
Annual Securities Report

The 99th Term (from April 1, 2023 to March 31, 2024)

(ABSTRACT TRANSLATION)

NIPPON STEEL CORPORATION

Editor's notes:

1. Please note that the official text of this document has been prepared in Japanese. The information herein stated is provided only for reference purposes. The company is not responsible for the accuracy of the information. To the extent there is any discrepancy between the English translation and original Japanese version, please refer to the Japanese version.
2. On June 21, 2024, the company filed its Annual Securities Report (Yukashoken Houkokusho) with the Director-General of the Kanto Financial Bureau in Japan.

Contents

	Page
I. Overview of the Company	1
1. Key Financial Data	1
2. History	3
3. Description of Business	4
4. Subsidiaries and Other Affiliated Entities	6
5. Employees	13
II. Business Overview	20
1. Management Policy, Business Environment, Issues to Be Addressed	20
2. Concepts and Initiatives Related to Sustainability	23
3. Business Risks	33
4. Management's Analysis of Financial Position, Operating Results and Cash Flows	40
5. Material Business Agreements, etc.	51
6. Research and Development Activities	55
III. Information about Facilities	59
1. Overview of Capital Expenditures	59
2. Major Facilities	60
3. Planned Addition, Retirement, and Other Changes of Facilities	63
IV. Status of the Reporting Company	64
1. Company's Shares, etc.	64
2. Acquisition and Disposal of Treasury Stock	75
3. Dividend Policy	76
4. Corporate Governance, etc.	77
V. Financial Information	125

I. Overview of the Company

1. Key Financial Data

(1) Key financial data for the five most recent fiscal years

Fiscal term		95th term	96th term	97th term	98th term	99th term
Year ended		March 2020	March 2021	March 2022	March 2023	March 2024
Revenue	(Millions of Yen)	5,921,525	4,829,272	6,808,890	7,975,586	8,868,097
Business profit (loss)	(Millions of Yen)	(284,417)	110,046	938,130	916,456	869,657
Profit (loss) for the year attributable to owners of the parent	(Millions of Yen)	(431,513)	(32,432)	637,321	694,016	549,372
Total comprehensive income for the year	(Millions of Yen)	(543,642)	143,233	816,342	926,920	810,831
Total equity attributable to owners of the parent	(Millions of Yen)	2,641,618	2,759,996	3,466,799	4,181,155	4,777,727
Total assets	(Millions of Yen)	7,444,965	7,573,946	8,752,346	9,567,099	10,714,627
Total equity attributable to owners of the parent per share	(Yen)	2,869.19	2,997.53	3,764.69	4,540.59	5,187.32
Basic earnings (loss) per share	(Yen)	(468.74)	(35.22)	692.16	753.66	596.59
Diluted earnings (loss) per share	(Yen)	(468.74)	(35.22)	657.48	671.89	527.96
Ratio of total equity attributable to owners of the parent to total assets	(%)	35.5	36.4	39.6	43.7	44.6
Return on equity	(%)	(14.7)	(1.2)	20.5	18.1	12.3
Price-earnings ratio	(Times)	—	—	3.1	4.1	6.1
Cash flows from operating activities	(Millions of Yen)	494,330	403,185	615,635	661,274	1,010,159
Cash flows from investing activities	(Millions of Yen)	(345,627)	(389,035)	(378,866)	(366,580)	(710,654)
Cash flows from financing activities	(Millions of Yen)	(14,582)	52,694	(61,304)	(197,655)	(543,945)
Cash and cash equivalents at end of the year	(Millions of Yen)	289,459	359,465	551,049	670,410	448,892
Number of employees		106,599	106,226	106,528	106,068	113,639
Figures in brackets represent the average number of temporary workers not included in the above figures		[19,725]	[18,812]	[17,278]	[15,922]	[15,194]

Notes:1. The Company's consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards ("IFRS").

2. The number of employees for each term is the number of persons in employment as of March 31 (excluding those seconded from consolidated companies to companies other than consolidated companies, and including those seconded from companies other than consolidated companies to consolidated companies), and does not include part-time or temporary workers.

3. Figures in parentheses are negative.

4. Business profit on consolidated statements of profit or loss indicates the results of sustainable business activities, and is an important measure to compare and evaluate the Company's consolidated performance continuously. It is defined as being deducted cost of sales, selling, general and administrative expenses and other operating expenses from revenue, and added share of profit in investments accounted for using the equity method and other operating income. Other operating income and expenses are composed mainly of dividend income, foreign exchange gains or losses, and losses on disposal of fixed assets.

5. The price-earnings ratio for the 95th and 96th terms is not presented as the Company recorded a loss for the year.

(2) Key financial data of the reporting company for the five most recent fiscal years

Fiscal term		95th term	96th term	97th term	98th term	99th term
Year ended		March 2020	March 2021	March 2022	March 2023	March 2024
Net sales	(Millions of Yen)	3,312,949	2,820,992	4,365,970	4,973,537	4,876,550
Ordinary profit (loss)	(Millions of Yen)	(40,410)	(25,446)	536,792	527,162	453,113
Profit (loss) for the year	(Millions of Yen)	(455,641)	(42,098)	393,022	503,643	324,235
Common stock	(Millions of Yen)	419,524	419,524	419,524	419,524	419,799
Total number of issued shares	(Thousands of Shares)	950,321	950,321	950,321	950,321	950,549
Net assets	(Millions of Yen)	1,446,409	1,467,570	1,780,048	2,135,393	2,380,980
Total assets	(Millions of Yen)	5,009,656	5,253,847	5,926,165	6,280,924	6,589,405
Net assets per share	(Yen)	1,568.77	1,591.76	1,930.74	2,316.22	2,582.03
Dividends per share (Interim dividends shown in brackets)	(Yen)	10 [10]	10 —	160 70	180 90	160 75
Earnings (loss) per share	(Yen)	(494.18)	(45.66)	426.28	546.28	351.69
Diluted earnings per share	(Yen)	—	—	404.95	487.07	311.27
Capital adequacy ratio	(%)	28.9	27.9	30.0	34.0	36.1
Return on equity	(%)	(25.9)	(2.9)	24.2	25.7	14.4
Price-earnings ratio	(Times)	—	—	5.1	5.7	10.4
Dividend payout ratio	(%)	—	—	37.5	32.9	45.5
Number of employees Figures in brackets represent the average number of temporary workers not included in the above figures		27,096 [4,087]	29,579 [3,723]	28,708 [2,648]	28,331 [1,791]	28,543 [1,397]
Total shareholder return (Comparative indicator: TOPIX Total Return Index)	(%) (%)	47.9 [90.5]	97.6 [128.6]	120.3 [131.2]	178.1 [138.8]	214.3 [196.2]
Highest share price	(Yen)	2,081.0	1,954.0	2,381.0	3,294.0	3,847.0
Lowest share price	(Yen)	857.0	798.1	1,690.5	1,838.0	2,705.5

Notes: 1. The number of employees for each term is the number of persons in employment as of March 31 (excluding those seconded to other companies, and including those seconded from other companies), and does not include part-time or temporary workers.

2. Figures in parentheses are negative.

3. Diluted earnings per share for the 95th and 96th term are not presented as there are no potential dilutive shares.

4. The price-earnings ratio and dividend payout ratio for the 95th and 96th term is not presented as the Company recorded a loss for the year.

5. The increase in the common stock and the total number of issued shares for the 99th term is due to the exercise of the stock acquisition rights of the convertible bonds.

6. Total shareholder return is the ratio of income (dividends and capital gains) gained from investment in shares divided by the investment amount (share price), which is calculated using the following formula.

(Share price at the end of each fiscal year + cumulative amount of dividends per share from four fiscal years before the current fiscal year to the respective fiscal year) / share price at the end of the year, five fiscal years before the end of the current fiscal year.

7. Share prices before April 3 2022, are from the First Section of the Tokyo Stock Exchange, and share prices after April 4, 2022 are from the Prime Market of the Tokyo Stock Exchange.

2. History

The Company was established on April 1, 1950. On March 31, 1970, Yawata Iron & Steel Co., Ltd. and Fuji Iron & Steel Co., Ltd. merged and was renamed Nippon Steel Corporation. On October 1, 2012, Nippon Steel Corporation merged with Sumitomo Metal Industries, Ltd. and was renamed Nippon Steel & Sumitomo Metal Corporation. Furthermore, Nippon Steel & Sumitomo Metal Corporation was renamed NIPPON STEEL CORPORATION on April 1, 2019, which continues to the present.

April 1950	The Company was established. Yawata Iron & Steel Co., Ltd. and Fuji Iron & Steel Co., Ltd. received in-kind contribution of assets, etc. from Japan Iron & Steel Co., Ltd., to which Act on Emergency Measures concerning Companies' Accounting and Enterprise Reorganization Act had been applied
March 1970	Japan Iron & Steel Co., Ltd. was dissolved upon transferring its assets, etc. to Yawata Iron & Steel Co., Ltd., Fuji Iron & Steel Co., Ltd., and other companies, transitioning into a liquidated company Yawata Iron & Steel Co., Ltd. and Fuji Iron & Steel Co., Ltd. merged and was renamed Nippon Steel Corporation Listed shares on eight stock exchanges nationwide including Tokyo
April 1971	Merged with Fuji Sanki Pipe & Tube Co., Ltd.
June 1974	Engineering Division Group was established
April 1984	Nippon Steel Chemical Co., Ltd. and Nittetsu Chemical Industrial Co., Ltd. merged and was renamed Nippon Steel Chemical Co., Ltd.
July 1984	New Materials Projects Bureau was established
July 1986	Electronics Division was established
March 1987	Nippon Steel Chemical Co., Ltd. listed its shares on the Tokyo Stock Exchange
June 1987	New Materials Division, Electronics & Information Systems Division, and Service Business Division were established
April 1988	Nippon Steel Computer Systems Co., Ltd. and the Company's information systems division were integrated and was renamed Nippon Steel Information & Communication Systems Inc.
June 1989	Service Business Division was incorporated into Engineering Division Group
June 1991	R&D Laboratories were established by integrating Central R&D Bureau and Plant Engineering & Technology Bureau
September 1991	R&E Center was established
June 1993	Semiconductor Division was established
April 1997	Silicon Wafer Division was established
April 1998	Urban Development Division was spun off from Engineering Division Group
April 1999	Semiconductor Division was abolished
April 2001	Nittetsu Life Corporation was renamed Nippon Steel City Produce, Inc. Nippon Steel Information & Communication Systems Inc. and the Company's Electronics & Information Systems Division were integrated and was renamed NS Solutions Corporation
April 2002	Nippon Steel City Produce, Inc. and the Company's Urban Development Division were integrated
October 2002	NS Solutions Corporation listed its shares on the Tokyo Stock Exchange
July 2003	Nippon Steel Chemical Co., Ltd. was made a wholly owned subsidiary
April 2004	Silicon Wafer Division was abolished
July 2006	Businesses conducted by Engineering Division Group and New Materials Division were transferred to Nippon Steel Engineering Co., Ltd. and Nippon Steel Materials Co., Ltd. through company split
October 2012	Merged with Sumitomo Metal Industries, Ltd. and was renamed Nippon Steel & Sumitomo Metal Corporation Nippon Steel City Produce, Inc. merged with Kowa Real Estate Co., Ltd. and was renamed Nippon Steel Kowa Real Estate Co., Ltd., becoming an equity-method affiliate from a consolidated subsidiary Nippon Steel Engineering Co., Ltd. was renamed Nippon Steel & Sumikin Engineering Co., Ltd. Nippon Steel Chemical Co., Ltd. was renamed Nippon Steel & Sumikin Chemical Co., Ltd. Nippon Steel Materials Co., Ltd. was renamed Nippon Steel & Sumikin Materials Co., Ltd. Japanese name of NS Solutions Corporation was changed (English name unchanged)
March 2017	Made Nisshin Steel Co., Ltd. a subsidiary
October 2018	Nippon Steel & Sumikin Chemical Co., Ltd. and Nippon Steel & Sumikin Materials Co., Ltd. merged and was renamed NIPPON STEEL Chemical & Material CO., LTD.
January 2019	Made Nisshin Steel Co., Ltd. a wholly-owned subsidiary
March 2019	Made Sanyo Special Steel Co., Ltd. a subsidiary
April 2019	The Company was renamed NIPPON STEEL CORPORATION Nippon Steel & Sumikin Engineering Co., Ltd. was renamed NIPPON STEEL ENGINEERING CO., LTD. Japanese name of NS Solutions Corporation was changed (English name unchanged)
April 2020	Merged with NIPPON STEEL NISSHIN CO., LTD.
April 2023	Made NIPPON STEEL TRADING CORPORATION a subsidiary

3. Description of Business

The principal businesses of the Group (the Company and its subsidiaries and affiliates) consist of the Steelmaking and Steel Fabrication business, the Engineering and Construction business, the Chemicals and Materials business, and the System Solutions business.

These four businesses are the same as the classification in the segment information presented in “V. Financial Information, - segment information” of this report.

As of March 31, 2024, the Group is mainly comprised of the Company and 434 consolidated subsidiaries, as well as 113 equity-method affiliates.

The descriptions and positioning of the main businesses conducted by the Company and its consolidated subsidiaries comprising each business are as follows. Principal subsidiaries and affiliates are presented in “I. Overview of the Company, 4. Subsidiaries and Other Affiliated Entities” of this report.

[Steelmaking and Steel Fabrication business]

Bars and shapes (billets, rails, sheet piles, H-beams, other shapes bars, bars, bars-in-coils, wire rods, special wire rods), flat-rolled products (heavy plates, medium plates, hot-rolled sheets, cold-rolled sheets, tin plates, tin-free steel, hot-dipped galvanized sheets, other metallic coated sheets, pre-coated sheets, cold-rolled electrical sheets), pipe and tubes (seamless, butt-welded, electric resistance-welded, electric-arc welded, cold-drawn, coated pipes and tubes, coated steel pipes), railway/automotive/machinery parts (parts for railway vehicles, die-forged products, forged aluminum wheels, retarders, ring-rolled products, forged steel products), specialty steel (stainless steel, machine structural carbon steel, structural alloy steel, spring steel, bearing steel, heat-resistant steel, free-cutting steel, piano wire rods, high tensile strength steel), secondary steel products (steel and synthetic segments, NS-BOX, metro deck, PANZERMAST, vibration-damping sheets and plates, structural steel sheet members, columns, welding materials, drums, bolts/nuts/washers, wire products, OCTG accessories, building and civil engineering materials), pig iron, steel ingots and others (steelmaking pig iron, foundry pig iron, steel ingots, iron and steel slag products, cement, foundry coke), businesses incidental to Steelmaking and Steel Fabrication (design/maintenance/installation of machines/electrical equipment/measurement apparatuses, marine transport, port/harbor transport, land transport, loading/unloading, warehousing, packaging, material testing/analysis, measurement of working environments, surveys on technical information, operation and management of facilities, security services, services related to payment of raw materials, iron-and steelmaking plant construction engineering, operating assistance, steelmaking know-how provision, rolls), and others (rolled titanium products, food and textile products, power supply, real estate, services and others)

[Engineering and Construction business]

Iron and steelmaking plants, industrial machinery and equipment, industrial furnaces, resources recycling and environment restoration solutions, environmental plants, waterworks, energy facilities and plants, chemical plants, storage tanks, on-land and offshore pipelines laying works, energy-related solutions, offshore structure fabrication/construction, civil engineering work, pipe piling work, building construction, steel-structure construction, trusses, standardized buildings products, base-isolation and vibration-control devices

[Chemicals and Materials business]

Pitch coke, pitch, naphthalene, phthalic anhydride, carbon black, styrene monomer, bisphenol A, styrene resin, epoxy resin, adhesive-free copper-clad laminated sheet for flexible printed circuit boards, liquid crystal display materials, organic EL materials, UV/thermosetting resins, rolled metallic foils, semiconductor bonding wire and microballs, fillers for semiconductor encapsulation materials, carbon-fiber composite products, metal catalyst carriers for cleaning automotive emissions, porous carbon materials

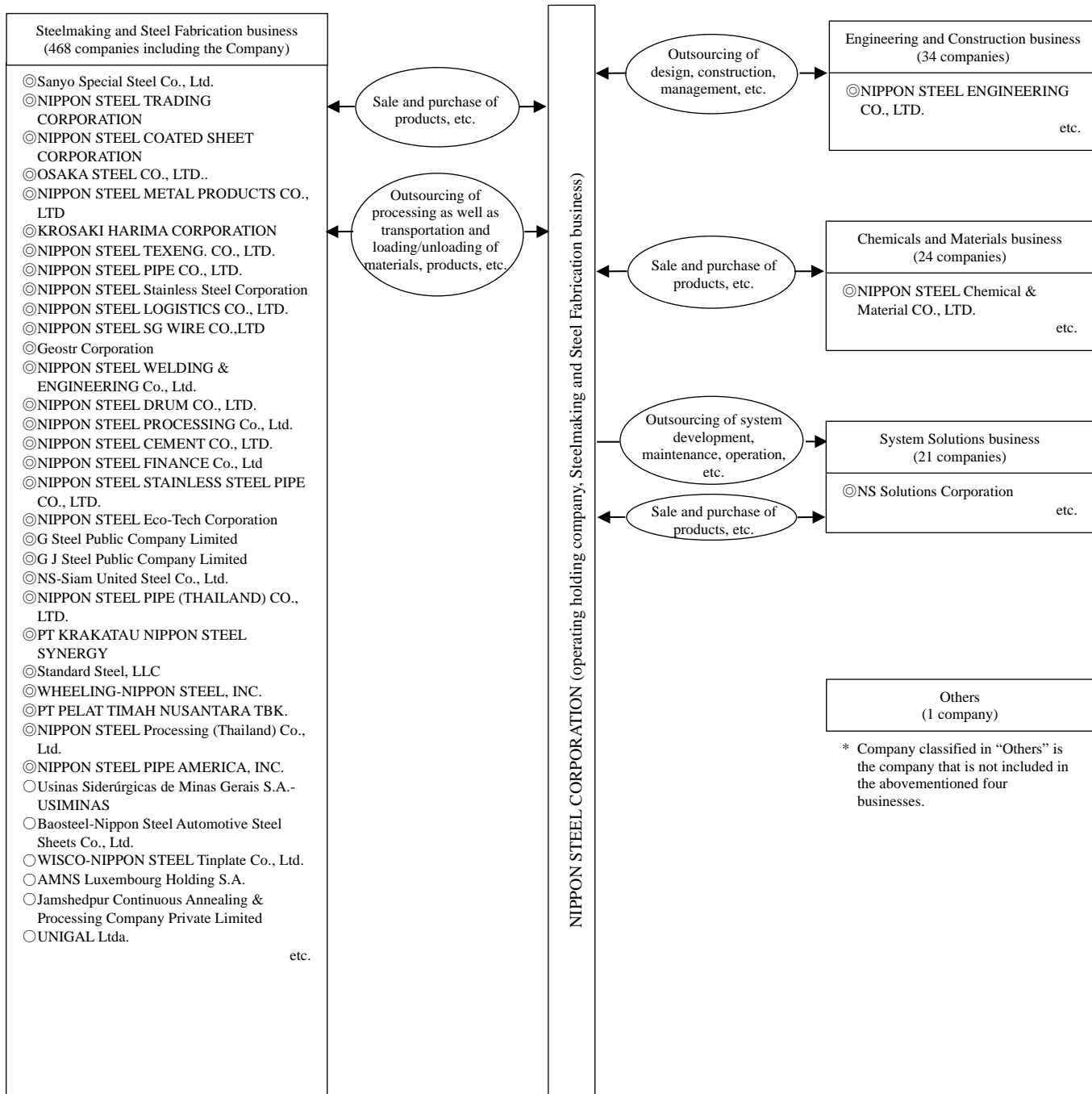
[System Solutions business]

Computer systems engineering and consulting services; IT-enabled outsourcing and other services

[Organization Chart]

The following is an organization chart which explains the matters explained above. (As of March 31, 2024)

◎: principal consolidated subsidiaries, ○: principal equity-method affiliates



4. Subsidiaries and Other Affiliated Entities

Principal consolidated subsidiaries and equity-method affiliates (as of March 31, 2024)

[Steelmaking and Steel Fabrication business / principal consolidated subsidiaries]

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
Sanyo Special Steel Co., Ltd.	Himeji City, Hyogo	53,800 million yen	Makes and markets special steel products	53.2% (0.1%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company and the subsidiary mutually outsource production of steel to each other. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL TRADING CORPORATION	Chuo -ku, Tokyo	16,389 million yen	Markets, imports and exports steel, industrial machinery and infrastructures, textiles, foods, and other products	80.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel products and other products to the subsidiary, and purchases machinery products, materials for steel, etc. from the subsidiary. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL COATED SHEET CORPORATION	Chuo-ku, Tokyo	12,588 million yen	Makes and markets galvanized sheets, prepainted galvanized sheets, coated sheets, and construction materials	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
OSAKA STEEL CO., LTD..	Osaka City, Osaka	8,769 million yen	Makes and markets shapes, bars, flat steels and billets	66.3% (0.4%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The subsidiary deposits funds to the Company and loans funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL METAL PRODUCTS CO., LTD	Chiyoda-ku, Tokyo	5,912 million yen	Makes and markets structural materials for buildings and civil engineering work, prepainted galvanized sheets, steelmaking fluxes, and CC powders	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
KROSAKI HARIMA CORPORATION	Kitakyushu City, Fukuoka	5,537 million yen	Makes, markets and constructs refractories	47.0% (0.0%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company purchases refractories from the subsidiary. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NIPPON STEEL TEXENG. CO., LTD.	Chiyoda-ku, Tokyo	5,468 million yen	Conducts engineering, maintenance, and operations relating to machinery, electrical instrumentation, systems, and construction for steel-production and other facilities	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company outsources construction, maintenance, and operations related to manufacturing of steel products to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL PIPE CO., LTD.	Chiyoda-ku, Tokyo	5,000 million yen	Makes, coats and markets steel pipes and tubes	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary and outsources processing of steel pipes and tubes. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL Stainless Steel Corporation	Chiyoda-ku, Tokyo	5,000 million yen	Makes and markets stainless steel	100.0%	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells chrome hot-rolled coil and other products to the subsidiary. In addition, the subsidiary outsources hot-rolling work on nickel stainless steel sheets to the Company. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL LOGISTICS CO., LTD.	Chuo-ku, Tokyo	4,000 million yen	Undertakes ocean and land transportation and warehousing	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company outsources transportation and loading/unloading of materials for steel, and steel, etc. to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL SG WIRE CO.,LTD	Chiyoda-ku, Tokyo	3,634 million yen	Makes and markets bars and wire rods	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
GEOSTER Corporation	Bunkyo-ku, Tokyo	3,352 million yen	Makes and markets concrete and metal products for civil engineering and building construction work	45.0% (4.3%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. In addition, the Company outsources manufacturing of civil engineering products to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL WELDING & ENGINEERING Co., Ltd.	Koto-ku, Tokyo	2,100 million yen	Makes and markets welding materials and apparatuses	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NIPPON STEEL DRUM CO., LTD.	Koto-ku, Tokyo	1,654 million yen	Makes and markets drums	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL PROCESSING Co., Ltd.	Sakai City, Osaka	1,530 million yen	Makes, processes, and markets cold-heading wire, cold-finished bars, other secondary products using bars and wire rods, drawn steel pipes, and machinery parts	66.4% (4.5%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The Company outsources processing of steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL CEMENT CO., LTD.	Muroran City, Hokkaido	1,500 million yen	Makes and markets cement	85.0%	(a) Interlocking officers Three employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells blast-furnace slag, which is a material for cement, to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL FINANCE Co., Ltd	Chiyoda-ku, Tokyo	1,000 million yen	Engages in the Group's financing operations	100.0%	(a) Interlocking officers Three employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The subsidiary deposits funds to the Company. The Company outsources administrative work on the Group's financing operations to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL STAINLESS STEEL PIPE CO., LTD.	Chiyoda-ku, Tokyo	916 million yen	Makes and markets stainless-steel pipes	100.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.
NIPPON STEEL Eco-Tech Corporation	Minato-ku, Tokyo	500 million yen	Designs, builds, operates, maintains, and manages water-treatment and other systems; designs civil-engineering projects; and performs environmental and chemical analysis	85.1% (10.1%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company outsources construction, maintenance, and operations related to manufacturing of steel products to the subsidiary. The subsidiary deposits funds to the Company. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
G Steel Public Company Limited	Rayong State, Thailand	THB 144,643 million	Makes and markets hot-rolled steel sheets	60.2% (50.0%)	(a) Interlocking officers Four employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
G J Steel Public Company Limited	Chon Buri State, Thailand	THB 24,467 million	Makes and markets hot-rolled steel sheets	57.6% (49.9%)	(a) Interlocking officers Four employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NS-Siam United Steel Co., Ltd.	Rayong Province, Thailand	THB 13,007 million	Makes and markets cold-rolled sheets and galvanized sheets	95.2% (0.3%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL PIPE (THAILAND) CO., LTD.	Chon Buri State, Thailand	THB 8,336 million	Makes and markets steel pipes and tubes	100.0% (100%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
PT KRAKATAU NIPPON STEEL SYNERGY	Cilegon City, Indonesia	US\$ 186 million	Makes and markets cold-rolled sheets and galvanized sheets	80.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
Standard Steel, LLC	Pennsylvania State, United States of America	US\$ 77 million	Makes and markets railway wheels and axles	100.0% (100.0%)	(a) Interlocking officers There is nothing to report. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
WHEELING-NIPPON STEEL, INC.	West Virginia State, United States of America	US\$ 71 million	Makes and markets galvanized sheets	100.0% (100.0%)	(a) Interlocking officers Three employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
PT PELAT TIMAH NUSANTARA TBK.	Jakarta City, Indonesia	US\$ 26 million	Makes and markets tinplate	40.0% (5.0%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NIPPON STEEL Steel Processing (Thailand) Co., Ltd.	Rayong Province, Thailand	THB 571 million	Makes and markets cold-heading wire and cold-finished bars	70.1% (11.2%)	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
NIPPON STEEL PIPE AMERICA, LTD.	Indiana State, United States of America	US\$ 10 million	Makes and markets steel pipes and tubes	80.0% (80.0%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.

[Steelmaking and Steel Fabrication business / principal equity-method affiliates]

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
Usinas Siderúrgicas de Minas Gerais S.A.-USIMINAS	Estado do Minas Gerais, Brazil	BRL 13,200 million	Makes and markets steel products	22.2%	(a) Interlocking officers There is nothing to report. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
Baosteel-Nippon Steel Automotive Steel Sheets Co., Ltd.	Shanghai City, China	RMB 3,000 million	Makes and markets automotive steel sheets	50.0%	(a) Interlocking officers Two officers of the Company and two employees of the Company serve concurrently as officers of the affiliate. (b) Business transactions The Company sells steel to the affiliate. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
WISCO-NIPPON STEEL Tinplate Co., Ltd.	Hubei Province, China	RMB 2,310 million	Makes and markets tinplate and tinplate sheets	50.0%	(a) Interlocking officers One officer of the Company and four employees of the Company serve concurrently as officers of the affiliate. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
AMNS Luxembourg Holding S.A.	Luxembourg City, Luxembourg	US\$ 229 million	A holding company of ArcelorMittal Nippon Steel India Limited	40.0%	(a) Interlocking officers Three employees of the Company serve concurrently as officers of the affiliate. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance The Company provides loan guarantees to the affiliate.
Jamshedpur Continuous Annealing & Processing Company Pvt. Ltd.	State of West Bengal, India	INR 14,320 million	Makes and markets automotive cold-rolled steel sheets	49.0%	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the affiliate. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.
UNIGAL Ltda.	Estado do Minas Gerais, Brazil	BRL 584 million	Makes galvanized sheets	30.0% (0.8%)	(a) Interlocking officers Two employees of the Company serve concurrently as officers of the affiliate. (b) Business transactions There is nothing to report. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.

[Engineering and Construction business / principal consolidated subsidiaries]

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NIPPON STEEL ENGINEERING CO., LTD.	Shinagawa-ku, Tokyo	15,000 million yen	Makes and markets industrial machinery, equipment and steel structures, construction projects under contract, waste processing and recycling, and supplying electricity, gas, and heat	100.0%	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells steel to the subsidiary and purchases iron and steelmaking plants and other products from the subsidiary. (c) Financial assistance, lease of facilities, business alliance The Company loans funds to the subsidiary.

[Chemicals and Materials business / principal consolidated subsidiaries]

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NIPPON STEEL Chemical & Material CO., LTD.	Chuo-ku, Tokyo	5,000 million yen	Makes and markets coal-based chemical products, petrochemicals, electronic materials, materials and components for semiconductors and electronic parts, carbon fiber and composite products, and products that utilize technologies for metal processing	100.0%	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company sells coal tar, crude light oil, untreated coke oven gas, etc. to the subsidiary and purchases fuel gas and other products from the subsidiary. (c) Financial assistance, lease of facilities, business alliance The Company leases a part of its factory sites to the subsidiary.

[System Solutions business / principal consolidated subsidiaries]

Name	Address	Paid-in capital	Description of principal business	% of voting rights interest	Description of relationships
NS Solutions Corporation	Minato-ku, Tokyo	12,952 million yen	Provides computer systems engineering and consulting services; IT-enabled outsourcing and other services	63.4%	(a) Interlocking officers One employee of the Company serves concurrently as an officer of the subsidiary. (b) Business transactions The Company outsources development, maintenance, operation, etc. of computer systems to the subsidiary. In addition, the Company borrows funds from the subsidiary. (c) Financial assistance, lease of facilities, business alliance There is nothing to report.

Notes: 1. Sanyo Special Steel Co., Ltd., OSAKA STEEL CO., LTD., KROSAKI HARIMA CORPORATION, GEOSTER Corporation, and NS Solutions Corporation submit Securities Reports.

While NIPPON STEEL TRADING CORPORATION had been a company submitting Securities Reports, it has been approved that, as of May 17, 2024, submission of reports will not be needed in accordance with Article 4, Paragraph 2 of the Order for Enforcement of the Financial Instruments and Exchange Act.

2. Sanyo Special Steel Co., Ltd., NIPPON STEEL TRADING CORPORATION, G Steel Public Company Limited and G J Steel Public Company Limited are specified subsidiaries.

3. The percentage of the Group's ownership of KROSAKI HARIMA CORPORATION, GEOSTER Corporation and PT PELAT TIMAH NUSANTARA TBK. (The Company has entered into a consortium agreement with MITSUI & CO., LTD., Metal One Corporation, and NIPPON STEEL TRADING CORPORATION, which are shareholders of PT PELAT TIMAH NUSANTARA TBK., and the four companies combined hold 55% of the shares of the said company. NIPPON STEEL Group holds 35% of the shares, which is a majority within the consortium.) is 50% or less. However, NIPPON STEEL has determined that it effectively has control over these companies and has included them in the scope of consolidation as subsidiaries.

4. The figures in parentheses in % of voting rights interest show the percentage of indirect voting rights interest.

5. "(b) Business transactions" presented in the Description of relationships above include transactions through trading companies.

6. Starting from fiscal year 2023, the standards for the companies to be listed above have been revised.

5. Employees

(1) Status of the Group (the Company and its consolidated subsidiaries)

(As of March 31, 2024)

Segment name	Number of employees
Steelmaking and Steel Fabrication	97,316 [12,796]
Engineering and Construction	4,997 [1,752]
Chemicals and Materials	3,454 [587]
System Solutions	7,872 [59]
Total	113,639 [15,194]

Notes: 1. Number of employees is the number of persons in employment (excluding those seconded from consolidated companies to companies other than consolidated companies, and including those seconded from companies other than consolidated companies to consolidated companies), and does not include part-time or temporary workers.

2. Numbers of temporary workers (average number of temporary workers employed during the year ended March 31, 2023) are shown in brackets.

(2) Status of the reporting company

(As of March 31, 2023)

Number of employees	Average age	Average number of years employed	Average annual salary (Yen)
28,543 [1,397]	39.9	17.6	8,292,871

Segment name	Number of employees
Steelmaking and Steel Fabrication	28,543 [1,397]
Total	28,543 [1,397]

Notes: 1. Number of employees is the number of persons in employment (excluding those seconded to other companies, and including those seconded from other companies), and does not include part-time or temporary workers.

2. Number of temporary workers (average number of temporary workers employed during the year ended March 31, 2023) is shown in brackets.

3. Average annual salary includes bonuses and surplus wages.

(3) Status of trade unions

In addition to the Federation of Nippon Steel Workers' Unions, which is a trade union of the reporting company, trade unions have been established at multiple consolidated subsidiaries. The number of union members as of March 31, 2024 is 71,596 persons.

There are no particular items concerning labor-management relations to be reported.

(4) Percentage of managerial positions occupied by female workers, percentage of male workers who take childcare leave, and wage gap between male and female workers

(a) Reporting Company

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NIPPON STEEL CORPORATION	1.5	66	100	65.6	64.8	74.6

Notes:

1. Calculated based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015).
2. Calculated based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015).

The results for each employment management category are as follows.

Management group: 63%, assistant management group: 67%, global group: 80%, wide expert group: 66%, area group: 64%

3. Calculation of the rate of taking childcare leave, etc. and time-off for the purposes of childcare set forth in Article 71-4, Item 2 of the “Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members” (Ordinance of the Ministry of Labor No. 25 of 1991) based on the provisions of the “Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members” (Act No. 76 of 1991).
4. Calculated based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015).

For regularly employed workers, the five categories described in Note 2 are set according to the role of each employee and the way of assignment that accompanies it, and the salary system is based on each category.

The salary system, evaluation, and operation of each category are the same for all employees regardless of gender, but even within the same category, the average years of service for men and women are different, and the composition ratio of each category to the number of employees for each gender is different, resulting in a wage gap.

(b) Consolidated subsidiary

[Steelmaking and Steel Fabrication business]

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NIPPON STEEL TRADING C	3.0	40	64	54.9	54.7	55.9
Sanyo Special Steel Co., Ltd.	6.0	88	114	68.6	66.5	128.5
NIPPON STEEL TEXENG. CO., LTD.	-	35	75	79.3	81.5	59.9
NIPPON STEEL Stainless Steel Corporation	1.3	51	98	72.0	74.6	80.0
KROSAKI HARIMA CORPORATION	3.3	34	104	72.2	79.0	48.4
OSAKA STEEL CO., LTD.	1.2	52	89	84.3	82.2	141.0
NIPPON STEEL METAL PRODUCTS CO., LTD.	4.6	41	50	71.5	72.3	54.0
NIPPON STEEL COATED SHEET CORPORATION	0.4	57	94	75.6	76.7	50.6
OJI STEEL Co., Ltd.	-	-	-	75.2	79.7	59.0
NIPPON STEEL LOGISTICS CO., LTD.	-	27	88	74.5	75.9	64.7
NIPPON STEEL PIPE CO., LTD.	-	-	-	76.3	79.6	42.2
NIPPON STEEL SG WIRE CO., LTD.	-	33	122	81.2	83.0	51.4
TSUKIBOSHI SHOJI CO., LTD.	1.5	-	-	-	-	-
NIPPON STEEL PROCESSING Co., Ltd.	2.1	33	80	79.0	79.5	53.5
GEOSTER Corporation	2.7	100	-	-	-	-
NSM COIL CENTER CO., LTD.	-	-	-	69.0	72.4	59.0
NIPPON STEEL Eco-Tech Corporation	3.9	57	100	74.9	75.2	83.2
NIPPON STEEL TRADING SYSTEM BUILDING CORPORATION	1.1	25	25	-	-	-
Igeta Sunrise Pipe Corporation	1.7	-	-	-	-	-
NIPPON STEEL STAINLESS STEEL PIPE CO., LTD.	-	66	-	73.3	77.3	60.0
NIPPON STEEL WELDING & ENGINEERING Co., Ltd.	0.9	-	-	82.7	81.5	58.6

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NIPPON STEEL SLAG PRODUCTS CO., LTD.	-	-	-	73.9	75.9	44.9
NIPPON STEEL TECHNOLOGY Co., Ltd.	4.9	72	100	82.5	85.0	45.4
NIPPON STEEL ELECTRICAL STEEL Co., Ltd.	-	-	-	90.0	91.3	72.9
WAKO STEEL CO., LTD.	0.0	0	0	-	-	-
NIPPON STEEL PRECISION MACHINING CO., LTD.	—	0	100	-	-	-
NIPPON STEEL INSURANCE SERVICE, INC.	7.8	-	-	-	-	-
NIPPON STEEL ANTI-CORROSION CO., LTD.	1.9	-	-	-	-	-
NIPPON STEEL KATAKURA TUBE CO., LTD.	-	33	-	-	-	-
MMI Co., Ltd.	0.0	100	100	-	-	-
TEXENG SOLUTIONS CORPORATION	-	-	-	74.5	69.1	74.5
NIPPON STEEL KANSAI MACHINING CO., LTD.	-	-	-	79.0	78.7	- (Note 5)
NIPPON STEEL BUSINESS SERVICE KANSAI LTD.	3.6	50	57	85.8	89.6	54.9
NIPPON STEEL FIRST TEC CO., LTD.	-	-	-	67.1	70.6	61.7
NIPPON STEEL BUSINESS SERVICE EAST NIPPON LTD.	2.0	25	100	100.0	84.8	80.8
Santoku Kogyo Co., Ltd.	-	-	-	77.9	76.9	89.0
NST ARAI Automotive Co., Ltd.	5.0	-	-	-	-	-
NIPPON STEEL BUSINESS SERVICE KYUSHU LTD.	3.6	-	-	-	-	-
TEXENG Techno Service Co., Ltd.	15.4	-	-	-	-	-
TSURUMI STEEL TUBE Co., Ltd.	7.1	-	-	-	-	-

[Engineering and Construction business]

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NIPPON STEEL ENGINEERING CO., LTD.	1.5	50	71	63.7	64.3	56.9
NIPPON STEEL ENVIRONMENTAL& ENERGY SOLUTIONS CORPORATION	0	43	90	68.3	75.8	57.4
NIPPON STEEL PIPELINE & ENGINEERING CO., LTD.	2.4	75	-	68.3	68.9	68.6

[Chemicals and Materials business]

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NIPPON STEEL Chemical & Material CO., LTD.	-	58	94	67.1	70.2	40.2
Nippon Micrometal Corporation	-	50	-	-	-	-

[System Solutions business]

Year ended March 31, 2024						
Name	Percentage of managerial positions occupied by female workers (%) (Note 1)	Percentage of male workers who take childcare leave (%)		Wage gap between male and female workers (%) (Note 4)		
		Percentage who take childcare leave (Note 2)	Combined percentage who take childcare leave and time-off for the purposes of childcare (Note 3)	All workers	Regularly employed workers	Part time / fixed-term workers
NS Solutions Corporation	6.5	-	97	74.5	74.4	64.7
NIPPON STEEL Hitachi Systems Engineering, Inc.	11.7	-	-	78.5	77.9	91.8
NS Solutions East Japan Corporation	-	-	-	82.9	82.6	65.8
NS Solutions Kyushu Corporation	4.1	-	87	87.2	86.5	50.9
NS Solutions Kansai Corporation	-	-	111	82.7	82.6	87.5
Network Value Components Ltd.	16.7	-	-	-	-	-
NSSL Service Corporation	4.5	-	100	73.3	73.0	(Note 5)

Notes:

- Calculated based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015).
- Calculation based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015) or a calculation of the rate of taking childcare leave, etc. set forth in Article 71-4, Item 1 of the “Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members,” based on the provisions of the “Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members” (Act No. 76 of 1991).
The following companies disclose the results for each employment management category.
NIPPON STEEL TRADING CORPORATION: Regular employees: 100%
Sanyo Special Steel Co., Ltd.: Career track: 100%, non-career track: N/A, technical staff: 78% (all regular employees)
NIPPON STEEL Stainless Steel Corporation: Management group: 66%, assistant management group and career track: 75%, expert group (office staff and engineers): 0%, expert group (operators and maintenance staff): 47%
KROSAKI HARIMA CORPORATION: Regular employees: 34%
NIPPON STEEL METAL PRODUCTS CO., LTD.: Regular employees: 41%
NIPPON STEEL SG WIRE CO., LTD.: Regular employees: 100%, irregular employees: N/A
NIPPON STEEL PROCESSING Co., Ltd.: Regular employees: 33%, irregular employees: N/A
NIPPON STEEL TRADING SYSTEM BUILDING CORPORATION: Regular employees: 100%, irregular employees: 0%
NIPPON STEEL STAINLESS STEEL PIPE CO., LTD.: Regular employees: 66%, irregular employees: N/A
NIPPON STEEL TECHNOLOGY Co., Ltd.: Regular employees: 72%, irregular employees: N/A
WAKO STEEL CO., LTD.: Regular employees: 0%, irregular employees: 0%
NIPPON STEEL PRECISION MACHINING CO., LTD.: Regular employees: 0%, irregular employees: 0%
MMI Co., Ltd.: Regular employees: 100%, irregular employees: 0%
NIPPON STEEL BUSINESS SERVICE EAST NIPPON LTD.: Regular employees 25%, contract / part-time employees: N/A
Nippon Steel Engineering Co., Ltd.: Chief or above: 47%, global staff (clerical): 45%, global staff (technical): 100%, expert staff and irregular employees: N/A
NIPPON STEEL ENVIRONMENTAL&ENERGY SOLUTIONS CORPORATION: Regular employees: 45%, irregular employees: 0%
- Calculation of the rate of taking childcare leave, etc. time-off for the purposes of childcare set forth in Article 71-4, Item 2 of the “Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members” (Ordinance of the Ministry of Labor No. 25 of 1991) based on the provisions of the “Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members” (Act No. 76 of 1991).
- Calculated based on the provisions of the “Act on the Promotion of Women’s Active Engagement in Professional Life” (Act No. 64 of 2015).
In each company, multiple categories are set according to the roles of employees, etc., but the salary system, evaluation, and operation of each category are the same for all employees regardless of gender. The difference in wages between men and women is mainly due to differences in the composition ratio of each category, average length of service, work style (three-shift work, etc.), managerial position ratio, and working hours, etc.

At the following companies, the average annual wages of part-time workers and fixed-term workers are calculated based on the number of employees converted by the prescribed working hours of regularly employed workers.

NIPPON STEEL Stainless Steel Corporation, OJI STEEL Co., Ltd., NIPPON STEEL PROCESSING Co., Ltd., NIPPON STEEL STAINLESS STEEL PIPE CO., LTD., NIPPON STEEL ELECTRICAL STEEL Co., Ltd., TEXENG SOLUTIONS CORPORATION, NIPPON STEEL ENGINEERING CO., LTD., NS Solutions Kyushu Corporation

5. There are no female employees.

6. “-” means that the indicator concerned is not disclosed.

II. Overview of Business

1. Management Policy, Business Environment, Issues to Be Addressed

(Management policy)

The NIPPON STEEL Group conducts its business based on its corporate philosophy: The Group will pursue world-leading technologies and manufacturing capabilities, and contribute to society by providing excellent products and services.

<Corporate Philosophy of the NIPPON STEEL Group>

Our Values

The NIPPON STEEL Group will pursue world-leading technologies and manufacturing capabilities, and contribute to society by providing excellent products and services.

Management Principles

1. We continue to emphasize the importance of integrity and reliability in our actions.
2. We provide products and services that benefit society, and grow in partnership with our customers.
3. We pursue world-leading technologies and manufacturing capabilities.
4. We continually anticipate and address future changes, innovative from within, and pursue unending progress.
5. We develop and bring out the best in our people to make our Group rich with energy and enthusiasm.

