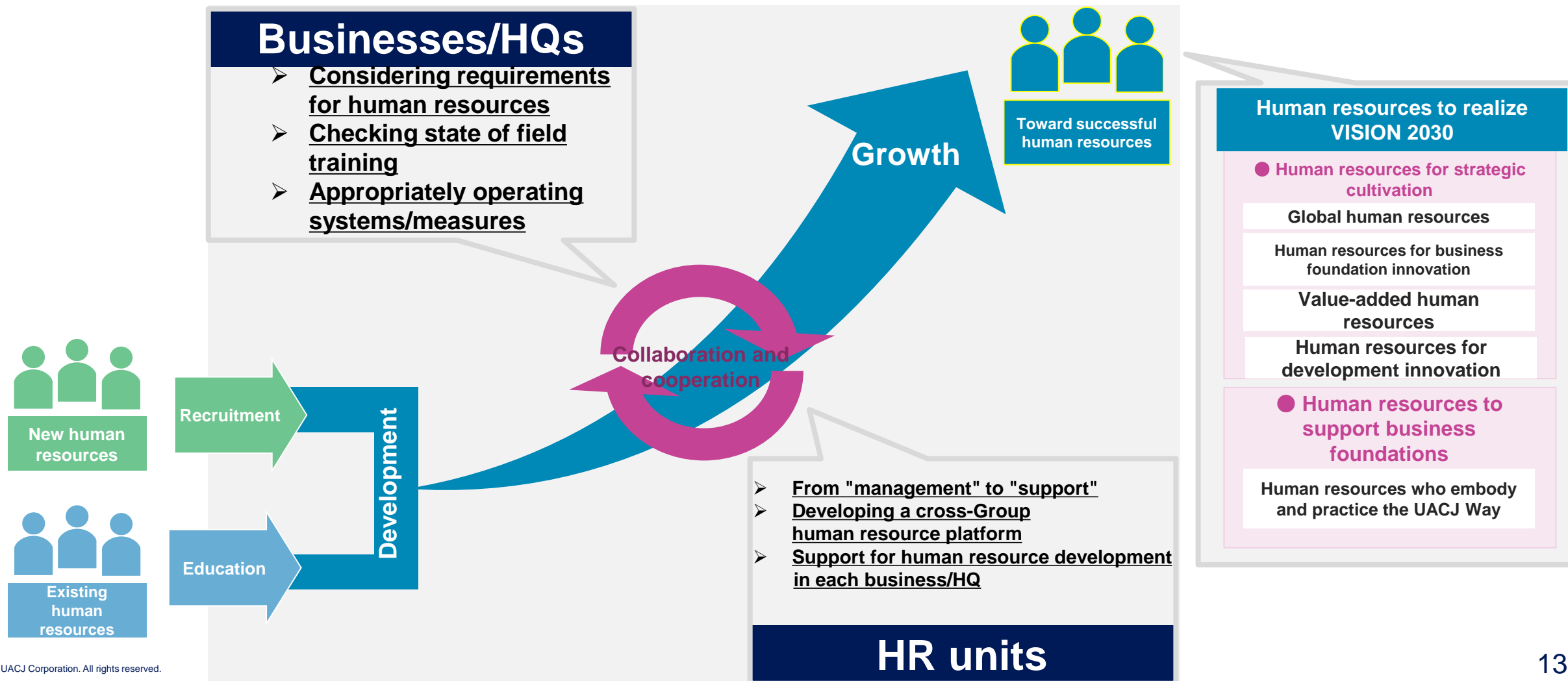
Identified four contribution policies and three areas of contribution

