

	Annual Report	
	Question - EN	Answer
1	<p>What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Mapping activities • <input checked="" type="checkbox"/> Mapping supply chains • <input checked="" type="checkbox"/> Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains • <input checked="" type="checkbox"/> Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains • <input checked="" type="checkbox"/> Developing and implementing an action plan for addressing forced labour and/or child labour • <input checked="" type="checkbox"/> Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily • <input checked="" type="checkbox"/> Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour • <input checked="" type="checkbox"/> Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains • <input checked="" type="checkbox"/> Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour • <input checked="" type="checkbox"/> Requiring suppliers to have in place policies and procedures 	<p>- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains.</p> <p>- Developing and implementing child protection policies and processes.</p>
2	<p>Please provide additional information describing the steps taken (if applicable) (1,500 character limit).</p>	<p>The Kobelco Group has been establishing a human rights due diligence process to identify and assess any potential adverse impact on human rights, including forced labor and child labor, and to prevent or mitigate any such impact.</p>
3	<p>Which of the following accurately describes the entity's structure? (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Corporation • <input type="checkbox"/> Trust • <input type="checkbox"/> Partnership • <input type="checkbox"/> Other unincorporated organization 	<p>Corporation</p>

4	<p>Which of the following accurately describes the entity's activities? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Producing goods (including manufacturing, extracting, growing and processing) <ul style="list-style-type: none"> <input checked="" type="checkbox"/> in Canada <input type="checkbox"/> outside Canada • <input checked="" type="checkbox"/> Selling goods <ul style="list-style-type: none"> <input checked="" type="checkbox"/> in Canada <input type="checkbox"/> outside Canada • <input type="checkbox"/> Distributing goods <ul style="list-style-type: none"> <input checked="" type="checkbox"/> in Canada <input type="checkbox"/> outside Canada • <input checked="" type="checkbox"/> Importing into Canada goods produced outside Canada • <input type="checkbox"/> Controlling an entity engaged in producing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada 	<p>1) Selling goods - in Canada (through a US trading company) - outside Canada</p> <p>2) Distributing goods - in Canada (through a US trading company) - outside Canada</p> <p>3) Importing into Canada (through a US trading company) goods produced outside Canada</p>
5	Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).	—
6	Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)	No
6_1	<p>If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Embedding responsible business conduct into policies and management systems • <input checked="" type="checkbox"/> Identifying and assessing adverse impacts in operations, supply chains and business relationships • <input checked="" type="checkbox"/> Ceasing, preventing or mitigating adverse impacts • <input checked="" type="checkbox"/> Tracking implementation and results • <input checked="" type="checkbox"/> Communicating how impacts are addressed • <input checked="" type="checkbox"/> Providing for or cooperating in remediation when appropriate 	—
7	Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).	<p>The Kobelco Group conducted a risk assessment of KSL on a non-consolidated basis to identify human rights issues, assess risks, and identify impact. Since fiscal 2023, the Kobelco Group has been implementing human rights risk assessments for major Group companies in Japan and some overseas Group Companies. In this way, it has been implementing initiatives for human rights issues in a planned and organized fashion.</p>

8	<p>Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks. • <input checked="" type="checkbox"/> Yes, we have started the process of identifying risks, but there are still gaps in our assessments. • <input type="checkbox"/> No, we have not started the process of identifying risks. 	<ul style="list-style-type: none"> • <input type="checkbox"/> No, we have not started the process of identifying risks.
8_1	<p>If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input type="checkbox"/> The sector or industry it operates in • <input type="checkbox"/> The types of products it produces, purchases or distributes • <input type="checkbox"/> The locations of its activities, operations or factories • <input type="checkbox"/> The types of products it sources • <input type="checkbox"/> The raw materials or commodities used in its supply chains • <input type="checkbox"/> Tier one (direct) suppliers • <input type="checkbox"/> Tier two suppliers • <input type="checkbox"/> Tier three suppliers • <input type="checkbox"/> Suppliers further down the supply chain than tier three • <input type="checkbox"/> The use of outsourced, contracted or subcontracted labour • <input type="checkbox"/> The use of migrant labour • <input type="checkbox"/> The use of forced labour • <input type="checkbox"/> The use of child labour • <input type="checkbox"/> None of the above • <input type="checkbox"/> Other, please specify 	—