(Business environment)

We expect the following changes in the environment over the medium to long term.

Global steel demand is expected to continue to grow steadily, particularly in Asia, including India. Demand for high-grade steel is also expected to expand, including for emerging needs associated with the move to achieve carbon neutrality. Meanwhile, steel demand in Japan is expected to continue declining due to its shrinking population, aging society, the expansion of overseas local production by Japanese customers, and other reasons. In addition, the manufacturing industry's trend toward local production and local consumption as well as domestic production is likely to lead to the fragmentation of markets, which had been globally connected. Furthermore, competition in overseas markets is expected to intensify further as demand in China, which accounts for more than 50% of global steel production, has leveled off.

As the awareness of climate change issues grows worldwide, the realization of carbon neutrality will require a concerted effort by the public and private sectors. We believe that the establishment of carbon neutral steel technology ahead of other countries will be the key to determining our future competitiveness, profitability, and brand power in the steel industry.

For the year ending March 31, 2025, the unprecedented severe situation concerning global steel demand is likely to continue for the foreseeable future. Recovery in actual demand is hard to predict at this point, and it is expected to take time for the market to recover. There is also a risk that the decoupling structure between raw materials and products will continue for the time being.

(Management strategies and priority business and financial tasks)

With Steelmaking and Steel Fabrication as its core business, the Group conducts its business in the four operating segments: Steelmaking and Steel Fabrication, Engineering and Construction, Chemicals and Materials and System Solutions, based on the technologies it has developed through steelmaking. The Steelmaking and Steel Fabrication segment accounts for approximately 90% of the Group's consolidated revenue.

The Company strived to establish a profit structure that ensures a high level of business profit regardless of the external environment. The actions taken included significant reduction in the breakeven point which resulted from a drastic cost improvement that was implemented in fiscal 2020, an improvement in direct contract-based prices for customers, effects of selection and concentration of order intake with streamlined integrated production capacity, and improved profitability of the overseas Group companies. In the year ending March 31, 2025, even in the situation where the business environment has become increasingly severe and is expected to remain so for the time being, we will continue to implement the existing profit structure measures. At the same time, we will steadily advance measures to evolve to a further vertically-integrated business structure to advance toward achieving the Group's future vision of ¥1 trillion in

business profit and build a foundation that enables us to record even higher profits regardless of the external environment. We will also make investments in forward-looking initiatives to secure talents and support their participation and career advancement.

The outline of the NIPPON STEEL Group's medium- to long-term management plan announced in March 2021 and its progress are as follows.

<Outline and Progress of the NIPPON STEEL Group's Medium- to Long-term Management Plan (announced on March 5, 2021)>

With the aim of becoming “the best steelmaker with world-leading capabilities,” the Company is steadily implementing various measures aimed at achieving the four pillars of its medium- to long-term management plan: “Rebuilding our domestic steel business and strengthening our group's management”; “Promoting a global strategy to deepen and expand the overseas business”; “Taking on the challenge of carbon neutrality” and “Promoting digital transformation strategies.”

1. Rebuilding our domestic steel business and strengthening our group's management

The Group's basic policies are “to realize a higher-level order mix through aggressive investment in strategic products,” “to renew and improve facilities to ensure technological strength leading to profit generation,” and “to make the production framework streamlined and more efficient by selective concentration on certain products and facilities.” Based on these overall basic policies, we are promoting the strengthening of its earnings base by rebuilding its cost competitiveness to overwhelm our competitors and securing appropriate margins, in addition to building an optimum production system for the domestic steelmaking business.

During fiscal 2023, the Company made selective investments in facilities having competitive advantages. These investments included measures to improve the capacity and quality of strategic products, such as the next-generation hot-strip mill at the Nagoya Works, and electrical steel sheet facilities at the Setouchi Works Hanshin Area (Sakai) and the Kyushu Works Yawata Area. Coupled with the shut-down of less competitive facilities, we have made production facilities more advanced, streamlined, and efficient, promoted the sophistication of product types, and optimized the scale of production capacity and fixed costs. In the raw materials business, we have acquired a 20% interest in Elk Valley Mining Limited Partnership, a Canadian coking coal company, as we aim to ensure steady procurement of high-grade coking coal for steelmaking that contributes to promoting carbon neutrality and to establish a profit structure that is less susceptible to the external environment. In addition, Nippon Steel Trading Corporation was delisted and has become a subsidiary of Nippon Steel, and we have been working to enhance and raise efficiency of the Group's trading company functions, to enhance the direct sales ability by making an integrated use of our sales knowhow and our infrastructure, and to further increase sophistication of the supply chain. We intend to continue evolving toward having a further vertically-integrated business structure.

2. Promoting the Group's global strategy to deepen and expand its overseas business

Global steel consumption is expected to continue to grow at a moderate pace toward 2025 and further into 2030. We have developed our business mainly in Asia whose market size and growth rate are relatively large globally, and we are well positioned to profit from the scale and growth of this market.

In this environment, the NIPPON STEEL Group aims to achieve “100-million-tonnes of global crude steel capacity” by expanding integrated production framework in areas with demand and firmly capturing local demands in districts and areas where demand is promisingly expected to grow, and in sectors in which our technologies and products are appreciated.

In India, where future market expansion and further development of domestic production are expected, we are expanding capacity through several approaches: by acquisition of bases and construction of a new integrated steelworks now being studied by ArcelorMittal Nippon Steel India Limited, among other measures. Moreover, we have decided to acquire United States Steel Corporation in the United States. The United States is a country that has the highest demand for high-grade steel, and where we can make use of our technological and product strengths. This means for us to secure three key areas, which are adding the United States to India and our home market of ASEAN, leading to the diversification of our global bases. We aim to continue improving profitability through expansion of our integrated production system in these major overseas markets, thereby advancing toward the realization of 100 million intones of global crude steel capacity.

3. Taking on the challenge toward carbon neutrality

As a part of our widespread efforts toward achieving a decarbonized society, by adopting “Nippon Steel Carbon Neutral Vision 2050”

as our initiative, we are considering and implementing various measures as a top priority management issue in order to win development competitions with our competitors in Europe, the United States, China and South Korea and to continue to lead the world's steel industry.

In order to decarbonize our steelmaking processes, we are developing three breakthrough technologies: for injection of hydrogen into blast furnaces, for 100% hydrogen use in the direct reduction process, and for high-grade steel production in large-sized electric arc furnaces (EAFs). Our recent progress in technological development includes the Super COURSE50 development test at a pilot test furnace in the East Nippon Works Kimitsu Area, which confirmed the effect of reducing CO₂ emissions by 33%, the world's highest level for reduction. In addition, we started full-scale studies on shifting from the blast furnace steelmaking process to the EAF process in the Kyushu Works Yawata Area and the Setouchi Works Hirohata Area as candidate sites. In addition, NSCarbolex™ Neutral (a steel product that is certified to reduce CO₂ emissions in the steelmaking process) and NSCarbolex™ Solution (a high-performance product and solution technology that contributes to reducing CO₂ emissions in society) are the two products of value we provide for carbon neutralization, supporting our customers' international competitiveness. These efforts have led to a reaffirmation of the importance of the steel industry's role in decarbonization initiatives and the Green Innovation Fund has significantly increased the allocation of its fund to the steel industry. We are therefore working to accelerate and move forward development and practical implementation in these areas.

4. Promoting digital transformation strategies

Over the next five years, we will invest 100 billion yen or more into our digital transformation strategy, and are aiming to become a digitally advanced company in the steel industry.

As an example of a specific initiative in fiscal 2023, we established and commenced operation of a system that enables real-time acquisition of operating information for management of vessel allocation when shipping raw materials by sea. We believe that this facilitates faster decision-making, and contributes to improve the efficiency of the supply chain, from raw material procurement to transportation and production. The resultant improvement of efficiency in operation and transportation will also help efforts on behalf of realization of a carbon-neutral society. A second example of what we are doing is, in collaboration with NS Solutions Corporation, applying mathematical optimization technology in development of a steel output scheduling system for high-speed production planning in the steelmaking process. Full-scale use of the system is now under way at the East Nippon Works Kimitsu Area. This has enabled equal or greater plans, and faster plans, to be derived compared to those made by skilled technicians. Planning time has been reduced by about 70% compared to conventional systems. Going forward, we plan to start using the system at each steelworks, one by one, and promote the unification of production plans for the entire company. We also continue to work on various DX measures in areas such as remote management, predictive monitoring, and automation of operations and equipment maintenance using IoT and AI, as well as centralization and acceleration of performance management and integrated production planning.

(Objective indicators used to assess if business objectives have been achieved)

Financial targets and other relevant information are presented in "II. Business Overview, 4. Management's Analysis of Financial Position, Operating Results and Cash Flows" of this report.

(Note) The above description in (Business environment) and (Management strategies and priority business and financial tasks) in this document include predictions and targets based on assumptions, forecasts and plans for the future as of the announcement of financial results on May 9, 2024. Since these predictions and targets are based on information, analysis, and certain assumptions that the Company considers appropriate at the time of announcement or publication of the above documents, and thus, such estimates have inherent limitations, actual results may differ materially due to various factors in the future. For such factors, please refer to "3. Business Risks" below.

2. Concepts and Initiatives Related to Sustainability

The Group's approach and initiatives regarding sustainability are as follows. Matters related to the future in this document are based on the judgments made by the Company as of March 31, 2023.

(1) Governance and risk management for overall sustainability

The NIPPON STEEL Group's corporate philosophy states that we will "pursue world-leading technologies and manufacturing capabilities and contribute to society by providing excellent products and services," and we recognize that responding to sustainability issues is the foundation that supports the existence and growth of the Group.

Based on this recognition, the Board of Directors has established materiality of sustainability issues, such as safety and health, environment (including climate change countermeasures), disaster prevention, quality, human resources development, and diversity and inclusion, and each responsible division plays a central role in promoting initiatives. The status of these initiatives, including risks and opportunities, is reported to the Corporate Policy Committee and the Board of Directors after being deliberated by Company-wide Committees chaired by the Executive Vice Presidents and other organizations for each purpose and field. With respect to overall internal control, including matters related to risk management in each field, the status of initiatives is deliberated and confirmed by the quarterly "Risk Management Committee" chaired by the Executive Vice President in charge of internal control, and important matters are reported to the Corporate Policy Committee and the Board of Directors. Through these mechanisms, the Company's Board of Directors supervises risk management which is important to corporate management. The governance structure of the Company is described in "4. Corporate Governance, etc. in IV. Status of the Reporting Company."

(2) Governance, risk management, strategies, indicators, and targets for climate change countermeasures

We have positioned climate change countermeasures as the most important management issue, and have announced the "Nippon Steel Carbon Neutral Vision 2050" as our own initiative, and are taking on the challenge of achieving carbon neutrality by 2050. Since the Company accounts for approximately 90% of the Group's CO₂ emissions and climate change countermeasures differ depending on the business characteristics of each Group company, we will describe our efforts below.

(a) Governance and risk management

We report and deliberate on climate change countermeasures at the Green Transformation Promotion Committee and the Environmental Planning Committee, which we have established as company-wide Committees. The Green Transformation Promotion Committee mainly focuses on important issues related to the promotion of carbon neutrality, while the Environmental Planning Committee mainly focuses on matters related to overall environmental policy, and both committees recognize risks, confirm the progress of various measures, and make policy decisions. Each committee is chaired by the Executive Vice President in charge of the matters supervised by that committee, and meets at least twice a year. Of the content of deliberations of each committee, important matters are reported to the Corporate Policy Committee and the Board of Directors. The Board of Directors supervises risk management that is important to corporate management by receiving regular reports.

(b) Strategies, indicators, and targets

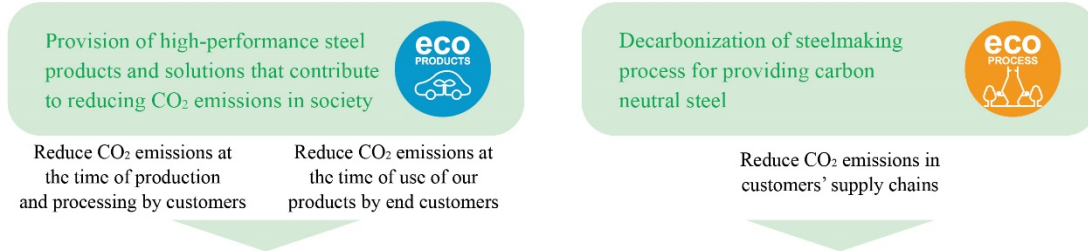
In March 2021, we announced the "Nippon Steel Carbon Neutral Vision 2050" aimed at realization of a carbon neutral society by 2050. We take on the challenge of realizing carbon neutrality by 2050 and aim to reduce CO₂ emissions in our supply chain by providing the two values of "provision of high-performance steel products and solutions that contribute to reducing CO₂ emissions in society" and "decarbonization of steelmaking process for providing carbon neutral steel."



NIPPON STEEL

In support of the ambitious government policy to realize a carbon neutral society in 2050, we announced the Carbon Neutral Vision 2050 as a part of the Medium- to Long-Term Management Plan in March 2021.

Providing two types of values by achieving carbon neutrality



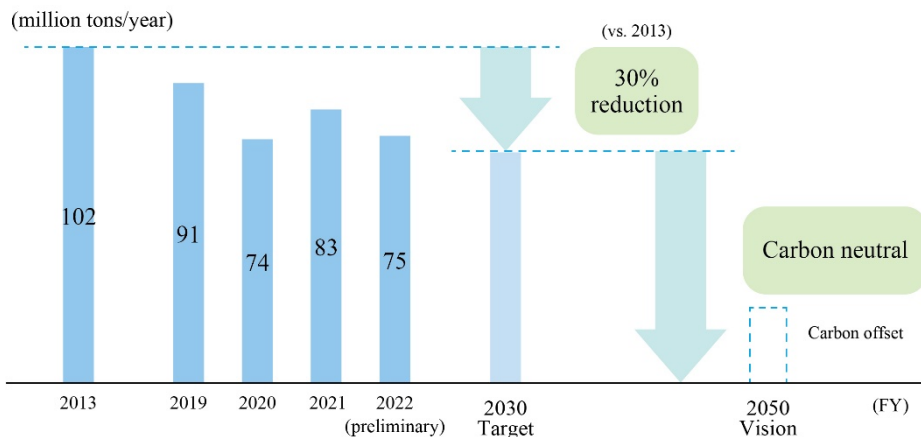
By providing high-performance steel products and solutions, and by decarbonizing steelmaking Social demands for the carbon neutrality Social demands for safety process ahead of other countries, we are determined to provide carbon neutral steel to our customers and support their international competitiveness.



Aimed at achieving carbon neutrality by 2050, we have set a target of reducing CO₂ emissions by 30% by 2030 compared to 2013 levels. We aim to achieve this by high-grade steel production in large-sized electric arc furnaces, blast furnace hydrogen reduction (COURSE50), reducing CO₂ in existing processes, building an efficient production system, and so on.

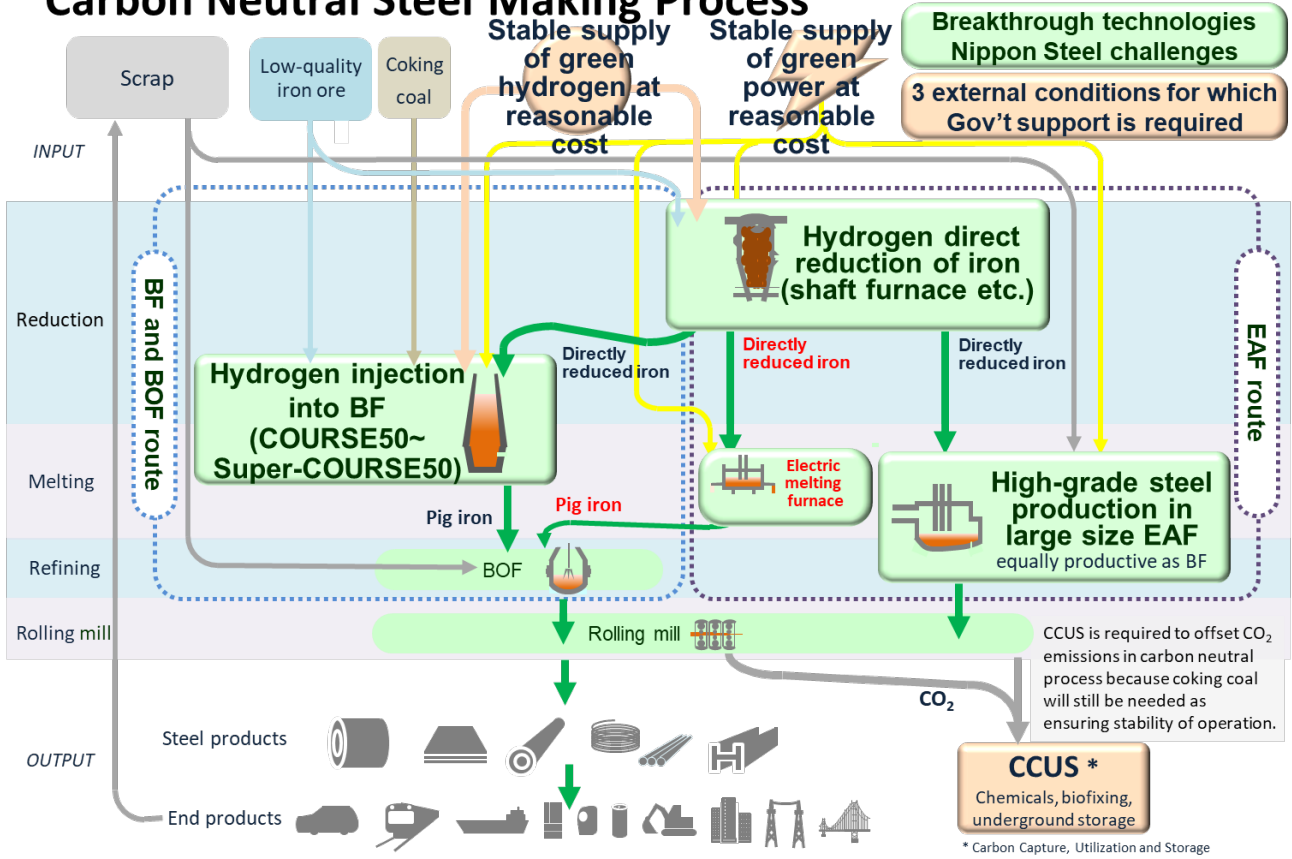
Towards 2050, we will take on the challenges of adopting ultra-innovative technologies such as mass production of high-grade steel in large-sized electric arc furnaces, drastic reduction of CO₂ emissions through developments in blast furnace hydrogen reduction methods such as Super COURSE50, and production of reduction iron using hydrogen. We will aim for carbon neutrality through a multi-track approach that includes carbon offset measures such as CCUS.

Total CO₂ emissions

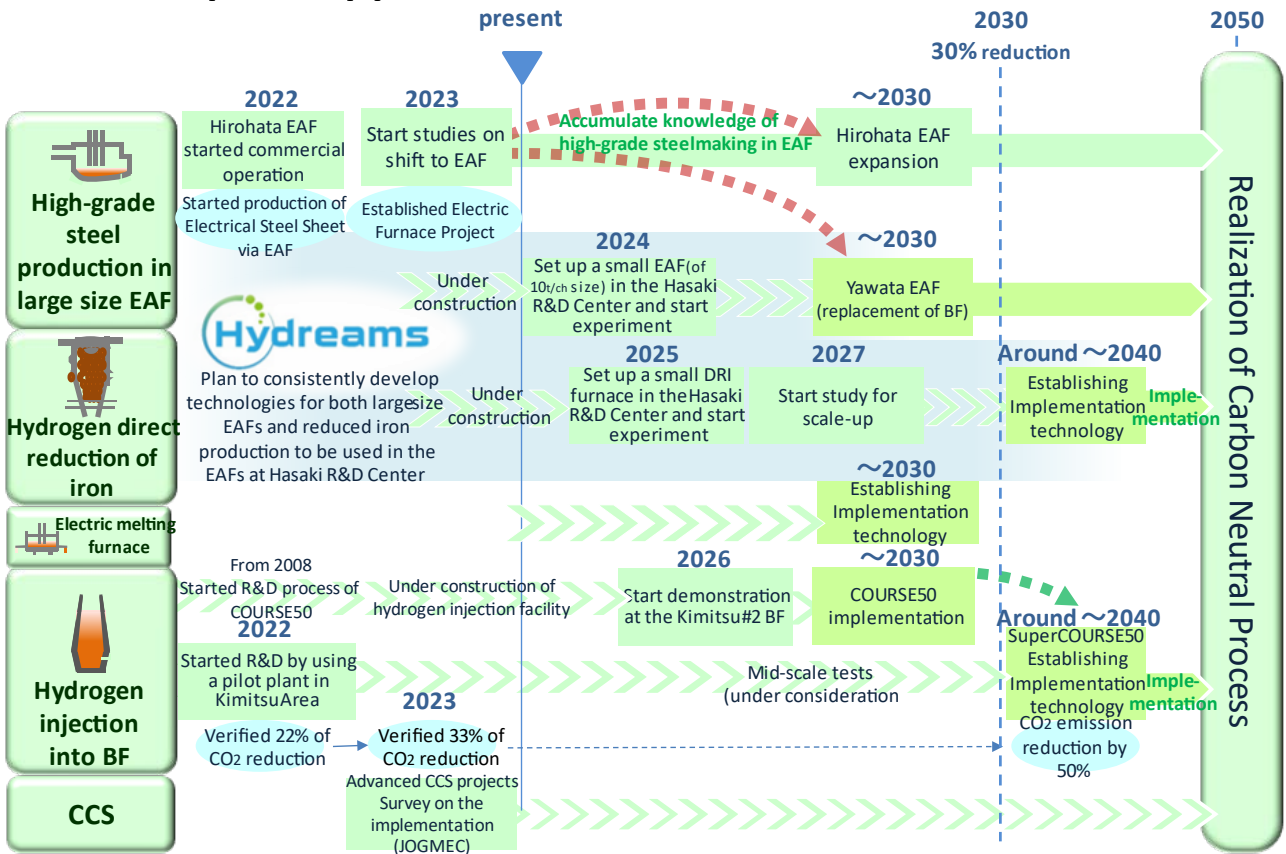


[Scope of scenario]
Domestic SCOPE 1+2
(direct emissions in our production sites + indirect emissions from purchased electricity)
(Including purchased coke and oxygen)

Carbon Neutral Steel Making Process



Roadmap of Nippon Steel Carbon Neutral Vision 2050



We plan to disclose the final values of CO₂ emissions for the previous fiscal year and the provisional values for the current fiscal year in the Integrated Report scheduled to be issued around September 2024 (https://www.nipponsteel.com/ir/library/annual_report.html).

Through these initiatives, we launched NSCarbolex™ as a brand that collectively refers to “products and solution technologies that contribute to reducing CO₂ emissions in society” provided by the Company. NSCarbolex™ consists of two brands, NSCarbolex™ Neutral and NSCarbolex™ Solution, which represent the two values we offer.

“NSCarbolex™ Neutral” are steel products for which we assessed the CO₂ emissions that we actually reduced in each project and allocated it to any product using the mass balance method, and both the emissions reductions and allotment to any product are guaranteed by a third party. As the need for decarbonization in society is rapidly increasing, we believe that quickly working on decarbonization will increase competitiveness for our customers. By establishing a stable supply system for NSCarbolex™ Neutral at an early stage, we will help our customers with decarbonization.

“NSCarbolex™ Solution” is a high-performance product and solution technology that contribute to reducing CO₂ emissions in society. We will contribute to the reduction of CO₂ emissions in various aspects of society through high-performance products and solution technology, including “NSafe™-AutoConcept,” which contributes to the reduction of CO₂ emissions during automobile manufacturing and operation, “high-efficiency electrical steel sheets,” which contribute to improving the efficiency of motors and reducing energy loss in power transmission and distribution networks, the building material solution brand “ProStruct™,” which mainly contributes to productivity improvement at construction sites, and “HRX19™” stainless steel for high-pressure hydrogen which contributes to the realization of a hydrogen society.

Reducing CO₂ emissions in steelmaking process



Reducing CO₂ emissions in society



(3) Human capital strategies, indicators and targets

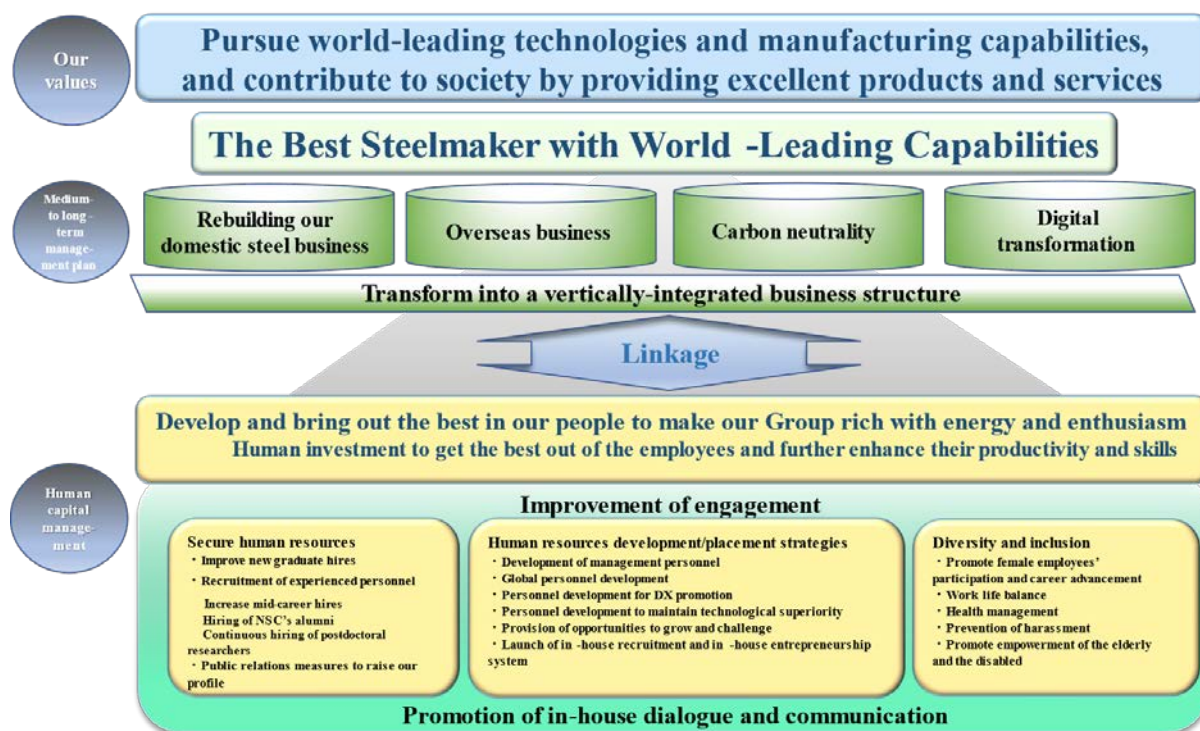
(a) Strategies

a. Human capital management policy

The Group’s basic philosophy is to “pursue world-leading technologies and manufacturing capabilities, and contribute to society by providing excellent products and services.” We state in our management principles that we will “develop and bring out the best in our people to make our Group rich with energy and enthusiasm,” and we have long been working on human resources development as an important theme.

While the Group shares business strategies to manage the Group as a team, each Group company implements initiatives for human resources development and internal environment development based on its own business characteristics. The initiatives described below are those of the Company.

With the aim of continuing to grow into “the best steelmaker with world-leading capabilities,” in addition to implementing the four pillars of the medium- to long-term management plan, we are also working to transform our business structure into one that is vertically-integrated and resilient to the external environment. We are investing in human capital to steadily implement these efforts and promoting various development measures to get the best out of the employees and further enhance their productivity and skills.



b. Human resource development policy

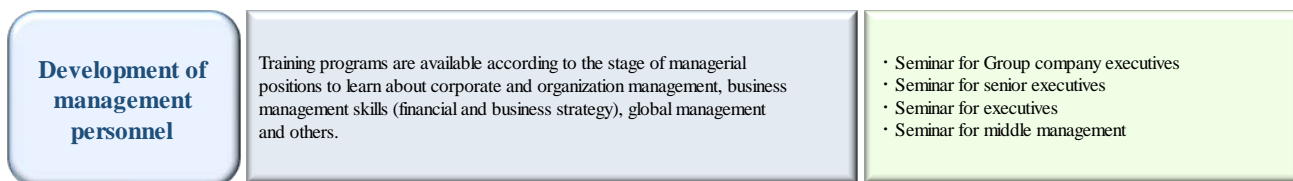
As part of our basic human resources development policy, we clearly state within the company the importance of superiors’ role in human resources development and the position of On the Job Training (OJT) as the basis of human resources development, and we conduct human resources development based on dialogue between superiors and subordinates.

Basic Policy for Human Resources Development

- 1 HR development is the job itself, and supervisors play an important role in HR development.
- 2 OJT training is a basis of HR development and is complemented by off-the-job training.
- 3 Supervisors share objectives and outcomes of HR development clearly with their subordinates.
- 4 Each individual strives for continual personal improvement for further growth.

1) Development of management personnel

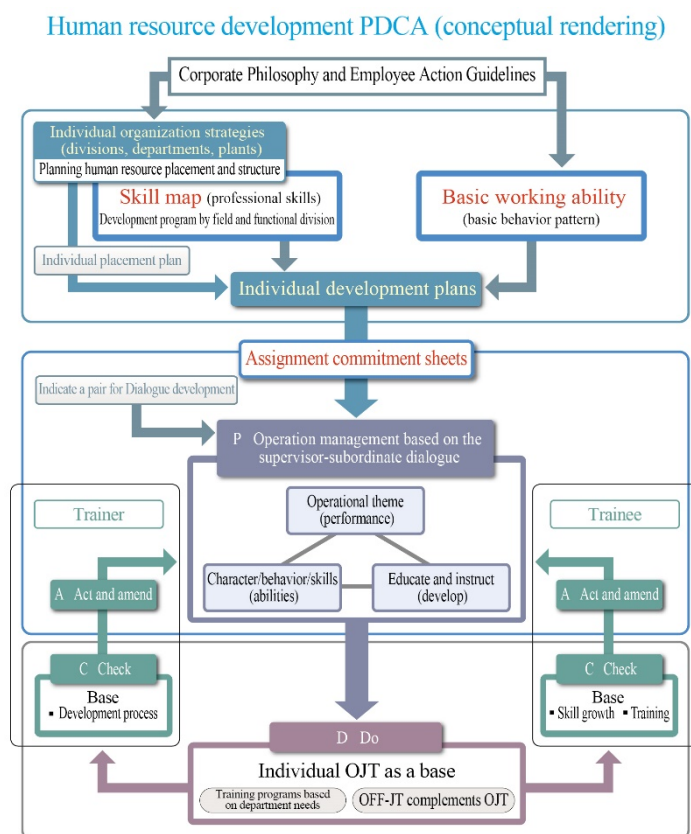
Regarding the development of management personnel who will lead the Company's future, the following four training programs are available according to the stage of managerial positions to learn about corporate and organization management, business management skills (financial and business strategy), global management, and others.



2) Human resources development for office staff and engineers

Regarding human resources development of office staff and engineers as well, we employ a human resource development PDCA to effectively implement and establish human resources development in alignment with our organizational strategies based on our corporate philosophy and management policy. We formulate individual development plans and based on a specific plan for one year, we conduct OJT centered on the dialogue between superiors and subordinates by using assignment commitment sheets. The system works by having the superiors and subordinates review the development status at year-end and forward it to the development plan for the following fiscal year. This process evaluates development results and systematically develops human resources capable of implementing strategies of each organization.

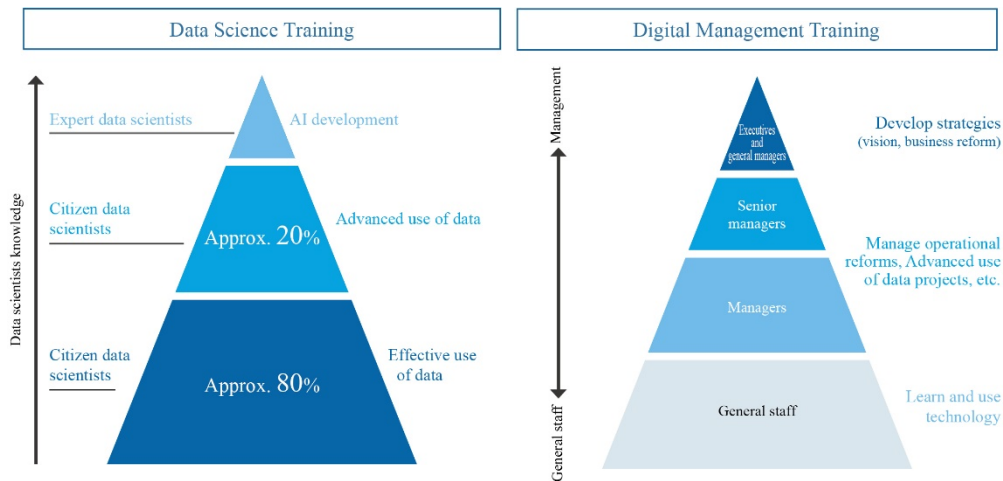
<Human resources development PDCA for office staff and engineers>



For OFF-JT, in addition to implementing rank-based education that allows each employee to acquire the knowledge and skills required of their role and position so as to improve abilities of all employees, and selective training that meets the development needs of each employee, we are also promoting human resources development by incorporating development measures that support the realization of management strategies.

<Human resources development for staff who support the realization of management strategies>

<p>Development of managers</p>	<p>Conduct various trainings so that managers understand their responsibilities and authority, acquire the ideal management style as supervisors, and obtain knowledge, skills, and mindset that contribute to enhancing group management</p>	<ul style="list-style-type: none"> • Seminar for newly-appointed managers (Head of Dept./Plan/Mill) • Seminar for newly-appointed managers (Head of Section) • Seminar for manager candidates (Head of Plant/Mill Section) • Follow-up seminar for supervisor candidates • Seminar for newly-appointed senior managers • Seminar for newly-appointed managers
<p>Global personnel development</p>	<ul style="list-style-type: none"> • Set standards for English proficiency that employees should reach as a measure to raise the overall level • Prepare a program for employees who have a high need for their work, to raise their English skills to a level where they can work independently overseas • Conduct pre-departure training for dispatched employees who will be responsible for local business 	<ul style="list-style-type: none"> • Overseas top training • Training for administration staff • Training for those to relocate overseas and for their family members • Training for English and local languages • English advanced course • Overseas training
<p>Personnel development for DX promotion</p>	<ul style="list-style-type: none"> • Provide data science education to develop citizen data scientists who can “make advanced use of data” • Provide managers with digital management education to promote their mindset transformation to empower them to drive DX 	<ul style="list-style-type: none"> • Various training programs to develop expert data scientists and data science users • Training for citizen data scientists
<p>Personnel development to support technological superiority</p>	<ul style="list-style-type: none"> • Provide courses for steelmaking engineers to systematically acquire necessary knowledge and skills and develop a system to allow them to learn from infrastructure technologies to advanced technologies 	<ul style="list-style-type: none"> • General technical skill training (11 courses) • Technical skill lecture (14 fields/48 courses)

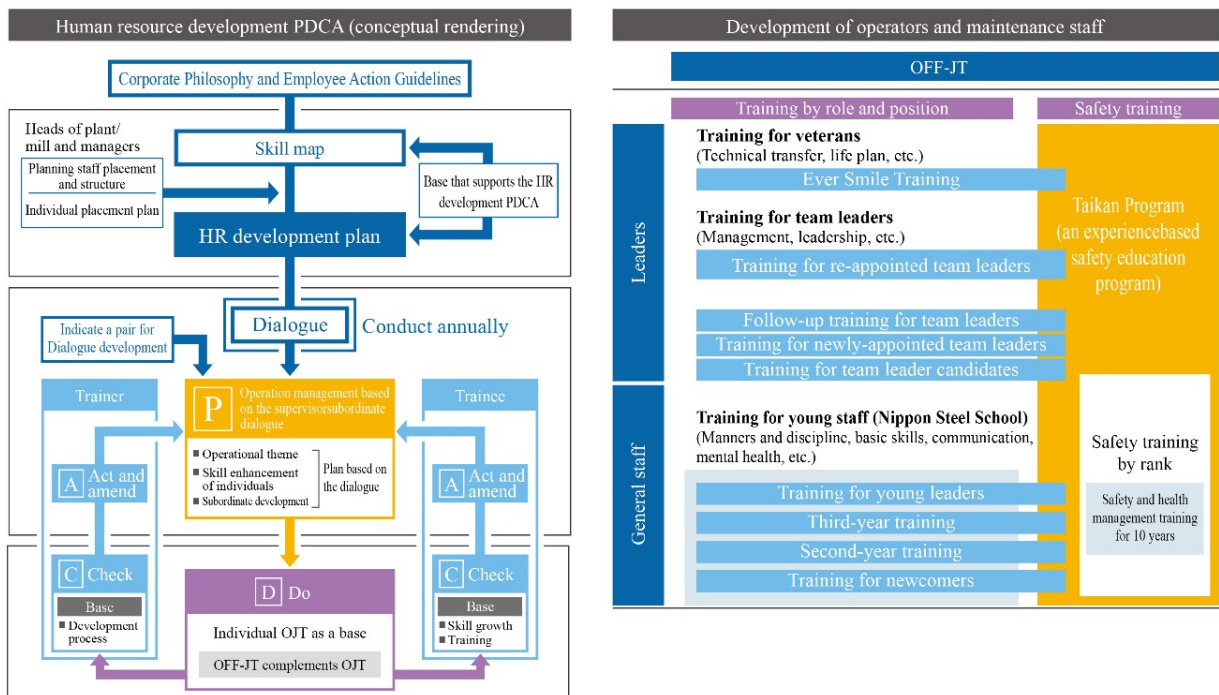


3) Human resources development for operators and maintenance staff

Regarding human resources development of operators and maintenance staff, in order to steadily put into practice accumulation of techniques and skills on the assumption of long-term employment, we engage in development PDCA through OJT, after clearly defining a list of skills to be acquired as a “skill map.”

As for OFF-JT, which complements OJT, in addition to having employees acquire basic skills, we also provide workplace leader education to increase the ability to create wisdom on the frontline (frontline skills), and veteran education aimed at passing on skills.

< Human resources development and training system for operators and maintenance staff >



c. Internal environment development policy

Amidst significant environmental changes, such as intensifying recruitment competition due to the recent decreasing population, diversifying individual career perspectives, and labor market fluidity, the Company believes securing human resources and promoting the further advancement of employees are extremely important to realize our management strategies.

As one of the management priorities, we are implementing various personnel and public relations measures, in addition to promoting diversity and inclusion as a foundation.

• Securing human resources

In addition to the stable recruitment of new graduates and the recruitment of postdoctoral researchers with a high degree of expertise, the Company is actively recruiting experienced personnel, including NSC's alumni. We are also developing public relations measures to increase the awareness of our company among a wide range of generations, not just students seeking jobs. We have also improved the working conditions of employees, including starting salaries.

• Staff reassignment and development measures

The Company is strengthening measures to improve employee engagement through promoting internal dialogue and communication and providing opportunities for mid-career and young employees to challenge and grow, such as sending them abroad. Most recently, we have launched internal recruitments and in-house entrepreneurship as part of the staff reassignment and development measures.

• Diversity and inclusion

Internally, the Company is working on an initiative for diversity and inclusion to create an environment in which our employees can be highly productive, maximize their potential, and work with pride and satisfaction.

In order to strengthen this initiative, and to move our company and industry forward, we have established five major promotion categories, and set up a dedicated organization to promote the various measures.

Five major promotion categories for Diversity & Inclusion

- 1 Promote participation and career advancement for female employees
- 2 Realize work life balance so as to enable employees with various backgrounds and circumstances to perform at their best
- 3 Develop health management in order for employees to perform at their best until the retirement age of 65
- 4 Prevent harassment
- 5 Promote empowerment of the elderly and the disabled

1) Promote participation and career advancement for female employees

The Company has been working on creating a working environment that is easy for female employees to work in, by implementing systems that exceed legal standards and opening daycare centers that operate 24 hours a day, among other initiatives. We have also worked to expand recruitment of women.

In order to further promote participation and career advancement of female employees, we have set medium- to long-term targets for the number of female employees in managerial positions, enhanced development measures in anticipation of life events including the new establishment of career training, and promoted education related to diversity management, unconscious bias, and more, in order to foster a corporate culture.

2) Realize work life balance in which personnel with diverse circumstances can play an active role

From the viewpoint that all personnel with diverse attributes and circumstances can make the most effective use of their finite time and perform at their best, the Company is expanding its working options, such as offering opportunities to work remotely and to pursue more flexible and diverse working styles. We have currently extended the system related to employees posted away from their families and developed systems enabling the flexible and shorter working hours for employees to accommodate childcare or nursing care needs. We aim to improve productivity and realize work-life balance by pursuing working styles that allow employees to be more active and productive, and to make the most of their capabilities.

We are also improving the environment to realize flexible ways of taking leave according to individual circumstances. In

addition to encouraging employees to take annual paid leave, from the perspective of encouraging male employees who have children of childcare age to actively participate in childcare, we are promoting initiatives to encourage all male employees whose spouses have given birth to take childcare leave and related leave. Furthermore, we have established systems such as a support system for balancing work and nursing care amid Japan's aging population and a system for accumulating expired annual leave that can be used for various purposes, and we are also working to create a corporate culture that makes it easy for employees to use these systems.

3) Develop health management in order for employees to perform at their best until the retirement age of 65

The Group's Basic Policy on Safety and Health states that "Ensuring and maintaining the safety and health of employees is the Group's most important, top-priority values and the basis that supports business development." Based on this, we aim to be a company full of vitality where each and every employee can work while demonstrating their maximum performance in good physical and mental health until retirement, which has been raised to the age of 65. To that end, we are working on health promotion measures to ensure prevention, early detection, and early treatment of diseases. Specifically, in order to promote mental and physical health, we are undertaking initiatives such as enhancing the menu of health checkups, promoting the use of health examinations, strengthening follow-up after examinations, and providing health guidance to improve lifestyle habits as countermeasures against brain and heart disease.

In addition, in order to support global business development, we provide necessary advice, etc., and work to enhance measures that allow employees working overseas to work with peace of mind, such as by making regular follow-ups for not only the employees but also the accompanying family members, having our industrial physicians visit overseas offices, conducting surveys of local medical institutions and living environments, and holding interviews with overseas workers.

(b) Indicators and targets

In order to steadily promote the above strategies, we set KPIs for female employee participation and career advancement, work styles and leave styles, and human resources development, etc., and accelerate our initiatives. The Group is implementing various initiatives based on the business characteristics of each Group company, but has not set targets of a consolidated Group, so we will describe the Company's indicators and targets.

Indicator	Year ended March 31, 2022	Year ended March 31, 2023	Year ended March 31, 2024	Target
Number of female employees in managerial positions*1	45	55	65 70 as of April 1, 2024	2 to 3 times the number in 2020 (36) by 2025
Percentage of paid leave taken (%)	77.8 *2	82.9	86.2	75 or above
Percentage of childcare leave taken by male employees (%)	25	56	66	— *3
Combined percentage of childcare leave and time-off for the purposes of childcare taken by male employees (%)	81	100	100	
Education and training time (hours/person/year) [10,000 hours/year, total]	32 *4 [90]	28 [80]	35 [99]	— *3

*1 These are the figures as of the promotion date for each fiscal year.