Internal environment perspective

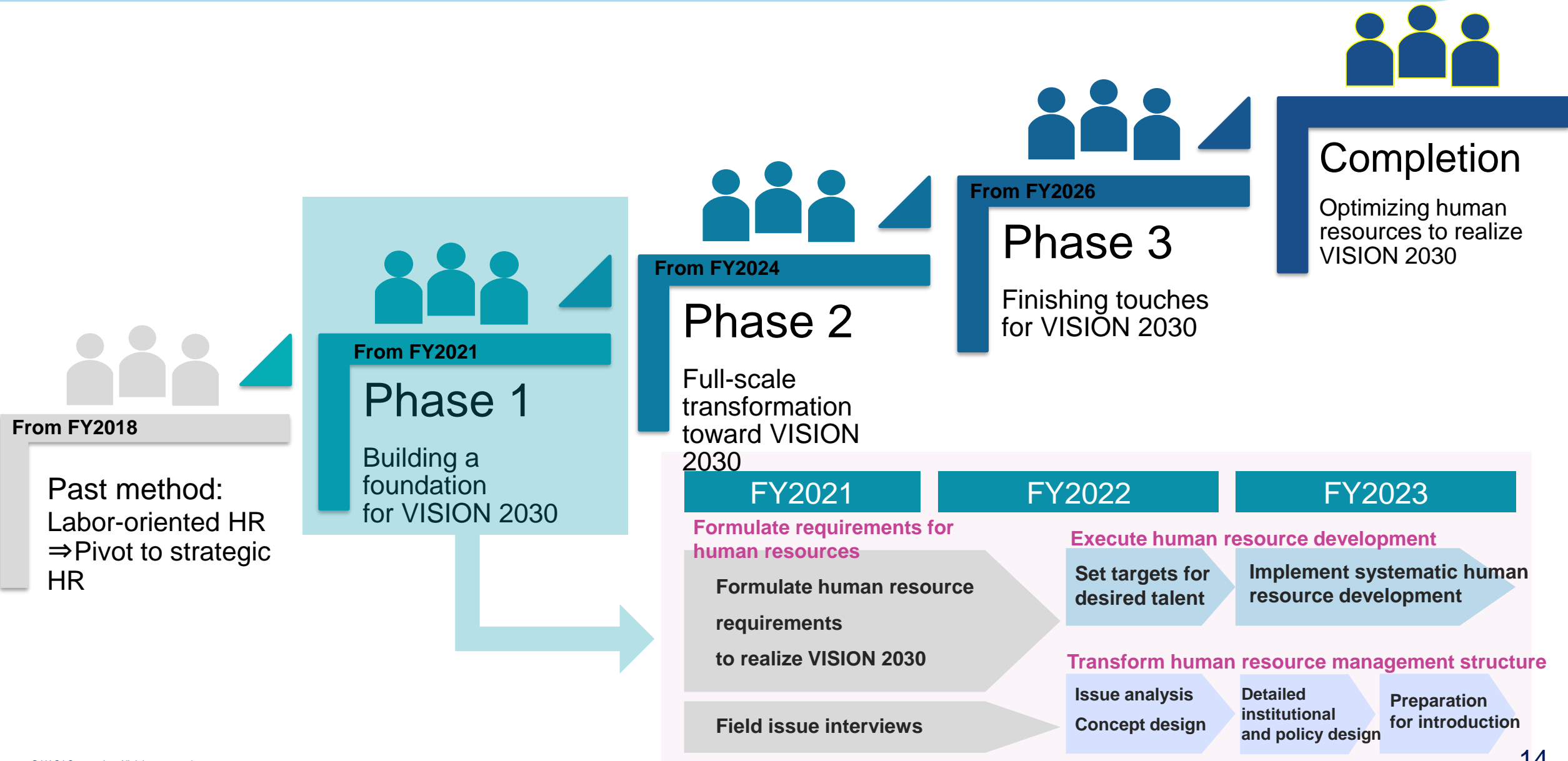
Urgent need to acquire and cultivate human resources who embody the UACJ Way and drive achievement of the medium- to long-term strategy

Goals of the Human Resource Strategy

Close collaboration and cooperation between each business/HQ and human resources units to cultivate our desired talent