9	<p>Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Agriculture, forestry, fishing and hunting • <input checked="" type="checkbox"/> Mining, quarrying, and oil and gas extraction • <input checked="" type="checkbox"/> Utilities • <input checked="" type="checkbox"/> Construction • <input checked="" type="checkbox"/> Manufacturing • <input checked="" type="checkbox"/> Wholesale trade • <input checked="" type="checkbox"/> Retail trade • <input checked="" type="checkbox"/> Transportation and warehousing • <input checked="" type="checkbox"/> Information and cultural industries • <input checked="" type="checkbox"/> Finance and insurance • <input checked="" type="checkbox"/> Real estate and rental and leasing • <input checked="" type="checkbox"/> Professional, scientific and technical services • <input checked="" type="checkbox"/> Management of companies and enterprises • <input checked="" type="checkbox"/> Administrative and support, waste management and remediation services • <input checked="" type="checkbox"/> Educational services • <input checked="" type="checkbox"/> Health care and social assistance • <input checked="" type="checkbox"/> Arts, entertainment and recreation • <input checked="" type="checkbox"/> Accommodation and food services • <input checked="" type="checkbox"/> Other services (except public administration) • <input checked="" type="checkbox"/> Public administration • <input checked="" type="checkbox"/> None of the above • <input checked="" type="checkbox"/> Other, please specify 	None of the above
10	<p>Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).</p>	<p>At present, no forced labor or child labor has been identified in the business activities or supply chain of the Kobelco Group. If we identify forced labor or child labor, we will consider and take adequate corrective measures.</p>
11	<p>Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Yes, we have taken remediation measures and will continue to identify and address any gaps in our response. • <input checked="" type="checkbox"/> Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed. • <input checked="" type="checkbox"/> No, we have not taken any remediation measures. • <input checked="" type="checkbox"/> Not applicable, we have not identified any forced labour or child labour in our activities and supply chains. 	<p>Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.</p>

11_1	<p>If yes, which remediation measures has the entity taken? Select all that apply. (Required)</p> <ul style="list-style-type: none"> • <input type="checkbox"/> Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support • <input type="checkbox"/> Compensation for victims of forced labour or child labour and/or their families • <input type="checkbox"/> Actions to prevent forced labour or child labour and associated harms from reoccurring • <input type="checkbox"/> Grievance mechanisms • <input type="checkbox"/> Formal apologies • <input type="checkbox"/> Other, please specify. 	—
12	<p>Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).</p>	<p>At present, no forced labor or child labor has been identified in the business activities or supply chain of the Kobelco Group. If we identify forced labor or child labor, we will consider and take adequate corrective measures.</p>
13	<p>Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response. • <input type="checkbox"/> Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed. • <input type="checkbox"/> No, we have not taken any remediation measures. • <input type="checkbox"/> Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. 	<p>Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.</p>
14	<p>Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).</p>	<p>At present, no forced labor or child labor has been identified in the business activities or supply chain of the Kobelco Group. If we identify forced labor or child labor, we will consider and take adequate corrective measures.</p>
15	<p>Does the entity currently provide training to employees on forced labour and/or child labour? (Required)</p>	<p>We do not have official training but we have Child Labor Poster posted in break-room where it's visible to employees</p>

15_1	<p>If yes, is the training mandatory? (Required)</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Yes, the training is mandatory for all employees. • <input checked="" type="checkbox"/> Yes, the training is mandatory for employees making contracting or purchasing decisions. • <input checked="" type="checkbox"/> Yes, the training is mandatory for some employees. • <input type="checkbox"/> No, the training is voluntary. 	—
16	Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).	—
17	Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)	No
17_1	If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)	—
18	Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).	—