*2 There was an impact from the temporary leave enforced in response to the reduction in production caused by the drastic drop in steel demand.

*3 No quantitative targets have been set.

*4 The year ended March 31, 2022 includes education and training performed under reduction in production.

3. Business Risks

Among the items related to the Group's overview of business, financial information and other information described in this report, the following are major items that may significantly affect investors' decisions. However, they do not constitute an exhaustive list of all types of risks regarding the Group, and there are also unpredictable risks other than those as described below. In addition, as information that may significantly affect investors' decisions is also described in "II. Business Overview," notes included in "V. Financial Information" and other parts of this report, you are advised to refer to these descriptions as well.

Furthermore, in order to reduce these risks, the Group has established a corporate governance system as described in "IV. Status of the Reporting Company, 4. Corporate Governance, etc." of this report to develop and implement the internal control system. Each company and division identifies and evaluates risks of its own businesses and carry out their duties in accordance with the authority and responsibilities set out in the internal rules for organization and operation.

Forward-looking information contained in the following text is based on the Company's assessment as of the end of the year ended March 31, 2023.

<Risks regarding the business environment (steel market)>

(1) Changes in economic circumstances in Japan and overseas

The Group's core business is Steelmaking and Steel Fabrication, which accounts for approximately 90% of consolidated revenue. As with industries such as automobiles, construction, energy, industrial machinery, to which major consumers of steel belong, the Steelmaking and Steel Fabrication business is significantly affected by the Japanese and global economy as it highly correlates to domestic and overseas macroeconomic trends.

The Company holds many of its assets within Japan, the value of which may significantly fluctuate due to major changes in Japan's political, economic and legal environments. Also, Japan is one of the most important geographical markets for the Group, accounting for approximately 60% of consolidated revenue for the year ended March 31, 2023. If Japan's economy worsens, the Group's business operations, financial performance, financial conditions and future growth may be negatively affected, though it is difficult to foresee the future.

In addition, the Group has positioned the deepening and expansion of its global strategy as one of its business strategies. Revenue of the Group's overseas business accounts for approximately 40% of consolidated revenue. In the overseas market, unpredictable risks may arise from political uncertainty (including a war, civil war, conflict, riot and terrorism), worsening diplomatic relations with Japan, weakening economic conditions, business practices, labor relations and differences of culture. In addition to these risks, in the event that a business environment greatly changes in overseas countries with, for example, lower demand of steel, intensifying price competition, significant changes in the exchange rate, outbreak of natural disasters, spread of infectious diseases, the rise of protectionism, investment restrictions, import/export restrictions, exchange restrictions, nationalization of local industries, and significant changes in the taxation system or tax rates, the Group's business operations, financial performance, financial conditions and future growth may be negatively affected. For the year ending March 31, 2025, the unprecedented severe situation concerning global steel demand is likely to continue for the foreseeable future. Recovery in actual demand is hard to predict at this point, and it is expected to take time for the market to recover. There is also a risk that the decoupling structure between raw materials and products will continue for the time being. Even in the situation where the business environment has become increasingly severe and is expected to remain so for the time being, we will continue to implement the existing profit structure measures. At the same time, we will steadily advance measures to evolve to a further vertically-integrated business structure to advance toward achieving the Group's future vision of ¥1 trillion in business profit and build a foundation that enables us to record even higher profits regardless of the external environment. We will also make investments in forward-looking initiatives to secure talents and support their participation and career advancement. The results, however, may differ significantly depending on a variety of factors in the future.

(2) Changes in demand and supply of steel

Changes in international demand and supply of steel may affect the financial performance, etc. of the Group. Specifically, issues regarding China's excess steel production capacity have not been sufficiently solved. Fierce competition in the global market caused by this excess supply could cause downside pressure on the global price of steel and thus the Group's business operations, financial performance and financial conditions may be negatively affected. Also, since changes in prices of crude oil, natural gas,

etc. lead to changes in demand and supply of steel in the energy field, which is one of our customer segments, these could affect the Group's financial performance, etc.

Many of the customers of the Group's Steelmaking and Steel Fabrication business have purchased a large volume of steel over a long period. Therefore, in the event that a major customer makes significant changes to its business strategy or its purchase policy, or if credit risk of a trading company or a customer which purchases steel or other products from the Group materializes, the Group's financial performance and financial conditions may be affected.

(3) Changes in price of raw materials and fuels

The Group imports most of its main materials necessary for the production of steel, such as iron ore and coal, from Australia, Brazil, Canada, the U.S. and other overseas countries. The Group strives to ensure stable procurement of raw materials and fuels including these main raw materials, alloys, scrap, and natural gas, by diversifying its procurement sources. However, the prices of these materials and fares for marine transportation fluctuate significantly due to international trends of demand and supply. In the event that the Group cannot reflect the market price increase in the sales price of steel, the Group's business operations, financial performance and financial conditions may be negatively affected. Also, if production, shipment and trade volume of raw materials and fuels decrease due to a major natural disaster, occurrence of a strike or trouble, deterioration of political conditions, war or terrorism, or the spread of infectious diseases in a country of production of raw materials or fuels, the Group's business operations, financial performance and financial conditions may be negatively affected.

(4) Changes in exchange rates

The Group conducts foreign currency transactions when exporting products or importing raw materials and fuels, and holds receivables and payables in foreign currencies. Though the Group eliminates most of the impact of fluctuations in exchange rates by using foreign currencies received from exporting products, etc. for the payment of imported raw materials and fuels, etc., and enters into forward exchange contracts based on the real demand principle, fluctuations in exchange rates may affect the financial performance, etc. of the Group. If the yen appreciates, the Group's steel and other domestic products will lose its export competitiveness, while at the same time the automobiles, home appliances, energy, industrial machinery and other industries, which are the main customer segments of Steelmaking and Steel Fabrication business, will also lose their export competitiveness, leading to a decline in the domestic demand of steel. Thus, the Group's financial performance and financial conditions may be negatively affected. In contrast, if the yen depreciates, the Group's domestic products will become relatively price competitive in the export market. However, in a situation where raw materials and fuels prices are rising, the impact of a rapidly depreciating yen on costs may become greater than in the past.

(5) Competition with other materials

Steel products inevitably compete with other materials such as aluminum, carbon fibers, glass, resin and plastic, composite materials, concrete and wood. Recently, needs of automobile materials have become diversified particularly due to the spread of electric vehicles (EVs). The Group has responded to this trend by uniquely conducting research, development and manufacture of lighter steel and highly functional steel. However, in the event that customers decide to use other materials such as aluminum, resin, carbon fiber composite materials, resulting in lower demand of steel, the Group's financial performance and financial conditions may be negatively affected.

<Risks regarding execution of business strategy and plan>

(1) Execution of Medium- to Long-term Management Plan

The Group has developed the NIPPON STEEL Group's Medium-to Long-term Management Plan (hereinafter referred to as the "Medium-to Long-term Management Plan" in this section) in March 2021 and has promoted various specific measures set forth in the plan. Although the plan has been developed based on information and analysis that were deemed appropriate at that time, such information and analysis contain uncertainties. Going forward, the Group may not be able to achieve the expected results, and accordingly, may not be able to achieve the investment plans and financial targets set forth in the "Medium- to Long-term Management Plan" due to the deterioration of the business environment and other factors including all the items listed in this "Business Risks" section.

(2) Initiatives toward the realization of carbon neutrality

By formulating “Nippon Steel Carbon Neutral Vision 2050” in March 2021, toward 2050, the Company will take on the challenge of adopting ultra-innovative technologies such as mass production of high-grade steel in electric furnaces, drastic reduction of CO₂ emissions through Super-COURSE50 and other developments in hydrogen reduction methods, and production of direct reduced iron using hydrogen, and will aim to achieve carbon neutrality by taking a multi-aspect approach, including measures to offset carbon through CCUS and other methods. These extremely high innovation hurdles will require R&D expenses of approximately 500.0 billion yen and 4 to 5 trillion yen in investments in facilities for practical implementation and increasing operating costs. Moreover, it is expected that the production cost even in the best case scenario as of 2050, which factors in potential external conditions, will be significantly higher. To resolve these issues, the Company has requested the government and other related sectors to take long-term and continuous policy measures for research and development of discontinuous innovation, equipment implementation, and increasing operation costs and to establish a system that enormous costs will be borne by society as a whole. However, insufficient policy measures may negatively affect the Company’s financial performance and financial conditions. In addition, the expected results may not be achieved due to factors such as institutional changes disadvantageous to the steel industry and the failure to obtain research and development results.

(3) Initiatives for cost improvement

As set forth in the Medium- to Long-term Management Plan, the Group’s basic policies are “to realize a higher-level order mix through aggressive investment in strategic products,” “to renew and improve facilities to ensure technological strength leading to profit generation,” and “to make the production framework streamlined and more efficient by selective concentration on certain products and facilities.” Based on these overall basic policies, the Group intends to build an optimal production framework. With regard to making the production framework streamlined and more efficient, the Group expects to achieve structural improvement effects of 150.0 billion yen per year compared to fiscal 2019, through 2025, combined with the effect of the production facility structural measures that were decided in February 2020. However, in the event that the Group is unable to improve costs as planned due to various external or internal factors, such as delays in the planned streamlining and efficiency improvement in the upstream process and manufacturing process for the domestic steelmaking business, the Group’s financial performance and financial conditions may be negatively affected.

(4) Capital expenditure

The Steelmaking and Steel Fabrication business is capital intensive and continually requires a large amount of capital expenditure as well as facility repair and maintenance expenditure. The Group systematically makes capital expenditure necessary for installing the latest facilities and maintaining the soundness of facilities, including the refurbishment of blast furnaces and coke ovens, and for promoting production measures to capture demand in growth areas, including measures for high-grade non-oriented electrical steel sheet production capacity at Setouchi Works and Kyushu Works and the construction of a next-generation hot strip mill at Nagoya Works. However, in addition to depreciation increases, in the event that the initially expected effects are not sufficiently achieved, etc., the Group’s financial performance and financial conditions may be negatively affected. As set forth in the Medium- to Long-term Management Plan, the Group’s basic policies are “to realize a higher-level order mix through aggressive investment in strategic products,” “to renew and improve facilities to ensure technological strength leading to profit generation,” and “to make the production framework streamlined and more efficient by selective concentration on certain products and facilities.” Based on these overall basic policies, the Group plans to implement capital expenditures of approximately 2,400.0 billion yen over the next five years from fiscal 2021 to 2025 while working to maximize the effects of the investment.

(5) Reorganization and overseas investments

The Group has grown through reorganization and investment including conversion of Nisshin Steel Co., Ltd. into a subsidiary in March 2017 (absorbed and merged in April 2020), acquisition of Ovako AB in Sweden in June 2018, conversion of Sanyo Special Steel Co., Ltd. into a subsidiary in March 2019, joint acquisition of Essar Steel India Limited together with ArcelorMittal in December 2019, decision to establish a new electric arc furnace at AM/NS Calvert LLC in December 2020, the acquisition of G Steel Public Company Limited and G J Steel Public Company Limited in Thailand in February 2022, and the conversion of

NIPPON STEEL TRADING CORPORATION into a consolidated subsidiary in April 2023, investment in Elk Valley Mining Limited Partnership, a Canadian coking coal business company, in November 2023, and decision to acquire United States Steel Corporation in December 2023. The Group may continue to conduct reorganization and investment, including mergers, acquisition and establishment of joint ventures in Japan and overseas. The Group makes investment decisions and implements investment after conducting careful business assessment, contract negotiation, internal deliberation and other processes. However, in the event that synergy effects are not generated as initially planned or an impairment loss is recognized on goodwill recorded on the consolidated statement of financial position, the Group's financial performance and financial conditions may be negatively affected. For overseas investment projects, in particular, the level of uncertainty will be higher due to various factors (including the possibility of not being able to find appropriate investment targets and relationships with partners in joint ventures).

(6) Review of business structure and production system

In response to lower domestic steel demand, intensifying competition in the overseas steel market and deterioration of main production facilities, in the domestic steel business, the Group is carrying out production facility structural measures, which include suspending some domestic facilities and withdrawing from unprofitable product types for the purpose of thoroughly promoting the realization of a profitable structure, notably through concentrated production by selective concentration on certain products and facilities. However, the Group may take additional measures in consideration of changes in the future business environment, revenue trends and other factors. In the overseas market as well, the Group has been actively promoting the selection and concentration of existing businesses and has almost completed the withdrawal from businesses which would not be economically viable for it to continue. However, the Group may continue to reorganize or withdraw from unprofitable businesses for which revenue is unlikely to recover in the future and those for which investment purposes have weakened, due to deterioration of the business environment or other reasons. In the case of those further reorganization or withdrawal, the Group's business operations, financial performance and financial conditions may be negatively affected due to production cutbacks, the occurrence of temporary losses, etc. For the year ended March 31, 2024, 90.9 billion yen was recorded as losses on reorganization.

(7) Measures for securing and training human resources, diversity & inclusion, and labor savings

As future growth of the Group largely depends on securing and training talented personnel, the Group is making efforts to secure human resources in a stable manner and strengthen the competitiveness of human resources through establishing a healthy work environment by, for example, offering sufficient work-life balance and making the related systems sufficiently known to employees, as well as developing training systems. In addition, while working to secure and train talented personnel, in order to minimize the labor losses caused by employees' life events and health problems that can arise over the course of their working lives, and realize a work style in which employees from diverse backgrounds facing a variety of personal circumstances can work productively with a sense of pride, we are striving to strengthen specific initiatives to realize a company in which diverse employees can play active roles with pride and fulfillment in their work through proactive initiatives for diversity and inclusion. Furthermore, the Group has made capital expenditure for labor-saving technologies to address the labor shortage resulting from population decline. The Group is making steady efforts to secure and train talented personnel and make capital expenditure for labor-saving technologies. However, in the event that these efforts are not achieved as planned, the Group's business operations, financial performance and financial conditions may be negatively affected.

<Risks regarding business operations>

(1) Facility accidents and industrial accidents

The production process of the Steelmaking and Steel Fabrication business, which is the Group's core business, depends on certain types of important facilities, such as blast furnaces, coke ovens, converters, continuous casters, rolling mills and power generation facilities. To ensure stable production, the Group has promoted measures to strengthen manufacturing capacity in terms of both facilities and human resources, centering on the basic management issue of strengthening and rebuilding steel works, etc. However, in case of occurrence of electrical or mechanical accidents, a fire or explosion, industrial accidents, etc. at these facilities, the operations could be partially suspended, leading to the incurrence of costs or compensation due to a delay in production and shipment. This may in turn negatively affect the Group's financial performance and financial conditions. The Group has obtained certain insurance policies with respect to these types of accidents.

(2) Quality issues

The Group provides a wide variety of products and services including steel products to customers. Under its basic principle of manufacturing, that is, “quality is prior to production,” the Company has implemented various initiatives in line with the “Guidelines for Enhancing Quality Assurance Systems” established by the Japan Iron and Steel Federation. However, in the event that defects are found in a product or service, leading to quality issues, not only the delivery of substitutes or the payment of compensation may be requested by customers, but also it may become necessary to suspend or review manufacturing and quality control operations, or the trust in the Group or the Group’s products and services may be lost, resulting in a decrease in revenue. Thus, the Group’s financial performance and financial conditions may be negatively affected. The Group has obtained certain insurance policies with respect to these types of accidents.

(3) Infringement of intellectual property rights

The Group secures its competitive advantage in business, with regard to intellectual property formed as a result of technological developments, by acquiring intellectual property rights, such as patents, or by keeping such intellectual property confidential as trade secrets. In the event that the intellectual property is infringed upon or used without permission by any third party, or the validity of the rights is challenged by any third party, the Group will promptly consider and implement legal actions, but necessary legal protection may not be assured and damages incurred may not be fully recovered. In such cases, the Group may lose its competitive advantage, and its financial performance and financial conditions may be negatively affected.

The Group operates its business in compliance with intellectual property laws in each country and region and respects the intellectual property of third parties. However, in the event that a third party files a lawsuit against the Group for infringement of intellectual property and a judgement unfavorable to the Group is rendered, the Group’s business operations, financial performance, and financial conditions may be negatively affected.

(4) Information system failure and information leakage

The Group’s business operations largely depend on use of information systems, which store trade secrets and personal information of the Company, customers and business partners, in addition to other confidential information. The Company recognizes measures against leakage of confidential information including technological information as a priority management issue and has taken measures including strengthening system security, developing operational rules and training employees. However, in case of occurrence of a cyberattack on the Group’s information system, including the spread of viruses by a malicious third party, which may cause system stoppage, external leakage, damage and falsification of confidential information or other incidents, the Group’s business operations, financial performance and financial conditions may be negatively affected due to suspension of production and business operations, loss of competitive advantage of intellectual property, litigation, decline in social trust and other factors.

<Other risks>

(1) Natural disasters, wars, terrorism, and infectious diseases

The Group operates its business globally, including manufacture, sale, research and development, and has its bases around the world. At each of its bases including steel works, certain measures have been taken from both tangible perspectives (facility measures) and intangible perspectives (development of business continuity plans) in preparation for typhoons, earthquakes, tsunamis, floods and other natural disasters as well as wars and terrorism. However, in case of occurrence of a major natural disaster, facilities and information systems at these bases may be damaged and operations could be partially suspended, leading to the incurrence of costs or compensation due to a delay in production and shipment, and infrastructure, such as means of transportation of raw materials, products, and fuel, may be suspended. This may in turn negatively affect the Group’s financial performance and financial conditions. In addition, regardless of whether the Group has business locations in a given geography, in the event of the occurrence of a major natural disaster or an act of war or terrorism, and in the event that an infectious disease such as a new and severe type of influenza spreads worldwide, the Group’s business activities may be constrained. Furthermore, associated with such circumstances, the rapid deterioration of the economy caused by lowered activity levels of consumers, disrupted supply chains, etc. may hinder the Group’s production and sales activities.

(2) Environmental regulations regarding business activities

The Company makes efforts to reduce environmental burden across the entire Group by promoting environmental risk management, which involves meticulously coping with environmental risks that vary depending on steel works and conducting environmental protection activities in each region. The Group is subject to a wide range of environment-related regulations regarding contamination of air, water and soil, use of chemical substances and treatment and recycling of wastes in Japan and overseas countries where the Group operates its business. In the future, in the event that stricter regulations are introduced or laws and regulations are more strictly enforced or interpreted, it may become difficult for the Group to continue its business activities or the cost for legal compliance may increase.

Also, to contribute to the resolution of the climate change issue, which is set as one of the sustainable development goals (SDGs), the Group produces steel with the world's highest level of resource and energy efficiency. In addition, with a view to reducing CO₂ emission volume in the mid to long term, the Group develops innovative technologies and actively transfers and spreads its technologies accumulated over many years to overseas countries. However, in the event that new regulations, etc. are introduced in relation to CO₂ emissions and use of fossil fuel in the future, the Group's business activities, mainly the Steelmaking and Steel Fabrication business, may be constrained or the cost of operation may increase.

(3) Impairment of non-financial assets and recoverability of deferred tax assets

The Group holds a large amount of non-financial assets including property, plant and equipment such as steel works facilities and intangible assets. In the event that profitability of these assets declines and the invested amount is no longer expected to be recovered due to changes in the business environment or other factors, the carrying amount of the non-financial assets will be reduced based on future recoverability and impairment losses will be recorded. This may in turn negatively affect the Group's financial performance and financial conditions. The balances of property, plant and equipment and intangible assets as of March 31, 2024 were 3,380.4 billion yen and 177.8 billion yen, respectively.

In addition, the Group records deferred tax assets based on estimated future taxable profit. In the event that any revision to estimated future taxable profit is required or the taxation system including tax rates are revised due to changes in the business environment or other factors, a reversal of deferred tax assets will be required, and this may negatively affect the Group's financial performance and financial conditions. The balance of deferred tax assets (before offsetting against deferred tax liabilities) as of March 31, 2024 was 316.9 billion yen.

(4) Changes in the value of securities and other assets held (including plan assets)

As of March 31, 2024, the Group holds a total of 2,131.8 billion yen of equity instruments, including shares, and investments in affiliates and joint ventures. Of these assets, the Group confirms the appropriateness of all strategic shareholdings with business partners and alliance partners by specifically examining whether the purpose of each shareholding is appropriate and whether the benefit and risk associated with each shareholding is commensurate with the cost of capital, among other issues. Of these shareholdings, those whose fair value exceeds a certain threshold are examined each year at the Board of Directors meetings. However, valuation losses may occur due to poor performance of the investee companies and deterioration of the securities market. In addition to the above, as the Group holds a total of 604.9 billion yen of plan assets (including retirement benefit trust assets) as of March 31, 2024, changes in the price of domestic or overseas shares and bonds, etc. which comprise these assets, or changes in the interest rate environment may affect the Group's financial conditions, etc.

(5) Changes in the financial market and funding environment

As of March 31, 2024, the balance of consolidated interest-bearing debt of the Group was 2,711.6 billion yen, and changes in the interest rate environment and other financial markets may affect the Group's financial performance, etc. In addition, the Group raises working capital mainly through borrowings from financial institutions and issuance of corporate bonds. The Group works to maintain a sound financial position with a target ratio of interest-bearing debt to total equity attributable to owners of the parent (D/E ratio after adjusting for equity credit attributes of subordinated loans and subordinated bonds) of 0.7 or less, as set out in the Medium-to Long-term Management Plan. However, in the event that the financial market becomes unstable or deteriorated and financial institutions reduce lending or rating agencies downgrade the credit rating of the Company, the Group may not be able to

raise necessary funds under appropriate conditions in a timely manner, resulting in an increase in funding costs. Thus, the Group's business operations, financial performance and financial conditions may be negatively affected. As a result, the Group may not be able to achieve the above targets set forth in the Medium to Long-term Management Plan.

(6) Increases in tariffs and imposition of import regulations in major markets overseas

The U.S. and Southeast Asian countries have imposed anti-dumping duties and other special tariffs on certain types of steel exported from the Group. The Group strives to take appropriate measures by, for example, conducting export transactions after having recognized that it may be subject to import restrictions. However, in the event that import restrictions are imposed in the major markets overseas, such as an increase in a tariffs, imposition of special tariffs and quantitative restrictions, export transactions will be restricted, so the Group's financial performance and financial conditions may be affected.

(7) Major changes in accounting systems and taxation systems

In the event that significant changes are made to the accounting systems or taxation systems in countries where the Group operates its business or they are interpreted or applied unfavorably to the Group, the Group's financial performance and financial conditions may be negatively affected. Meanwhile, the Company has voluntarily adopted International Financial Reporting Standards (IFRS) for its consolidated financial statements for the purpose of enhancing its corporate value through further global development and improving international comparability of financial information in the capital market.

(8) Response to international norms regarding human rights

Based on international norms regarding human rights, the Group has established the "Nippon Steel Group Human Rights Policy" to establish its commitment to respecting human rights, human rights due diligence, and remedial actions, etc., and to show its corporate stance on respecting human rights internally and externally. The policy shall be applicable to officers and employees of the Group, and also seeks ways that all stakeholders, including suppliers, to understand and support the policy. The Group is committed to conducting its business operations with high ethical standards while taking utmost care for respecting human rights. However, if any human rights issues arise within the Group or among its stakeholders, the Group's business operations, financial performance, and financial conditions may be negatively affected due to a decline in social credibility, in addition to impacts on procurement, production, and sales.

(9) Various legal regulations and litigation

The Group operates its business globally in compliance with laws, regulations and rules in Japan and overseas countries and regions. Laws, regulations and rules include commercial transactions laws, competition laws, labor laws, securities-related laws, intellectual property rights laws, environmental laws, tax laws, import- and export-related laws, personal information protection-related laws, criminal laws as well as various permissions and licenses necessary for conducting business activities and investments, and economic security-related regulations. In the future, in the event that stricter regulations are introduced or the laws and regulations are more strictly enforced or interpreted, it may become difficult for the Group to continue its business activities or the cost of legal compliance may increase.

The Group recognizes that legal compliance is the foundation of its business activities and provides legal and compliance training in various forms to officers and employees in Japan and overseas. However, in the event that the Group is deemed to have violated any laws or regulations, the Group may be subject to administrative sanctions such as a surcharge or criminal sanctions such as a fine, and thus the Group's financial performance and financial conditions may be negatively affected.

In addition, a wide range of the Group's business activities may lead to lawsuits filed by a variety of third parties against the Group. In the event that a judgement unfavorable to the Group is rendered in an important lawsuit, the Group's financial performance and financial conditions may be negatively affected due to suspension or restriction of business activities, payment of compensation, or other reasons.

4. Management's Analysis of Financial Position, Operating Results and Cash Flows

(1) Summary of operating results

(a) Operating results

The summary of operating results of the Group for the year ended March 31, 2024 is presented in "4. Management's Analysis of Financial Position, Operating Results and Cash Flows, (2) Details of analysis and examination of operating results from the management perspective, (a) Details of recognition, analysis and examination of operating results for the year ended March 31, 2024" of this report.

(b) Assets, liabilities and equity as of March 31, 2024 and cash flows for the year ended March 31, 2024

Assets, liabilities and equity as of March 31, 2024 are as follows:

Consolidated total assets as of March 31, 2024 were 10,714.6 billion yen, an increase of 1,147.5 billion yen from March 31, 2023. Consolidated total liabilities as of March 31, 2024 were 5,358.7 billion yen, an increase of 438.0 billion yen from March 31, 2023. Consolidated total equity as of March 31, 2024 was 5,355.8 billion yen, an increase of 709.4 billion yen from March 31, 2023. Total equity attributable to owners of the parent amounted to 4,777.7 billion yen, and interest-bearing debt amounted to 2,711.6 billion yen as of March 31, 2024. As a result, the ratio of interest-bearing debt to total equity attributable to owners of the parent (D/E ratio) was 0.57 times (0.45 times after adjusting for equity credit attributes of subordinated loans and subordinated bonds).

Total assets

Trade and other receivables as of March 31, 2024 were 1,587.9 billion yen, an increase of 525.5 billion yen from 1,062.3 billion yen as of March 31, 2023. This was primarily due to the acquisition of Nippon Steel Trading Corporation.

Inventories as of March 31, 2024 were 2,276.6 billion yen, an increase of 190.6 billion yen from 2,085.9 billion yen as of March 31, 2023. This was primarily due to the acquisition of Nippon Steel Trading Corporation.

Property, plant, and equipment as of March 31, 2024, were 3,380.4 billion yen, an increase of 196.7 billion yen from 3,183.6 billion yen as of March 31, 2023. The main factors were the selective investments in facilities having competitive advantages, including measures to improve the capacity and quality of strategic products, such as the next-generation hot strip mill at the Nagoya Works, and electrical steel sheet facilities at the Setouchi Works Hanshin Area (Sakai) and the Kyushu Works Yawata Area.

Investments accounted for using the equity method as of March 31, 2024 were 1,537.9 billion yen, an increase of 327.3 billion yen from 1,210.5 billion yen as of March 31, 2023. This was mainly due to the investment in Elk Valley Mining Limited Partnership, a Canadian coking coal company, and 144.3 billion yen of share profit in investments accounted for using the equity method.

Liabilities

Trade and other liabilities as of March 31, 2024 were 1,890.7 billion, an increase of 298.5 billion yen from 1,592.1 billion yen as of March 31, 2023. This was primarily due to the acquisition of Nippon Steel Trading Corporation.

Deferred tax liabilities as of March 31, 2024 were 140.5 billion yen, an increase of 102.8 billion yen from 37.6 billion yen as of March 31, 2023. This was primarily due to the recording of the investment in Elk Valley Mining Limited Partnership, a Canadian coking coal company, and the increase in fair value of financial assets measured at fair value through other comprehensive income from the increase in market value of the shares held.

Equity

Retained earnings as of March 31, 2024 was 3,525.5 billion yen, an increase of 446.4 billion yen from 3,079.1 billion yen as of March 31, 2023. This was mainly due to an increase from profit for the year attributable to owners of the parent of 549.3 billion yen, despite a decrease from dividend payment of 152.1 billion yen.

Other components of equity as of March 31, 2024 were 491.5 billion yen, an increase of 150.4 billion yen from 341.1 billion yen as of March 31, 2023. This was mainly due to an increase in foreign exchange differences on translation of foreign operations of 105.9 billion yen from changes in exchange rates.

Non-controlling interests as of March 31, 2024 were 578.1 billion yen, an increase of 112.8 billion yen from 465.2 billion yen as of March 31, 2023. This was primarily due to the acquisition of Nippon Steel Trading Corporation.

Cash flows for the year ended March 31, 2024 are as follows:

Cash flows from operating activities resulted in an inflow of 1,010.1 billion yen (compared to an inflow of 661.2 billion yen for the year ended March 31, 2023).

Cash flows from investing activities resulted in an outflow of 710.6 billion yen (compared to an outflow of 366.5 billion yen for the year ended March 31, 2023).

As a result, free cash flow was an inflow of 299.5 billion yen (compared to an inflow of 294.6 billion yen for the year ended March 31, 2023).

Cash flows from financing activities resulted in an outflow of 543.9 billion yen (compared to an outflow of 197.6 billion yen for the year ended March 31, 2023).

As a result of the above, cash and cash equivalents as of March 31, 2024 stood at 448.8 billion yen (compared to 670.4 billion yen as of March 31, 2023).

Cash flows from operating activities

The main inflow factors were profit before income taxes of 763.9 billion yen, depreciation and amortization of 363.0 billion yen, and losses on reorganization of 90.9 billion yen, while the outflow factors included income taxes paid of 126.5 billion yen, in addition to deduction adjustment for share of profit in investments accounted for using the equity method of 144.3 billion yen.

Cash flows from investing activities

The main factors were an outflow of 466.3 billion yen from purchases of property, plant and equipment and intangible assets due to the selective investments in facilities having competitive advantages, including measures to improve the capacity and quality of strategic products, such as the next-generation hot strip mill at the Nagoya Works, and electrical steel sheet facilities at the Setouchi Works Hanshin Area (Sakai) and the Kyushu Works Yawata Area, 184.2 billion yen from purchases of investments in affiliates, mainly the investment in Elk Valley Mining Limited Partnership, a Canadian coking coal business company, and 108.1 billion yen from purchases of shares of subsidiaries resulting in change in scope of consolidation associated with the acquisition of Nippon Steel Trading Corporation.

Cash flows from financing activities

In addition to the repayment of interest-bearing debt of 512.4 billion yen, there was an outflow mainly due to payments of dividends at the end of the previous fiscal year and the end of the second quarter of the year ended March 31, 2024 of 152.1 billion yen.

(c) Results of production, orders received and revenue

a. Production

Production volume by segment for the year ended March 31, 2024 is as follows:

Segment name	Amount in the year ended March 31, 2023 (Millions of yen)	Amount in the year ended March 31, 2024 (Millions of yen)
Steelmaking and Steel Fabrication	7,602,584	9,325,892
Engineering and Construction	306,542	370,240
Chemicals and Materials	259,892	234,107
System Solutions	293,573	314,353
Total	8,462,593	10,244,593

Notes: 1. The above amounts are based on manufacturing costs.

2. The above amounts include production volume for the Group.

b. Orders received

Orders received by segment for the year ended March 31, 2024 are as follows:

Segment name	Orders received in the year ended March 31, 2023 (Millions of yen)	Orders received in the year ended March 31, 2024 (Millions of yen)	Order backlog in the year ended March 31, 2023 (Millions of yen)	Order backlog in the year ended March 31, 2024 (Millions of yen)
Engineering and Construction	404,251	285,417	527,942	429,672
System Solutions	236,866	241,176	105,380	114,043
Total	641,118	526,594	633,323	543,715

Notes: 1. The above amounts do not include orders received within the Group.

2. In the Steelmaking and Steel Fabrication segment and the Chemicals and Materials segment, as a general rule, we constantly and repeatedly receive orders for a wide variety of products, and produce and ship them. Trends in orders received in these segments tend to largely link to production volume and sales amounts. Information on the amounts and quantities of orders received is omitted because demand trends and other relevant information are presented in “4. Management’s Analysis of Financial Position, Operating Results and Cash Flows, (2) Details of analysis and examination of operating results from the management perspective, (a) Details of recognition, analysis and examination of operating results for the year ended March 31, 2024” of this report.

c. Revenue

Revenue from external customers by segment for the year ended March 31, 2024 are as follows:

Segment name	Amount in the year ended March 31, 2023 (Millions of yen)	Amount in the year ended March 31, 2024 (Millions of yen)
Steelmaking and Steel Fabrication	7,176,756	8,010,655
Engineering and Construction	319,365	381,600
Chemicals and Materials	257,648	243,327
System Solutions	221,815	232,513
Total	7,975,586	8,868,097

Notes: 1. The table below shows export sales and the percentage of exports for the years ended March 31, 2023 and 2024.

Year ended March 31, 2023		Year ended March 31, 2024	
Export sales (Millions of yen)	Percentage of exports (%)	Export sales (Millions of yen)	Percentage of exports (%)
3,239,876	40.6	3,581,251	40.4

Note: Export sales include local sales of foreign subsidiaries.

2. The table below shows primary export destinations and their percentage to export sales.

Export destination	Year ended March 31, 2023 (%)	Year ended March 31, 2024 (%)
Asia	57.9	55.6
Middle East	5.1	5.5
Europe	12.6	11.7
North America	12.3	13.5
Central and South America	9.7	11.5
Africa	1.9	1.7
Pacific	0.4	0.5
Total	100.0	100.0

Note: Export sales include local sales of foreign subsidiaries.

3. The table below shows revenue from major customers and their percentage to total revenue for the years ended March 31, 2023 and 2024.

Customer	Year ended March 31, 2023		Year ended March 31, 2024	
	Amount (Millions of yen)	Ratio (%)	Amount (Millions of yen)	Ratio (%)
NIPPON STEEL TRADING CORPORATION	1,555,353	19.5	—	—

Note: There has been no single external customer revenue which represented 10% or more to the Group's revenue for the year ended March 31, 2024.

Nippon Steel Trading Corporation, which was a major customer in the year ended March 31, 2023, has been excluded from the scope of this note since it has become our consolidated subsidiary in the year ended March 31, 2024.

Production volume and revenue significantly increased in the year ended March 31, 2024. Special notes regarding production, orders received, revenue, etc. are presented in “4. Management’s Analysis of Financial Position, Operating Results and Cash Flows, (2) Details of analysis and examination of operating results from the management perspective, (a) Details of recognition, analysis and examination of operating results for the year ended March 31, 2024” and other sections of this report.

(2) Details of analysis and examination of operating results from the management perspective

(a) Details of recognition, analysis and examination of operating results for the year ended March 31, 2024

(Analysis of operating results)

In fiscal 2023, the global economy showed signs of a further slowdown due to factors such as progressive inflation stemming from the situation in Ukraine and the effects of monetary tightening in Europe and the United States. The Japanese economy recovered moderately, but domestic demand lacked strength.

Steel demand fell into an unprecedented dire level in the second half of fiscal 2023, which became further depressed toward the end of the fiscal year, against the background of the sluggish economy in China and the deteriorating economic sentiment in the United States and Europe. In addition, due to factors including India's continued spot purchases of coal and China's continued high-level production despite sluggish economy and significant increase in exports, raw material prices have remained high while product prices have been sluggish in ASEAN and other countries. These factors have led to the continued historically low level of the spread (price difference between raw materials and steel products) in the overseas general spot market, and the decoupling of raw materials and products has become more evident.

For fiscal year 2023, although the business environment remained extremely harsh, the Company strived to maximize profit by continuing to implement measures such as to fundamentally improve profit structure. As a result, the Company recorded consolidated revenue of 8,868.0 billion yen (compared to 7,975.5 billion yen in the year ended March 31, 2023), business profit of 869.6 billion yen (compared to 916.4 billion yen in the year ended March 31, 2023), and profit attributable to owners of the parent of 549.3 billion yen (compared to 694.0 billion yen in the year ended March 31, 2023).

Operating results by segment are as follows. With Steelmaking and Steel Fabrication as its core business, the Group conducts its business in the four operating segments: Steelmaking and Steel Fabrication, Engineering and Construction, Chemicals and Materials and System Solution. The Steelmaking and Steel Fabrication segment accounts for approximately 90% of the Group's consolidated revenue.

(Operating results by segment for the year ended March 31, 2024)

		Steelmaking and Steel Fabrication	Engineering and Construction	Chemicals and Materials	System Solutions	Total	Adjustments	Consolidated total
Revenue	Year ended March 31, 2024	8,076.3	409.2	260.8	311.5	9,057.9	(189.8)	8,868.0
(Billions of yen)	Year ended March 31, 2023	7,245.5	352.2	274.5	292.5	8,164.8	(189.2)	7,975.5
Segment profit	Year ended March 31, 2024	821.0	(1.3)	15.3	35.5	870.7	(1.0)	869.6
(Billions of yen)	Year ended March 31, 2023	861.4	11.6	16.1	32.1	921.4	(4.9)	916.4

<Steelmaking and Steel Fabrication>

This segment recorded revenue of 8,076.3 billion yen, up from 7,245.5 billion yen in the year ended March 31, 2023, and segment profit of 821.0 billion yen, up from segment profit of 861.4 billion yen in the year ended March 31, 2023.

The major causes for the year-on-year changes of (40.3) billion yen in the Steelmaking and Steel Fabrication segment's profit are as follows:

	(Billions of yen)
Manufacturing shipment volume	20.0
Spread (incl. impact from FX rate fluctuation)	85.0
Cost reduction	60.0
Overseas steel business	37.0
Raw material business	(10.0)
Other group companies	41.0
Inventory valuation impact etc. (incl. Group companies)	(295.0)
Others	22.0
Total	(40.0)

Although the business environment remained extremely harsh, the Company strived to maximize profits by continuing to implement measures such as enhancing the fundamental profit structure. As a result, despite a decline of 295.0 billion yen due to inventory valuation impact etc., segment profit decreased by 40.0 billion yen compared to the previous fiscal year due to an increase of 85.0 billion yen from improved margins and an increase of 60.0 billion yen from cost improvement effects.

<Engineering and Construction>

Nippon Steel Engineering Co., Ltd. carried out the record-high backlog of orders while steadily advancing specific initiatives for growth in each field. In terms of organizational and operational aspects, it implemented measures to build a resilient management foundation that is adaptable to changes and enhances productivity. Regarding business execution, it made advances in its initiatives to strengthen profitability and rigorously pursued orders at appropriate prices, considering the rise in prices and risk assessments. In the year ended March 31, 2024, revenue increased mainly due to the progress of large-scale projects in the Environmental and Energy sector and Urban Infrastructure sector. However, business profit decreased due to the impact of the crane failures of owned marine work vessels and rising costs of materials and fuel. The Engineering and Construction segment recorded revenue of 409.2 billion yen (compared to 352.2 billion yen in the year ended March 31, 2023) and segment profit of (1.3) billion yen (compared to 11.6 billion yen in the year ended March 31, 2023).

Revenue by sector (before consolidated adjustments) is as follows:

(Revenue by sector for the year ended March 31, 2024)

		Steelmaking Plant	Environment and Energy	Urban Infrastructure	Adjustments	Consolidated total
Revenue	Year ended March 31, 2024	39.2	268.2	112.8	(11.0)	409.2
(Billions of yen)	Year ended March 31, 2023	53.8	237.4	69.0	(8.0)	352.2

Revenue in the Steelmaking Plant sector amounted to 39.2 billion yen, down from 53.8 billion yen in the year ended March 31, 2023, mainly due to few completed large-scale projects. Revenue in the Environmental and Energy sector amounted to 268.2 billion, up from 237.4 billion yen in the year ended March 31, 2023, due to the construction of large-scale projects progressing in businesses such as waste to energy power generation and offshore wind power generation projects. Revenue in the Urban Infrastructure sector amounted to 112.8 billion yen, up from 69.0 billion yen in the fiscal year ended March 31, 2023, mainly due to steady performance in businesses such as construction work, port development, and components, including seismic control/isolation devices.

<Chemicals and Materials>

Nippon Steel Chemical & Material Co., Ltd. posted a year-on-year decrease in business profit despite utmost efforts to reduce costs and improve selling prices amid a severe business environment in which demand continued to be sluggish due to soaring raw material and fuel prices worldwide and inventory adjustments for semiconductors and other products. The Chemicals and Materials segment recorded revenue of 260.8 billion yen (compared to 274.5 billion yen in the year ended March 31, 2023) and segment profit of 15.3 billion yen (compared to 16.1 billion yen in the year ended March 31, 2023).

Revenue by business (before consolidated adjustments) is as follows:

(Revenue by business for the year ended March 31, 2024)

		Coal Chemical	Chemicals	Functional Materials / Composite Materials	Adjustments	Consolidated total
Revenue	Year ended March 31, 2024	58.0	110.0	93.0	(0.2)	260.8
(Billions of yen)	Year ended March 31, 20223	62.0	125.0	88.0	(0.5)	274.5

Revenue in the Coal Chemical business amounted to 58.0 billion yen (compared to 62.0 billion yen in the fiscal year ended March 31, 2023) because sales of carbon black for tires were firm, but demand for needle coke used in graphite electrodes, which is the main product, remained sluggish. Revenue in the Chemicals business amounted to 110.0 billion yen (compared to 125.0 billion yen in the fiscal year ended March 31, 2023) due to lower sales in styrene monomer from the delay in the recovery of demand for derivatives in Japan and the stagnation of the market led by the continued expansion of new facilities in China, although the benzene market remained generally stable. In the Functional Materials and Composite Materials business, recovery of production remained weak due to the impact of the deterioration in the Chinese economy and the prolonged sluggish demand for semiconductors as well as end products such as smartphones and PCs. Among carbon fiber composite materials, the sales volume of carbon fiber composite materials for civil engineering and construction reinforcement, which are the main products responding to demand for infrastructure upgrades, increased, and sales of carbon fiber continued to be strong, mainly in the sports and space industries. Combined revenue in the Functional Materials and Composite Materials business amounted to 93.0 billion yen (compared to 88.0 billion yen in the fiscal year ended March 31, 2023).

<System Solutions>

In response to stepped-up corporate DX initiatives, NS Solutions Corporation has been making corporate-wide efforts to maximize DX needs and expand its business, while deepening relationships with customers. As an example of its initiatives in fiscal 2023, NS Solutions developed and commenced full-scale operation of a production planning system that realizes operational reforms by applying mathematical optimization technology, jointly with the Company. NS Solutions also introduced a local 5G system to power plant premises, which enables power companies to conduct efficient maintenance and inspection work, etc. through remote monitoring of sites using video and audio links, and facilitates the transfer of technology. In addition, the company has provided ConSeek™, an integrated business management platform service for financial institutions, and has launched a modernization project for mission-critical systems of insurance companies. As investments for growth, NS Solutions formed business alliances with AI start-up companies and NIPPON STEEL TEXENG. CO., LTD. in the field of digital manufacturing, and entered into an agreement to make TEXENG SOLUTIONS CORPORATION (renamed to NS Solutions BizTech Corporation) a group company, strengthening response to customers' DX needs. The System Solutions segment recorded revenue of 311.5 billion yen (compared to 292.5 billion yen in the year ended March 31, 2023) and segment profit of 35.5 billion yen (compared to 32.1 billion yen in the year ended March 31, 2023).