Human Resource Strategy Project Implementation Steps



Setting Human Capital KPIs

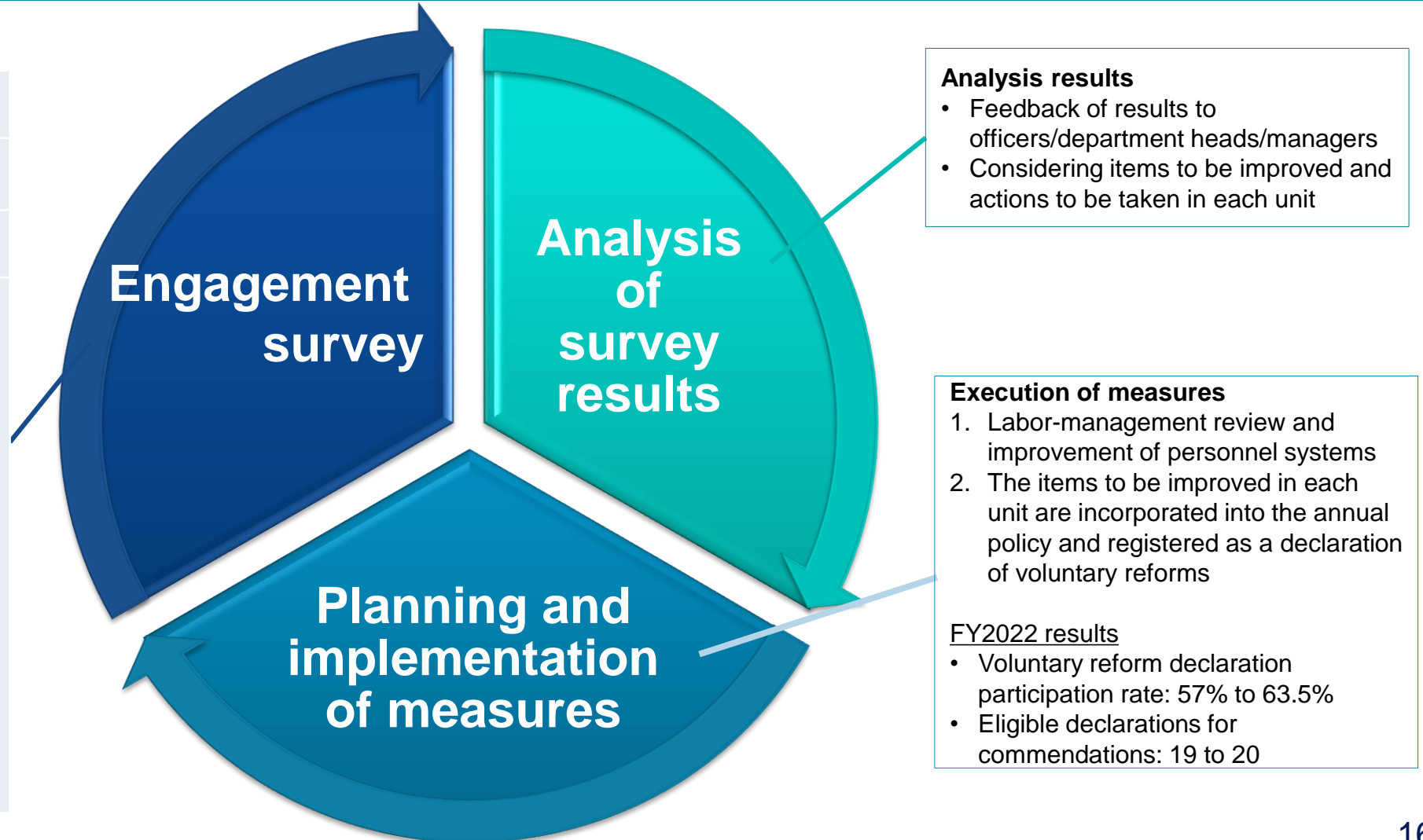
Utilizing the wide range of human resource indicators that we have cultivated, we will work to develop human resources capable of realizing UACJ VISION 2030

		Fiscal 2020 results	Fiscal 2022 results	
Monozukuri human resource development	... Technical development seminar participants	196 people	229 people	Provision of work environments that engender growth and job satisfaction
Human resource development promotion	... Position level-specific training participants	476 people	646 people	
Engagement improvement	... Engagement survey rate	80.0%	80.0%	
Realization of attractive compensation	... Wage level gap between men and women	-	78.4%	Provision of work environments in which each individual is respected
Diversity promotion	... Ratio of women in management positions	2.2%	3.4%	
Work–life balance	... Paid vacation uptake rate	62.0%	69.0%	Provision of comfortable work environments
Health management promotion	... Health checkup participation rate	100%	100%	