Revenue by business (before consolidated adjustments) is as follows:

(Revenue by business for the year ended March 31, 2024)

		Business Solutions	Consulting & Digital Service	Adjustments	Consolidated total
Revenue	Year ended March 31, 2024	231.5	79.1	0.9	311.5
(Billions of yen)	Year ended March 31, 2023	217.4	74.1	0.8	292.5

Revenue in the Business Solutions business amounted to 231.5 billion yen, up from 217.4 billion yen in the fiscal year ended March 31, 2023. This was due to an increase in sales to the Company and megabanks. Consulting & Digital Service business amounted to 79.1 billion yen, up from 74.1 billion yen in the fiscal year ended March 31, 2023. This was due to strong performance in digital workplace solutions, cloud and oracle business.

(Objective indicators used to assess if business objectives have been achieved)

The following describes the financial targets and shareholder return as provided in the NIPPON STEEL Group's Medium- to Long-term Management Plan formulated in March 2021, and the progress made toward achieving these targets until the year ended March 31, 2024.

With regard to the consolidated business results for the year ended March 31, 2024, the Company worked to maximize revenue mainly by the ongoing drastic measures to enhance its profit structure. As a result, the Company recorded consolidated revenue of 8,868.0 billion yen (4,412.4 billion yen in the first half and 4,455.6 billion yen in the second half), consolidated business profit of 869.6 billion yen (494.2 billion yen in the first half and 375.4 billion yen in the second half), and return on sales (ROS) of 9.8% (11.2% in the first half and 8.4% in the second half).

	Results in the year ended March 31, 2024	Fiscal 2025 plan targets
Return on sales (ROS)	9.8%	Approx. 10%
Return on equity (ROE)	12.3%	Approx. 10%
D/E ratio (*)	0.45 times	0.7 times or less
Consolidated payout ratio	26.8%	Around 30%

* D/E ratio after adjusting for equity credit attributes of subordinated loans and subordinated bonds

(b) Analysis and consideration of cash flows, and information on capital resources and liquidity of funds

The analysis of cash flows is presented in “4. Management’s Analysis of Financial Position, Operating Results and Cash Flows, (1) Summary of operating results, (b) Assets, liabilities and equity as of March 31, 2024 and cash flows for the year ended March 31, 2024” of this report.

Forward-looking statements contained in this section are based on the Group’s judgments as of March 31, 2024.

(Capital policy)

Under the presumption that a certain level of financial soundness is maintained, the Group’s capital policy is to emphasize operational efficiency of invested capital and maximize corporate value by investing capital in investees (including capital expenditures, R&D and M&A). Such investments are expected to generate revenue exceeding the cost of capital to enable sustainable growth and, at the same time, meet the demands of shareholders by providing returns to them.

The necessary funds to achieve the capital policy above are primarily provided through cash flows from operating activities which are generated from maintaining and enhancing the Group’s earnings power. The Group also raises funds from external sources, such as through borrowings from banks and issuance of corporate bonds.

The Group identifies ROS, ROE and the D/E ratio as key management indicators to achieve medium- and long-term revenue growth and financial stability.

The payment of dividends is described in “IV. Status of the Reporting Company, 3. Dividend Policy” of this report.

The acquisition of treasury stock shall be made pursuant to the resolution of the meeting of the Board of Directors based on Article 33 of the Articles of Incorporation in order to secure flexibility in financial operations. The Board of Directors comprehensively decides on the acquisition of treasury stock after taking into account such factors as the necessity of implementing a flexible capital policy and other measures and the effects on the financial structure of the Company.

(Management's recognition of changes in fund demand and financing methods)

1) Implementation status of the Medium- to Long-term Management Plan

The NIPPON STEEL Group's Medium- to Long-Term Management Plan announced in March 2021 calls for the execution of R&D and capital expenditures to achieve carbon neutral production, as well as investment of funds for the digital transformation strategy. Under the plan, the Company also plans to implement capital expenditures of 2,400.0 billion yen and business investments of 600.0 billion yen over five years, as an investment of management resources to realize growth. On the assumption that we execute the investments outlined in the management plans, we aim to achieve a D/E ratio (after adjusting for equity credit attributes of subordinated loans and subordinated bonds) of 0.7 or less in the year ending March 31, 2026.

Based on the above policy, regarding capital expenditures, the Company has aggressively promoted investments to rebuild a strong domestic production framework and investments that contribute to measures for strategic products. Specifically, to respond to the need for lighter and stronger car bodies that is expected to grow in the automotive industry, in May 2022, we decided to invest approximately 270.0 billion yen in the construction of a next-generation hot strip mill at the Nagoya Works, which is our center for the manufacture of automobile steel sheets. This is a strategic investment aimed at dramatically strengthening our production capability of high-grade steel sheets including ultra-high-tensile steel sheets. Furthermore, for electrical steel sheets, in addition to investments that have been already decided in light of social needs toward carbon neutrality, in May 2023, we decided to make a new investment of approximately 90.0 billion yen and implement measures for high-grade non-oriented electrical steel sheet production capacity at the Setouchi Works Hanshin Area (Sakai) and the Kyushu Works Yawata Area.

In terms of business investment, we are promoting measures to achieve a 100-million-tonnes of global crude steel capacity in the future and evolve into a vertically-integrated business structure that is resilient to the external environment. In the year ended March 31, 2024, in order to expand our business domain to the distribution field, which is downstream of the steel manufacturing supply chain, we made a tender offer in April 2023 for Nippon Steel Trading Corporation, which had been an equity-method affiliate, and successfully acquired the company. In November 2023, the Company decided to acquire a 20% interest in Elk Valley Mining Limited Partnership, a steelmaking coal business company of Canada's Teck Resources Limited, which was spun off and newly established, for approximately 200.0 billion yen to secure a stable supply of high-quality steelmaking coal for the decarbonization of steelmaking processes and to diversify its business portfolio to be more resilient to external changes in the business environment. The acquisition was completed in January 2024. In December 2023, we decided to acquire United States Steel Corporation, an integrated blast furnace and electric arc furnace steel manufacturer in the United States, for a total of approximately US\$ 14.1 billion. The largest market for high-grade steel will allow us to leverage our technological strength and marketability. We also decided to enter into a merger agreement related to this acquisition with the company.

On the environmental front, as part of its initiatives to realize carbon neutrality, the Company established a dedicated project in April 2021 and has been making efforts to promote the development and practical implementation of three breakthrough technologies (blast furnace hydrogen reduction, 100% hydrogen use in the direct reduction process, and high-grade steel production in large-sized electric arc furnaces) ahead of other countries. The Company and three other companies jointly proposed the "Green Innovation Fund Project/Hydrogen Utilization Project in Iron and Steelmaking Processes," for which the New Energy and Industrial Technology Development Organization (NEDO) publicly solicited proposals, and it was adopted in December 2021. By March 2024, upon recognizing the critical role of the steel industry in decarbonization, the allocation of the fund to the steel industry was significantly increased, with the total support amounting to 449.9 billion yen.

2) Financing

In October 2021, we issued 300.0 billion yen in convertible bonds with stock acquisition rights with an aim of securing funds for growth investments and strengthening our financial base while controlling financing costs, as we expect to require a large amount of capital for the management plan. In March 2023, we issued green bonds (unsecured straight bonds) of 50.0 billion yen as a means of procuring the necessary funds to promote efforts toward a decarbonized society. In May 2024, as a means of procuring funds that will contribute to balance growth investments and financial soundness based on the medium- to long-term management plan, including the funding for the acquisition of United States Steel Corporation, we decided to raise funds for a total of 250.0 billion yen through subordinated syndicated loans and public subordinated bonds.

In addition, depending on the status of free cash flow, we will take actions in terms of financing at the most appropriate time, taking into consideration the funding environment, interest rate conditions, and other factors.

The D/E ratio after adjusting for equity credit attributes of subordinated loans and subordinated bonds as of March 31, 2024 was 0.45 times, maintaining the target of 0.7 times or less under the management plan. We will continue to implement cash management that emphasizes financial discipline in order to continue implementing an agile and robust growth strategy over the medium to long term.

(Liquidity management and financing policy)

To secure working capital required to smoothly carry out its business activities, the Group effectively uses cash on hand and borrowings from external sources. The Group has the minimum amounts of cash and deposits required for immediate needs, and intends to secure the appropriate amounts of cash and deposits, given the past and future cash flows. The Group has decided on a basic financing framework for borrowing money from external sources from the perspective of ensuring solvency, stability and flexibility. Specifically, the Company has a line of credit (603.7 billion yen on a consolidated basis) to enhance its solvency while maintaining an appropriate ratio of fixed assets to long-term liabilities in order to ensure the solvency margin in unforeseen circumstances.

The Company also ensures flexibility by having the right amount of interest-bearing debt based on the balance between short-term and long-term funds, and intends to realize optimal financing within the scope of the framework.

(c) Accounting estimates and assumptions used to make such estimates

The consolidated financial statements of the Company are prepared in accordance with IFRS. Significant accounting policies are described “Part I. Company Information, V. Financial Information” of this report. In preparing the consolidated financial statements, the Company is required to make accounting estimates, and uses actual results in prior periods and other rational methods to make such estimates for recognizing provisions and assessing the impairment of non-financial assets and the recoverability of deferred tax assets. As estimates are inherently subject to uncertainties, actual results may differ from such estimates.

The accounting estimates and assumptions used to make such estimates that the Company considers particularly significant are as follows:

a. Impairment of non-financial assets

If any indication of impairment of assets exists, the Group estimates the recoverable amount of an asset or a cash-generating unit at the higher of its fair value less costs of disposal or its value in use. If the recoverable amount of the asset or the cash-generating unit is less than the carrying amount, the carrying amount of the asset is reduced to its recoverable amount and an impairment loss is recognized. The value in use is calculated by discounting the estimated future cash flows to the present value. The cash flows are based on the medium- to long-term management plan and the latest business plan, which incorporate the steel demand and supply forecast and manufacturing cost improvements as key assumptions. Projections of steel demand and supply and manufacturing cost improvements are subject to a high degree of uncertainty, and management’s judgements regarding these factors are expected to have a significant impact on future cash flows. The balances of property, plant and equipment and intangible assets as of March 31, 2024 were 3,380.4 billion yen and 177.8 billion yen, respectively.

b. Recoverability of deferred tax assets

The Group assesses the recoverability of deferred tax assets using all the future information available at date, including projections of future taxable profit made based on assumptions such as steel demand and supply forecast and manufacturing cost reductions. The Group recognizes deferred tax assets only to the extent that it deems probable that the tax benefits can be realized. However, the recoverable amount may vary depending on factors such as changes in the projections of future taxable profit in cases where the targets in the medium- to long-term management plan and business plan are not met due to unfavorable business environment, or tax reforms including changes in the statutory tax rate. Deferred tax assets (before being offset by deferred tax liabilities) as of March 31, 2024 stood at 316.9 billion yen.

5. Material Business Agreements, etc.

Contracting party	Counterparty	Country	Details	Effective date	Expiry date
The Company	POSCO Holdings Inc.	South Korea	Strategic alliance agreement for basic technology development, joint venture in third countries, and establishment of cooperative relationships in IT and other fields	August 2, 2000 (revised on July 31, 2015)	August 1, 2024 (with a provision of automatic renewal for every three years)
The Company	ArcelorMittal	Luxembourg	Global strategic alliance agreement in the fields of automotive steel products, etc.	January 22, 2001 (revised on June 14, 2021)	June 14, 2031
The Company	Baoshan Iron & Steel Co., Ltd.	China	Joint venture for manufacture and sale of cold-rolled and galvanized steel sheets in China (Business entity: Baosteel-Nippon Steel Automotive Steel Sheets Co., Ltd.)	December 23, 2003 (revised on June 30, 2011)	The date on which 20 years have passed since the issuance date of the business license (July 29, 2024)
The Company	Kobe Steel, Ltd.	Japan	Agreement on joint use of iron and steelmaking facilities	June 17, 2005	May 14, 2033
The Company	POSCO Holdings Inc.	South Korea	Agreement on enhanced alliance	October 20, 2006 (revised on July 31, 2015)	August 1, 2024 (with a provision of automatic renewal for every three years)
The Company	Ternium Investments S.à r.l., and others	Luxembourg, and others	Shareholders' agreement on Usinas Siderúrgicas de Minas Gerais S.A. (USIMINAS)	November 27, 2011 (revised on July 3, 2023) *1	November 6, 2031 (with a provision of automatic renewal for every five years)
The Company	BlueScope Steel Limited	Australia	Joint venture for steel business in the building and construction field in Southeast Asia and the United States (NS BlueScope Coated Products)	March 28, 2013	Not stipulated
The Company	Kobe Steel, Ltd.	Japan	Memorandum of understanding on continued consideration of alliance measures and measures in response to takeover proposals	March 29, 2013 (revised on November 14, 2022)	November 14, 2027 (with a provision of automatic renewal for every five years)
The Company	ArcelorMittal North America Holdings LLC	United States	Joint venture for manufacture of steel slabs by an electric arc furnace and manufacture and sale of hot-rolled, cold-rolled, and galvanized steel sheets in United States	November 29, 2013 (revised on December 22, 2020)	Not stipulated

Contracting party	Counterparty	Country	Details	Effective date	Expiry date
The Company	VALLOUREC Oil & Gas France	France	Agreement on enhanced business collaboration about VAM™	February 1, 2016	March 31, 2034 (with a provision of automatic renewal for every year)
The Company	ArcelorMittal	Luxembourg,	Joint venture for operation of the integrated steelworks in India (Business entity: ArcelorMittal Nippon Steel India Limited)	December 11, 2019	Not stipulated
The Company	Japan Bank for International Cooperation, MUFG Bank, Ltd., Sumitomo Mitsui Banking Corporation, Mizuho Bank Europe N.V., Mizuho Bank, Ltd., Sumitomo Mitsui Trust Bank, Limited.	Japan Netherlands	Loan guarantee for AMNS Luxembourg Holdings S.A.'s financing for investment to expand the integrated upstream facilities of ArcelorMittal Nippon Steel India Limited	March 30, 2023	The date on which the principal obligation is fulfilled
The Company, NIPPON STEEL NORTH AMERICA, INC.	United States Steel Corporation	United States	Merger Agreement *2	December 18, 2023	Not stipulated

(Notes) Information in the “Contracting party” and “Counterparty” columns above does not include parties that are not material for disclosure purposes.

*1: The terms of the agreement regarding the operational structure of Usinas Siderúrgicas de Minas Gerais S.A. – USIMINAS were partially revised on July 3, 2023.

*2: Merger of United States Steel Corporation

On December 18, 2023, the Company decided to acquire United States Steel Corporation (“U. S. Steel”), an integrated blast furnace and electric arc furnace steel manufacturer in the United States through NIPPON STEEL NORTH AMERICA, INC. (“NSNA”), a wholly-owned subsidiary of the Company (the “Transaction”) and entered into a merger agreement with U. S. Steel.

The Transaction will be implemented by way of “reverse triangular merger” pursuant to which 2023 Merger Subsidiary, Inc., a wholly-owned subsidiary established by NSNA for the purpose of the Transaction, and U.S. Steel will be merged (the “Merger”). More specifically, upon the Merger, shares outstanding of U. S. Steel will be converted into the right to receive the merger consideration (US\$ 55.00 per share in cash) and will be canceled. In addition, all shares of 2023 Merger Subsidiary, Inc. owned by NSNA will be converted into common stock of U. S. Steel. As a result of the Transaction, U. S. Steel will be a wholly-owned subsidiary of the Company. The closing of the Transaction is subject to receipt of regulatory approvals and other closing conditions specified in the merger agreement.

The outline of the Transaction is as follows:

1. Strategic objectives of the Transaction

As the “Best Steelmaker with World-Leading Capabilities,” the Transaction will enable the Company to move toward a 100-million-tonnes global crude steel capacity through expanding its integrated production framework and create value starting from iron/steel-making process in “districts and areas where demand is promisingly expected to grow” and in “sectors in which the Company’s technologies and products are appreciated.” In doing so, the Company’s basic strategy is to acquire integrated steel mills through acquisitions and capital participation (brownfield investment) and to expand the capacity of existing bases. The Company acquired Essar Steel (now AM/NS India) in India in December 2019 and G Steel and GJ Steel in Thailand in March 2022.

The U.S. steel industry is largely driven by domestic demand and U.S. steelmakers are not highly dependent on exports of products. In addition, it has been remarkable that there is a trend to bring operations back to the home U.S. market in downstream sectors such as energy and manufacturing, due to relatively low energy prices in the United States and structural changes in the world economy. The Company is confident that it can utilize its seasoned technologies and product lineup in the United States, since it expects high level of demand for high-grade steel in this largest market amongst developed countries as well as sustainable growth in domestic steel demand.

The Company believes that the Transaction is a worthwhile investing since the acquisition is not only consistent with the Company’s

overseas business strategy but also would enable the Company to diversify its global footprint by securing integrated steel manufacturing capabilities in the United States, developed country, adding to existing operational bases in ASEAN and India, where market volume and growth potential are significant. The Company intends to further enhance its enterprise value by developing and expanding in these three globally important operational bases.

U. S. Steel is an integrated blast furnace and electric arc furnace steel manufacturer with a large presence in the United States, measured by crude steel production capacity. U. S. Steel manufactures in the United States and Europe (Slovakia) and distributes steel sheets for automotive, home appliances, construction materials, and tubular for the energy industry. U. S. Steel's crude steel production capacity is approximately 20 million tonnes. In addition to highly competitive integrated blast furnace mills, U. S. Steel owns valuable assets such as the one of the world's most advanced electric arc furnace mini mill that is capable of producing high-grade steel, and iron ore mines to self-supply manufacturing operations in North America. U. S. Steel has also invested in carbon neutrality, including expansion of capacity of the electric arc furnace mini mills and installment of production equipment of direct reduced iron pellets to supply for electric arc furnaces.

Upon completion of the Transaction, the Group's global crude steel production capacity (*1) will increase to approximately 86 million tonnes per year, making it further expanding its reach. The Company and U. S. Steel will move forward together as the "Best Steelmaker with World -Leading Capabilities," providing across the globe products and services made by the technologies across both companies in high-grade steel including electrical steel and automotive steel to broadly contribute to customers and society.

Furthermore, the Company and U. S. Steel share a common goal of achieving carbon neutrality by 2050, and each company has made an effort in this field and developed technological edges. The Company aims to attain carbon neutrality through the development of great innovative technologies: "hydrogen injection into blast furnaces," "high-grade steel production in large size electric arc furnaces" and "hydrogen direct reduction of iron." U. S. Steel operates Big River Steel, which is one of the world's most advanced electric arc furnace mini mills, and Big River 2 of which construction is expected to be completed in 2024. By combining the advanced technologies of both companies, the Company and U. S. Steel will together take steps towards achieving carbon neutrality by 2050 and contribute to building a sustainable society.

(*1): Sum of the nominal full production capacity of companies in which the Company has 30% or more of equity interests, which is the same methodology as the World Steel Association's crude steel production statistics (as of the end of March 2023).

2. Overview of U.S. Steel

(1)	Name	United States Steel Corporation
(2)	Location	600 Grant Street, Pittsburgh, PA 15219-2800, U.S.A.
(3)	Name and title of representative	David B. Burritt, President and Chief Executive Officer
(4)	Description of business	Manufacturing and distribution of steel sheets for automobiles, home appliances and construction materials, and steel pipes for energy industry
(5)	Common stockholders equity (*2)	US\$ 286 million (as of December 31, 2023).
(6)	Year of establishment	1901
(7)	Major shareholders and ownership percentage (*3)	Blackrock, Inc.: 10.3%, The Vanguard Group: 9.4%
(8)	Relationship between the Company and U.S. Steel	
	Capital relationship	Not applicable.
	Personnel relationship	Not applicable.
	Business relationship	Not applicable.
	Status of a related party	U. S. Steel is not an affiliated party of the Company.
(9)	Consolidated operating results and consolidated financial positions of said company for the fiscal year ended December 31, 2023 (*2)	
	Total net sales	US\$ 18,053 million
	Earnings before interest and income taxes	US\$ 799 million
	Net earnings attributable to U.S. Steel stockholders	US\$ 895 million

(*2) Information from U.S. Steel's Annual Report on Form 10-K filed by U. S. Steel to the U.S. Securities and Exchange Commission (SEC) on February 2, 2024.

(*3) Information from filings of stockholders made with the SEC (Percentages based on shares of common stock outstanding as of December 14, 2023)

3. Number of shares to be acquired, acquisition value and shareholding before and after acquisition

(1) Number of shares held before the change	0 (Number of voting shares: 0) (Percentage of voting rights held: 0.0%)
(2) Number of shares to be acquired (*4)	223,135,077 shares (Number of voting shares: 223,135,077 units)
(3) Acquisition value (*5)	Common stock of U.S. Steel: approximately US\$ 14.1 billion
(4) Number of shares held after the change	1 share (Number of voting shares: 1 unit) (Percentage of voting rights held: 100.0%)

(*4) Based on shares of common stock outstanding as of December 14, 2023

(*5) Acquisition value includes the full amount required to purchase all outstanding options, restricted stock units and other securities including convertible notes, etc.

6. Research and Development Activities

Amid the diversifying consumer needs and social needs for the environment and energy, the Company is focusing its management resources on research and development areas that contribute to profit growth and the realization of carbon neutrality through the enhancement of technological superiority and the development of environment-friendly steel manufacturing technologies, including CO₂ reduction. The Company has established a strong cooperative system between the three central research organizations, namely, the Steel Research Laboratories, the Advanced Technology Research Laboratories, and the Process Research Laboratories, as well as the R&D laboratories located in each of steelworks. Based on the philosophy of “Research and Engineering,” the Company has been promoting integrated research and development from basic and generic research to applied development and engineering.

The Company’s strengths are: (a) comprehensive capabilities and speed of development through the integration of R&D and engineering; (b) R&D systems located in customer locations and the ability to propose precise solutions to customer needs; (c) the ability to develop new technologies based on advanced generic technologies; (d) the ability to address environmental and energy issues based on steelmaking process technologies; and (e) industry-academia collaboration, overseas alliances, and joint research with customers. Taking advantage of these strengths, the Company will develop products with new functions centered on steel and will also create and rapidly commercialize innovative, environmentally friendly production processes, thereby contributing to the development of society in line with the Sustainable Development Goals (SDGs).

Research and development expenses for the Company and its consolidated subsidiaries as a whole for the fiscal year ended March 31, 2023 were 72.7 billion yen. The following describes the major research themes, results, and research and development expenses in each segment.

(Steelmaking and Steel Fabrication)

Research and development expenses for this segment were 63.6 billion yen.

With the three R&D centers (located in Futtsu, Amagasaki, and Kamisu) at its core, the Company has been engaged in; (a) research and development of steel materials, products, and applied technologies and solutions at the Steel Research Laboratories, (b) research and development of common infrastructure technologies, research on CO₂ separation and collection as well as reuse, and business development support for businesses in segments other than Steelmaking and Steel Fabrication, mainly in new materials businesses, at the Advanced Technology Research Laboratories, (c) research and development of steelmaking processes, including CO₂ reduction, in close collaboration with the Plant Engineering and Facility Management Center in charge of facility engineering and facility maintenance technology development at Process Research Laboratory. Through these activities, the Company has been accelerating research and development, such as for reducing upstream costs, drastically improving the productivity of core lines, and reducing CO₂ emissions.

<Flat Products>

- The Company received the JSTP Medal, the highest accolade of the FY2023 (58th) Japan Society for Technology of Plasticity Awards, for its development of a cold-forming technology for ultra-high-strength flat-rolled products. With growing needs for lower CO₂ emissions from vehicles and greater safety in collisions in vehicles, and the ensuing demand for lighter and stronger vehicle bodies, the use of high-strength flat-rolled products for the vehicle bodies will be effective. Using the conventional pressing process, flat-rolled products are stretched to make them thinner, but exceeding the limit can cause the product to break. The stronger the flat-rolled products, the lower this limit is, and the establishment of a processing technology had been a challenge. Focusing on shearing deformation, we set out to develop a forming technology that could control the deformation of the flat-rolled product to minimize the reduction of its thickness. This led to the establishment of two press forming methods, the shear forming method and the free bending method, for vehicle components that are particularly difficult to mold, as well as components with an L-shaped or T-shaped end. These methods enable even ultra-high-strength flat-rolled products to be formed into the shape of the product without cracking or wrinkling. We also succeeded in reducing the surplus parts from the press-forming process, reducing steel usage by approximately 15% compared to the previous process. These newly developed methods have enabled the use of up to 1470MPa-grade ultra-high-strength flat-rolled products for difficult-to-form vehicle components. In turn, they are contributing to lighter and stronger vehicle bodies in the manufacture of components for more than 2.5 million domestic vehicles annually, as well as to a 42,600 tonnes annual reduction in CO₂ emissions. At the FY2023 (58th) Japan Society for Technology of Plasticity Awards, an academic paper related to this development project, titled “Wrinkle Generation Process in Press Forming of High-strength Steel Sheet” (Plasticity and Processing, Vol. 62 No. 730), was also recognized with the JSTP Best Paper Award.
- The Company started sales of its new product ZEXEED Checkered Sheet in June 2023. This is a new addition to the high corrosion resistant coated steel sheet series ZEXEED™, which launched in October 2021. These checkered sheets boast a high corrosion resistance far exceeding those of the conventional high corrosion-resistant coating and post-plating, which is commonly used in the civil engineering and social infrastructure sectors. (Tests conducted by the Company confirmed that its corrosion resistance on the flat surface is about twice as high as that of conventional high corrosion resistant coated steel sheets and about 10 times higher than that of hot-dipped galvanized sheet GI.) The checkered sheets can be manufactured at a thickness of 2.3 mm to 6.0 mm, and they can also be applied to the thickness of 2.3 mm, to which post plating is hard to apply due to thermal distortion. We envisage ZEXEED Checkered Sheets being used in such applications as parking lot floors, floors of factories, plants, social infrastructure facilities, and other areas requiring corrosion resistance. Through this product, the Company will respond to needs such as extending service life of various kinds of equipment, providing measures for aging social infrastructure, as well as saving processes and construction work and in turn contribute to the realization of a carbon-neutral society.

- The Company completed the construction of an energy-efficient, highly insulated office in Wakayama Prefecture using the NS Super-Frame Construction Method™ jointly developed by the Company, NS HI-PARTS CORPORATION, and NIPPON STEEL TEXENG. CO., LTD. Buildings using this new method employ a hybrid insulation method (external and internal insulation) using the industry's top-level insulation material and has obtained the Nearly ZEB certificate as a building with a Grade 6 equivalent level of heat insulation in housings with steel frame structures in line with the Housing Quality Assurance Act, a highly insulated exterior, highly efficient energy-saving equipment, and a nearly zero annual consumption of primary energy through the use of renewable energy. The NS Super-Frame Construction Method is a target product of NSCarbolex™ Solution, our collectively referred brand of highly functional products and solution technologies that contribute to reduced CO₂ emissions. It uses an external wall insulation and ventilation method as a standard, ensuring energy saving to reduce CO₂ emissions upon use. Moreover, the use of the high corrosion resistant coated steel SuperDyma® enables longer product life, allowing lower CO₂ emissions by reducing construction materials.
- The Company worked jointly with Suzuki Motor Corporation and Bellsonica Co., Ltd. to develop a new lightweight A-pillar for Suzuki's new Spacia model, to which the 1470MPa grade cold-rolled high tensile steel was adopted for the first time. Through precise composition design and structural control, the 1470MPa grade cold-rolled high tensile steel ensures compatibility of high strength and workability. Although window frame parts were previously formed and welded with five components, the A pillar for the new Spacia model can now be integrally formed. Moreover, the three companies implemented measures to address technological challenges such as delayed fractures and spot weldability, achieving weight reduction, lower CO₂ emissions through such measures, and significant cost reductions.

<Steel Plate>

- The Company's NSCarbolex™ Neutral, a green steel that applies the mass balance approach, has been adopted as the steel material for domestic vessels produced by Yamanaka Shipbuilding Co., Ltd. ("Yamanaka Shipbuilding"). In its costal vessels, Yamanaka Shipbuilding already uses our highly ductile steel plate NSafe™-Hull, developed for improved safety and eco-friendliness, as steel material for its domestic vessels. With outstanding collision safety, NSafe™-Hull reduces impact in the event of a vessel collision, while the low chance of cracks and ruptures minimizes the expansion of any damage. As a result, ships built by Yamanaka Shipbuilding are environmentally friendly and expected to enhance added value.

<Pipe and Tube>

- Responding to the needs of customers promoting carbon neutrality, the Company has successively obtained the EcoLeaf declaration certification in the steel pipe category under the Japan EPD Program, which is run by the Sustainable Management Promotion Organization (SuMPO). The steel pipe products that were newly certified in FY2023 are general-purpose steel pipes (piping and structural piping), high-alloy OCTG and line pipes, and electric resistance welded mechanical steel pipes and seamless mechanical steel pipes for the domestic market. This has enabled objective assessment of the environmental impact in the lifecycle of steel pipes, contributing to reduced environmental burden across the supply chain. The EcoLeaf Declaration discloses quantitative environmental information for the overall product's lifecycle, from the extraction of resources to manufacturing, logistics, use, disposal, and recycling. Our customers can also more easily respond to the movement of indicating CO₂ emissions when publicly procuring.

<Bar and Wire Rod>

- The Company's low-CO₂ steel material NSCarbolex™ Neutral has been adopted as the material for use in a highly functional product (Torsia-type ultra-high strength bolt SHTB™) offered by NIPPON STEEL BOLTEN CORPORATION ("NIPPON STEEL BOLTEN"). NIPPON STEEL BOLTEN's ultra-high-strength bolts are approximately 1.5 times stronger than conventional bolts and allow weight reduction of the steel frame by reducing the number of bolts used in construction and the size of bracing plates. Alongside the reduction in construction man-hours, the product has been recognized as a product that can reduce CO₂ emissions from steel frame fabrication to on-site installation.

<Construction Products>

- The Company has obtained the EcoLeaf Declaration certification for its steel sheet pile products (including NS-PAC™ Sheet Piles). This allows customers using our steel sheet pile products to objectively assess the environmental impact in the life cycles of the products. Moreover, they will be able to reduce CO₂ emissions throughout the supply chain including benefits such as labor savings in construction, lighter weight, and longer service life, reinforcing their efforts toward carbon neutrality. Our customers will also be able to indicate CO₂ emissions for publicly procured goods, which is expected to attract attention in the future.

<Titanium>

- The Company has obtained the EcoLeaf Declaration certification for two types of its thin titanium sheets: standard thin titanium sheets and TranTixxii™-Eco. TranTixxii™-Eco in particular is made using more than 50% scrap titanium, leading to significant reductions in CO₂ emissions. Due to their outstanding properties such as being lightweight, strong, and rust-free, the range of use of our thin titanium sheets is expanding from industries including the aerospace, shipping, chemical, and power industries to vehicles, construction, civil engineering, medical care, and consumer products. We also offer TranTixxii™, an elegant, visually appealing, and highly durable thin titanium sheet, in the construction field. Thanks to this certification, customers can objectively assess the environmental impact of thin titanium sheets.

<Railway/Automotive/Machinery Parts>

- The Company was awarded the 2023 Commendation for Science and Technology (Development Category) by the Minister of Education, Culture, Sports, Science and Technology (MEXT) for the new shinkansen brake pads that the Company developed jointly with the Central Japan Railway Company (“JR Tokai”). The new brakes were developed to solve the issue with previous brake pads, which saw the loss of braking force due to uneven disc contact when braking suddenly at high speeds. The new brake pads track the thermal deformation of the discs to ensure even contact, improving braking performance and shortening braking distance. We designed the basic structure, performed the finite element method analysis, and worked on performance assessments and actual tests jointly with JR Tokai.

<Steelmaking Process, etc.>

- The Company has built and begun the operation of a system that can acquire operational information on raw materials that are in marine transit in real time. Use of this new system can enable rapid decision-making based on the latest navigation schedules and raw material inventory forecasts, helping to stabilize production, optimize inventory management, and enhance supply chain efficiency. We also anticipate that the system will lead to the realization of a carbon-neutral society by improving operational and transportation efficiency. For the data source, we have linked the system with the Lighthouse information platform of Mitsui O.S.K. Lines, Ltd. (“Mitsui O.S.K. Lines”) to form a system that can manage the data of shipping companies who operate vessels carrying imported raw materials not only for Mitsui O.S.K. Lines but also for the Company.
- The Company won the Invention Award at the National Commendation for Invention hosted by the Japan Institute of Invention and Innovation for its development of a highly precise shape measurement technology for rolled steel sheets using the LED dot pattern projection method. The technology was developed to cater to the increase in the use of high-strength steel sheets in the automobile industry, with a growing demand for greater fuel efficiency and environmental measures. The technology has enabled the highly precise measurement of the shape of steel sheets being hot rolled at high temperatures and speeds. Technically, light is projected in a dot pattern onto the surface of the steel sheet using 1,200 high-luminance LED elements arranged in a staggered manner, and the image is processed to measure the instantaneous shape of the steel sheet. This technology has enabled 24-hour, automated control of all rolled materials, significantly improving quality and productivity. Moreover, it can be introduced to existing rolling equipment with low investment to reduce any impact from decreased skilled workers. As a result, the effect of improving the international competitiveness of the Japanese steel industry is expected.
- The Company and NS Solutions Corporation jointly developed a steel output scheduling system that can quickly formulate production plans for the steelmaking process and began the operation at the East Nippon Works Kimitsu Area. With an aim to integrate and speed up production planning operations as part of our DX strategies, we were able to formulate production plans, which were previously created by skilled workers every week, in anything from several seconds to several minutes. The system applies mathematical optimization technology and has cut the previous planning time by 70%, securing time for planning supervisors to assess, amend, and make final decisions on production plans to improve operational quality with refined algorithms. The system platform uses a public cloud and a high-speed CPU for parallel processing to enable the creation of multiple tentative plans in a short period of time. We will roll out the system at each steelworks in order to integrate production plans across the Company.
- Using Super COURSE50 technology, which reduces CO₂ emissions using hydrogen, the Company has updated the CO₂ emissions reduction rate from the main blast furnaces from the 22% reported in August 2023 to 33%, marking a significant improvement. This has been verified by increasing carbon reduction from iron ore using heated hydrogen to maintain the heat balance within the blast furnace. The technology is part of the “Nippon Steel Carbon Neutral Vision 2050” which we aim to introduce and we continue to conduct tests to establish Super COURSE50 technology for large blast furnaces with a view toward further reduction of 50% or more CO₂ emissions. This development project is being run by a consortium comprising the Company, JFE Steel Corporation, Kobe Steel, Ltd., and The Japan Research and Development Center for Metals, as part of the Green Innovation Fund of New Energy and Industrial Technology Development Organization (NEDO).
- The Company won the 70th Okochi Memorial Production Prize for its technology to improve coke strength so as to contribute to low-carbon blast furnaces and cost reductions. Used in the blast furnace during the steelmaking process, coke plays a key role in reducing iron ore, while generating heat and ensuring breathability and liquid permeability. Accordingly, to enhance reduction efficiency and curb CO₂ emissions, a high-strength coke is necessary. On the other hand, creating a high-quality coke requires to formulate expensive coking coal and the use of inferior-quality coal was limited. We, therefore, analyzed the defect production mechanisms that lower coke strength and classified inferior coal into three types. We then developed a technology that produces high-strength coke by optimizing the formulation and size of the inferior coal types, adding binding filler as necessary. This technology has been applied in the coke furnace at the Kyushu Works Yawata Area, enabling us to manufacture high-strength coke while achieving a world-class inferior coal formation ratio of 74%, making significant contributions to the low carbonization of blast furnaces and the reduction of coke production costs. The technology can also be combined with the blast furnace-based hydrogen reduction technology currently under development, demonstrating its high versatility to contribute to the low carbonization of blast furnaces in the future.

<Slag and Cement>

- The micronized products manufactured using the Company's blast-furnace slag have consecutively been used in model construction works using low-carbon concrete blocks through orders from the Ministry of Land, Infrastructure, Transport and Tourism ("MLIT"). Micronized blast-furnace slag products are by-products of the steel melting blast furnace, and harden in the same way that cement does. To promote the spread of low-carbon concrete, MLIT is promoting nationwide the use of low-carbon concrete blocks with an increased granulated product usage rate of 55% or more. Although the manufacture of conventional cement emits 700 kg of CO₂ per tonne, micronized blast-furnace slag products can significantly reduce CO₂ emissions as they use steel making by-products. The subject model construction work using low-carbon concrete blocks is expected to reduce CO₂ emissions by approximately 53%, which is an approximately 12% reduction compared to conventional blast-furnace cement. Through the steady supply of micronized blast-furnace slag products, the Company and its Group companies will make continuous contributions to decarbonization in the construction industry.
- The Company's Vivary™ Unit was used as a fertilizer to create seaweed beds in Mori Town, a suburb of Hakodate City in Hokkaido. Vivary™ Unit is an iron-based fertilizer made using blast-furnace slag and humus soil, which is created by fermenting waste wood. To date, it has been provided to 44 coastal areas across Japan. This time, we worked with two fishery cooperatives in the town, using artificial stone made using a mix of scallop shells as the substrate for the seaweed beds. This has created new possibilities for the reuse of scallop shells, marking a step toward a material-cycle society. Moving forward, we will work to promote the absorption and fixation of CO₂ (blue carbon) by regenerating seaweed beds through the use of the Vivary™ Unit.
- The Company was certified as the FY2023 J-Blue Credit® for the amount of CO₂ absorbed by seaweed beds in initiatives using the Vivary™ Unit developed by the Company, and a ceremony was held to mark the occasion. Specifically, a credit certification of a total of 33.3 t-CO₂ was issued for seaweed bed creation businesses in Mashike Town and Tomari Village, Furuu District in Hokkaido, as well as in the offshore area of Kimitsu City in Chiba Prefecture. To date, effects showing regeneration and recovery of seaweed beds and improved fishing catches from using the Vivary™ Unit have been reported. Moreover, as marine plants and seaweeds absorb vast amounts of CO₂, blue carbon is drawing attention as a new means to prevent global warming. We have also newly begun seaweed bed creation demonstrations using the Vivary™ Unit in 21 different sea areas nationwide to research seaweed growth and changes in iron concentration in seawater. Through such research, we will aim to sophisticate our seaweed bed creation technologies.

(Engineering and Construction)

Research and development expenses for this segment were 2.2 billion yen.

Nippon Steel Engineering Co., Ltd. has worked on the following R&D initiatives:

- Steelmaking plant sector: Development related to advanced steelmaking processes, mainly through joint research with the Company
- Environmental and energy sector: Strengthening the competitiveness of waste to energy plants and biomass power plants, improving efficiency of cogeneration, research and development for carbon recycling
- Marine sector: Developing offshore wind power facilities and developing submarine pipeline installation
- Urban infrastructure sector: Developing seismic control/isolation device products, searching for next-generation products and developing soil purification technology
- On-land pipeline sector: Developing on-land pipeline welding technology

(Chemicals and Materials)

Research and development expenses for this segment were 4.3 billion yen.

In this segment, Nippon Steel Chemical & Materials Co., Ltd. has worked on the following R&D initiatives:

- Research and development of coal chemical products, chemicals, functional materials, composite materials, etc.

(System Solutions)

Research and development expenses for this segment were 2.4 billion yen.

In this segment, NS Solutions Corporation has worked on the following R&D initiatives:

Considering the uncertain situations such as technological advancements, business trends, social environments, and changes in people's values, we have set three 'future goals' for realizing the sustainability of society as a whole, based on the experience and know-how accumulated over many years in exploring, evaluating, and verifying new technologies, as well as supporting the introduction of new technologies to client companies, and have engaged in research and development.

- Future Goal 1: "The ultimate digital twin"* - Copying everything to the digital world to recreate it
- Future Goal 2: "Artificial intelligence that can understand and perform tasks" - Bringing the intellectual capacity of machines closer to that of humans
- Future Goal 3: "Sustainable corporate information system" - Making systems adaptable to change and long-lasting

*Digital twin: Copying and reproducing real-world objects such as plant equipment and products as data in a digital space to enable remote monitoring and control, reproduction of past conditions, and predictive simulations.

III. Information about Facilities

1. Overview of Capital Expenditures

The Company and its consolidated subsidiaries make capital expenditures independently as required. A breakdown of capital expenditures for the year ended March 31, 2024 (based on accepted property, plant and equipment and intangible assets (process computer systems, etc.)) is as follows.

	Year ended March 31, 2024	Year-on-year change
Steelmaking and Steel Fabrication	444,587 million yen	5 % increase
Engineering and Construction	5,657 million yen	195 % increase
Chemicals and Materials	9,602 million yen	9 % decrease
System Solutions	2,387 million yen	36 % decrease
Total	462,234 million yen	5 % increase
Adjustments	(4,876) million yen	—
Total	457,358 million yen	5 % increase

For the Steelmaking and Steel Fabrication business, the Group is committed to steadfastly and systematically pushing forward with measures to strengthen its foundation and competitiveness in an efficient way based on the long-term renewal plan, while adhering to the following basic policies: “to realize a higher-level order mix through aggressive investment in strategic products,” “to renew and improve facilities to ensure technological strength leading to profit generation,” and “to make the production framework streamlined and more efficient by selective concentration on certain products and facilities.”

2. Major Facilities

(1) Reporting company

(As of March 31, 2024) (Millions of Yen)

Business site (Location)	Segment name	Description of facilities	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Land (area: 1,000 m ²)	Construction in progress	Total	Number of employees
Head Office, etc. (Chiyoda-ku, Tokyo and other locations)	Steelmaking and Steel Fabrication	Research and development facilities, other facilities	54,585	2,156	4,257	97,587 (3,028) [0]	92,105	250,692	4,552
North Nippon Works (Muroran City, Hokkaido and Kamaishi City, Iwate)	Same as above	Manufacturing facilities of bars and shapes	33,053	40,501	2,421	8,308 (11,177) [122]	4,008	88,292	1,234
East Nippon Works (Kashima City, Ibaraki, Kimitsu City, Chiba, and Joetsu City, Niigata)	Same as above	Manufacturing facilities of bars, shapes, flat-rolled products, pipes and tubes, stainless and titanium products	135,458	205,761	13,589	150,626 (21,894) [154]	27,527	532,962	6,364
Nagoya Works (Tokai City, Aichi)	Same as above	Manufacturing facilities of flat- rolled products, pipes and tubes	43,866	173,052	6,050	14,873 (6,489) [0]	30,468	268,311	3,150
Kansai Works (Wakayama City and Kainan City, Wakayama, Sakai City and Osaka City, Osaka, and Amagasaki City, Hyogo)	Same as above	Manufacturing facilities of billets, bars, shapes, flat- rolled products, pipes and tubes, railway/automotive /machinery parts	83,857	111,850	7,788	85,310 (7,758) [122]	8,436	297,242	5,045
Setouchi Works (Himeji City, Hyogo, Kure City, Hiroshima, Sakai City, Osaka, Saijo City, Ehime, Osaka City, Osaka and Amagasaki City, Hyogo)	Same as above	Manufacturing facilities of flat- rolled products	18,963	97,276	4,899	23,568 (9,176) [65]	13,257	157,965	2,552
Kyushu Works (Kitakyushu City, Fukuoka, Oita City, Oita and Hikari City, Yamaguchi)	Same as above	Manufacturing facilities of bars, shapes, flat-rolled products, pipes and tubes, titanium products	135,161	293,526	13,458	81,558 (23,604) [25]	23,949	547,655	5,646
Total			504,946	924,126	52,464	461,833 (83,128) [490]	199,753	2,143,123	28,543

Notes: 1. Figures in brackets in the Land (area: 1,000 m²) column indicate the area (1,000 m²) of land leased from parties other than the consolidated companies.

2. Head Office, etc. includes R&D Laboratories, offices, marketing branches and overseas offices.

3. The table above includes welfare facilities.

(2) Domestic subsidiaries

(As of March 31, 2024) (Millions of Yen)

Company name	Business site (Location)	Segment name	Description of facilities	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Land (area: 1,000 m ²)	Construction in progress	Total	Number of employees
Sanyo Special Steel Co., Ltd.	Head Office/Works (Himeji City, Hyogo)	Steelmaking and Steel Fabrication	Manufacturing facilities of steel products, powders and formed and fabricated materials	12,822	40,395	2,186	10,485 (807) [58]	936	66,826	1,623
NIPPON STEEL COATED SHEET CORPORATION	Funabashi Works (Funabashi City, Chiba), etc.	Same as above	Sheet surface treatment facilities	10,151	4,497	792	18,706 (756) [17]	579	34,727	1,332
OSAKA STEEL CO., LTD.	Osaka Unit (Osaka City and Sakai City, Osaka), etc.	Same as above	Steelmaking and rolling facilities	4,749	12,509	1,890	29,954 (582) [36]	2,603	51,708	581
KROSAKI HARIMA CORPORATION	Head Office and Yahata Works (Kitakyushu City, Fukuoka), etc.	Same as above	Refractory manufacturing facilities	9,883	6,772	1,157	5,806 (1,117) [17]	680	24,299	2,468
NIPPON STEEL TEXENG CO., LTD.	Kimitsu Office (Kimitsu City, Chiba), etc.	Same as above	Steel product processing facilities	14,198	5,766	1,390	16,185 (1,060) [45]	246	37,787	11,333
NIPPON STEEL Stainless Steel Corporation	Yamaguchi Works (Hikari City and Shunan City, Yamaguchi), etc.	Same as above	Stainless steel manufacturing facilities	26,364	39,263	2,583	19,902 (3,600)	9,433	97,548	2,497
NIPPON STEEL LOGISTICS CO., LTD.	Head Office (Chuo-ku, Tokyo), etc.	Same as above	Logistics equipments, etc.	18,745	19,527	3,926	14,800 (576) [73]	1,077	58,078	6,116
NIPPON STEEL ENGINEERING CO., LTD.	Kitakyushu Technology Center (Kitakyushu City, Fukuoka), etc.	Engineering and Construction	Facilities for general construction work	2,955	1,026	790	918 (495) [5]	1,250	6,940	1,453
NIPPON STEEL Chemical & Material CO., LTD.	Kyushu Works (Kitakyushu City, Fukuoka), etc.	Chemicals and Materials	Manufacturing facilities of chemicals, coal chemical products, functional materials, etc.	11,468	12,538	1,593	10,236 (473)	388	36,224	1,408
NS Solutions Corporation	Head Office (Minato-ku, Tokyo), etc.	System Solutions	Data center facilities, computers and related equipment	7,145	0	5,876	2,398 (10)	480	15,901	3,780

Notes: 1. Figures in brackets in the Land (area: 1,000 m²) column indicate the area (1,000 m²) of land leased from parties other than the consolidated companies.

2. The table above includes welfare facilities.

(3) Foreign subsidiaries

(As of March 31, 2024) (Millions of Yen)

Company name	Business site (Location)	Segment name	Description of facilities	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Land (area: 1,000 m ²)	Construction in progress	Total	Number of employees
PT KRAKATAU NIPPON STEEL SYNERGY	Head Office and Works (Cilegon City, Indonesia)	Steelmaking and Steel Fabrication	Manufacturing facilities of cold-rolled sheets and galvanized sheets	5,330	17,249	136	4,014 (184)	408	27,139	298
NS-Siam United Steel Co., Ltd.	Rayong Works (Rayong Province, Thailand)	Same as above	Manufacturing facilities of cold-rolled sheets and coated sheets	2,802	19,651	307	3,581 (414)	4,036	30,380	1,504
Standard Steel, LLC	Burnham Works (Pennsylvania State, United States of America)	Same as above	Wheels and axles manufacturing facilities	2,152	19,606	229	249 (327)	1,130	23,368	614
G Steel Public Company Limited	(Rayong Province, Thailand)	Same as above	Electric arc furnaces and hot-rolling facilities	2,728	19,247	39	1,775 (687)	445	24,236	649
G J Steel Public Company Limited	(Chon Buri Province, Thailand)	Same as above	Electric arc furnaces and hot-rolling facilities	5,534	23,550	265	4,171 (1,043)	496	34,018	676

3. Planned Addition, Retirement, and Other Changes of Facilities

The Company and its consolidated subsidiaries formulate capital expenditure plans by comprehensively taking into account the optimization of capital spending, future demand estimates, production plans and other factors under a severe revenue environment. In principle, facility plans are developed by the respective companies.

The planned amount of investment in additions and refurbishment of facilities is about 480.0 billion yen for the year ending March 31, 2025.

The planned addition and retirement of important facilities are as follows.

Addition

Company name Business site	Location	Segment name	Description of facilities	Planned investment amount (Billions of Yen)		Financing method	Scheduled commencement and completion dates		Capacity, etc.
				Total	Amount already paid		Commencement	Completion	
The Company Nagoya Works	Tokai City, Aichi	Steelmaking and Steel Fabrication	Next-generation hot-strip mill	270.0	75.0	Self-financing, borrowing and other means	May 2022	First quarter of fiscal year 2026	6 million tonnes/year

Refurbishment

Company name Business site	Location	Segment name	Description of facilities	Planned investment amount (Billions of Yen)		Financing method	Scheduled commencement and completion dates		Capacity, etc.
				Total	Amount already paid		Commencement	Completion	
The Company East Nippon Works	Kimitsu City, Chiba	Steelmaking and Steel Fabrication	No. 3 coke oven (including fixtures and fittings)	39.0	7.3	Self-financing, borrowing and other means	February 2022	First half of fiscal year 2026	0.7 million tonnes/year
The Company Kyushu Works	Oita City, Oita	Steelmaking and Steel Fabrication	No. 2 coke oven (including fixtures and fittings)	50.0	2.5	Self-financing, borrowing and other means	June 2022	Second half of fiscal year 2025	0.8 million tonnes/year

IV. Status of the Reporting Company

1. Company's Shares, etc.

(1) Total number of shares, etc.

(a) Total number of shares

Class	Total number of shares authorized to be issued
Ordinary shares	2,000,000,000
Total	2,000,000,000

(b) Issued shares

Class	Number of shares issued as of the end of the fiscal year (March 31, 2024)	Number of shares issued as of the filing date (June 23, 2024)	Name of financial instruments exchange on which securities are listed or authorized financial instruments business association to which securities are registered	Description
Ordinary shares	950,549,305	962,010,786	Tokyo Stock Exchange on its Prime Market Nagoya Stock Exchange on its Premier Market Fukuoka Stock Exchange and Sapporo Securities Exchange	Shares with full voting rights Number of shares that constitute a share unit is 100 shares.
Total	950,549,305	962,010,786	—	—

Note: The number of shares issued as of the filing date does not include the shares issued by exercising the stock acquisition rights of the convertible bonds from June 1, 2024 to the filing date of this securities report.

(2) Subscription right for new shares

(a) Stock option plans

Not applicable

(b) Rights plans

Not applicable

(c) Subscription right for new shares for other uses

The bonds with stock acquisition rights issued under the Companies Act are as follows.

a. Zero Coupon Convertible Bonds due 2024

Date of resolutions: September 14, 2021 (resolution delegated to the Board of Directors), September 16, 2021 (the decision by the Representative Director and President based on such delegation)

Date of issuance: October 4, 2021

(In “a.” below, the bonds above are referred to as “Bonds with Stock Acquisition Rights” and bonds solely are referred to as “Bonds” and stock acquisition rights solely are referred to as “Stock Acquisition Right(s)”.)

	As of the end of the fiscal year (March 31, 2024)	As of the end of the month immediately prior to the filing date (May 31, 2024)
Number of stock acquisition rights	14,945	12,179
Number of stock acquisition rights held by the Company included in stock acquisition rights	—	—
Class, contents, and number of shares to be issued upon exercise of stock acquisition rights (Note 1)	Common stock of the Company 61,927,650	Common stock of the Company 51,966,920
Amount to be paid in upon exercise of stock acquisition rights (yen) (Note 2)	2,413.3	2,356.2
Period for exercise of stock acquisition rights (Note 3)	From October 18, 2021 to September 20, 2024	Same as left
Issue price and amount to be capitalized when issuing shares upon exercise of stock acquisition rights (yen) (Note 4)	Issue price 2,413.3 Amount to be capitalized 1,207.0	Issue price 2,356.2 Amount to be capitalized 1,179.0
Conditions for exercise of stock acquisition rights	Each Stock Acquisition Right shall not be exercised in part.	Same as left
Matters concerning transfer of stock acquisition rights	Stock Acquisition Rights are attached to Zero Coupon Convertible Bonds with Stock Acquisition Rights and shall not be transferred separately from Bonds.	Same as left
Matters relating to issuance of stock acquisition rights in connection with reorganization	(Note 5)	Same as left
Contents and amount of assets to be contributed upon exercise of stock acquisition rights	Upon the exercise of each Stock Acquisition Right, Bonds pertaining to Stock Acquisition Rights shall be contributed, and the amount of such Bonds shall be equal to the face value thereof.	Same as left
Balance of bonds with stock acquisition rights (billion yen)	1,494.5	1,217.9

(Notes)

1. The class and contents of shares to be delivered upon exercise of the Stock Acquisition Rights shall be shares of common stock of the Company (100 shares constituting one unit). The number of shares of common stock of the Company to be delivered by the Company upon exercise of such rights shall be determined by dividing the total face value of Bonds subject to the exercise request by the applicable conversion price as detailed in Note 2 below. Fractions of less than one share shall be discarded and no cash adjustment will be made in respect thereof. If shares not constituting a unit of shares are delivered upon exercise of Stock Acquisition Rights, such non-unit shares shall be delivered to the bondholders with Stock Acquisition Rights in the same manner as the shares constituting a whole unit of shares, and no cash amounts shall be paid by the Company in respect of such non-unit shares.
2. (1) Upon the exercise of each Stock Acquisition Right, Bonds pertaining to such Stock Acquisition Rights shall be contributed, and the value of such Bonds shall be equal to the face value thereof.
(2) The initial conversion price shall be 2,884 yen; provided, however, that the terms and conditions of Bonds contain the provisions that adjustment shall be made if an event stated in (3) below occurs.
In accordance with the approval of the payment of an interim dividend of 70 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 2, 2021, the conversion price was adjusted to 2,786.3 yen on and after October 5, 2021 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of a year-end dividend of 90 yen per share of common stock of the Company at the 98th General Meeting of Shareholders held on June 23, 2022, the conversion price was adjusted to 2,660.6 yen on and after April 1, 2022 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of an interim dividend of 90 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 1, 2022, the conversion price was adjusted to 2,547.0 yen on and after October 1, 2022 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of a year-end dividend of 90 yen per share of common stock of the Company at the 99th General Meeting of Shareholders held on June 23, 2023, the conversion price was adjusted to 2,468.3 yen on and after April 1, 2023 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of an interim dividend of 75 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 1, 2023, the conversion price was adjusted to 2,413.3 yen on and after October 1, 2023 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of a year-end dividend of 85 yen per share of common stock of the Company at the 100th General Meeting of Shareholders held on June 21, 2024, the conversion price was adjusted to 2,356.2 yen on and after April 1, 2024 pursuant to the terms and conditions of Bonds.

- (3) If the Company issues new shares of the Company's common stock or disposes of shares of the Company's common stock held by the Company at a price below the fair value of the Company's common stock after the issuance of Bonds with Stock Acquisition Rights, the conversion price shall be adjusted based on the following formula. In the formula below, "number of issued shares" refers to the total number of outstanding shares of the Company's common stock (excluding those held by the Company).

$$\begin{array}{ccccccc} \text{Conversion} & & \text{Conversion} & & \text{Number of} & + & \text{Number of shares} & & \text{Amount paid per} \\ \text{price after} & = & \text{price before} & \times & \text{issued shares} & & \text{issued or disposed} & \times & \text{share} \\ \text{adjustment} & & \text{adjustment} & & & & \text{of} & & \\ & & & & & & & \times & \\ & & & & & & & \frac{}{\text{Fair value}} & \\ & & & & & & & \frac{}{\text{Number of issued shares + number of shares issued or disposed of}} & \end{array}$$

The conversion price shall also be adjusted as appropriate when a certain event occurs, such as the split or consolidation of shares of the Company's common stock, a certain level of dividends payment, issuance of any stock acquisition rights with a right to request for the delivery of shares of the Company's common stock at a price below the fair value of shares of the Company's common stock (including stock acquisition rights attached to bonds with stock acquisition rights).

3. The period shall be from October 18, 2021 to September 20, 2024 (local time at the place where Bonds are deposited for the exercise of Stock Acquisition Rights); provided, however, that (i) in the case of early redemption of Bonds by the Company, the period shall be until the date three business days in Tokyo prior to the redemption date (excluding Stock Acquisition Rights relating to Bonds for which early redemption due to a change in the taxation system had not been adopted), (ii) if retirement by purchase is made for Bonds, the period shall be until the time when Bonds are retired, and (iii) if the repayment of Bonds becomes due immediately, the period shall be until the time when immediate repayment occurs. In any of the cases stated above, the Stock Acquisition Rights shall not be exercised subsequent to September 20, 2024 (local time at the place where Bonds were deposited to exercise Stock Acquisition Rights).

Notwithstanding the above, if the Company reasonably determines that it is required to implement Reorganization, etc. (as defined below) of the Company, Stock Acquisition Rights shall not be exercised during the period of thirty days, which is specified by the Company and ends within fourteen days from the day following the effective date of the Reorganization, etc. of the Company.

In addition, Stock Acquisition Rights may not be exercised if the calendar day in Japan on which the exercise of the Stock Acquisition Rights becomes effective (or the following business day in Tokyo if such calendar day is not a business day in Tokyo) falls between a date in Tokyo two business days (or three business days if such date is not a business day in Tokyo) prior to the record date specified by the Company or any other date provided for to determine shareholders in connection with the provisions of Article 151, Paragraph 1 of the Act on Book-Entry Transfer of Corporate Bonds and Shares (together with the record date of the Company, hereinafter collectively referred to as the "Shareholder Determination Date") and such Shareholder Determination Date (or the following business day in Tokyo if such Shareholder Determination Date is not a business day in Tokyo). Provided, however, that if any change is made to Japanese law, regulations or practices regarding the issuance of shares related to the exercise of stock acquisition rights through the transfer system based on the Act on Book-Entry Transfer of Corporate Bonds and Shares, the Company may change the limit on the period during which Stock Acquisition Rights may be exercised pursuant to this paragraph in order to reflect such changes on the conditions of Bonds and Stock Acquisition Rights.

"Reorganization, etc." means that either of the following events that involves the transfer of the Company's obligations under Bonds and/or Stock Acquisition Rights to another company is approved at a general meeting of shareholders of the Company (or a meeting of the Board of Directors if a resolution of the general meeting of shareholders is not required): (i) a merger of the Company and another company (including consolidation-type merger and absorption-type merger, but excluding a case where the Company is a surviving company; the same shall apply hereinafter), (ii) a transfer of assets (limited to cases where all or substantially all of the Company's assets are sold or transferred to another company, and the Company's obligations under Bonds with Stock Acquisition Rights are transferred to or succeeded to by another company in accordance with the conditions of such sales or transfer), (iii) a company split (including incorporation-type company split and absorption-type company split, but is limited to a case where the Company's obligations under Bonds with Stock Acquisition Rights are transferred to or succeeded to by another party to such split), (iv) a share exchange or a share transfer (limited to cases where the Company becomes a wholly owned subsidiary of another company; the same shall apply hereinafter), or (v) other corporate reorganization procedures under Japanese law.

4. The amount of common stock to be increased when shares are issued by exercising Stock Acquisition Rights shall be calculated by multiplying the maximum amount of increase in common stock, etc., calculated in accordance with Article 17 of the Regulations on Corporate Accounting by 0.5. If there is a fraction less than one yen resulting from such calculation, such fraction shall be rounded up. The amount of capital reserve to be increased shall be the amount obtained by deducting the amount of

common stock to be increased from the maximum amount of increase in common stock, etc.

5. (1) In the event of Reorganization, etc., the Company shall make best efforts so that Succeeding Company, etc. (as defined below) will succeed to the status of the principal obligor of Bonds with Stock Acquisition Rights in accordance with the terms and conditions for Bonds with Stock Acquisition Rights and deliver new stock acquisition rights that replace Stock Acquisition Rights. Provided, however, that such succession and delivery stated above are on the condition that (i) they can be implemented under then applicable law; (ii) a mechanism to enable such has already been established or can be established; and (iii) the Company or Succeeding Company may implement such succession and delivery without incurring unreasonable (in the Company's opinion) costs (including taxes) from the perspective of the entire Reorganization, etc. In such case, the Company shall also make best efforts to ensure that Succeeding Company, etc. be a listed company in Japan on the effective date of such Reorganization, etc. The Company's obligation to make efforts as stated in this item (1) shall not apply in the case where the Company issues a certificate that states that the Company does not expect Succeeding Company be a listed company in Japan, regardless of the reason, on the effective date of such Reorganization, etc. to the trustee company for Bonds with Stock Acquisition Rights.

"Succeeding Company, etc." means a company that is the other party in Reorganization, etc. and assumes the Company's obligations relating to Bonds with Stock Acquisition Rights and/or Stock Acquisition Rights.

- (2) The contents of the stock acquisition rights of Succeeding Company, etc. to be delivered pursuant to the provisions of (1) above are as follows:

1) Number of stock acquisition rights

It shall be the same as the number of Stock Acquisition Rights pertaining to Bonds with Stock Acquisition Rights outstanding immediately prior to the effective date of such Reorganization, etc.

2) Class of shares to be issued upon exercise of stock acquisition rights

Shares of common stock of Succeeding Company, etc.

3) Number of shares to be issued upon exercise of stock acquisition rights

The number of shares of common stock of Succeeding Company, etc. to be delivered by exercising the stock acquisition rights of Succeeding Company, etc. shall be determined by Succeeding Company, etc. in reference to the terms and conditions of Bonds with Stock Acquisition Rights while taking into consideration conditions for such Reorganization, etc. It is also subject to the following (i) or (ii). The conversion price is subject to the same adjustment as stated in 2 (3) above.

(i) In case of certain mergers, share exchange or share transfer, the conversion price shall be determined so that the holder of the number of the Company's shares of common stock obtained by exercising the Stock Acquisition Rights immediately prior to the effective date of Reorganization, etc. of the Company may receive such number of shares of common stock of Succeeding Company, etc. when the stock acquisition rights of Succeeding Company, etc. are exercised immediately subsequent to the effective date of such Reorganization, etc. If securities or other assets other than the shares of common stock of Succeeding Company, etc. are delivered at the time of such Reorganization, etc., those who receive them shall also receive the shares of common stock of Succeeding Company, etc. in the number obtained by dividing the value of such securities or assets by the fair value of the shares of common stock of Succeeding Company, etc.

(ii) In the case of Reorganization, etc. other than the above, the conversion price shall be determined so that the same economic benefit received by holders of Bonds with Stock Acquisition Rights upon exercise of Stock Acquisition Rights immediately prior to the effective date of such Reorganization, etc. may be received when the stock acquisition rights of Succeeding Company, etc. are exercised immediately subsequent to the effective date of such Reorganization, etc.

4) Content and amount of assets to be contributed upon exercise of stock acquisition rights

Upon the exercise of stock acquisition rights of Succeeding Company, etc., the transferred Bonds shall be contributed, and the amount of such Bonds shall be equal to the face value of the transferred Bonds.

5) Period during which stock acquisition rights may be exercised

From the effective date of such Reorganization, etc. (in some cases, the date within 14 days after the effective date) to the expiration date of the exercise period for Stock Acquisition Rights stated in 3 above.

6) Other conditions for exercising stock acquisition rights

Each stock acquisition right of Succeeding Company, etc. shall not be exercised in part.

7) Common stock and capital reserve to be increased by the issuance of shares upon exercise of stock acquisition rights

The amount of common stock to be increased when shares are issued by exercising stock acquisition rights of Succeeding Company, etc. shall be calculated by multiplying the maximum amount of increase in common stock, etc., calculated in accordance with Article 17 of the Regulations on Corporate Accounting by 0.5. If there is a fraction less than one yen resulting from such calculation, such fraction shall be rounded up. The amount of capital reserve to be increased shall be the amount obtained by deducting the amount of common stock to be increased from the maximum amount of increase in common stock, etc.

8) In the event of Reorganization, etc.

In cases where Reorganization, etc. of Succeeding Company, etc. occurs, it will be treated in the same manner as Bonds with Stock Acquisition Rights.

9) Others

Any fraction less than one share upon exercise of the stock acquisition rights of Succeeding Company, etc. shall be disregarded and no cash adjustment shall be made. The stock acquisition rights of Succeeding Company, etc. shall not be transferred separately from the transferred Bonds.

- (3) In cases where the Company makes Succeeding Company, etc. assume or succeed to the Company's obligations based on the trust certificate pertaining to Bonds and Bonds with Stock Acquisition Rights in accordance with the provisions of (1) above, the Company shall be subject to the terms and conditions for Bonds with Stock Acquisition Rights in addition to providing a guarantee in certain cases specified in the terms and conditions for Bonds with Stock Acquisition Rights.

b. Zero Coupon Convertible Bonds due 2026

Date of resolutions: September 14, 2021 (resolution delegated to the Board of Directors), September 16, 2021 (the decision by the Representative Director and President based on such delegation)

Date of issuance: October 4, 2021

(In “b.” below, the bonds above are referred to as “Bonds with Stock Acquisition Rights” and bonds solely are referred to as “Bonds” and stock acquisition rights solely are referred to as “Stock Acquisition Right(s)”.)

	As of the end of the fiscal year (March 31, 2024)	As of the end of the month immediately prior to the filing date (May 31, 2024)
Number of stock acquisition rights	15,000	Same as left
Number of stock acquisition rights held by the Company included in stock acquisition rights	—	—
Class, contents, and number of shares to be issued upon exercise of stock acquisition rights (Note 1)	Common stock of the Company 59,316,671	Common stock of the Company 60,753,341
Amount to be paid in upon exercise of stock acquisition rights (yen) (Note 2)	2,528.8	2,469.0
Period for exercise of stock acquisition rights (Note 3)	From October 18, 2021 to September 24, 2026	Same as left
Issue price and amount to be capitalized when issuing shares upon exercise of stock acquisition rights (yen) (Note 4)	Issue price 2,528.8 Amount to be capitalized 1,265.0	Issue price 2,469.0 Amount to be capitalized 1,235.0
Conditions for exercise of stock acquisition rights	Each Stock Acquisition Right shall not be exercised in part.	Same as left
Matters concerning transfer of stock acquisition rights	Stock Acquisition Rights are attached to Zero Coupon Convertible Bonds with Stock Acquisition Rights and shall not be transferred separately from Bonds.	Same as left
Matters relating to issuance of stock acquisition rights in connection with reorganization	(Note 5)	Same as left
Contents and amount of assets to be contributed upon exercise of stock acquisition rights	Upon the exercise of each Stock Acquisition Right, Bonds pertaining to Stock Acquisition Rights shall be contributed, and the amount of such Bonds shall be equal to the face value thereof.	Same as left
Balance of bonds with stock acquisition rights (billion yen)	150.0	150.0

(Notes)

- The class and contents of shares to be delivered upon exercise of the Stock Acquisition Rights shall be shares of common stock of the Company (100 shares constituting one unit). The number of shares of common stock of the Company to be delivered by the Company upon exercise of such rights shall be determined by dividing the total face value of Bonds subject to the exercise request by the applicable conversion price as detailed in Note 2 below. Fractions of less than one share shall be discarded and no cash adjustment will be made in respect thereof. If shares not constituting a unit of shares are delivered upon exercise of Stock Acquisition Rights, such non-unit shares shall be delivered to the bondholders with Stock Acquisition Rights in the same manner as the shares constituting a whole unit of shares, and no cash amounts shall be paid by the Company in respect of such non-unit shares.
- Upon the exercise of each Stock Acquisition Right, Bonds pertaining to such Stock Acquisition Rights shall be contributed, and the value of such Bonds shall be equal to the face value thereof.
 - The initial conversion price shall be 3,022 yen; provided, however, that the terms and conditions of Bonds contain the provisions that adjustment shall be made if an event stated in (3) below occurs.
In accordance with the approval of the payment of an interim dividend of 70 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 2, 2021, the conversion price was adjusted to 2,919.6 yen on and after October 5, 2021 pursuant to the terms and conditions of Bonds.
In accordance with the approval of the payment of a year-end dividend of 90 yen per share of common stock of the Company at the 98th General Meeting of Shareholders held on June 23, 2022, the conversion price was adjusted to 2,787.9 yen on and after April 1, 2022 pursuant to the terms and conditions of Bonds.
In accordance with the approval of the payment of an interim dividend of 90 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 1, 2022, the conversion price was adjusted to

2,668.9 yen on and after October 1, 2022 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of a year-end dividend of 90 yen per share of common stock of the Company at the 99th General Meeting of Shareholders held on June 23, 2023, the conversion price was adjusted to 2,586.4 yen on and after April 1, 2023 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of an interim dividend of 75 yen per share of common stock of the Company at the meeting of the Board of Directors of the Company held on November 1, 2023, the conversion price was adjusted to 2,528.8 yen on and after October 1, 2023 pursuant to the terms and conditions of Bonds.

In accordance with the approval of the payment of a year-end dividend of 85 yen per share of common stock of the Company at the 100th General Meeting of Shareholders held on June 21, 2024, the conversion price was adjusted to 2,469.0 yen on and after April 1, 2024 pursuant to the terms and conditions of Bonds.

- (3) If the Company issues new shares of the Company's common stock or disposes of shares of the Company's common stock held by the Company at a price below the fair value of the Company's common stock after the issuance of Bonds with Stock Acquisition Rights, the conversion price shall be adjusted based on the following formula. In the formula below, "number of issued shares" refers to the total number of outstanding shares of the Company's common stock (excluding those held by the Company).

$$\begin{array}{ccccccc} \text{Conversion} & & \text{Conversion} & & \text{Number of} & & \text{Number of shares} \\ \text{price after} & = & \text{price before} & \times & \text{issued shares} & + & \text{issued or disposed} \\ \text{adjustment} & & \text{adjustment} & & & & \text{of} \\ & & & & & & \text{Fair value} \\ & & & & & & \text{Amount paid per} \\ & & & & & & \text{share} \\ & & & & & & \text{Number of issued shares + number of shares issued or disposed of} \end{array}$$

The conversion price shall also be adjusted as appropriate when a certain event occurs, such as the split or consolidation of shares of the Company's common stock, a certain level of dividends payment, issuance of any stock acquisition rights with a right to request for the delivery of shares of the Company's common stock at a price below the fair value of shares of the Company's common stock (including stock acquisition rights attached to bonds with stock acquisition rights).

3. The period shall be from October 18, 2021 to September 24, 2026 (local time at the place where Bonds are deposited for the exercise of Stock Acquisition Rights); provided, however, that (i) in the case of early redemption of Bonds by the Company, the period shall be until the date three business days in Tokyo prior to the redemption date (excluding Stock Acquisition Rights relating to Bonds for which early redemption due to a change in the taxation system had not been adopted), (ii) if retirement by purchase is made for Bonds, the period shall be until the time when Bonds are retired, and (iii) if the repayment of Bonds becomes due immediately, the period shall be until the time when immediate repayment occurs. In any of the cases stated above, the Stock Acquisition Rights shall not be exercised subsequent to September 24, 2026 (local time at the place where Bonds were deposited to exercise Stock Acquisition Rights).

Notwithstanding the above, if the Company reasonably determines that it is required to implement Reorganization, etc. (as defined below) of the Company, Stock Acquisition Rights shall not be exercised during the period of thirty days, which is specified by the Company and ends within fourteen days from the day following the effective date of the Reorganization, etc. of the Company.

In addition, Stock Acquisition Rights may not be exercised if the calendar day in Japan on which the exercise of the Stock Acquisition Rights becomes effective (or the following business day in Tokyo if such calendar day is not a business day in Tokyo) falls between a date in Tokyo two business days (or three business days if such date is not a business day in Tokyo) prior to the record date specified by the Company or any other date provided for to determine shareholders in connection with the provisions of Article 151, Paragraph 1 of the Act on Book-Entry Transfer of Corporate Bonds and Shares (together with the record date of the Company, hereinafter collectively referred to as the "Shareholder Determination Date") and such Shareholder Determination Date (or the following business day in Tokyo if such Shareholder Determination Date is not a business day in Tokyo). Provided, however, that if any change is made to Japanese law, regulations or practices regarding the issuance of shares related to the exercise of stock acquisition rights through the transfer system based on the Act on Book-Entry Transfer of Corporate Bonds and Shares, the Company may change the limit on the period during which Stock Acquisition Rights may be exercised pursuant to this paragraph in order to reflect such changes on the conditions of Bonds and Stock Acquisition Rights.

"Reorganization, etc." means that either of the following events that involves the transfer of the Company's obligations under Bonds and/or Stock Acquisition Rights to another company is approved at a general meeting of shareholders of the Company (or a meeting of the Board of Directors if a resolution of the general meeting of shareholders is not required): (i) a merger of the Company and another company (including consolidation-type merger and absorption-type merger, but excluding a case where the Company is a surviving company; the same shall apply hereinafter), (ii) a transfer of assets (limited to cases where all or substantially all of the Company's assets are sold or transferred to another company, and the Company's obligations under Bonds with Stock Acquisition Rights are transferred to or succeeded to by another company in accordance with the conditions of such sales or transfer), (iii) a company split (including incorporation-type company split and absorption-type company split, but is limited to a case where the Company's obligations under Bonds with Stock Acquisition Rights are transferred to or succeeded to by another party to such split), (iv) a share exchange or a share transfer (limited to cases where the Company becomes a wholly owned subsidiary of another company; the same shall apply hereinafter), or (v) other corporate reorganization procedures under Japanese law.

4. The amount of common stock to be increased when shares are issued by exercising Stock Acquisition Rights shall be calculated by multiplying the maximum amount of increase in common stock, etc., calculated in accordance with Article 17 of the Regulations on Corporate Accounting by 0.5. If there is a fraction less than one yen resulting from such calculation, such fraction shall be rounded up. The amount of capital reserve to be increased shall be the amount obtained by deducting the amount of common stock to be increased from the maximum amount of increase in common stock, etc.
5. (1) In the event of Reorganization, etc., the Company shall make best efforts so that Succeeding Company, etc. (as defined below) will succeed to the status of the principal obligor of Bonds with Stock Acquisition Rights in accordance with the terms and conditions for Bonds with Stock Acquisition Rights and deliver new stock acquisition rights that replace Stock Acquisition

Rights. Provided, however, that such succession and delivery stated above are on the condition that (i) they can be implemented under then applicable law; (ii) a mechanism to enable such has already been established or can be established; and (iii) the Company or Succeeding Company may implement such succession and delivery without incurring unreasonable (in the Company's opinion) costs (including taxes) from the perspective of the entire Reorganization, etc. In such case, the Company shall also make best efforts to ensure that Succeeding Company, etc. be a listed company in Japan on the effective date of such Reorganization, etc. The Company's obligation to make efforts as stated in this item (1) shall not apply in the case where the Company issues a certificate that states that the Company does not expect Succeeding Company be a listed company in Japan regardless of the reason on the effective date of such Reorganization, etc. to the trustee company for Bonds with Stock Acquisition Rights.

"Succeeding Company, etc." means a company that is the other party in Reorganization, etc. and assumes the Company's obligations relating to Bonds with Stock Acquisition Rights and/or Stock Acquisition Rights.

- (2) The contents of the stock acquisition rights of Succeeding Company, etc. to be delivered pursuant to the provisions of (1) above are as follows:
 - 1) Number of stock acquisition rights
It shall be the same as the number of Stock Acquisition Rights pertaining to Bonds with Stock Acquisition Rights outstanding immediately prior to the effective date of such Reorganization, etc.
 - 2) Class of shares to be issued upon exercise of stock acquisition rights
Shares of common stock of Succeeding Company, etc.
 - 3) Number of shares to be issued upon exercise of stock acquisition rights
The number of shares of common stock of Succeeding Company, etc. to be delivered by exercising the stock acquisition rights of Succeeding Company, etc. shall be determined by Succeeding Company, etc. in reference to the terms and conditions of Bonds with Stock Acquisition Rights while taking into consideration conditions for such Reorganization, etc. It is also subject to the following (i) or (ii). The conversion price is subject to the same adjustment as stated in 2 (3) above.
 - (i) In case of certain mergers, share exchange or share transfer, the conversion price shall be determined so that the holder of the number of the Company's shares of common stock obtained by exercising the Stock Acquisition Rights immediately prior to the effective date of Reorganization, etc. of the Company may receive such number of shares of common stock of Succeeding Company, etc. when the stock acquisition rights of Succeeding Company, etc. are exercised immediately subsequent to the effective date of such Reorganization, etc. If securities or other assets other than the shares of common stock of Succeeding Company, etc. are delivered at the time of such Reorganization, etc., those who receive them shall also receive the shares of common stock of Succeeding Company, etc. in the number obtained by dividing the value of such securities or assets by the fair value of the shares of common stock of Succeeding Company, etc.
 - (ii) In the case of Reorganization, etc. other than the above, the conversion price shall be determined so that the same economic benefit received by holders of Bonds with Stock Acquisition Rights upon exercise of Stock Acquisition Rights immediately prior to the effective date of such Reorganization, etc. may be received when the stock acquisition rights of Succeeding Company, etc. are exercised immediately subsequent to the effective date of such Reorganization, etc.
 - 4) Content and amount of assets to be contributed upon exercise of stock acquisition rights
Upon the exercise of stock acquisition rights of Succeeding Company, etc., the transferred Bonds shall be contributed, and the amount of such Bonds shall be equal to the face value of the transferred Bonds.
 - 5) Period during which stock acquisition rights may be exercised
From the effective date of such Reorganization, etc. (in some cases, the date within 14 days after the effective date) to the expiration date of the exercise period for Stock Acquisition Rights stated in 3 above.
 - 6) Other conditions for exercising stock acquisition rights
Each stock acquisition right of Succeeding Company, etc. shall not be exercised in part.
 - 7) Common stock and capital reserve to be increased by the issuance of shares upon exercise of stock acquisition rights
The amount of common stock to be increased when shares are issued by exercising stock acquisition rights of Succeeding Company, etc. shall be calculated by multiplying the maximum amount of increase in common stock, etc., calculated in accordance with Article 17 of the Regulations on Corporate Accounting by 0.5. If there is a fraction less than one yen resulting from such calculation, such fraction shall be rounded up. The amount of capital reserve to be increased shall be the amount obtained by deducting the amount of common stock to be increased from the maximum amount of increase in common stock, etc.
 - 8) In the event of Reorganization, etc.
In cases where Reorganization, etc. of Succeeding Company, etc. occurs, it will be treated in the same manner as Bonds with Stock Acquisition Rights.
 - 9) Others
Any fraction less than one share upon exercise of the stock acquisition rights of Succeeding Company, etc. shall be disregarded and no cash adjustment shall be made. The stock acquisition rights of Succeeding Company, etc. shall not be transferred separately from the transferred Bonds.
- (3) In cases where the Company makes Succeeding Company, etc. assume or succeed to the Company's obligations based on the trust certificate pertaining to Bonds and Bonds with Stock Acquisition Rights in accordance with the provisions of (1) above, the Company shall be subject to the terms and conditions for Bonds with Stock Acquisition Rights in addition to providing a guarantee in certain cases specified in the terms and conditions for Bonds with Stock Acquisition Rights.

(3) Exercise status of corporate bond certificates, etc. corporate bond certificates, etc. with subscription right for new shares with an exercise price adjustment clause

Not applicable

(4) Changes in number of issued shares, common stock and capital reserve

Date	Changes in total number of issued shares	Balance of total number of issued shares	Changes in common stock (Millions of Yen)	Balance of common stock (Millions of Yen)	Changes in capital reserve (Millions of Yen)	Balance of capital reserve (Millions of Yen)
From April 1, 2023, to March 31, 2024 (Note 1)	227,903	950,549,305	275	419,799	275	111,807

Notes: 1. Increase due to the exercise of the stock acquisition rights of the convertible bonds.

2: From April 1, 2024, to May 31, 2024, the total number of issued shares increased by 11,461,481 shares, the common stock increased by 13,830 million yen, and the capital reserve increased by 13,803 million yen due to the exercise of stock acquisition rights of the convertible bonds.

(5) Shareholding by shareholder category

As of March 31, 2024

Category	Status of shares (1 unit = 100 shares)								Number of shares less than one unit
	National and local governments	Financial institutions	Japanese financial instruments business operators	Other corporations	Foreign shareholders		Individuals and others	Total	
					Non-individuals	Individuals			
Number of shareholders	5	192	83	5,433	818	1,213	492,371	500,115	—
Number of shares held (Units)	316	2,907,399	349,465	938,277	1,948,386	10,391	3,281,015	9,435,249	7,024,405
Shareholding ratio (%)	0.00	30.81	3.70	9.94	20.65	0.11	34.77	100	—

Notes: 1. Treasury stock is included in “Individuals and others” in the amount of 284,159 units, and in “Shares less than one unit” in the amount of 98 shares.

This number of shares of treasury stock is the number listed on the register of shareholders. The number of shares substantially held by the Company is 28,415,333 shares.

2. Shares held under the name of Japan Securities Depository Center are included in “Other corporations” in the amount of 78 units, and in “Shares less than one unit” in the amount of 42 shares.

3. The number of shareholders who only hold shares less than one unit is 129,633 persons.

(6) Major shareholders

As of March 31, 2024

Name	Address	Number of shares held (Hundreds of shares)	Number of shares held as a percentage of total shares issued (excluding treasury stock) (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	1-8-1 Akasaka, Minato-ku, Tokyo	1,198,638	13.0
Custody Bank of Japan, Ltd. (Trust Account)	1-8-12 Harumi, Chuo-ku, Tokyo	468,038	5.1
Nippon Life Insurance Company (Standing proxy: The Master Trust Bank of Japan, Ltd.)	1-6-6 Marunouchi, Chiyoda-ku, Tokyo (1-8-1 Akasaka, Minato-ku, Tokyo)	191,791	2.1
STATE STREET BANK WEST CLIENT - TREATY 505234 (Standing proxy: Settlement & Clearing Services Department, Mizuho Bank, Ltd.)	1776 HERITAGE DRIVE, NORTH QUINCY, MA 02171, U.S.A. (2-15-1 Konan, Minato-ku, Tokyo)	174,248	1.9
Meiji Yasuda Life Insurance Company (Standing proxy: Custody Bank of Japan, Ltd.)	2-1-1 Marunouchi, Chiyoda-ku, Tokyo (1-8-12 Harumi, Chuo-ku, Tokyo)	137,127	1.5
JPMorgan Securities Japan Co., Ltd.	2-7-3 Marunouchi, Chiyoda-ku, Tokyo	128,590	1.4
Nippon Steel Group Employees Shareholding Association	2-1-1 Marunouchi, Chiyoda-ku, Tokyo	123,374	1.3
Mizuho Bank, Ltd. (Standing proxy: Custody Bank of Japan, Ltd.)	1-5-5 Otemachi, Chiyoda-ku, Tokyo (1-8-12 Harumi, Chuo-ku, Tokyo)	110,466	1.2
Sumitomo Mitsui Banking Corporation	1-1-2 Marunouchi, Chiyoda-ku, Tokyo	102,529	1.1
MUFG Bank, Ltd.	2-7-1 Marunouchi, Chiyoda-ku, Tokyo	89,332	1.0
Total	—	2,724,137	29.5

Notes: 1. In addition to the above, there are 284,153 hundred shares of treasury stock held by the Company (shareholding ratio: 3.1%).

2. In a Statement of Changes to a Statement of Large Volume Holding made available for public inspection as of October 20, 2023, it is stated that Mizuho Bank, Ltd. and its joint holders, Mizuho Securities Co., Ltd., Asset Management One Co., Ltd. and Mizuho International plc, held the following shares of NIPPON STEEL as of October 13, 2023. However, they are not included in the above major shareholders because NIPPON STEEL is unable to confirm the actual number of shares held by the said companies as of March 31, 2024.

The details in the Statement of Changes are as follows:

Name / Company name	Number of share certificates, etc. held (Hundreds of shares)	Ownership ratio (%)
Mizuho Bank, Ltd.	121,998	1.27
Mizuho Securities Co., Ltd.	87,646	0.91
Asset Management One Co., Ltd.	294,580	3.07
Mizuho International plc	0	0.00
Total	504,225	5.26

3. In a Statement of Changes to a Statement of Large Volume Holding made available for public inspection as of February 6, 2024, it is stated that Sumitomo Mitsui Trust Bank, Limited and its joint holders, Sumitomo Mitsui Trust Asset Management Co., Ltd., and Nikko Asset Management Co., Ltd., held the following shares of NIPPON STEEL as of January 31, 2024. However, they are not included in the above major shareholders because NIPPON STEEL is unable to confirm the actual number of shares held by the said companies as of March 31, 2024.

The details in the Statement of Changes are as follows:

Name / Company name	Number of share certificates, etc. held (Hundreds of shares)	Ownership ratio (%)
Sumitomo Mitsui Trust Bank, Limited	79,131	0.83
Sumitomo Mitsui Trust Asset Management Co., Ltd.	268,472	2.82
Nikko Asset Management Co., Ltd.	160,208	1.69
Total	507,812	5.34

4. In a Statement of Changes to a Statement of Large Volume Holding made available for public inspection as of April 4, 2024, it is stated that Nomura Securities Co., Ltd. and its joint holders, NOMURA INTERNATIONAL PLC, NOMURA SECURITIES INTERNATIONAL, Inc. and Nomura Asset Management Co., Ltd., held the following shares of NIPPON STEEL as of March 29, 2024. However, they are not included in the above major shareholders because NIPPON STEEL is unable to confirm the actual number of shares held by the said companies as of March 31, 2024.

The details in the Statement of Changes are as follows:

Name / Company name	Number of share certificates, etc. held (Hundreds of shares)	Ownership ratio (%)
Nomura Securities Co., Ltd.	302,284	3.09
NOMURA INTERNATIONAL PLC	71,601	0.73
NOMURA SECURITIES INTERNATIONAL, Inc.	0	0.00
Nomura Asset Management Co., Ltd.	224,202	2.36
Total	598,088	5.89

(7) Voting rights

(a) Issued shares

As of March 31, 2024

Classification	Number of shares	Number of voting rights (Units)	Description
Non-voting shares	—	—	—
Shares with restricted voting rights (Treasury stock, etc.)	—	—	—
Shares with restricted voting rights (Other)	—	—	—
Shares with full voting rights (Treasury stock, etc.)	Ordinary shares 29,530,900	—	Number of shares that constitute a share unit is 100 shares.
Shares with full voting rights (Other)	Ordinary shares 913,994,000	9,139,940	Number of shares that constitute a share unit is 100 shares.
Shares less than one unit	Ordinary shares 7,024,405	—	—
Total number of issued shares	950,549,305	—	—
Total voting rights held by all shareholders	—	9,139,940	—

Notes: 1. The figure in “Shares with full voting rights (Treasury stock, etc.)” above includes shares of treasury stock of 28,415,300 shares and cross-held shares of 1,115,600 shares (including the Company’s shares of 239,700 shares contributed to the retirement benefit trust).