Reflecting Engagement Survey in Policies

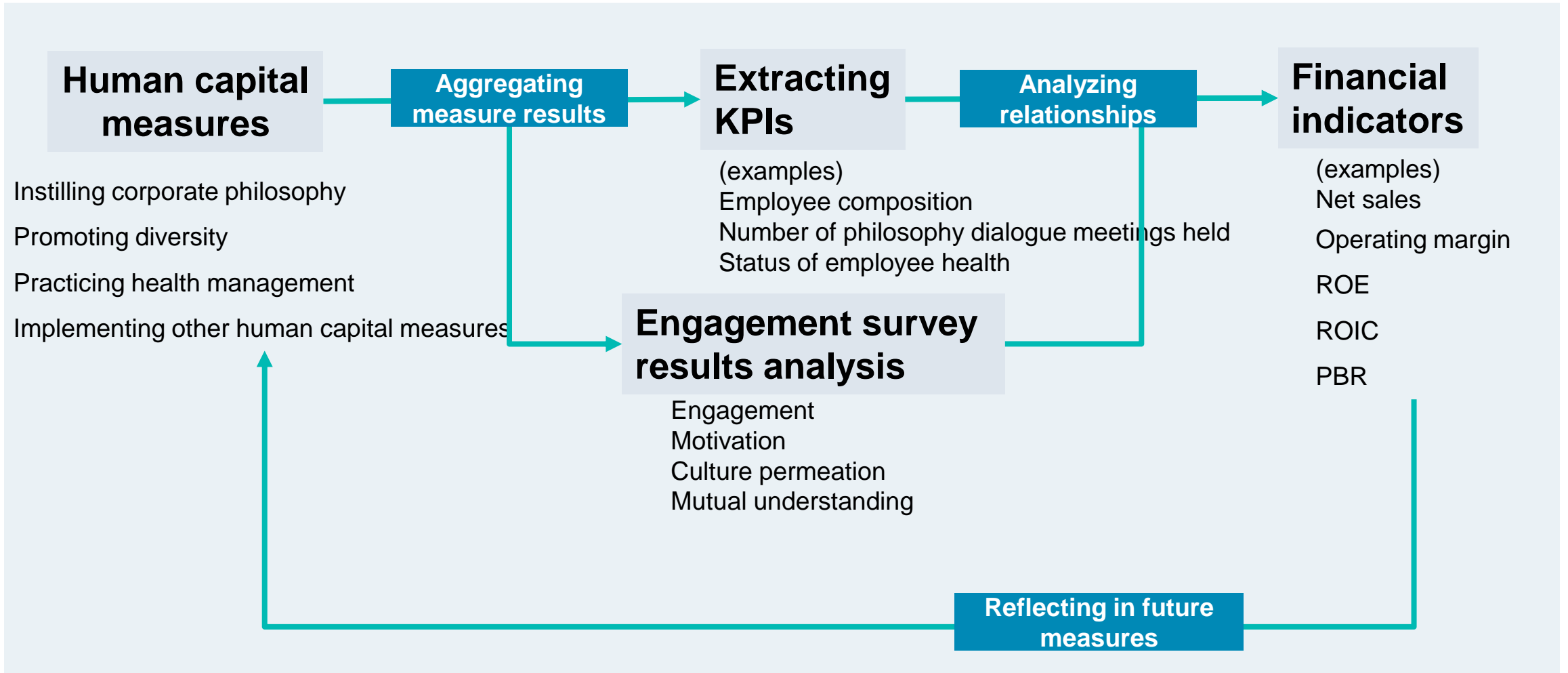
Developing effective human capital measures based on analysis of engagement survey results

Survey period	Dec. 1–16, 2022
Survey scope	UACJ and affiliates in Japan UATH (trial basis)
Response rate	80%
Survey items	<ol style="list-style-type: none"> Overall: Does your company provide job fulfillment? Would you recommend your company to others? Motivation Work style Energy in the workplace Workplace communication Workplace management Systems, evaluation, and compensation Compliance management Upper management Customer orientation UACJ-specific items: <ul style="list-style-type: none"> Degree of practicing your company's philosophy/way/code of conduct Degree of understanding of health management Harassment-related items



Linking Human Capital to Financial Impact

Launched an ESG data analysis project in FY2023; first, we will explore the relationship between HR measures, engagement survey results, and financial indicators to visualize the financial impact of human capital



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