2. The figure in “Shares with full voting rights (Other)” above includes 7,800 shares (78 voting rights) held under the name of Japan Securities Depository Center, and 600 shares recorded on the register of shareholders as being held under the name of the Company, which are not substantially held by the Company.

3. The figure in “Number of shares” for “Shares less than one unit” includes the following treasury stock, shares held by subsidiaries and cross-held shares, as well as 42 shares held under the name of Japan Securities Depository Center. In addition, it also includes 65 shares recorded on the register of shareholders as being held under the name of the Company, which are not substantially held by the Company.

The Company: 33 shares; NS United Kaiun Kaisha, Ltd.: 23 shares; TETSUGEN Corporation: 7 shares; STEEL CENTER CO., LTD.: 41 shares; Kyohei Steel Ltd.: 50 shares; DAIDO LOGISTICS INC.: 58 shares

(b) Treasury stock, etc.

As of March 31, 2024

Shareholders	Addresses of shareholders	Number of shares held under the name of the Company	Number of shares held under the name of others	Total number of shares held	Number of shares held as a percentage of total shares issued (%)
(Treasury stock) The Company (Cross-held shares)	2-6-1 Marunouchi, Chiyoda-ku, Tokyo	28,415,300	—	28,415,300	2.99
NS United Kaiun Kaisha, Ltd.	1-5-1 Otemachi, Chiyoda-ku, Tokyo	649,300	—	649,300	0.07
Keiyo Tekko Futo Co., Ltd.	5 Takayashinmach, Ichikawa-shi	100,000	—	100,000	0.01
TETSUGEN Corporation	1-4-4 Fujimi, Chiyoda-ku, Tokyo	96,300	—	96,300	0.01
STEEL CENTER CO., LTD.	3-6-2 Uchikanda, Chiyoda-ku, Tokyo	12,900	—	12,900	0.00
Kowa Seiko Co., Ltd.	46-93 Aza-sakinohama, Nakabaru, Tobata-ku, Kitakyushu-shi	10,000	—	10,000	0.00
Kyohei Steel Ltd.	1-4-16 Dojimahama, Kita-ku, Osaka-shi	7,300	—	7,300	0.00
DAIDO LOGISTICS INC.	3-2-1 Kuiseminamishinmachi, Amagasaki-shi	100	—	100	0.00
Total		29,291,200	—	29,291,200	3.08

Notes: 1. In addition to the above, the number of shares with full voting rights (treasury stock, etc.) is 29,530,900 shares, when combined with 239,700 shares of the Company contributed to the retirement benefit trust.

2. In addition to the above, there are 600 shares recorded on the register of shareholders as being held under the name of the Company, which are not substantially held by the Company.

2. Acquisition and Disposal of Treasury Stock

Class of shares: Acquisition of ordinary shares under Article 155, Item 7 of the Companies Act

(1) Acquisition by resolution of the general meeting of shareholders

Not applicable

(2) Acquisition by resolution of the board of directors

Not applicable

(3) Acquisition not based on resolution of the general meeting of shareholders or the board of directors

Acquisition of ordinary shares under Article 155, Item 7 of the Companies Act

Classification	Number of shares	Total amount (Yen)
Treasury stock acquired during the year ended March 31, 2024	22,472	73,875,848
Treasury stock acquired during the period from April 1, 2024 to the filing date of this report	3,025	10,512,212

Note: "Treasury stock acquired during the period from April 1, 2024 to the filing date of this report" does not include the number of shares less than one unit purchased during the period from June 1, 2024 to the filing date of this report.

(4) Disposal of treasury stock acquired and number of share of treasury stock held

Classification	Year ended March 31, 2024		Period from April 1, 2024 to the filing date of this report	
	Number of shares	Total disposal amount (Yen)	Number of shares	Total disposal amount (Yen)
Treasury stock acquired for which subscribers were solicited	—	—	—	—
Treasury stock acquired that were cancelled	—	—	—	—
Treasury stock acquired for which share transfer was conducted in association with merger/share exchange/issue of share/company split	—	—	—	—
Other (Based on demand for cash-out of shares less than one unit)	1,259	2,429,940	196	378,428
Number of shares of treasury stock held	28,415,333	—	28,418,162	—

Note: "Number of shares of treasury stock held" during the "Period from April 1, 2024 to the filing date of this report" does not include the number of shares acquired or disposed of based on the exercise of appraisal rights or demand for cash-out of shares less than one unit during the period from June 1, 2024 to the filing date of this report.

3. Dividend Policy

The Company's basic profit distribution policy is to pay dividends from distributable funds at the end of the first half (interim) and second half (year-end) of the fiscal year, in consideration of the consolidated operating results and such factors as capital requirements for investment and other activities aimed at raising corporate value and performance prospects while also considering the financial structure of the Company on both consolidated and non-consolidated basis.

The Company has adopted a consolidated annual payout ratio target of around 30% as the benchmark for the "payment of dividends from distributable funds in consideration of the consolidated operating results."

The level of the first-half dividend is determined based on consideration of interim performance figures and forecasts for the full fiscal year performance.

As in the past, the year-end dividend payment will be made according to the resolution of the General Meeting of Shareholders, and any other form of distribution and appropriation of surplus (including the interim dividend) will be made according to the resolution of the Meeting of the Board of Directors as provided in Article 33 of the Articles of Incorporation and with the aim of securing flexibility in financial operations.

, The Company paid a dividend of 75 yen per share at the end of the first half. Regarding the year-end dividend, the Company resolved at the 100th General Meeting of Shareholders held on June 21, 2024 to pay a year-end dividend of 85 yen per share (the annual dividend is 160 yen per share).

Date of resolution	Total amount of dividends (Millions of Yen)	Dividends per share (Yen)
The Meeting of the Board of Directors held on November 1, 2023	69,143	75
The 100th General Meeting of Shareholders held on June 21, 2024	78,381	85

4. Corporate Governance, etc.

(1) Overview of corporate governance

(a) Basic Views on Corporate Governance

Under the corporate philosophy as described below, the Company has established a corporate governance system suited to the businesses of the NIPPON STEEL Group in order to achieve the sound and sustainable growth of the NIPPON STEEL Group and increase its corporate value over the medium- to long-term, in response to the mandate delegation of responsibilities by and trust of from all stakeholders, including its shareholders and business partners.

NIPPON STEEL GROUP Corporate Philosophy

Our Values

Nippon Steel Corporation Group will pursue world-leading technologies and manufacturing capabilities, and contribute to society by providing excellent products and services.

Management Principles

1. We continue to emphasize the importance of integrity and reliability in our actions.
2. We provide products and services that benefit society, and grow in partnership with our customers.
3. We pursue world-leading technologies and manufacturing capabilities.
4. We continually anticipate and address future changes, innovative from within, and pursue unending progress.
5. We develop and bring out the best in our people to make our Group rich with energy and enthusiasm.

(b) Overview of corporate governance system and reasons for adopting the system

a. Reasons for Adopting a Company with an Audit & Supervisory Committee

The Company has adopted a company structure with an Audit & Supervisory Committee for the purpose of, among others, expediting management decision-making, enhancing discussions relating to items such as the formulation of policies and strategies by limiting the number of items for deliberation by the Board of Directors, and strengthening the supervisory function of the Board of Directors over management.

b. Corporate Governance System

Currently, the Board of Directors is comprised of 14 members, of whom 9 are Directors (excluding Directors who are Audit & Supervisory Committee Members) and 5 are Directors who are Audit & Supervisory Committee Members. By all Directors appropriately fulfilling their respective roles and responsibilities, prompt decision-makings are achieved corresponding to changes in the management environment, and multifaceted deliberations and objective and transparent decision-makings by the Board of Directors are secured. In addition, Directors who are Audit & Supervisory Committee Members have voting rights on the Board of Directors regarding decisions on proposals for the election and dismissal of Directors as well as on election and dismissal of Representative Directors, and other decisions in general regarding business execution (excluding decisions that have been delegated to Directors). The Audit & Supervisory Committee has the authority to give its opinions at the General Meeting of Shareholders regarding the election, compensation, etc. of Directors, excluding Directors who are Audit & Supervisory Committee Members. This structure strengthens the supervisory function of the Board of Directors over management.

Also, in accordance with a provision in the Articles of Incorporation, the Board of Directors of the Company delegates part of the decisions regarding execution of important operations (excluding matters listed in each item of Article 399-13, Paragraph 5 of the Companies Act) to the Representative Director and Chairman and Representative Director and President, thereby expediting management decision-making. During the current fiscal year, the Board of Directors deliberated on the formulation of management policies and strategies, important business strategy matters, the status of initiatives for safety, the environment, disaster prevention, quality, carbon neutrality and diversity and inclusion. The Board of Directors also deliberated on the selection of Representative Directors, the nomination of candidates for the Board of Directors, the selection of senior management, the amount of compensation for the Directors (excluding Directors who are Audit & Supervisory Committee Members), the verification of strategic shareholdings, the analysis and evaluation of the effectiveness of the Board of Directors as a whole, the status of development and operation of internal control systems, feedback from shareholders and investors, and other matters. In

order for all Outside Directors to obtain necessary information and sufficiently fulfill their roles, the Chairman, the President and other senior management regularly hold meetings with all Outside Directors to share management challenges, and exchange opinions.

Outside Directors account for one-third (5 out of 15) of all members of the Company's Board of Directors.

Composition of the Board of Directors

Name	Position	Attendance during fiscal 2023 (attendance rate)		
	Board of Directors' meeting	Audit & Supervisory Committee meeting	Nomination and Compensation Advisory Committee meeting	
[Directors (excluding Directors who are Audit & Supervisory Committee Members)]				
Eiji Hashimoto	Representative Director, Chairman and CEO	14 out of 14 meetings (100%)	—	3 out of 3 meetings (100%)
Tadashi Imai	Representative Director, President and COO (Chairperson)	14 out of 14 meetings (100%)	—	—
Takahiro Mori	Representative Director, Vice Chairman and Executive Vice President	14 out of 14 meetings (100%)	—	—
Naoki Sato	Representative Director and Executive Vice President	14 out of 14 meetings (100%)	—	—
Takashi Hirose	Representative Director and Executive Vice President	14 out of 14 meetings (100%)	—	—
Kazuhisa Fukuda	Representative Director and Executive Vice President	11 out of 11 meetings (100%)	—	—
Hirofumi Funakoshi	Representative Director and Executive Vice President	11 out of 11 meetings (100%)	—	—
Hiroyuki Minato	Representative Director and Executive Vice President	—	—	—
Tetsuro Tomita	Director (Outside Director) (Independent Director)	13 out of 14 meetings (93%)	—	3 out of 3 meetings (100%)
Kuniko Urano	Director (Outside Director) (Independent Director)	14 out of 14 meetings (100%)	—	3 out of 3 meeting (100%)
[Directors who are Audit & Supervisory Committee Members]				
Kazumasa Shinkai	Senior Audit & Supervisory Committee Member (full-time)	—	—	—
Eiji Sogo	Senior Audit & Supervisory Committee Member (full-time)	—	—	—
Kenji Hiramatsu	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	—	—	—
Aiko Sekine	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	—	—	—
Sumiko Takeuchi	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	—	—	2 out of 2 meetings (100%)

Notes: 1. The details of each member, including titles and brief personal histories, are described in “4. Corporate Governance, etc., (2) Status of Officers, (a) List of Officers” of this report.

2. Hiroyuki Minato, Kazumasa Shinkai, Eiji Sogo, Kenji Hiramatsu, Aiko Sekine and Sumiko Takeuchi were elected at the 100th General Meeting of Shareholders held on June 21, 2024.

3. For Kazuhisa Fukuda and Hirofumi Funakoshi, attendance during fiscal 2023 since their election at the 99th General Meeting of Shareholders held on June 23, 2023 is shown.

4. For Directors who retired at the conclusion of the 100th General Meeting of Shareholders held on June 21, 2024, attendance during fiscal 2023 is as follows.

Name	Position at the time of retirement	Attendance during fiscal 2023 (attendance rate)		
		Board of Directors' meeting	Audit & Supervisory Committee meeting	Nomination and Compensation Advisory Committee meeting
Kose Shindo	Director and Senior Advisor	14 out of 14 meetings (100%)	—	3 out of 3 meetings (100%)
Shozo Furumoto	Senior Audit & Supervisory Committee Member (full-time)	14 out of 14 meetings (100%)	18 out of 18 meetings (100%)	
Masayoshi Murase	Audit & Supervisory Committee Member (full-time)	14 out of 14 meetings (100%)	18 out of 18 meetings (100%)	
Seiichiro Azuma	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	14 out of 14 meetings (100%)	18 out of 18 meetings (100%)	
Hiroshi Yoshikawa	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	13 out of 14 meetings (93%)	18 out of 18 meetings (100%)	
Masato Kitera	Audit & Supervisory Committee Member (Outside Director) (Independent Director)	14 out of 14 meetings (100%)	18 out of 18 meetings (100%)	3 out of 3 meetings (100%)

5. For Directors who retired at the conclusion of the 99th General Meeting of Shareholders held on June 23, 2023, attendance during fiscal 2023 is as follows.

Name	Position at the time of retirement	Attendance during fiscal 2023 (attendance rate)		
		Board of Directors' meeting	Audit & Supervisory Committee meeting	Nomination and Compensation Advisory Committee meeting
Aikio Migita	Director	3 out of 3 meetings (100%)	—	—

c. Establishment and Operation of the Internal Control System

To comply with applicable laws and regulations, and ensure the integrity of financial reports and the effectiveness and efficiency of business and affairs, the Company establishes and appropriately operates an internal control system, and strives to continually improve it. To create a sound and open organization, the Company establishes the internal control environment by emphasizing dialogue in and outside the workplace, regularly conducting attitude surveys with all employees, and establishing a whistleblower system to receive consultation and reports not only from officers and employees of the Company and the Group companies, but also from their families.

d. Appropriate Information Disclosure

To enhance management transparency and advance a correct understanding by stakeholders on the management situation of the Group, the Company not only seeks to disclose information in accordance with applicable laws and regulations and the rules of financial instruments exchanges, but also seeks to disclose financial and non-financial information at an appropriate timing, in an easily understandable manner, and accurately.

e. Regular Examination and Review of Corporate Governance

The Company regularly examines and reviews, at the Board of Directors, the corporate governance structure, its operating situation, and other relevant facts and circumstances, including the analysis and evaluation of the effectiveness of the Board of Directors as a whole so that the Company will be able to make improvements autonomously, considering the opinions of Outside Directors.

(c) Nomination and Compensation Advisory Committee

The Nomination and Compensation Advisory Committee is positioned as a forum for broad discussion and consideration of all matters related to the Company's executive personnel and compensation, including the composition of the entire Board of Directors and Audit & Supervisory Committee, and the compensation system and compensation levels of Directors. It is comprised of the Chairman, the President, and three or more members designated by the President who is the Chairperson, from among the Outside Directors.

The Nomination and Compensation Advisory Committee comprises five members, the Representative Director and Chairman, Eiji Hashimoto, the Representative Director and President, Tadashi Imai, and Outside Directors Tetsuro Tomita, Kuniko Urano and Kenji Kitera. The President serves as the Chairman of the Committee. In principle, the meeting is held twice a year (in fiscal 2023, it was held in May and December 2023, and February 2024).

(d) Status of development and operation of the internal control system

The Company has established its basic policy on internal control system at the Board of Directors meeting as follows, and operates the system in accordance with such policy.

Basic Policy on Internal Control System (System for Ensuring Appropriateness of its Business)

The Company is aiming at continuous improvement of its corporate value and winning the trust of society under the “NIPPON STEEL GROUP Corporate Philosophy”. In addition, the Company will establish and appropriately manage an internal control system (a system for ensuring appropriateness of business, etc.) as follows to comply with applicable laws and regulations, and ensure integrity of financial reporting, and effectiveness and efficiency of business, and will continue to improve such system in view of further enhancement of corporate governance.

I. Matters Necessary for the Execution of Duties of the Audit & Supervisory Committee

(a) Matters related to Directors and Employees to Assist the Audit & Supervisory Committee of the Company in its Duties

The Company will establish the Audit & Supervisory Committee Members’ Office and assign full-time employees (the “dedicated staff members”), in order to assist the Audit & Supervisory Committee in the smooth execution of its duties. No Directors will be assigned to assist the Audit & Supervisory Committee in its duties.

(b) Matters related to the Independence of the Dedicated Staff Members from Other Directors (Excluding Directors Who are Audit & Supervisory Committee Members) and Matters related to Ensuring the Effectiveness of Instructions of the Audit & Supervisory Committee to the Dedicated Staff Members

The dedicated staff members are full-time employees and perform their duties under the direction of the Audit & Supervisory Committee. In addition, the Head of the Human Resources Division discusses with the Audit & Supervisory Committee in advance the transfer and evaluation, etc. of the dedicated staff members to ensure their independence from the executive divisions and the effectiveness of the Audit & Supervisory Committee’s instructions to the dedicated staff members.

(c) System for Directors, Employees, Etc. of the Company and its Subsidiaries to Report to the Audit & Supervisory Committee

The Directors (excluding Directors who are Audit & Supervisory Committee Members), Executive Officers, General Managers, and other employees of the Company will report to the Audit & Supervisory Committee in a timely and appropriate manner in accordance with laws and regulations or the Company’s rules, either directly or through the related divisions such as the Internal Control & Audit Division, on the status of the execution of duties, the maintenance and operation of the internal control system (hereinafter including the status of whistleblower systems.), major accidents and incidents, and other matters related to risk management. They will also report important management matters to the Board of Directors, the Corporate Policy Committees and the Risk Management Committees, and other corporate committees, and thereby share such information with the Audit & Supervisory Committee.

In addition, the directors, audit & supervisory board members, employees, etc. of each Group company of the Company will report to the Audit & Supervisory Committee in a timely and appropriate manner in accordance with laws and regulations or the Company’s rules and other regulations, either directly or through the related divisions such as the Internal Control & Audit Division, on the status of the execution of duties, the maintenance and operation of internal control systems, major accidents and incidents, and other matters related to risk management at each Group company.

(d) System to Ensure that the Person Who Made the Report Referred to in the Preceding Paragraph will not be Treated Unfavorably for the Reason of Making Such Report

The Company will stipulate Rules for the Whistleblower System, which state that the Company shall not unfavorably treat a person who has reported as stated in the preceding paragraph, for reasons of such report, make such rules known, and implement them appropriately.

(e) Matters related to the Policy for the Handling of Expenses Incurred in the Performance of Duties by Audit & Supervisory Committee Members

The Company will record in its budget such expenses as it deems necessary for the execution of duties of Audit & Supervisory Committee Members. If an Audit & Supervisory Committee Member requests reimbursements of such expenses, the Company will handle them appropriately in accordance with the provisions of the Companies Act.

(f) Other Systems to Ensure that Audits by the Audit & Supervisory Committee are Conducted Effectively

The General Manager of the Internal Control & Audit Division and the heads of each functional division of the Company cooperate closely with the Audit & Supervisory Committee through means such as exchanging opinions on the operation of the internal control system and other matters on a regular basis or whenever necessary. In addition, the Company will strive to create an environment that enables the Audit & Supervisory Committee to conduct audits in an organized and efficient manner.

II. System to Ensure that Execution of Duties by the Directors of the Company Complies with Applicable Laws and Regulations and the Articles of Incorporation and Other Systems to Ensure Appropriateness of Operation in the Corporate Group Consisting of the Company and its Subsidiaries

(a) System to Ensure that Performance of Responsibilities by the Directors of the Company Complies with Applicable Laws and Regulations and the Articles of Incorporation

The Board of Directors will make decisions or receive reports on important matters of management in accordance with the Rules of the Board of Directors and other relevant internal rules.

In accordance with the resolution at the Board of Directors, each of the Executive Directors will, in his/her assigned area, perform his/her responsibilities and supervise the performance of responsibilities of employees, and report such supervisory status to the Board of Directors.

(b) System for the Preservation and Management of Information in relation to the Performance of Responsibilities by the Directors of the Company

The Company will appropriately preserve various information in relation to the performance of responsibilities, including minutes of Meetings of the Board of Directors, by, among others, specifying managers in charge of information preservation and management, and classifying each information by security level, in accordance with the internal rules for information management.

The Company will seek to make timely and accurate disclosure of important corporate information, such as its management plan and financial information, in addition to such disclosure as required by applicable laws and regulations.

(c) Rules and Other Systems with respect to Loss-related Risk Management of the Company

The General Manager of each division will identify and evaluate risks associated with business in his/her division, and carry out his/her duties in accordance with the authority and responsibilities set out in internal rules for organization and operation.

With respect to risks related to areas such as safety and health, environment and disaster prevention, information management, intellectual properties, quality control, and integrity of financial reporting, the division in charge of each specific area (each functional division) will establish rules and other systems from a company-wide perspective, inform other divisions of such rules and systems, identify and evaluate the status of risk management at other divisions through monitoring and other methods, and provide guidance and advice to such divisions.

Upon the occurrence of an accident, disaster, compliance issue, or other event which causes a material effect on the management, the Executive Directors will immediately convene "Emergency Control Headquarters" and other meetings, and take necessary actions in order to minimize the damage, impact, and other effects.

(d) System to Ensure Efficiency in the Performance of Responsibilities by Directors of the Company

The Board of Directors will make decisions on the execution of management plans and business strategies, as well as important business executions such as capital expenditure, and investments and provision of loans, after such matters are deliberated by companywide Committees for relevant areas such as ordinary budget, plant and equipment investment budget, investment and financing, and technology development, and the Corporate Policy Committee.

The business execution under the resolution at the Board of Directors and other corporate organizations is performed promptly by the Executive Directors, Executive Officers, and General Managers.

(e) System to Ensure that Performance of Responsibilities by Employees of the Company Complies with Applicable Laws and Regulations and the Articles of Incorporation

The Company will build and maintain an internal control system based on autonomous internal controls.

Each General Manager will develop an autonomous internal control system in his/her Division, and strive to ensure thorough compliance with applicable laws and regulations and internal rules, and prevent any violation of applicable laws and regulations in business and affairs. The Company will also develop and enhance an employee-education system that includes regular seminars, and the creation and distribution of manuals for the purpose of ensuring compliance with applicable laws and regulations and internal rules. When each General Manager becomes aware of any potentially illegal acts or facts, he or she will immediately report such matters to the General Manager for the Internal Control & the Audit Division.

The General Manager of the Internal Control & Audit Division will confirm the status of developing and operating company-wide internal control systems, and identify and evaluate each Division's situation of compliance with applicable laws and regulations and internal rules, and take necessary measures such as preventing violations of applicable laws and regulations and internal rules. Moreover, the General Manager will report on such matters to the Risk Management Committee, and further report on important items among such matters to the Corporate Policy Committee and the Board of Directors. The General Manager will also establish and operate a whistleblower system that provides consultations and takes reports regarding risks in the operation of business.

Employees are obligated to comply with applicable laws and regulations and internal rules and to appropriately perform their responsibilities. Employees who violate applicable laws and regulations and internal rules will be subject to disciplinary action under the Rules of Employment.

(f) System to Ensure Appropriateness of Operation in the Corporate Group Consisting of the Company and its Subsidiaries

Under the "Corporate Philosophy of the NIPPON STEEL Group," the Company and each Group company will share business strategy and conduct their business in a unified manner, taking into account each company's business characteristics, and will familiarize their respective employees with their respective business operation policies and other related matters. With respect to control of the Group companies, the Company will set forth basic rules in the Rules for Control of group companies, and ensure their appropriate application.

Each Group company will build and maintain its internal control system based on autonomous internal controls, and seek to improve measures relating to internal control through, among other measures, information sharing with the Company. Each responsible division of the Company will confirm the status of internal controls at each Group company, and provide assistance in its improvements, where necessary.

The General Manager of the Internal Control & Audit Division will coordinate with each functional division, and identify and evaluate the situation of internal control of the Group companies as a whole, and provide guidance and advice to each responsible division and each Group company.

The specific systems under the views above are as follows.

(i) System for Reporting to the Company in relation to the Performance of Responsibilities by the Group Companies' Directors

The responsible divisions of the Company will request that each Group company report on important management matters in relation to the Company's consolidated management or each Group company's management, including business plans, significant business policies, and financial results, and give advice and other guidance.

(ii) Rules and Other Systems with respect to Group Companies' Loss-related Risk Management

The responsible divisions of the Company will request that each Group company report on the situation of risk management in each Group company, and give advice and other guidance.

(iii) System to Ensure Efficiency in the Performance of Responsibilities by the Group Companies' Directors

The responsible divisions of the Company will evaluate the business performance of each Group company, and give support for the management.

(iv) System to Ensure that the Performance of Responsibilities by Group Companies' Directors and Employees Complies with Applicable Laws and Regulations and the Articles of Incorporation

The responsible divisions of the Company will request that Group companies report on their respective situation on compliance with applicable laws and regulations, and the development and operation of internal control systems, and give necessary support, advice, and other guidance. Additionally, such divisions will request that each Group company report on any actions and facts in such Group company that may violate applicable laws and regulations, and promptly report to the General Manager of the Internal Control & Audit Division.

(e) Basic Policy regarding the Control of the Company

The Company established as follows the Basic Policy on the Composition of Persons to Control the Decision-Making over the Financial and Business Policies of the Company.

Basic Policy on the Composition of Persons to Control the Decision-Making over the Financial and Business Policies of the Company

Under the corporate philosophy that the NIPPON STEEL Group will pursue world-leading technologies and manufacturing capabilities, and contribute to society by providing excellent products and services, the NIPPON STEEL Group aims to improve its corporate value, and further the common interests of its shareholders, by enhancing its competitiveness and profitability through the planning and execution of management strategies.

The Company believes that in the event a third party proposes the acquisition of substantial shareholdings in the Company (a "Takeover Proposal"), the ultimate decision as to whether or not to accept the Takeover Proposal should be made by the then shareholders of the Company. On the other hand, the Company believes that such Takeover Proposals could include those with the potential to cause clear damage to the corporate value of the Company or the common interests of the shareholders of the Company or those with the potential to practically coerce shareholders into selling their shares of the Company.

Consequently, the Company will pay close attention to the status of trading of shares of the Company and changes of its shareholders in order to prepare for such disadvantages to the shareholders of the Company in the event a Takeover Proposal is made by a third party, and, for the occasions where a Takeover Proposal is actually made, will make efforts to enable its shareholders to make an appropriate informed judgment based on sufficient information and with a reasonable time period to consider such proposal. If a Takeover Proposal is reasonably judged to damage the corporate value of the Company, which could result in harm to the common interests of shareholders of the Company, the Company will aim to protect its corporate value and the common interests of its shareholders by taking prompt and appropriate measures to the extent permitted under the then applicable laws and regulations.

(f) Liability Limitation Agreements with Non-executive Directors

The Company has concluded an agreement with each of the Non-executive Directors that limits his liability under Article 423, Paragraph 1 of the Companies Act to the greater of 20 million yen or the Minimum Liability Amount, as defined in Article 425, Paragraph 1 of the Companies Act, so long as he acts in good faith and without gross negligence in performing his responsibilities.

(g) Indemnity agreement with Directors

The Company has entered into an agreement with each of the Directors to indemnify each of them for the costs stipulated in Article 430-2, Paragraph 1, Item 1 of the Companies Act and the losses stipulated in Item 2 of the same Paragraph to the extent stipulated by laws and regulations. The agreement stipulates, among others, that the Company shall not be obligated to compensate each of them for the costs incurred by a Director in the event that the Company makes a claim seeking liability against that Director (excluding cases of shareholder derivative suits), or the costs in the event that a Director has acted in bad faith or gross negligence in performing their duties.

(h) Directors and officers liability insurance contract

The Company has concluded a directors and officers liability insurance contract with the insurance company with persons including directors, audit & supervisory board members, executive officers, and important employees, of the Company, its subsidiaries, and other related entities as the insured. Under the contract, the insurance company will cover, among others, legal compensation for damages and litigation costs to be incurred by the insured as a result of claims for damages arising from acts (including inactions) of the insured pursuant to their positions. All insurance premiums are paid by the Company and its subsidiaries. The contract stipulates a deductible amount and also stipulates that damages caused by criminal acts of the insured or damages caused by acts committed by the insured that the insured knew were in violation of laws and regulations are not covered.

(i) Maximum number of Directors

The Articles of Incorporation of the Company stipulate that the maximum number of Directors shall be twenty (20) (the maximum number of Directors who are Audit & Supervisory Committee Members shall be seven (7)).

(j) Requirements for Resolution of Appointment and Dismissal of Directors

The Company stipulates in its Articles Incorporation that a resolution of a general meeting of shareholders electing Directors shall require the presence of the shareholders holding in the aggregate one third or more of the votes of the shareholders who are entitled to exercise their voting rights and the affirmative vote of a majority of the votes of the shareholders present; the election of Directors shall be implemented by distinguishing between Directors who are Audit & Supervisory Committee Members and other Directors; and cumulative voting shall not be adopted for the election of Directors.

(k) Provisions in the Articles of Incorporation to Enable Surplus Distribution by Resolution of the Board of Directors

With the aim of securing flexibility in financial operations, the Company stipulates in its Articles Incorporation that matters related to distribution of surplus, acquisition of treasury stock and other matters set forth in each item of Article 459, Paragraph 1 of the Companies Act may be determined by resolution of the Board of Directors.

(l) Provisions in the Articles of Incorporation to Limit the Liability of Directors by Resolution of the Board of Directors

To allow Directors to adequately carry out their expected roles in the performance of their duties, the Company stipulates in its Articles Incorporation that it may, by resolution of the Board of Directors, limit the liability of Directors to the extent as provided in laws and regulations.

(m) Provisions in the Articles of Incorporation to Change the Requirements for Special Resolution at Shareholders Meeting

To ensure that the quorum for a special resolution is more reliably achieved, the Company stipulates in its Articles Incorporation that resolutions set forth in Article 309, Paragraph 2 of the Companies Act shall require the presence of the shareholders holding in the aggregate one third or more of the votes of the shareholders who are entitled to exercise their voting rights and the affirmative vote of two thirds or more of the votes of the shareholders present.

(2) Status of Officers

(a) List of Officers

12 males, 3 female (female ratio of 20.0%)

Titles	Name	Date of birth	Brief personal history	Term of office	Number of shares held (Hundreds of shares)
Representative Director, Chareman and CEO	Eiji Hashimoto	December 7, 1955	<p>April 1979 Joined NSC</p> <p>April 2009 Director (under the Executive Management System), Director, Plate Division and Director, Structural Division of NSC</p> <p>April 2011 Director (under the Executive Management System) of NSC</p> <p>October 2012 Executive Officer of the Company</p> <p>April 2013 Managing Executive Officer of the Company</p> <p>July 2015 Managing Executive Officer, Vice Head of Global Business Development and Project Leader, Usiminas Project, Global Business Development Sector of the Company</p> <p>April 2016 Executive Vice President and Head of Global Business Development of the Company</p> <p>June 2016 Representative Director, Executive Vice President and Head of Global Business Development of the Company</p> <p>April 2019 Representative Director and President of the Company</p> <p>April 2024 Representative Director, Chareman and CEO of the Company</p> <p style="text-align: right;">(to present)</p>	(Note 1)	474
Representative Director, President and COO	Tadashi Imai	May 22, 1963	<p>April 1988 Joined NSC</p> <p>April 2016 Executive Officer and Head of Works, Nagoya Works of the Company</p> <p>April 2019 Managing Executive Officer of the Company</p> <p>June 2020 Managing Director, Member of the Board of the Company</p> <p>April 2021 Managing Director, Member of the Board, and Deputy Project Leader, Zero-Carbon Steel Project; Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>February 2022 Managing Director, Member of the Board, Project Leader, Thailand Iron and Steel Project, Global Business Development Sector; Deputy Project Leader, Zero-Carbon Steel Project; and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>April 2022 Managing Director, Member of the Board, Project Leader, Thailand Iron and Steel Project, Global Business Development Sector; Vice Head of Green Transformation Development; and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>April 2023 Representative Director and Executive Vice President, Head of Green Transformation Development; and Deputy Project Leader, Next Generation Hot Strip Mill Project of the Company</p> <p>June 2023 Representative Director and Executive Vice President, Head of Green Transformation Development; Project Leader, Electric Furnace Project; and Deputy Project Leader, Next Generation Hot Strip Mill Project of the Company</p> <p>April 2024 Representative Director, President and COO of the Company</p> <p style="text-align: right;">(to present)</p>	(Note 1)	180

Titles	Name	Date of birth	Brief personal history	Term of office	Number of shares held (Hundreds of shares)
Representative Director, Vice Chareman and Executive Vice President, Head of Global Business Development, Project Leader, India Project, Global Business Development Sector, and Project Leader, USS Oroject	Takahiro Mori	October 3, 1957	<p>April 1983 Joined NSC</p> <p>April 2014 Executive Officer and Vice Head of Unit, Flat Products Unit of the Company</p> <p>June 2016 Vice President of Usiminas Siderúrgicas de Minas Gerais S.A.-USIMINAS</p> <p>April 2020 Managing Executive Officer, Head of Unit, Plate Unit, Head of Unit, Pipe & Tube Unit, and Project Leader, VSB Project, Global Business Development Sector of the Company</p> <p>April 2021 Executive Vice President, Head of Global Business Development, and Project Leader, India Iron and Steel Project, Global Business Development Sector of the Company</p> <p>June 2021 Representative Director and Executive Vice President, Head of Global Business Development, and Project Leader, India Iron and Steel Project, Global Business Development Sector of the Company</p> <p>April 2023 Representative Director and Executive Vice President, Head of Global Business Development, and Project Leader, India Project, Global Business Development Sector of the Company</p> <p>April 2024 Representative Director, Vice Chareman and Executive Vice President, Head of Global Business Development, Project Leader, India Project, Global Business Development Sector, and Project Leader, USS Project of the Company (to present)</p>	(Note 1)	172
Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, Project Leader, Ironmaking Operations Project, and Deputy Project Leader, India Project, Global Business Development Sector	Naoki Sato	March 23, 1961	<p>April 1983 Joined NSC</p> <p>April 2018 Managing Executive Officer and Head of Works, Kashima Works of the Company</p> <p>April 2020 Executive Vice President and Head of Works, East Nippon Works of the Company</p> <p>April 2021 Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, and Deputy Project Leader, India Iron and Steel Project, Global Business Development Sector of the Company</p> <p>June 2021 Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, and Deputy Project Leader, India Iron and Steel Project, Global Business Development Sector of the Company</p> <p>April 2022 Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, Project Leader, Ironmaking Operations Project, and Deputy Project Leader, India Iron and Steel Project, Global Business Development Sector of the Company</p> <p>April 2023 Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, Project Leader, Ironmaking Operations Project, and Deputy Project Leader, India Project, Global Business Development Sector of the Company</p> <p>April 2024 Representative Director and Executive Vice President, Deputy Project Leader, India Project, Global Business Development Sector, Deputy Project Leader, Thailand Iron and Steel Project, Global Business Development Sector, and Deputy Project Leader, USS Project of the Company (to present)</p>	(Note 1)	109

Titles	Name	Date of birth	Brief personal history	Term of office	Number of shares held (Hundreds of shares)
Representative Director and Executive Vice President, and Deputy Project Leader, Next-Generation Hot Strip Mill Project	Takashi Hirose	April 19, 1962	<p>April 1986 Joined NSC</p> <p>April 2019 Managing Executive Officer, Head of Unit, Plate Unit, and Vice Head of Unit, Flat Products Unit of the Company</p> <p>April 2020 Managing Executive Officer, Head of Unit, Flat Products Unit, and Project Leader, Shanghai-Baoshan Coldrolled & Coated Sheet Products Project, Global Business Development Sector of the Company</p> <p>April 2021 Managing Executive Officer, Head of Unit, Flat Products Unit, Project Leader, Shanghai-Baoshan Coldrolled & Coated Sheet Products Project, Global Business Development Sector, and Deputy Project Leader, Next-Generation Hot Strip Mill Project</p> <p>April 2022 Executive Vice President, Head of Unit, Flat Products Unit, and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>June 2022 Representative Director and Executive Vice President, Head of Unit, Flat Products Unit, and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>April 2023 Representative Director and Executive Vice President, and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>January 2024 Representative Director and Executive Vice President, Head of Unit, Pipe & Tube Unit, and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company</p> <p>April 2024 Representative Director and Executive Vice President, and Deputy Project Leader, Next-Generation Hot Strip Mill Project of the Company (to present)</p> <p><i>Representatives of other major companies</i> Chairman, Baosteel-Nippon Steel Automotive Steel Sheets Co., Ltd.</p>	(Note 1)	12
Representative Director and Executive Vice President, and Head of Research and Development	Kazuhisa Fukuda	December 8, 1960	<p>April 1986 Joined NSC</p> <p>April 2018 Managing Executive Officer and Head of Works, Hirohata Works of the Company</p> <p>April 2020 Managing Executive Officer and Head of Works, Setouchi Works of the Company</p> <p>April 2021 Executive Vice President and Head of Works, Setouchi Works of the Company</p> <p>April 2022 Executive Vice President and Head of Research and Development of the Company</p> <p>June 2023 Representative Director and Executive Vice President, and Head of Research and Development of the Company (to present)</p>	(Note 1)	94

Titles	Name	Date of birth	Brief personal history		Term of office	Number of shares held (Hundreds of shares)
Representative Director and Executive Vice President	Hirofumi Funakoshi	June 17, 1963	July 1987 April 2019 April 2021 April 2022 April 2023 June 2023	Joined NSC Executive Officer and Head of Division, Corporate Planning Division of the Company Managing Executive Officer of the Company Managing Executive Officer and Vice Head of Green Transformation Department of the Company Executive Vice President of the Company Representative Director and Executive Vice President of the Company (to present)	(Note 1)	33
Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, and Project Leader, Electric Furnace Project	Hiroyuki Minato	February 23, 1965	April 1989 April 2018 April 2020 April 2021 April 2022 April 2023 April 2024 June 2024	Joined NSC Executive Officer and Head of Division, Technical Administration & Planning Division of the Company Executive Officer and Head of Muroran Works of the Company Managing Executive Officer and Head of Muroran Works of the Company Managing Executive Officer of the Company Managing Executive Officer and Deputy Project Leader, Thai Steel Project, Global Business Development Sector of the Company Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, and Project Leader, Electric Furnace Project of the Company Representative Director and Executive Vice President, Project Leader, Next-Generation Hot Strip Mill Project, and Project Leader, Electric Furnace Project of the Company (to present)	(Note 1)	57

Titles	Name	Date of birth	Brief personal history	Term of office	Number of shares held (Hundreds of shares)
Director, Member of the Board	Tetsuro Tomita	October 10, 1951	<p>April 1974 Joined Japanese National Railways</p> <p>April 1987 Joined East Japan Railway Company</p> <p>June 2000 Director and General Manager of Management Administration Department, Corporate Planning Headquarters of East Japan Railway Company</p> <p>June 2003 Executive Director and Deputy Director General of Corporate Planning Headquarters of East Japan Railway Company</p> <p>July 2004 Executive Director and Deputy Director General of Corporate Planning Headquarters, General Manager of IT Business Department, Corporate Planning Headquarters of East Japan Railway Company</p> <p>June 2005 Executive Director and Deputy Director General of Corporate Planning Headquarters of East Japan Railway Company</p> <p>June 2008 Executive Vice President and Representative Director, and Director General of Life-Style Business Development Headquarters of East Japan Railway Company</p> <p>June 2009 Executive Vice President and Representative Director, and Director General of Corporate Planning Headquarters of East Japan Railway Company</p> <p>April 2012 President and Representative Director, and Director General of Corporate Planning Headquarters of East Japan Railway Company</p> <p>June 2012 President and Representative Director of East Japan Railway Company</p> <p>April 2018 Chairman and Director of East Japan Railway Company</p> <p>June 2020 Director, Member of the board (Outside Director) of the Company (to present)</p> <p>April 2024 Advisor of East Japan Railway Company (to present)</p>	(Note 1)	40
Director, Member of the Board	Kuniko Urano	October 19, 1956	<p>April 1979 Joined Komatsu Ltd.</p> <p>April 2011 Executive Officer, General Manager of Corporate Communications Department of Komatsu Ltd.</p> <p>April 2014 Executive Officer, General Manager of Human Resources Department of Komatsu Ltd.</p> <p>April 2016 Senior Executive Officer, General Manager of Human Resources Department of Komatsu Ltd.</p> <p>June 2018 Director and Senior Executive Officer of Komatsu Ltd.</p> <p>April 2021 Director of Komatsu Ltd.</p> <p>June 2021 Advisor of Komatsu Ltd. (to present)</p> <p>June 2022 Director, Member of the board (Outside Director) of the Company (to present)</p>	(Note 1)	10

Titles	Name	Date of birth	Brief personal history		Term of office	Number of shares held (Hundreds of shares)
Director, Member of the Board who is an Audit & Supervisory Committee Member; Senior Audit & Supervisory Committee Member (full-time)	Kazumasa Shinkai	October 4, 1962	April 1987 April 2018 April 2021 April 2023 April 2024 June 2024	Joined NSC Executive Officer and Head of Division, General Administration Division of the Company Managing Executive Officer and Head of Division, General Administration Division of the Company Managing Executive Officer of the Company Executive Officer and Advisor to the President of the Company Director, Member of the Board who is an Audit & Supervisory Committee Member, Senior Audit & Supervisory Committee Member (full-time) of the Company (to present)	(Note 2)	53
Director, Member of the Board who is an Audit & Supervisory Committee Member; Senior Audit & Supervisory Committee Member (full-time)	Eiji Sogo	June 16, 1966	April 1989 April 2019 April 2022 April 2023 April 2024 June 2024	Joined NSC Executive Officer and Head of Division, Human Resources Division of the Company Managing Executive Officer and Head of Division, Human Resources Division of the Company Managing Executive Officer of the Company Executive Officer and Advisor to the President of the Company Director, Member of the Board who is an Audit & Supervisory Committee Member, Senior Audit & Supervisory Committee Member (full-time) of the Company (to present)	(Note 2)	44
Director, Member of the Board who is an Audit & Supervisory Committee Member; Audit & Supervisory Committee Member	Kenji Hiramatsu	December 22, 1956	April 1979 July 2008 January 2011 September 2012 November 2015 January 2016 September 2019 November 2022 December 2022 June 2024	Joined Ministry of Foreign Affairs of Japan Director-General for Latin American and Caribbean Affairs Bureau and Economic Affairs Bureau of Ministry of Foreign Affairs of Japan Director-General for Global Issues of Ministry of Foreign Affairs of Japan Director-General, Foreign Policy Bureau of Ministry of Foreign Affairs of Japan Ambassador of Japan to the Republic of India Ambassador of Japan to the Republic of India and Ambassador of Japan to the Kingdom of Bhutan Ambassador of Japan to the Kingdom of Spain Retired from Ministry of Foreign Affairs of Japan Chairman of the Institute, Institute for International Strategy, Japan Research Institute (to present) Director, Member of the Board who is an Audit & Supervisory Committee Member, Audit & Supervisory Committee Member (Outside Director) of the Company (to present)	(Note 2)	0

Titles	Name	Date of birth	Brief personal history	Term of office	Number of shares held (Hundreds of shares)
Director, Member of the Board who is an Audit & Supervisory Committee Member; Audit & Supervisory Committee Member	Aiko Sekine	May 13, 1958	<p>April 1981 Joined Citibank, N.A., Tokyo Branch</p> <p>October 1985 Joined Aoyama Audit Corporation</p> <p>March 1989 Certified as Public Accountant, Japan</p> <p>July 2001 Partner of Chuo Aoyama Audit Corporation</p> <p>September 2006 Partner of Aarata Audit Corporation (currently PricewaterhouseCoopers Japan LLC)</p> <p>July 2016 Chairman and President of Japanese Institute of Certified Public Accountants</p> <p>July 2019 Advisor of Japanese Institute of Certified Public Accountants (to present)</p> <p>December 2020 Professor of Waseda University, Faculty of Commerce (to present)</p> <p>June 2024 Director, Member of the Board who is an Audit & Supervisory Committee Member, Audit & Supervisory Committee Member (Outside Director) of the Company(to present)</p>	(Note 2)	10
Director, Member of the Board who is an Audit & Supervisory Committee Member; Audit & Supervisory Committee Member	Sumiko Takeuchi	June 21, 1971	<p>April 1994 Joined Tokyo Electric Power Company, Incorporated</p> <p>April 2016 Visiting Professor of University of Tsukuba</p> <p>April 2018 Visiting Professor of Kansai University</p> <p>January 2012 Director and Senior Fellow of International Environment and Economy Institute (to present)</p> <p>October 2018 Co-representative of U3Innovations LLC (to present)</p> <p>April 2020 Specially Appointed Professor of Tohoku University (to present)</p> <p>June 2024 Director, Member of the Board who is an Audit & Supervisory Committee Member, Audit & Supervisory Committee Member (Outside Director) of the Company (to present)</p>	(Note 2)	0
Total					1,303

- Notes: 1. The term of office is from the conclusion of the General Meeting of Shareholders for the fiscal year ended March 31, 2024 up to the conclusion of the General Meeting of Shareholders for the fiscal year ending March 31, 2025.
2. The term of office is from the conclusion of the General Meeting of Shareholders for the fiscal year ended March 31, 2024 up to the conclusion of the General Meeting of Shareholders for the fiscal year ending March 31, 2026.
3. Directors Tetsuro Tomita, Kuniko Urano, Kenji Hiramatsu, Aiko Sekine, and Sumiko Takeuchi are Outside Directors.
4. Ms. Aiko Sekine's name in the family register is Aiko Sano, and Sumiko Takeuchi's name in the family register is Sumiko Kobayashi.

(b) The functions and roles of Outside Directors

The Outside Directors of the Company contribute to making decisions from various perspectives at the Board of Directors meetings, enhancing the audit and supervisory functions over management, and ensuring management transparency, by expressing their respective opinions independently at the Board of Directors meetings and other opportunities, exercising their voting rights, and making appropriate remarks and actions as Audit & Supervisory Committee Members, based on their vast experience in, and deep insights into, such areas as corporate management, international affairs, economies and cultures, corporate accounting, and environment and energy.

(c) The interests of Outside Directors

The Company decides the independence of Outside Directors in accordance with the independence standards set by financial instruments exchanges in Japan (e.g. Tokyo Stock Exchange), considering each individual's personal relationship, capital relationship, transaction relationship, and other interests with the Company.

The interests between the Outside Directors, on the one hand, and the Company, on the other hand, on which the Company bases its decisions are stated below. Because each Outside Director is not in a position that may involve conflicts of interest with general shareholders, the Company has reported all of them as Independent Directors to each financial instruments exchange in Japan (e.g. Tokyo Stock Exchange) on which the Company is listed.

Outside Director Tetsuro Tomita

Mr. Tomita does not engage in the execution of business of East Japan Railway Company, which has a business relationship with the Company for transactions of steel and other products/services. The amount of transactions with the said company accounts for less than 1% of the consolidated revenue of the Company, so that the said company is not a specified associated service provider of the Company.

He does not conflict with the independence standards as set by each financial instruments exchange on which the Company is listed (e.g. Tokyo Stock Exchange), and does not have any special interests with the Company.

Outside Director Kuniko Urano

Ms. Urano does not engage in execution of business of Komatsu Ltd., which has a business relationship with the Company for transactions of steel and other products/services. The amount of transactions with the said company account for less than 1% of the consolidated revenue of the Company, so that the said company is not a specified associated service provider of the Company.

She does not conflict with the independence standards as set by each financial instruments exchange on which the Company is listed (e.g. Tokyo Stock Exchange), and does not have any special interests with the Company.

Outside Director Keiji Hiramatsu

He does not conflict with either the independence standards or attribute information as set by each financial instruments exchange on which the Company is listed (e.g. the Tokyo Stock Exchange), and does not have any special interests in the Company.

Outside Director Aiko Sekine

Ms. Sekine is a professor at Waseda University, Faculty of Commerce, and is engaged in the execution of business of the university. The Company conducts joint research with Waseda University, Faculty of Science and Engineering, and pays it, among others, contract research expenses, which account for less than 1% of the consolidated selling, general and administrative expenses of the Company. Therefore, the university is not a specified associated service provider of the Company.

She does not conflict with the independence standards as set by each financial instruments exchange on which the Company is listed (e.g. Tokyo Stock Exchange), and does not have any special interests with the Company.

Outside Director Sumiko Takeuchi

She does not conflict with either the independence standards or attribute information as set by each financial instruments exchange on which the Company is listed (e.g. the Tokyo Stock Exchange), and does not have any special interests in the Company.

(3) Audits

(a) Audits by the Audit & Supervisory Committee

(i) Organization, members and procedures for audits by the Audit & Supervisory Committee

The Company's Audit & Supervisory Committee is comprised of two (2) full-time Directors who are Audit & Supervisory Committee Members who were employees of the Company, with intimate knowledge of the Company's businesses, and three (3) Outside Directors who are Audit & Supervisory Committee Members who have vast experience in, and deep insights into, each of such areas as international affairs, economies and cultures, corporate accounting, and environment and energy. The Audit & Supervisory Committee acts with the obligation of contributing to the establishment of a high quality corporate governance system that enables sound and sustainable growth of the Company and its Group companies, by supervising the performance of responsibilities by Directors and acting as part of the Company's oversight function, as an independent organ fulfilling its roles and responsibilities that are recently expected, in response to the delegation of responsibilities by the shareholders, and social trust.

Specifically, in compliance with the standards for the Audit & Supervisory Committee's audits, which were established by the Audit & Supervisory Committee, and in accordance with the policies and plans of audits, and the assignment of duties, etc., the Audit & Supervisory Committee Members cooperate closely with the departments in charge of internal audit and proceed with daily supervisory activities in a planned way, with a main focus on the development and operation of the internal control system, the development of business infrastructure, and the progress of various measures for management plans, as priority audit items. In addition, the Audit & Supervisory Committee Members attends important meetings, such as meetings of the Board of Directors, and conducts onsite audits of steelworks and other facilities. Further, the Audit & Supervisory Committee Members ask Executive Directors and employees, among others, to explain the performance of their responsibilities, and other related matters, and actively express their opinions.

For the Group companies, the Audit & Supervisory Committee Members of the Company exchanges opinions and information with the Directors of such Group companies and the Directors, etc. of the responsible divisions of the Company, and as necessary, receives business reports from them and asks them for explanations. Further, the Audit & Supervisory Committee Members of the Company seeks to improve the quality of the supervisory activities as the whole Group, by establishing close cooperation with the Group companies' audit & supervisory board members, through liaison conferences and other opportunities.

Ms. Aiko Sekine is a certified public accountant with substantial knowledge of finance and accounting.

The Company has established the Audit & Supervisory Committee Members' Office and has assigned six (6) full-time dedicated staff members, in order to assist the Audit & Supervisory Committee in the smooth execution of its duties.

(ii) Activities of the Audit & Supervisory Committee

During the current fiscal year, the Company held 18 meetings of the Audit & Supervisory Committee. The status of attendance of each Audit & Supervisory Committee Member at these meetings is as described in "4. Corporate Governance, etc., (1) Overview of corporate governance, (b) Overview of corporate governance system and reasons for adopting the system" of this report.

The Audit & Supervisory Committee deliberated on the election of the Chairperson of the Audit & Supervisory Committee or its substitute, election of appointed or specified Audit & Supervisory Committee Members; decisions on items related to the policies, plans, and methods of audit, the assignment of audit duties, and the budgeting of audit expenses, etc.; finalization of audit reports by the Audit & Supervisory Committee, decisions as to whether or not the Accounting Auditor should be reelected, consent on the amount of compensation, etc. for the Accounting Auditor, and determination of opinions regarding the election and remuneration of Directors other than Directors who are Audit & Supervisory Committee Members.

In accordance with, among others, the policies and plans of audit and the assignment of duties, etc. as set forth by the Audit & Supervisory Committee, full-time Audit & Supervisory Committee Members, as Audit & Supervisory Committee Members selected by the Audit & Supervisory Committee, have attended meetings of the Board of Directors and Corporate Policy Committee, etc., have heard in advance about the matters to be submitted for deliberation or reported, have heard other important matters, and have heard reports from the Accounting Auditor through close communication with the departments in charge of internal audit.

Outside Directors who are Audit & Supervisory Committee Members, as Audit & Supervisory Committee Members selected by the Audit & Supervisory Committee, contribute to the Company's sound and fair management, by, among other tasks, expressing their respective opinions independently at the Board of Directors' meetings, the Audit & Supervisory Committee meetings, and other opportunities, and performing audit activities, including examination of the operations and financial position at major steelworks, and hearing reports from the Accounting Auditor, based on their vast experience in, and deep insights into, each of such areas as corporate accounting, economics, international affairs, economies and cultures. In addition, Outside Directors who are Audit & Supervisory Committee Members strive to share information and understand about the Company's management issues through liaison meetings, etc. with the Chairman, President and Outside Directors (excluding Directors who are Audit & Supervisory Committee Members), as well as through opportunities for exchanging opinions.

With regard to the audit activities of the Audit & Supervisory Committee, the Audit & Supervisory Committee strives to improve effectiveness by reviewing the previous year's audit activities and reflecting improvements in the next year's audit plan.

(b) Accounting Auditor

The Company has appointed KPMG AZSA LLC as its Accounting Auditor. The names of the certified public accountants who executed the accounting audit activities at the Company under the Companies Act and the Financial Instruments and Exchange Act, and the composition of the assistants for such audit activities, are as follows.

KPMG AZSA LLC

- Continuous Audit Period

18 years

- Names of the Certified Public Accountants Who Executed the Activities (Designated Limited Liability Partner)

Mr. Yutaka Terasawa, certified public accountant; Mr. Hirotaka Tanaka, certified public accountant; and Mr. Takahiro Toyama, certified public accountant.

The number of years that Mr. Yutaka Terasawa, Mr. Hirotaka Tanaka, and Mr. Takahiro Toyama have continuously conducted the Company's audits is seven or less.

- Composition of the Assistants Involved in Accounting Audit Activities

The composition of the assistants involved in accounting audit activities is decided under KPMG AZSA's appointment standards. Specifically, certified public accountants are the principal members, and assistants, such as system specialists, are also included.

In addition, KPMG AZSA and its executive partners in charge of the Company's audits have no special interests with the Company.

(Policies and Reasons for Selection of the Accounting Auditor)

The Company selects the Accounting Auditor considered well-qualified based on the policy on selecting the Accounting Auditor, which is formulated by the Audit & Supervisory Committee. Specifically, such policy requires selection of an Accounting Auditor from among multiple candidates based on the scale and the global nature of our business, while taking into consideration the Accounting Auditor's independence, specialty, audit quality, track record, audit plan, audit structure, and level of audit fees.

On the basis of above policy, the Company has judged that KPMG AZSA LLC is well-qualified for its Accounting Auditor.

As for the policy regarding decision on dismissal or non-reelection of the Accounting Auditor, the Company shall dismiss the Accounting Auditor by unanimous consents of the Audit & Supervisory Committee Members upon occurrence of events justifying such dismissal, pursuant to laws and regulations. In addition, the Audit & Supervisory Committee shall resolve and submit proposal to dismiss or not to reelect the Accounting Auditor to the General Meeting of Shareholders if any event materially interferes with continuation of the audit services occurs.

On the basis of above policy, the Audit & Supervisory Committee of the Company carried out an evaluation of KPMG AZSA LLC, to conclude that a proposal for dismissal or non-reelection of the Accounting Auditor need not be submitted to the General Meeting of Shareholders.

(Evaluation of the Accounting Auditor by the Audit & Supervisory Committee)

The Audit & Supervisory Committee of the Company has evaluated the Accounting Auditor in consideration of the factors including its independence, specialty, audit quality, audit activities, level of audit fees, and adequacy of audit report. The Audit & Supervisory Committee of the Company has judged that KPMG AZSA LLC is suitable and adequate as the Accounting Auditor.

(c) Cooperation among the Internal Audit Departments, Audit & Supervisory Committee and Accounting Auditor

- Cooperation between the Internal Audit Departments and Audit & Supervisory Committee

The Audit & Supervisory Committee Members appointed by the Audit & Supervisory Committee attend quarterly meetings of the Risk Management Committee, and the Audit & Supervisory Committee receives regular reports from the Internal Control & Audit Division, and both parties exchange opinions to ensure close collaboration. In addition, the Audit & Supervisory Committee regularly interviews functional divisions managing important risks, such as safety, environment, disaster prevention, quality assurance and other matters, on the status of their respective activities, to enhance the effectiveness of audit activities. In addition, the Audit & Supervisory Committee shares information on litigation with the Legal Division. Moreover, the Internal Control & Audit Division and functional divisions formulate an annual plan based on the opinions of the Audit & Supervisory Committee.

- Cooperation between the Internal Audit Departments and Accounting Auditor

The Internal Control & Audit Division reports quarterly to the Accounting Auditor with respect to the contents and related matters of the discussions at the Risk Management Committee, and discusses appropriately with the Accounting Auditor the development and operation of the internal control system relating to financial reports, to pursue its continuous improvement.

- Cooperation between the Audit & Supervisory Committee and Accounting Auditor

At the beginning of a fiscal year, the Audit & Supervisory Committee and the Accounting Auditor exchange opinions on matters of concern from the previous fiscal year, items of focus in the audit and other matters, based on the audit plan drafted by the Accounting Auditor, which outlines scope of the audit, the audit structure, and priority audit items for the period, among others, so that an effective accounting audit will be executed.

Moreover, at each quarter, the Audit & Supervisory Committee Members appointed by the Audit & Supervisory Committee receive a report on the progress and the results of the quarterly review from the Accounting Auditor and exchange opinions regarding matters stated in the quarterly report including non-financial information.

Furthermore, at the end of a fiscal year, the Audit & Supervisory Committee receive the Auditor's Report and a report on the audit results including the priority audit items for the period from the Accounting Auditor, and use such reports for the basis of the Audit Report, which is subsequently prepared by the Audit & Supervisory Committee.

In addition, the Audit & Supervisory Committee Members appointed by the Audit & Supervisory Committee and the Accounting Auditor cooperate and mutually contribute to forming their respective audit opinions by exchanging opinions on audit activities at regular liaison conferences.

(d) Efforts to ensure the effectiveness of internal audits

The Internal Control & Audit Division conducts internal audits on the status of the development and operation of the internal control systems from a perspective of maintaining and enhancing the level of internal control systems of each division of the Company and Group companies.

Internal audits confirm the status of internal controls via internal-control checklists and other documents. Additionally, the Internal Control & Audit Division and each functional division monitor each division and group company.

To ensure the effectiveness of internal audits, the Internal Control & Audit Division and each functional division report the operation of the internal control system to the Risk Management Committee, which meets quarterly, and also to the Corporate Policy Committee and the Board of Directors on important matters. At the same time, the status of the operation of the internal control system is shared with each division and group company at the meetings of the persons in charge of risk management and the meeting of the persons responsive for risk management, which meet quarterly.

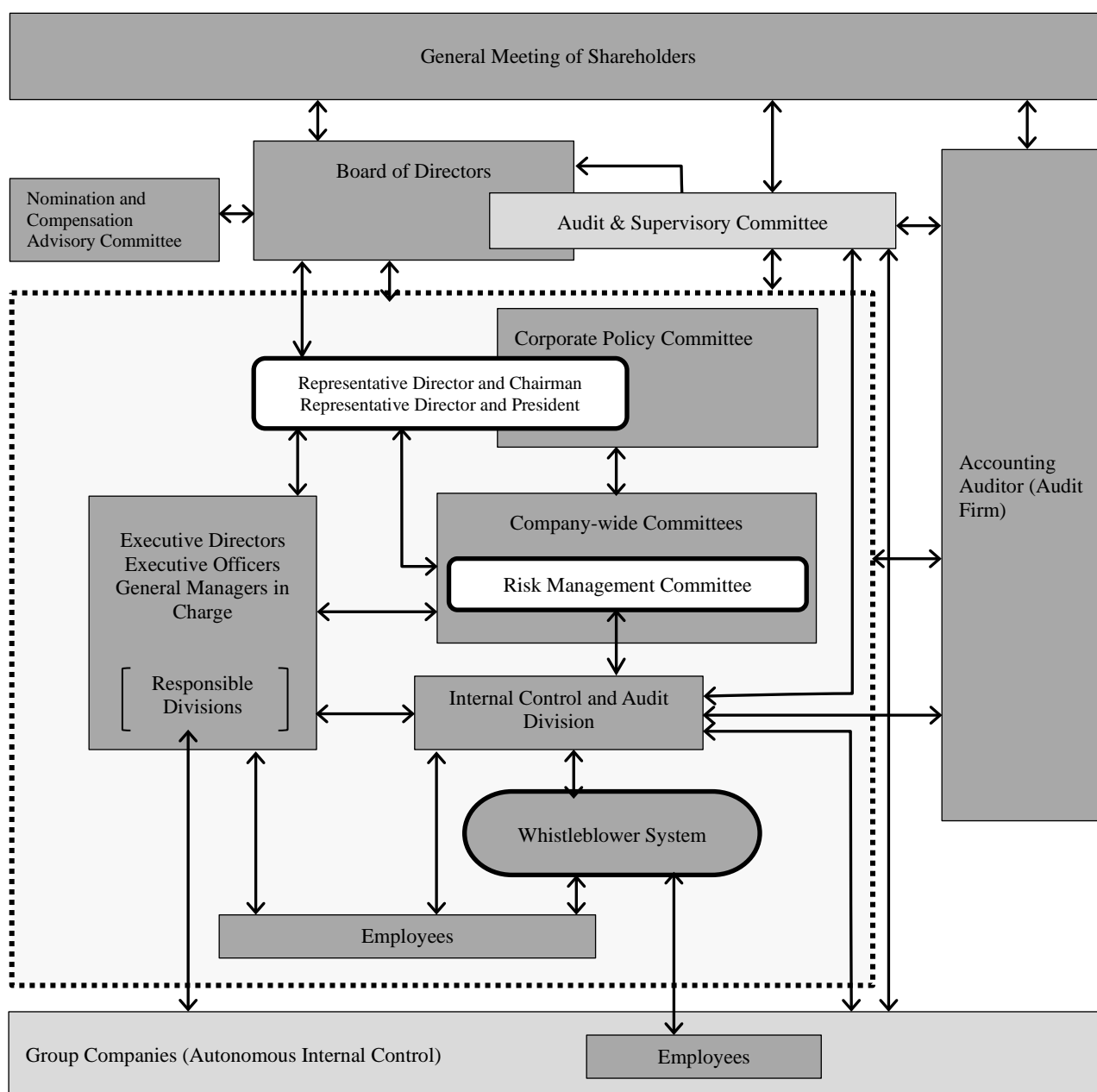
The Internal Control & Audit Division also assesses the effectiveness of its internal control system as of the end of each fiscal year, and compiles a report of its assessment based on the status of internal-control activities, internal audits, etc. This assessment is then reported to the Risk Management Committee, Corporate Policy Committee, and Board of Directors.

Based on the results of these assessments, the Company establishes measures to improve the effectiveness of its internal control system, and incorporates them into the next fiscal year's internal control plan.

In addition, the Internal Control & Audit Division reports to the Audit & Supervisory Committee as described in (c) above, and the two parties work closely together.

<Reference: Relationship Diagram>

The following is a diagram illustrating the relationship regarding the Company's organizations and internal control, etc.



Notes:

1. In accordance with a provision in the Articles of Incorporation, the Board of Directors of the Company delegates part of the decisions regarding execution of important operations (excluding matters listed in each item of Article 399-13, Paragraph (5) of the Companies Act) to the Representative Director and Chairman and Representative Director and President, thereby expediting management decision-making, enhancing discussions by the Board of Directors relating to matters such as the formulation of management policies and strategies, and strengthening the supervisory function of the Board of Directors over management. The execution of important matters concerning the management of the Company and the NIPPON STEEL Group is determined at the meetings of Board of Directors (held about once per month) after deliberations in the Corporate Policy Committee (held once a week, in principle) comprised of the Chairman, President, Executive Vice Presidents, and other members, pursuant to the Company's rules.
2. As corporate organizations engaging in deliberations before the Corporate Policy Committee and the Board of Directors, there are 23 company-wide committees in total as of April 1, 2023, including the Ordinary Budget Committee, the Plant and Equipment Investment Budget Committee, the Investment and Financing Committee, the Fund Management Committee, the Technology Development Committee, the Environmental Planning Committee, the Risk Management Committee, and the Green Transformation Promotion Committee depending on each purpose.
3. The Company has established an operational organization for its internal control systems. This organization consists of the Internal Control & Audit Division (20 full-time and 24 concurrently with their other posts), which is responsible for the internal

control plan and internal audits, and functional divisions responsible for managing risk in each field (about 800 staff members). The Company has also designated persons in charge of risk management (about 130 for the Company) and persons responsible for risk management (about 500 in group companies) who are engaged in planning and promoting autonomous internal-control activities in each division and Group company.

4. As far as the Group companies are concerned, each company establishes and develops an internal control system based on its autonomous internal control, and the responsible divisions of the Company provide assistance in their improvement, where necessary. Furthermore, the General Manager for the Internal Control & Audit Division of the Company identifies and evaluates the situation of internal control of the NIPPON STEEL Group as a whole, and gives guidance and advice to each responsible division and each Group company.

(e) Audit fees

(Compensation for certified public accountants, etc. conducting audits)

Category	Year ended March 31, 2023		Year ended March 31, 2024	
	Compensation for audit and attestation service (Millions of Yen)	Compensation for non-audit services (Millions of Yen)	Compensation for audit and attestation service (Millions of Yen)	Compensation for non-audit services (Millions of Yen)
Reporting company	170	0	171	—
Consolidated subsidiaries	875	7	1,000	2
Total	1,045	8	1,171	2

(Compensation to member firms of KPMG belonging to the same network as the certified public accountants, etc. conducting audits (excluding compensation to the certified public accountants, etc. conducting audits))

Category	Year ended March 31, 2023		Year ended March 31, 2024	
	Compensation for audit and attestation service (Millions of Yen)	Compensation for non-audit services (Millions of Yen)	Compensation for audit and attestation service (Millions of Yen)	Compensation for non-audit services (Millions of Yen)
Reporting company	—	24	—	52
Consolidated subsidiaries	440	139	490	195
Total	440	163	490	248

The Company and its consolidated subsidiaries delegate the preparation of tax returns and tax consulting, etc. as non-audit services to member firms of KPMG belonging to the same network as the certified public accountants, etc. conducting audits, and pay compensations for such services.

(Policy on determining audit fees)

The Company determined the amount of compensation upon mutual consultation with KPMG AZSA LLC, which is the Accounting Auditor of the Company, based on the audit plan prepared by KPMG AZSA LLC.

(Grounds for consent to compensation, etc. of Accounting Auditor by the Audit & Supervisory Committee)

The Audit & Supervisory Committee, having confirmed the audit plan of the Accounting Auditor, the status of execution of their duties, the data used to calculate the estimated compensation, and other related matters, have determined that the compensation of the Accounting Auditor is reasonable, and have given their consent in accordance with Article 399, Paragraph 1 of the Companies Act.

(4) Compensation for directors and other officers

(a) Total amount of compensation by position, total amount of compensation by type and number of recipients

Position	Number of recipients	Total amount (yen)	Total amount by type (yen)		
			Monthly compensation*	Non-monetary compensation	Other compensation
Directors (excluding Directors who are Audit & Supervisory Committee Members)	11	1,175,320,000	1,175,320,000	-	-
Outside Directors	2	34,560,000	34,560,000	-	-
Directors who are Audit & Supervisory Committee Members	5	172,790,000	172,790,000	-	-
Outside Directors	3	51,840,000	51,840,000	-	-
Total	16	1,348,110,000	1,348,110,000	-	-

Notes:

- The above number of recipients includes one (1) Director (excluding Directors who are Audit & Supervisory Committee Members) who retired at the conclusion of the 99th General Meeting of Shareholders held on June 21, 2023.
 - Of monthly compensation with an asterisk (*), matters regarding performance-linked compensation are as follows.
 - Monthly compensation for Directors (excluding Directors who are Audit & Supervisory Committee Members and Outside Directors) is wholly based upon the performance of NIPPON STEEL. As indicators for performance-linked compensation, NIPPON STEEL uses consolidated annual profit/loss (however, corrections were made for the sake of fair remuneration commensurate with earnings for the term by excluding the portion of gains/losses from reorganization for production facility structural measures; hereinafter the same in (ii) and (iii) below), which clearly indicates its business performance and earnings power, and consolidated EBITDA, while taking into account other factors including the revenue targets in the Medium- to Long-term Management Plan.
 - Monthly compensation for Directors who are Audit & Supervisory Committee Members (excluding Outside Directors) is fixed compensation in principle, but the amount of compensation will be increased or decreased only in the event of significant changes in the consolidated annual profit/loss and consolidated EBITDA of NIPPON STEEL.
 - Monthly compensation for Outside Directors is fixed compensation in principle, but the amount of compensation may be increased or decreased only in the event of significant changes in the consolidated annual profit/loss of NIPPON STEEL.

As for monthly compensation for Directors, the base amount of compensation for each position, etc. fluctuates within a certain range based on each of the above indicators, and the amount of each Director's monthly compensation is determined within the limit approved by the General Meeting of Shareholders.

The consolidated loss for the year attributable to owners of the parent and consolidated EBITDA in fiscal year 2021, which were used to determine the monthly compensation for Directors from April 2023 to June 2023, were 637.3 billion yen and 1,290.2 billion yen. The consolidated profit for the year attributable to owners of the parent and consolidated EBITDA in fiscal year 2022, which were used to determine the monthly compensation for Directors from July 2023 to March 2024 were 694.0 billion yen and 1,256.6 billion yen.
- The specific amount of monthly compensation for each Director (excluding Directors who are Audit & Supervisory Committee Members) is, as detailed in (c) a) i) c. below, determined by the Board of Directors after discussion in the "Nomination and Compensation Advisory Committee." The specific amount of monthly compensation for each Director who is Audit & Supervisory Committee Member is determined by discussions of the Directors who are Audit & Supervisory Committee Members.
 - The limit on the amount of compensation for Directors (excluding Directors who are Audit & Supervisory Committee Members) was approved at the 96th General Meeting of Shareholders held on June 24, 2020 to be within 140 million yen per month (including compensation for Outside Directors of within 12 million yen per month). The number of Directors (excluding Directors who are Audit & Supervisory Committee Members) was 11 (including 3 Outside Directors) at the conclusion of the 96th General Meeting of Shareholders.
 - The limit on the amount of compensation for Directors who are Audit & Supervisory Committee Members was approved at the 96th General Meeting of Shareholders held on June 24, 2020 to be within 22 million yen per month. The number of Directors who are Audit & Supervisory Committee Members was 7 (including 4 Outside Directors) at the conclusion of the 96th General Meeting of Shareholders.

(b) Total amount of consolidated compensation by officer of the reporting company

(Yen)

Name	Position	Company	Classification	Total amount of consolidated compensation
Kosei Shindo	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	239,460,000
Eiji Hashimoto	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	239,460,000
Naoki Sato	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	116,900,000
Takahiro Mori	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	116,900,000
Takashi Hirose	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	116,900,000
Tadashi Imai	Director (excluding Director who is Audit & Supervisory Committee Member)	The Company	Monthly compensation	116,870,000

Note: The above table lists only individuals whose total amount of consolidated compensation is 100 million yen or more.

(c) Policies regarding Decision on the Amount of Compensation for Directors

a) Content of policies

(i) From April 1, 2023 to June 21, 2024

The “Policies regarding Decisions on the Amount of Compensation, etc. for Directors” of NIPPON STEEL are as detailed in items i) and ii), below.

NIPPON STEEL abolished its retirement benefits for Directors in 2006. Furthermore, the policies relating to their bonuses were removed from the “Policies regarding Decisions on the Amount of Compensation” for Directors, etc., in 2013.

i) Directors (excluding Directors who are Audit & Supervisory Committee Members)

a. Basic policy

NIPPON STEEL set the base amount of compensation for each position as it deems appropriate in consideration of the skills and responsibilities it requires of each Director. This base amount varied within a certain range based on NIPPON STEEL’s consolidated performance. The Company then determines the amount of monthly compensation for each Director within the limit approved by the General Meeting of Shareholders.

b. Policy on performance-linked compensation

In accordance with “a. Basic Policy” above, compensation of Directors (excluding Directors who are Audit & Supervisory Committee Members and Outside Directors) consisted solely of monthly compensation, and the amount of compensation is wholly based upon the performance of NIPPON STEEL, in order to give incentives for the sustainable growth of NIPPON STEEL’s group and improvement of its corporate value.

Compensation for Outside Directors (excluding Directors who are Audit & Supervisory Committee Members) consists solely of monthly compensation, and fixed compensation in principle, but the amount of compensation may be increased or decreased only in the event of significant changes in the consolidated performance of NIPPON STEEL.

As indicators for performance-linked compensation, NIPPON STEEL used consolidated annual profit/loss, which clearly indicated its business performance, and business profit/loss in its Steel Fabrication segment, which accounted for about 90% of its consolidated revenue, while taking into account other factors including the revenue targets in the Mid-Term Management Plan.

c. Method of determining compensation for each individual

The specific amount of monthly compensation for each Director (excluding Directors who are Audit & Supervisory Committee Members) was determined by the Board of Directors after the deliberation of the “Nomination and Compensation Advisory Committee.”

ii) Directors who are Audit & Supervisory Committee Members

NIPPON STEEL determined the monthly compensation for each Director who is an Audit & Supervisory Committee Member, within the limit approved by the General Meeting of Shareholders, by considering the duties of the Director’s position and whether the Director is full-time or part-time.

(ii) After June 21, 2024

The “Policies regarding Decisions on the Amount of Compensation, etc. for Directors” of NIPPON STEEL are as detailed in items i) and ii), below.

NIPPON STEEL abolished its retirement benefits for Directors in 2006. Furthermore, the policies relating to their bonuses were removed from the “Policies regarding Decisions on the Amount of Compensation” for Directors, etc., in 2013.

i) Directors (excluding Directors who are Audit & Supervisory Committee Members)

a. Basic policy

The amount of compensation for Directors (excluding Directors who are Audit & Supervisory Committee Members) consists solely of monthly compensation, set based on an appropriate composition of fixed compensation and performance-linked compensation. NIPPON STEEL set the base amount of fixed and performance-linked compensation (i.e., the amount of compensation when the Company’s consolidated performance reaches a certain level) for each position in consideration of compensation level commensurate with the skills and responsibilities required. The amount of performance-linked compensation varies within a certain range based on the Company’s consolidated performance. The Company then determines the amount of monthly compensation for each Director within the limited amount approved by the General Meeting of Shareholders.

b. Structure of compensation and policy on performance-linked compensation

In accordance with “a. Basic policy” above, as indicators for performance-linked compensation for Directors (excluding Directors who are Audit & Supervisory Committee Members and Outside Directors), the Company uses consolidated underlying annual profit/loss (which is consolidated profit/loss excluding inventory valuation impact and other items, and recognized as representing the Group’s actual profitability) in order to set an appropriate compensation commensurate with performance for the corresponding term, while taking into account other factors including the revenue targets in the medium- to long-term management plan. The ratio of fixed compensation to performance-linked compensation at the base amount (when consolidated underlying annual profit/loss reaches 600.0 billion yen) is set at 50% to 50% for Representative Directors, and approximately 70% to 30% for Directors in other positions (excluding Directors who are Audit & Supervisory Committee Members and Outside Directors), to provide appropriate incentives according to their position and performance.

Compensation for Outside Directors (excluding Directors who are Audit & Supervisory Committee Members) consists solely of fixed compensation.

c. Method of determining compensation for each individual

The specific amount of monthly compensation for each Director (excluding Directors who are Audit & Supervisory Committee Members) is determined by the Board of Directors after deliberation by the “Nomination and Compensation Advisory Committee” consisting of the Chairman, the President, and three (3) or more Outside Directors appointed by the President who serves as the chairman of the committee.

i) Directors who are Audit & Supervisory Committee Members

Compensation for Directors who are Audit & Supervisory Committee Members consists solely of fixed monthly compensation. The Company determines the amount of monthly compensation for each Director within the limited amount approved by the General Meeting of Shareholders by considering the duties of the Director’s position and whether the Director is full-time or part-time.

b) Methods of determining the policies

(i) From April 1, 2023 to June 21, 2024

The policies described in a) (i) above for Directors (excluding Directors who are Audit & Supervisory Committee Members) were determined by resolution at the Board of Directors, after the deliberation of the “Nomination and Compensation Advisory Committee,” while for Directors who are Audit & Supervisory Committee Members, the policies described in a) (i) above were determined through discussion by Directors who are Audit & Supervisory Committee Members.

The Nomination and Compensation Advisory Committee conducted discussions on a wide range of topics including the system of Directors’ compensation and the appropriateness of the compensation levels for each position, taking into account the survey results regarding directors’ compensation levels of other companies obtained from the third-party research organizations.

(ii) After June 21, 2024

The policies described in a) (ii) above for Directors (excluding Directors who are Audit & Supervisory Committee Members) were determined by resolution at the Board of Directors, after the deliberation of the “Nomination and Compensation Advisory Committee,” while for Directors who are Audit & Supervisory Committee Members, the policies described in a) (ii) above were determined through discussion by Directors who are Audit & Supervisory Committee Members.

The Nomination and Compensation Advisory Committee conducted discussions on a wide range of topics including the system of Directors’ compensation and the appropriateness of the compensation levels for each position, taking into account the survey results regarding directors’ compensation levels of other companies obtained from the third-party research organizations.

c) Reason the Board of Directors judged that the content of compensation, etc., for individual Directors (excluding Directors who are Audit & Supervisory Committee Members) for the current fiscal year is in line with the policy stated in a) (i) above

Compensation, etc., for individual Directors (excluding Directors who are Audit & Supervisory Committee Members) for the current fiscal year were determined by the Board of Directors following confirmation that those amounts are in line with the policy stated in a) above, after the deliberation of the “Nomination and Compensation Advisory Committee.” Therefore, the Board of Directors judged that the content of the compensation, etc., for each individual is in line with the policy stated in a) (i) above.

(d) Activities of the Board of Directors and the Nomination and Compensation Advisory Committee in the process of deciding the amount of compensation for Directors

a) Activities of the Board of Directors

The specific amount of monthly compensation of each Director was determined based on the “Policies regarding the Decision on the Amount of Compensation for Directors (excluding Directors who are Audit & Supervisory Committee Members)” resolved at the Board of Directors’ meeting held on June 23, 2023.

b) Activities of the Nomination and Compensation Advisory Committee

Prior to determination of the specific amount of monthly compensation of each Director (excluding Director who is Audit & Supervisory Committee Member) by resolution at the Board of Directors’ meeting mentioned in a) above, at the Nomination and Compensation Advisory Committee meeting held on May 10, 2023, the committee conducted discussions and deliberations on a wide-range of topics including the system of Directors’ compensation and the appropriateness of the compensation levels by position, taking into account the survey results of directors’ compensation of other companies obtained from third-party research organizations.

(5) Shareholdings

(a) Standards and basic views on classification of investment shares

The Company classifies shares held solely for the purpose of gaining profit from fluctuations in values of shares or dividends on shares as investment shares held for pure investment purposes. The Company does not hold investment shares held for pure investment purposes.

(b) Investment shares held for purposes other than pure investment

a. Shareholding policy and method of examining the reasonableness of shareholding, as well as description of examination on the appropriateness of shareholding of individual stocks at the Board of Directors meetings, etc.

The Company, from the standpoint of sustainable growth and improvement of its corporate value over the mid- to long-term, believes that it is extremely important to maintain and develop the relationships of trust and alliance with its extensive range of business partners and alliance partners both in Japan and overseas, which have been cultivated through its business activities over the years. Accordingly, the Company shall continue to hold strategic shareholdings which are judged to contribute to maintaining and strengthening its business foundation such as the business relationships and alliance relationships between the Company and the investees, enhancing the profitability of both parties, and thereby improving the corporate value of the Company and the Group. Following sufficient discussions with the above companies, for those companies for which we believe are capable of achieving the objectives described above without holding their shares, we will proceed with the sale of shares we hold in such companies.

The Company confirms the appropriateness of its strategic shareholdings by specifically examining whether the purpose of each shareholding is appropriate and whether the benefit and risk associated with each shareholding is commensurate with the cost of capital, among other issues. Of these shareholdings, those shareholdings for which the fair value exceeds a certain threshold are examined each year at the Board of Directors meetings. The fair value of the shareholdings examined at the Board of Directors meetings accounts for approximately 90% of the total fair value of the strategic shareholdings held by the Company on a consolidated basis (as of March 31, 2024).

b. Number of stocks and carrying amount

	Number of stocks	Carrying amount (Millions of Yen)
Unlisted shares	180	11,239
Shares other than unlisted shares	72	258,548

(Stocks whose number of shares increased during the year ended March 31, 2024)

	Number of stocks	Total acquisition cost of increased shares (Millions of Yen)	Reason for increase in number of shares
Unlisted shares	-	-	-
Shares other than unlisted shares	-	-	-

(Stocks whose number of shares decreased during the year ended March 31, 2024)

	Number of stocks	Total sale amount of decreased shares (Millions of Yen)
Unlisted shares	5	704
Shares other than unlisted shares	12	61,133

(Change in the number of stocks from the end of the fiscal year ended March 31, 2013 (immediately after the management integration in 2012) to the end of the current fiscal year)

	Number of stocks
As of March 31, 2013	480
As of March 31, 2024	252
Changes in total number of stocks	(228)

c. Information on number of shares, carrying amount, etc. of specified investment shares and deemed holdings of shares by stock

Specified investment shares

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares Carrying amount (Millions of Yen)			
Daido Steel Co., Ltd.	15,504,800	3,100,960	This company and the Company operate joint ventures, etc. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	28,164	16,124		
Kobe Steel, Ltd.	10,734,500	10,734,500	This company is a strategic alliance partner of the Company in the joint use of upstream facilities, operation of joint ventures, reciprocal production support, etc. The Company holds shares in this company for the purpose of maintaining and developing the strategic alliance relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	22,070	11,303		
AIR WATER INC.	6,900,000	6,900,000	This company and the Company jointly operate on-site plants that supply oxygen, nitrogen, etc. within the premises of the Company's steel works. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	16,525	11,454		
Sumitomo Corporation	3,373,005	5,059,010	This company is a major partner of the Company in activities such as sales transactions of steel and operation of joint ventures. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	12,318	11,843		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Nittetsu Mining Co., Ltd.	2,475,920	2,475,920	This company is a stable supplier of limestone, which is essential for the Company's production of steel. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	12,243	8,863		
OKAMURA CORPORATION	5,313,988	5,313,988	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the flat products business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	12,062	7,248		
Mitsubishi UFJ Financial Group, Inc.	7,613,990	25,379,690	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	11,854	21,519		
Sankyu Inc.	2,061,280	2,061,280	This company is a contractor of logistics and other work within the premises of the Company's steel works. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	10,764	10,110		
MITSUI & CO., LTD.	1,449,250	1,449,250	This company is a major partner of the Company in activities such as sales transactions of steel and operation of joint ventures. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	10,298	5,965		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Namura Shipbuilding Co., Ltd.	5,027,656	5,027,656	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the steel plates business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	10,015	1,749		
DAIWA HOUSE INDUSTRY CO., LTD.	1,846,200	1,846,200	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the flat products business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	8,359	5,749		
Sanwa Holdings Corporation	2,968,000	3,468,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the flat products business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	7,957	4,910		
Unipres Corporation	6,692,000	6,692,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the automotive steel sheets business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	7,843	6,156		
OKAYA & CO., LTD.	434,500	434,500	This company is a major partner of Company in activities such as sales transactions of steel and operation of joint ventures. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	7,347	4,505		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Aichi Steel Corporation	1,531,420	1,531,420	This company and the Company operate joint ventures, etc. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	6,102	3,583		
Yokogawa Bridge Holdings Corp.	1,987,303	1,987,303	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the steel plates business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	5,860	4,300		
TOHO TITANIUM CO., LTD.	3,500,000	3,500,000	This company is a stable supplier of titanium materials for the Company. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	5,467	7,717		
Konoike Transport Co., Ltd.	2,451,418	2,451,418	This company is a contractor of logistics and other work within the premises of the Company's steel works. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	5,368	3,650		
OSAKA Titanium technologies Co., Ltd.	1,807,000	1,807,000	This company is a stable supplier of titanium materials for the Company. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	4,752	5,764		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Sumitomo Mitsui Financial Group, Inc.	526,182	1,753,682	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	4,687	9,291		
TOKYO ROPE MFG. CO., LTD.	3,236,535	3,236,535	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business. In fiscal 2020, the Company conducted an additional acquisition of the company's shares through a tender offer in order to contribute to recovering and improving the company's corporate value by enhancing commitment to increasing the company's corporate value. However, subsequent to the conclusion of the tender offer, the Japan Fair Trade Commission pointed out that a unified relationship would be formed between the Company and the company. The Company therefore decided to sell part of the company's shares based on the discussions with the Commission. The Company will sell the company's shares as early as possible in such timing and quantity that the shareholders, business partners, employees and other stakeholders of the company and the security markets deem that the ultimate objective of the tender offer, which is to recover and improve the company's corporate value is achieved. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	4,683	3,780		
HANWA Co., Ltd.	600,000	600,000	This company is a major partner of the Company in activities such as sales transactions of steel and operation of joint ventures. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	3,558	2,367		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Neturen Co., Ltd.	3,101,800	3,101,800	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	3,474	2,155		
Steel Strips Wheels Limited	8,500,000	8,500,000	<p>This company is a stable supplier of parts for wheels of the Group. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	No
	3,436	2,062		
MAX Co., Ltd.	1,044,950	1,044,950	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	3,401	2,215		
NIPPON CONCRETE INDUSTRIES CO., LTD.	6,940,000	6,940,000	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	2,810	1,769		
Topre Corporation	994,000	994,000	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the automotive steel sheets business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	2,596	1,219		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Toyo Seikan Group Holdings, Ltd.	892,000	892,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the tin plates business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	2,175	1,628		
ITOCHU Corporation	280,700	280,700	This company is a major partner of the Company in activities such as sales transactions of steel and operation of joint ventures. The Company holds shares in this company for the purpose of smoothly advancing business activities. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	1,815	1,207		
MinebeaMitsumi Inc.	500,000	5,00,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	1,475	1,255		
MIYAJI ENGINEERING GROUP, INC.	315,600	157,800	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the building and civil engineering materials business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	1,383	590		
Mizuho Financial Group, Inc.	445,424	1,484,624	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	1,356	2,788		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Electric Power Development Co., Ltd.	446,500	446,500	<p>This company is an alliance partner of the Company in the Company's power supply business, and the Company holds shares in this company for the purpose of maintaining and strengthening business relationships.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	1,114	951		
TSUKISHIMA HOLDINGS CO., LTD.	704,000	704,000	<p>This company is a customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening business relationships.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	Yes
	1,010	765		
Keisei Electric Railway Co., Ltd.	160,500	160,500	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the rails and parts for railway vehicles business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	No
	988	654		
KAWADA technologies, inc.	93,475	93,475	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the building and civil engineering materials business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	No
	961	351		
West Japan Railway Company	135,000	135,000	<p>This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the rails and parts for railway vehicles business.</p> <p>Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.</p>	No
	846	736		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Fudo Tetra Corporation	406,252	406,252	This company is a customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	836	662		
Sumitomo Mitsui Trust Holdings, Inc.	238,716	397,858	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	789	1,806		
TAKADA CORPORATION	404,928	404,928	This company is a contractor for maintenance work within the premises of the Company's steel works. The Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	786	529		
SNT CORPORATION	2,577,600	2,577,600	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the bars and wire rods business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	744	628		
PT CITRA TUBINDO Tbk	55,816,880	55,816,880	This company is a major partner of the Company in activities such as sales of OCTG in the Indonesian market. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	718	655		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Shinhokoku Material Corp.	508,900	508,900	This company is a stable supplier of parts for steelmaking facilities in the Company's pipe & tube business. The Company holds shares in this company for the purpose of maintaining and strengthening business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	685	590		
Nippon Yakin Kogyo Co., Ltd.	127,050	127,050	This company outsources manufacturing to the Group's stainless steel business. The Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	609	540		
MOLITEC STEEL CO.,LTD.	2,244,166	2,244,166	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the automotive steel sheets business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	574	709		
Yodogawa Steel Works, Ltd.	122,703	400,103	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the flat products business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	560	1,087		
OKUMURA CORPORATION.	102,751	*	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the building and civil engineering materials business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	523	*		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
MARUFUJI SHEET PILING CO.,LTD.	165,770	165,770	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the building and civil engineering materials business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	495	342		
Kyushu Railway Company	135,400	135,400	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the rails and parts for railway vehicles business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	479	399		
The Takigami Steel Construction Co., Ltd.	42,900	42,900	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the building and civil engineering materials business. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	350	343		
Dai-ichi Life Holdings, Inc.	—	1,969,100	This company is a major source of long-term funds procurement for the Company, and is also the principal company entrusted with the management of pension assets. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	—	4,794		
MS&AD Insurance Group Holdings, Inc.	—	329,241	This company is a major provider of non-life insurance to the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	—	1,351		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Tokio Marine Holdings, Inc.	—	404,400	This company is a major provider of non-life insurance to the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	—	1,030		

- Notes: 1. “—” indicates that the Company does not hold the relevant stock. “*” indicates that information has been omitted because the carrying amount of the relevant stock is 1% or less of the Company’s common stock and the stock is not one of the 60 stocks with the largest carrying amounts.
2. In selecting stocks with the largest carrying amounts, specified investment shares and deemed holdings of shares are not combined.
3. With regard to Mitsubishi UFJ Financial Group, Inc., Sumitomo Mitsui Financial Group, Inc., Mizuho Financial Group, Inc., Sumitomo Mitsui Trust Holdings, Inc., and MIYAJI ENGINEERING GROUP, INC., subsidiaries of these companies hold shares in the Company.

Deemed holdings of shares

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Mitsubishi UFJ Financial Group, Inc.	17,765,700	—	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	27,661	—		
Central Japan Railway Company	5,952,500	1,190,500	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the rails and parts for railway vehicles business. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	22,179	18,821		
Honda Motor Co., Ltd.	8,865,000	2,955,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the automotive steel sheets business. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	16,763	10,372		
Sumitomo Mitsui Financial Group, Inc.	1,227,500	—	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	10,935	—		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
East Japan Railway Company	1,064,400	1,064,400	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the rails and parts for railway vehicles business. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	9,320	7,807		
Dai-ichi Life Holdings, Inc.	—	1,969,100	This company is a major source of long-term funds procurement for the Group, and is also the principal company entrusted with the management of pension assets. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	—	4,794		
DAIKIN INDUSTRIES, LTD.	324,000	324,000	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the flat products business as a whole. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	6,674	7,664		
Nihon Parkerizing Co., Ltd.	2,664,000	2,664,000	This company is a stable supplier of chemicals, rust preventive oils, etc., and the Company holds shares in this company for the purpose of maintaining and strengthening business relationships. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	3,282	2,642		

Stock	Year ended March 31, 2024	Year ended March 31, 2023	Purpose of shareholding, outline of business alliance, etc., quantitative effects of shareholding, and reason for increase in number of shares	Whether the Company's shares are held
	Number of shares			
	Carrying amount (Millions of Yen)			
Mizuho Financial Group, Inc.	1,039,200	—	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	3,165	—		
Sumitomo Realty & Development Co., Ltd.	487,868	487,868	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the structural business. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	2,828	1,454		
Isuzu Motors Limited	*	1,814,500	This company is a major customer of the Company, and the Company holds shares in this company for the purpose of maintaining and strengthening commercial business relationships mainly in the automotive steel sheets business. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	No
	*	2,865		
Sumitomo Mitsui Trust Holdings, Inc.	*	115,773	This company is a source of funds procurement, stably and flexibly providing funds to the Company in accordance with its business strategies. The Company holds shares in this company for the purpose of maintaining and strengthening financial transactions. In addition, this company's shares are included in the Company's retirement benefit trust, and the Company holds the rights to direct the exercise of voting rights. Although it is difficult to state the quantitative effects of shareholding concerning individual transactions with the said party, the Company has confirmed the reasonableness of shareholding by specifically examining whether the purpose of the shareholding is appropriate and whether the benefit and risk associated with the shareholding is commensurate with the cost of capital, among other issues.	Yes
	*	525		

Notes: 1. "—" indicates that the Company does not hold the relevant stock. "*" indicates that information has been omitted because the carrying amount of the relevant stock is 1% or less of the Company's common stock and the stock is not one of the 60

stocks with the largest carrying amounts.

2. In selecting stocks with the largest carrying amounts, specified investment shares and deemed holdings of shares are not combined.
3. With regard to Mitsubishi UFJ Financial Group, Inc., Sumitomo Mitsui Financial Group, Inc., Dai-ichi Life Holdings, Inc., Mizuho Financial Group, Inc., and Sumitomo Mitsui Trust Holdings, Inc., subsidiaries of these companies hold shares in the Company.

(c) Investment shares held for pure investment

Not applicable.

V. Financial Information

Consolidated Financial Statements

Consolidated Statements of Financial Position

		(Millions of Yen)
ASSETS	As of March 31, 2023	As of March 31, 2024
Current assets :		
Cash and cash equivalents	(Notes 8 and 32) 670,410	448,892
Trade and other receivables	(Notes 9, 32 and 33) 1,062,384	1,587,979
Inventories	(Note 10) 2,085,971	2,276,665
Other financial assets	(Note 32) 28,176	33,927
Other current assets	223,575	212,919
Total current assets	4,070,518	4,560,384
Non-current assets :		
Property, plant and equipment	(Notes 11, 12) 3,183,638	3,380,436
Right-of-use assets	(Note 14) 83,935	100,601
Goodwill	(Notes 7, 13 and 29) 65,062	70,207
Intangible assets	(Notes 13) 157,444	177,853
Investments accounted for using the equity method	(Notes 15) 1,210,542	1,537,936
Other financial assets	(Note 32) 528,794	675,942
Defined benefit assets	(Note 19) 124,628	127,579
Deferred tax assets	(Note 16) 136,349	75,893
Other non-current assets	6,185	7,791
Total non-current assets	5,496,581	6,154,242
Total assets	9,567,099	10,714,627

The accompanying notes are integral parts of these statements.

(Millions of Yen)

LIABILITIES		As of March 31, 2023	As of March 31, 2024
Current liabilities :			
Trade and other payables	(Notes 17 and 32)	1,592,137	1,890,718
Bonds, borrowings and lease liabilities	(Notes 11, 14, 18 and 32)	403,028	541,495
Other financial liabilities	(Note 32)	5,878	7,036
Income taxes payable		51,917	80,269
Other current liabilities		40,839	62,353
Total current liabilities		<u>2,093,802</u>	<u>2,581,874</u>
Non-current liabilities :			
Bonds, borrowings and lease liabilities	(Notes 11, 14, 18 and 32)	2,296,322	2,170,148
Other financial liabilities	(Note 32)	323	146
Defined benefit liabilities	(Note 19)	185,441	116,309
Deferred tax liabilities	(Note 16)	37,685	140,532
Other non-current liabilities	(Note 32)	307,105	349,737
Total non-current liabilities		<u>2,826,879</u>	<u>2,776,874</u>
Total liabilities		<u>4,920,682</u>	<u>5,358,748</u>
EQUITY			
Common stock	(Note 20)	419,524	419,799
Capital surplus	(Note 20)	399,366	398,914
Retained earnings	(Note 20)	3,079,144	3,525,585
Treasury stock	(Note 20)	(58,054)	(58,149)
Other components of equity		341,173	491,576
Total equity attributable to owners of the parent		<u>4,181,155</u>	<u>4,777,727</u>
Non-controlling interests		465,261	578,150
Total equity		<u>4,646,417</u>	<u>5,355,878</u>
Total liabilities and equity		<u>9,567,099</u>	<u>10,714,627</u>

The accompanying notes are integral parts of these statements.

**Consolidated Statements of Profit or Loss and
Consolidated Statements of Comprehensive Income**

Consolidated Statements of Profit or Loss		(Millions of Yen)	
		Year ended March 31, 2023	Year ended March 31, 2024
Revenue	(Notes 22 and 33)	7,975,586	8,868,097
Cost of sales	(Notes 19 and 24)	(6,682,028)	(7,481,331)
Gross profit		1,293,557	1,386,765
Selling, general and administrative expenses	(Notes 19,23,24 and 33)	(579,411)	(730,388)
Share of profit in investments accounted for using the equity method	(Note 15)	102,915	144,326
Other operating income	(Note 25)	181,497	178,085
Other operating expenses	(Note 25)	(82,102)	(109,131)
Business profit	(Note 26)	916,456	869,657
Losses on reorganization	(Note 27)	(32,810)	(90,995)
Operating profit		883,646	778,662
Finance income	(Note 28)	8,091	21,540
Finance costs	(Note 28)	(24,888)	(36,230)
Profit before income taxes		866,849	763,972
Income tax expense	(Note 16)	(128,117)	(176,074)
Profit for the year		738,732	587,898
Profit for the year attributable to :			
Owners of the parent		694,016	549,372
Non-controlling interests		44,715	38,526
Earnings per share (Note 31)			
Basic earnings per share (Yen)		753.66	596.59
Diluted earnings per share (Yen)		671.89	527.96

Consolidated Statements of Comprehensive Income		(Millions of Yen)	
		Year ended March 31, 2023	Year ended March 31, 2024
Profit for the year		738,732	587,898
Other comprehensive income	(Note 30)		
Items that cannot be reclassified to profit or loss			
Changes in fair value of financial assets measured at fair value through other comprehensive income		32,577	125,783
Remeasurements of defined benefit plans		16,567	17,570
Share of other comprehensive income of investments accounted for using the equity method	(Note 15)	1,355	9,179
Subtotal		50,500	152,533
Items that might be reclassified to profit or loss			
Changes in fair value of cash flow hedges		(7,779)	1,570
Foreign exchange differences on translation of foreign operations		88,768	81,716
Share of other comprehensive income of investments accounted for using the equity method	(Note 15)	56,700	(12,886)
Subtotal		137,688	70,400
Total other comprehensive income, net of tax		188,188	222,933
Total comprehensive income for the year		926,920	810,831
Comprehensive income for the year attributable to:			
Owners of the parent		874,564	748,961
Non-controlling interests		52,356	61,870

The accompanying notes are integral parts of these statements.

Consolidated Statements of Changes in Equity

Year ended March 31, 2023

(Millions of Yen)

	Equity attributable to owners of the parent					
	Common stock	Capital surplus	Retained earnings	Treasury stock	Other components of equity	
					Changes in fair value of financial assets measured at fair value through other comprehensive income	Remeasurements of defined benefit plans
Balance as of March 31, 2022	419,524	393,547	2,514,775	(57,977)	178,442	—
Changes of the year						
Comprehensive income						
Profit for the year			694,016			
Other comprehensive income (Note 30)					38,476	14,289
Total comprehensive income	—	—	694,016	—	38,476	14,289
Transactions with owners and others						
Conversion of convertible bonds (Note 20)						
Cash dividends (Note 21)			(165,950)			
Purchases of treasury stock (Note 20)				(69)		
Disposals of treasury stock (Note 20)		0		2		
Changes in ownership interests in subsidiaries		5,818				
Transfer from other components of equity to retained earnings			36,302		(22,012)	(14,289)
Changes in scope of consolidation				(11)		
Subtotal	—	5,819	(129,647)	(77)	(22,012)	(14,289)
Balance as of March 31, 2023	419,524	399,366	3,079,144	(58,054)	194,905	—

	Equity attributable to owners of the parent				Non-controlling interests	Total equity
	Other components of equity			Total equity attributable to owners of the parent		
	Changes in fair value of cash flow hedges	Foreign exchange differences on translation of foreign operations	Total			
Balance as of March 31, 2022	58,852	(40,366)	196,928	3,466,799	430,209	3,897,008
Changes of the year						
Comprehensive income						
Profit for the year			—	694,016	44,715	738,732
Other comprehensive income (Note 30)	33,846	93,935	180,547	180,547	7,641	188,188
Total comprehensive income	33,846	93,935	180,547	874,564	52,356	926,920
Transactions with owners and others						
Conversion of convertible bonds (Note 20)			—	—		—
Cash dividends (Note 21)			—	(165,950)	(10,235)	(176,186)
Purchases of treasury stock (Note 20)			—	(69)		(69)
Disposals of treasury stock (Note 20)			—	3		3
Changes in ownership interests in subsidiaries			—	5,818	(7,346)	(1,528)
Transfer from other components of equity to retained earnings			(36,302)	—		—
Changes in scope of consolidation			—	(11)	278	266
Subtotal	—	—	(36,302)	(160,208)	(17,304)	(177,512)
Balance as of March 31, 2023	92,699	53,568	341,173	4,181,155	465,261	4,646,417

The accompanying notes are integral parts of these statements.

Year ended March 31, 2024

(Millions of Yen)

	Equity attributable to owners of the parent					
	Common stock	Capital surplus	Retained earnings	Treasury stock	Other components of equity	
					Changes in fair value of financial assets measured at fair value through other comprehensive income	Remeasurements of defined benefit plans
Balance as of March 31, 2023	419,524	399,366	3,079,144	(58,054)	194,905	—
Changes of the year						
Comprehensive income						
Profit for the year			549,372			
Other comprehensive income (Note 30)					126,397	15,685
Total comprehensive income	—	—	549,372	—	126,397	15,685
Transactions with owners and others						
Conversion of convertible bonds (Note 20)	275	275				
Cash dividends (Note 21)			(152,117)			
Purchases of treasury stock (Note 20)				(84)		
Disposals of treasury stock (Note 20)		1		49		
Changes in ownership interests in subsidiaries		(729)				
Transfer from other components of equity to retained earnings			49,186		(33,500)	(15,685)
Changes in scope of consolidation				(59)		
Subtotal	275	(452)	(102,930)	(94)	(33,500)	(15,685)
Balance as of March 31, 2024	419,799	398,914	3,525,585	(58,149)	287,802	—

	Equity attributable to owners of the parent				Non-controlling interests	Total equity
	Other components of equity			Total equity attributable to owners of the parent		
	Changes in fair value of cash flow hedges	Foreign exchange differences on translation of foreign operations	Total			
Balance as of March 31, 2023	92,699	53,568	341,173	4,181,155	465,261	4,646,417
Changes of the year						
Comprehensive income						
Profit for the year			—	549,372	38,526	587,898
Other comprehensive income (Note 30)	(48,486)	105,993	199,589	199,589	23,344	222,933
Total comprehensive income	(48,486)	105,993	199,589	748,961	61,870	810,831
Transactions with owners and others						
Conversion of convertible bonds (Note 20)			—	550		550
Cash dividends (Note 21)			—	(152,117)	(11,959)	(164,076)
Purchases of treasury stock (Note 20)			—	(84)		(84)
Disposals of treasury stock (Note 20)			—	51		51
Changes in ownership interests in subsidiaries			—	(729)	50	(679)
Transfer from other components of equity to retained earnings			(49,186)	—		—
Changes in scope of consolidation			—	(59)	62,928	62,868
Subtotal	—	—	(49,186)	(152,389)	51,018	(101,370)
Balance as of March 31, 2024	44,212	159,561	491,576	4,777,727	578,150	5,355,878

The accompanying notes are integral parts of these statements.

Consolidated Statements of Cash-Flows

(Millions of yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Cash flows from operating activities :		
Profit before income taxes	866,849	763,972
Depreciation and amortization	340,171	363,002
Finance income	(8,091)	(21,540)
Finance costs	24,888	36,230
Share of profit in investments accounted for using the equity method	(102,915)	(144,326)
Losses on reorganization	32,810	90,995
(Increase) decrease in trade and other receivables	(81,796)	50,126
(Increase) decrease in inventories	(309,525)	68,618
Increase (decrease) in trade and other payables	58,431	(53,628)
Other, net	(2,038)	(73,798)
Subtotal	818,783	1,079,651
Interest received	7,588	21,140
Dividends received	70,911	66,459
Interest paid	(21,575)	(30,565)
Income taxes paid	(214,433)	(126,526)
Net cash flows provided by operating activities	661,274	1,010,159
Cash flows from investing activities :		
Purchases of property, plant and equipment and intangible assets	(470,018)	(466,345)
Proceeds from sales of property, plant and equipment and intangible assets	15,483	12,384
Purchases of investment securities	(6,981)	(7,474)
Proceeds from sales of investment securities	88,698	20,982
Purchases of investments in affiliates	—	(184,232)
Proceeds from sales of investments in affiliates	5,231	19,670
Purchases of shares of subsidiaries resulting in change in scope of consolidation (Note 7)	(735)	(108,168)
Proceeds from sale of businesses	—	1,300
Loans to associates and others	(3,977)	(4,262)
Collection of loans from associates and others	1,730	1,696
Other, net	3,988	3,795
Net cash flows used in investing activities	(366,580)	(710,654)
Cash flows from financing activities :		
Increase (decrease) in short-term borrowings, net (Note 18)	27,240	(325,935)
Proceeds from long-term borrowings (Note 18)	150,273	85,218
Repayments of long-term borrowings (Note 18)	(207,909)	(211,736)
Proceeds from issuance of bonds (Note 18)	50,000	—
Redemption of bonds (Note 18)	(20,000)	(60,000)
Purchases of treasury stock	(58)	(73)
Cash dividends paid (Note 21)	(165,950)	(152,117)
Dividends paid to non-controlling interests	(10,235)	(11,959)
Purchases of shares of subsidiaries that do not result in change in scope of consolidation	(1,843)	(2,960)
Other, net	(19,171)	135,618
Net cash flows used in financing activities	(197,655)	(543,945)
Effect of exchange rate changes on cash and cash equivalents	22,322	22,922
Net increase in cash and cash equivalents	119,361	(221,518)
Cash and cash equivalents at beginning of the year	551,049	670,410
Cash and cash equivalents at end of the year (Note 8)	670,410	448,892

The accompanying notes are integral parts of these statements.

Notes to the consolidated financial statements

1. Reporting Entity

NIPPON STEEL CORPORATION (hereinafter referred to as the “Company” or “NSC”) is a corporation domiciled in Japan. The consolidated financial statements for the year ended March 31, 2024 are composed of the Company and its consolidated subsidiaries and equity-method affiliates (collectively hereinafter referred to as the “Group”). The principal businesses of the Group consist of Steelmaking and Steel Fabrication business, Engineering and Construction business, Chemicals & Materials business, and System Solutions business. Further details are described in Note “6. Segment Information”.

2. Basis of Preparation

(1) Compliance with International Financial Reporting Standards

The Company’s consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (“IFRS”), as issued by the International Accounting Standards Board (“IASB”). The term IFRS also includes International Accounting Standards (“IAS”) and the related interpretations of the interpretations committees (“SIC” and “IFRIC”).

(2) Basis of measurement

The consolidated financial statements have been prepared on the historical cost basis except for certain assets and liabilities as separately stated in Note “3. Material Accounting Policies”.

(3) Functional currency and presentation currency

The consolidated financial statements are presented in Japanese yen, which is the functional currency of the Company. All amounts have been truncated to the nearest millions of Japanese yen, unless otherwise indicated.

(4) Changes in presentation methods

(Related to consolidated statements of cash-flows)

“Payments for acquisition of businesses” ((4,369) million yen in the year ended March 31, 2023) in “Cash flows from investing activities” have become immaterial and therefore are included in and presented as “Other, net” in “Cash flows from investing activities” for the year ended March 31, 2024. In addition, “Proceeds from issuance of stock to non-controlling interests” (1,922 million yen in the year ended March 31, 2023) in “Cash flows from financing activities” have become immaterial and therefore are included in and presented as “Other, net” in “Cash flows from financing activities” for the year ended March 31, 2024. The consolidated statements of cash flows for the year ended March 31, 2023 are reclassified to reflect these changes in presentation methods.

(5) Authorization of the consolidated financial statements

The consolidated financial statements were authorized for issuance by Tadashi Imai, Representative Director, President and COO of the Company on June 21, 2024.

3. Material Accounting Policies

(1) Basis of consolidation

(a) Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

The financial statements of subsidiaries are included in the consolidated financial statements from the date when control is obtained until the date when control is lost. If the Group loses control of a subsidiary, any gain or loss resulting from the loss of control is recognized in profit or loss. Changes in the Group’s interest in a subsidiary not resulting in a loss of control are accounted for as equity transactions, and the difference between the adjustment to the non-controlling interests and the fair value of the consideration paid or received is recognized directly in equity and attributed to the owners of the Company.

When the accounting policies of the subsidiaries are different from those of the Group, the financial statements of subsidiaries are adjusted to ensure that the accounting policies are consistent with those of the Group. All intragroup balances, transaction amounts and unrealized gains and losses arising from intragroup transactions are eliminated in full in preparing the consolidated financial statements. Intragroup losses are eliminated in full except to the extent that the underlying asset is impaired.

(b) Investments in associates

An associate is an entity over which the Group has significant influence, which is the power to participate in the financial and operating policy decisions of the investee but there are no control. In principle, it is presumed that the Group has significant influence over an investee when the Group holds 20% or more but no more than 50% of the voting rights of the investee. An investee is determined as an associate when the Group has significant influence over it in one or more ways, not only the ratio of the voting rights, but also through participation in the policy-making progress and other right.

An investment in an associate is accounted for under the equity method from the date when the Group has significant influence over it until the date when the significant influence is lost. Under the equity method, the investment is initially recognized at cost, and any excess of the Group's share of the acquisition-date fair value of the investee's identifiable net assets over the cost of the investment is recognized as goodwill that is included in the carrying amount of the investment. Thereafter, the investment is adjusted for the change in the Group's share of the investee's profit or loss and other comprehensive income. When the Group's share of losses exceeds its interest in the associate, the Group's interest is reduced to zero and recognition of further losses over the carrying amount of the investment is discontinued except to the extent that the Group assumes obligations or makes payments on behalf of the investee.

When the Group ceases to have significant influence over an associate and discontinues the use of the equity method, gain or loss arising from discontinuance of the use of the equity method is recognized in profit or loss.

Goodwill arising from the acquisition of an associate forms a part of the carrying amount of investments in the associate and is not separately recognized. Therefore, the goodwill of investment in an associate is not subject to impairment test separately. However, whenever there is any possibility that an investment in an associate may be impaired, the entire carrying amount of the investment is tested for impairment as a single asset. Regarding impairment of goodwill, refer to (10) "Impairment of non-financial assets".

(c) Joint arrangements

The Group determines the type of a joint arrangement in which it is involved by considering its rights and obligations arising from the arrangement. When the parties that have joint control of an arrangement have rights to the assets and obligations for the liabilities, relating to the arrangement, the arrangement is classified as a joint operation. When the parties that collectively control the arrangement have rights to the net assets of the arrangement and decisions about the relevant activities require the unanimous consent of those parties, that arrangement is classified as a joint venture. The Group recognizes assets, liabilities, income and expenses generated from operating activities of joint operations only in a ratio equivalent to its shares. As for joint ventures, the Group uses the equity method.

(d) Scope of consolidation and application of equity method

Number of consolidated subsidiaries: 434 companies

Names of principal subsidiaries are listed in "Principal Subsidiaries and Affiliates"

In the year ended March 31, 2024, the scope of consolidation expanded by 95 companies, including 90 newly acquired companies and 4 newly established companies, etc. 21 companies—14 merged companies and 5 liquidations, etc.—were eliminated from the scope of consolidation in the year ended March 31, 2024.

As part of the above, the acquisition of Nippon Steel Trading Corporation on April 14, 2023, added 89 companies to the scope of consolidation.

Number of equity-method affiliates (associates, joint operations and joint ventures): 113 companies

Names of principal equity-method affiliates are listed in "Principal Subsidiaries and Affiliates"

During the year ended March 31, 2024, 27 companies were added to the scope of equity-method affiliates and 11 companies were removed from the scope of equity-method affiliates.

As part of the above, the acquisition of Nippon Steel Trading Corporation on April 14, 2023, added 16 companies to the scope of equity method.

(2) Business combinations

Business combinations are accounted for using the acquisition method when control is obtained. The identifiable assets acquired and the liabilities assumed of the acquiree are recognized at fair value as of the acquisition date.

When the total of consideration transferred in business combinations and amount of non-controlling interests in the acquiree exceeds the net of identifiable assets acquired and liabilities assumed on the acquisition date, the excess amount is recognized as goodwill. Conversely, when the total of consideration transferred and amount of non-controlling interests is lower than the net of identifiable assets acquired and liabilities assumed, the difference is recognized as profit.

The consideration transferred for the acquisition is measured as the total of fair value of the assets transferred, the liabilities incurred to former owners of the acquiree and the equity interests issued by the acquirer. In addition, the fair value of equity interest in the acquiree that the Group held before the date of obtaining control is included in the consideration transferred for a business combination achieved in stages. Acquisition costs attributable to a business combination are recognized as expenses as incurred.

Non-controlling interests are initially measured at fair value or at non-controlling interests' proportionate share of the acquiree's identifiable net assets on an acquisition-by-acquisition basis.

The components of profit or loss and other comprehensive income are attributed to owners of the parent and non-controlling interests based on the proportionate shares held.

(3) Foreign currency translation

(a) Functional currency and presentation currency

The financial statements of each Group entity are presented in its functional currency that is the currency of the primary economic environment in which the entity operates. The consolidated financial statements are presented in Japanese yen, which is the functional currency of the Company.

(b) Foreign currency transactions

Foreign currency transactions are translated into the functional currency using the spot exchange rate at the transaction date or using the foreign exchange rate that approximates such rate. Foreign currency monetary items at the end of each reporting period are translated into the functional currency using the exchange rate at the end of each reporting period. Non-monetary items measured at historical cost in foreign currencies are translated into the functional currency using the exchange rates at the transaction date. Non-monetary items measured at fair value that are denominated in foreign currencies are translated into the functional currency using the exchange rates at the date when the fair value is measured. Exchange differences arising from the translation or settlement are recognized in profit or loss, except for those recognized in other comprehensive income.

(c) Foreign operations

The financial performance and financial position of all of foreign operations which use a functional currency other than the presentation currency are translated into the presentation currency of the Company using the following exchange rates:

- (i) Assets and liabilities are translated using the exchange rates at the reporting date
- (ii) Income and expenses are translated at average exchange rates
- (iii) All resulting exchange differences arising from translation of foreign operations are recognized in other comprehensive income

When a foreign operation is disposed of, the cumulative amount of the exchange differences recognized in other comprehensive income is reclassified to profit or loss.

(4) Financial instruments

(a) Non-derivative financial assets

(i) Recognition and measurement

The Group recognizes financial assets when it becomes a party to the contractual provisions of the assets. Financial assets purchased or sold in a regular way are recognized on the trade date. Financial assets other than derivative financial instruments are classified at initial recognition as those measured at amortized cost or at fair value through other comprehensive income.

Financial assets measured at amortized cost and fair value through other comprehensive income are initially recognized at their fair value plus transaction costs that are directly attributable to the acquisition of the assets. However, the trade receivables that do not contain a significant financing component are recognized initially at their transaction price.

Financial assets measured at amortized cost

Financial assets are classified as financial assets measured at amortized cost only if the assets are held within the Group's business model with an objective of collecting contractual cash flows, and if the contractual terms of the financial assets give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets measured at fair value through other comprehensive income

For certain equity instruments held primarily for the purpose of maintaining or strengthening business relationship with investees, the Group designates these instruments as financial assets measured at fair value through other comprehensive income at initial recognition.

Subsequent changes in fair value are recognized in other comprehensive income. When these financial assets are derecognized or significant deterioration of fair value occurs, a gain or loss accumulated in other comprehensive income is reclassified to retained earnings. Dividends from the financial assets measured at fair value through other comprehensive income are recognized in profit or loss when the Group's right to receive dividends is established.

(ii) Derecognition

Financial assets are derecognized when the contractual rights to the cash flows from the financial assets expire, or when the Group transfers the financial assets and substantially all the risks and rewards of ownership of the assets to another party.

(iii) Impairment of financial assets measured at amortized cost

The Group assesses expected credit loss at the end of each reporting period for the impairment of financial assets measured at amortized cost.

The loss allowance is measured at an amount equal to the lifetime expected credit losses for trade receivables and financial assets with a significant increase in credit risk since initial recognition.

The Group determines whether credit risk has significantly increased based on changes in the risk of a default occurring on the financial assets. When determining whether there are changes in the risk of a default occurring on the financial assets, the Group considers the following;

- Significant deterioration in the financial conditions of an issuer or a borrower;
- A breach of contract, such as default or past-due payment of interest or principal; or
- It has become probable that a borrower will enter into bankruptcy or other financial reorganization

(b) Non-derivative financial liabilities

(i) Recognition and measurement

Financial liabilities other than derivatives are classified as financial liabilities measured at amortized cost.

(ii) Derecognition

The Group derecognizes financial liabilities when the obligation specified in the contract is discharged, cancelled or expires.

(c) Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is presented in the consolidated statement of financial position only when the Group currently has a legally enforceable right to offset the recognized amounts and intends either to settle on a net basis or to realize the assets and settle the liabilities simultaneously.

(d) Derivatives and hedge accounting

The Group utilizes derivatives, including foreign exchange forward contracts, interest rate swaps and currency swaps, to hedge foreign currency risk and interest rate risk. These derivatives are initially recognized at fair value when the contract is entered into, and are subsequently measured at fair value.

Changes in fair value of derivatives are recognized in profit or loss. However, the effective portion of cash flow hedges is recognized in other comprehensive income.

The Group formally documents relationships between hedging instruments and hedged items, as well as its risk management objective and strategies for undertaking various hedge transactions in an internal rule titled "Administrative Provisions on Transactions of Derivative Instruments". The rule stipulates that derivative transactions are conducted only for the purpose of mitigating risks arising from the Group's principal business activities (including forecast transactions) and the trading of derivatives for speculative purposes is prohibited.

The Group evaluates whether the derivatives designated as a hedging instrument offsets changes in fair value or the cash flows of the hedged items to a great extent when designating a hedging relationship and on an ongoing basis. A hedging relationship that qualifies for hedge accounting is classified and accounted for as follows:

(i) Fair value hedges

Changes in fair value of derivative as a hedging instrument are recognized in profit or loss. Changes in fair value of a hedged item adjust the carrying amount of the hedged item and are recognized in profit or loss.

(ii) Cash flow hedges

The effective portion of changes in fair value of derivative as a hedging instrument is recognized in other comprehensive income. Any ineffective portion of changes in fair value of derivative as the hedging instrument is recognized in profit or loss.

The amount accumulated in other comprehensive income is reclassified to profit or loss when the hedged transactions affect profit or loss. When a hedged item results in the recognition of a non-financial asset or a non-financial liability, the amount recognized as other components of equity is reclassified as an adjustment of initial carrying amount of the non-financial asset or non-financial liability.

(e) Compound financial instruments

The Compound financial instruments the Group issued are convertible bonds with stock acquisition rights convertible into stockholders' equity at the option of the holders. The liability component of a compound financial instrument is initially recognized at the fair value of a similar liability that does not have an equity conversion option. The equity component of a compound financial instrument is initially recognized at the difference between the fair value of the compound financial instrument as a whole and the fair value of the liability component. The directly attributable transaction costs are allocated to each component in proportion to the initial carrying amounts.

After initial recognition, the liability component of a compound financial instrument is measured at amortized cost using the effective interest method. The equity component of a compound financial instrument is not remeasured after initial recognition.

(5) Cash and cash equivalents

Cash and cash equivalents comprises of cash on hand, bank deposits available for withdrawal on demand, and short-term investments with the maturity of three months or less from the acquisition date, that are readily convertible to cash and subject to an insignificant risk of changes in value.

(6) Inventories

Inventories are measured at the lower of cost or net realizable value. The cost of inventories is measured mainly based on the weighted average method, and comprises of all costs of purchasing and processing as well as other costs incurred in bringing the inventories to their present location and condition. Net realizable value represents the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(7) Property, plant and equipment

(a) Recognition and measurement

Property, plant and equipment is initially measured at cost and presented at cost less accumulated depreciation and impairment losses. Acquisition cost includes costs directly attributable to the acquisition of the asset and costs of dismantling, removing and restoration of the asset.

(b) Depreciation

Depreciation of property, plant and equipment is mainly computed by the straight-line method over the estimated useful lives of each component based on the depreciable amount, except for land and other non-depreciable assets. The depreciable amount is the cost of the asset less the respective estimated residual values.

The estimated useful lives of major property, plant and equipment are as follows:

- Buildings: Principally 31 years
- Machinery: Principally 14 years

The depreciation methods, estimated useful lives and residual values are reviewed at the end of each reporting period, and modified as necessary.

(8) Goodwill and intangible assets

Intangible assets are measured at cost. Intangible assets with finite useful lives are presented at cost less accumulated amortization and impairment losses. Goodwill and intangible assets with indefinite useful lives are presented at cost less accumulated impairment losses.

(a) Goodwill

When the total of consideration transferred in business combinations and amount of non-controlling interests in the acquiree exceeds the net of identifiable assets acquired and liabilities assumed on the acquisition date, the excess amount is recognized as goodwill. Goodwill is not amortized and is allocated to cash-generating units or groups of cash-generating units.

Regarding accounting policy for impairment of goodwill, refer to (10) "Impairment of non-financial assets".

(b) Intangible assets

Intangible assets acquired separately are measured at cost at the date of initial recognition. The costs of intangible assets acquired in business combinations are measured at fair value at the acquisition date. Intangible assets with finite useful lives are presented at cost less accumulated amortization and impairment losses. Expenditures related to internally generated intangible assets are recognized as expenses when incurred, unless development expenses meet the criteria for capitalization.

(c) Amortization

Amortization of intangible assets with finite useful lives is recognized as an expense by the straight-line method over their estimated useful lives from the date when the assets are available for their intended use. The amortization methods and useful lives are reviewed at the end of each reporting period, and modified as necessary.

The estimated useful lives of major intangible assets with finite useful lives are as follows:

- Software: Principally 5 years
- Mining rights: Principally 25 years

Intangible assets with indefinite useful lives and intangible assets not yet available for use are not amortized.

(9) Leases

The Group determines whether a contract is, or contains, a lease based on the substance of the contract rather than its legal form at the commencement date of the lease.

The Group recognizes right-of-use assets and lease liabilities at the commencement date of a lease contract or a contract which is determined to contain a lease. Lease liabilities are measured at the discounted present value of the total lease payments that are not paid at the lease commencement date.

Right-of-use assets are initially measured at the amount of initial measurement of the corresponding lease liability, adjusted mainly by any initial direct costs, and any prepaid lease payments, plus costs including restoration obligations under the lease agreement. Right-of-use assets are depreciated mainly on a straight-line basis over the lease term. Finance costs are presented separately from depreciation costs on right-of-use assets on the consolidated statements of profit or loss.

For leases with an initial term of 12 months or less and leases for which the underlying asset is of low value, the Group applied an exemption of IFRS 16 and elected not to recognize the lease payments associated with those leases as right-of-use assets or lease liabilities. The Group recognizes such lease payments as expenses mainly on a straight-line basis over the lease term.

(10) Impairment of non-financial assets

For the non-financial assets other than inventories and deferred tax assets, the Group assesses whether there is any indication of impairment on each asset or the cash-generating unit to which the asset belongs at the end of each reporting period. If any indication of impairment exists, the recoverable amount of the asset or the cash-generating unit to which the asset belongs is estimated and impairment tests are performed. Goodwill, intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment at least annually and whenever an indication of impairment exists.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use. When the recoverable amount of the individual asset cannot be estimated, the Group estimates the recoverable amount of the cash-generating unit or the group of cash-generating units to which the asset belongs. The value in use is calculated by discounting the estimated future cash flows to the present value, and a pre-tax discount rate that reflects the time value of money and the risks specific to the asset is used as a discount rate.

The cash flows are based on the medium- to long-term management plan and the latest business plan, which incorporate the steel supply and demand forecast and manufacturing cost improvement as key assumptions. Projections of steel supply and demand and manufacturing cost improvements are subject to a high degree of uncertainty, and management's judgements regarding these factors are expected to have significant impacts on the future cash flows.

The cash-generating unit or the group of cash-generating units to which goodwill is allocated is the lowest level monitored for internal management purposes, and is not larger than an operating segment.

As corporate assets do not independently generate cash inflows, when there is an indication that a corporate asset may be impaired, an impairment test is performed based on the recoverable amount of the cash-generating unit or the group of cash-generating units to which such corporate asset belongs.

If the recoverable amount of the asset or the cash-generating unit is less than the carrying amount, the carrying amount of the asset is reduced to its recoverable amount and an impairment loss is recognized. The impairment loss recognized with respect to the cash-generating unit is allocated first to reduce the carrying amount of any goodwill allocated to the cash-generating unit, and then to reduce other assets of the unit on a pro-rata basis based on the carrying amount of each asset in the unit.

An impairment loss is reversed if there are indications that an impairment loss recognized in prior periods for an asset other than goodwill may no longer exist or may have decreased and the recoverable amount of the asset is greater than its carrying amount. The amount to be reversed would not exceed its carrying amount that would have been determined had no impairment loss been recognized for the asset in prior years. An impairment loss recognized in goodwill is not reversed.

(11) Employee benefits

Employee benefits include short-term employee benefits, retirement benefits, and other long-term employee benefits.

(a) Short-term employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are recognized as expenses when the related service is provided.

A liability is recognized for the amount expected to be paid under short-term cash incentive plans if the Group has a present legal or constructive obligation to pay in exchange for services provided by the employees in the prior period, and such obligation can be reliably estimated.

(b) Retirement benefits

Retirement benefit plans comprise of defined benefit corporate pension plans, defined contribution plans, and lump-sum retirement payment plans. These retirement benefit plans are accounted for as follows:

(i) Defined benefit corporate pension plans and lump-sum retirement payment plans

The net defined benefit liabilities or assets of defined benefit plans are recognized as the present value of defined benefit obligations less the fair value of any plan assets. If the defined benefit plan has been overfunded, the defined benefit asset is limited to the asset ceiling that is the present value of any future economic benefits available in the form of reductions in the future contributions to the plan or cash refunds.

The present value of defined benefit obligations is calculated annually by qualified actuaries using the projected unit credit method. The discount rates are based on the market yields of high quality corporate bonds at the end of each reporting period that have terms consistent with the discount period, which is established as the estimated term of the retirement benefit obligations through to the estimated dates for payments of future benefits.

Remeasurements of defined benefit plans are immediately recognized in other comprehensive income when incurred and then directly transferred to retained earnings, while past service costs are recognized in profit or loss.

(ii) Defined contribution plans

Contributions to defined contribution retirement plans are recognized as expenses in the period when the employees render the related services.

(12) Equity

(a) Ordinary shares

Ordinary shares are classified as equity. Costs directly attributable to the issuance of ordinary shares (net of tax effects) are recognized as a deduction from equity.

(b) Treasury stock

When the Company acquires treasury stocks, the consideration paid, including any directly attributable costs (net of tax effects), is deducted from equity. In case of disposal of treasury stocks, the difference between the consideration received and the carrying amount of treasury stocks is recognized in equity.

(13) Revenue

Revenue is recognized based on the following five-steps.

Step 1: Identify the contract with a customer

Step 2: Identify the performance obligations in the contract

Step 3: Determine the transaction price

Step 4: Allocate the transaction price to the performance obligations in the contract

Step 5: Recognize revenue when or as the Group satisfies a performance obligation

Revenue generated from Steelmaking and Steel Fabrication segment and Chemicals and Materials segment primarily consists of revenue generated from sale of goods while revenue generated from Engineering and Construction segment primarily consists of construction contracts and revenue generated from System Solutions segment mainly consists of services rendered and construction contracts (built-to-order software).

(a) Performance obligations satisfied at a point in time

The Group recognizes revenue from sale of goods at the point of shipment when the customer obtains control of the goods and therefore a performance obligation is satisfied at a point in time where the Group no longer retains physical possession of the goods upon shipment, the Group has the right to be paid from the customer and their legal title is transferred to the customer.

With respect to revenue from rendering of service whose performance obligation is satisfied at a point in time, the Group recognizes revenue when the rendering of service is completed. Revenue is measured at the amount of consideration received or receivable less discounts and rebates. The consideration of the transaction is primarily collected within one year after the satisfaction of the performance obligation and it does not contain a significant financing component.

(b) Performance obligations satisfied over time

The Group recognizes revenue from construction contracts and built-to-order software on the basis of progress towards satisfaction of performance obligation as the Group transfers control over time. The progress is measured on the basis of percentage of actual costs incurred to date to estimated total costs as it is considered that costs incurred properly reflect the progress of the services (Input methods).

With respect to revenue from rendering of services whose performance obligation is satisfied over time, the Group recognizes revenue evenly throughout the duration of the service.

(14) Income taxes

Income taxes comprise of current taxes and deferred taxes, and are recognized in profit or loss, except for the items which are recognized directly in equity or other comprehensive income.

Current taxes are measured at the amounts expected to be paid or recovered from the taxation authorities using the tax rates that have been enacted or substantively enacted at the end of the reporting period.

Deferred tax assets and deferred tax liabilities are recognized based on future tax consequences attributable to temporary differences between the carrying amounts of assets or liabilities for accounting purposes and the tax bases of the assets or liabilities, carryforward of unused tax losses and tax credits. Deferred tax assets are recognized to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, unused tax losses and unused tax credits can be utilized. Deferred tax assets are reviewed at the end of each reporting period and recognized only to the extent that it is probable that the tax benefits can be realized. However, deferred tax assets are not recognized if it arises from the initial recognition of an asset or liability in a transaction that is not a business combination, affects neither accounting profit nor taxable profit, and does not give rise to equal taxable and deductible temporary differences at the time of the transaction.

Deferred tax assets arising from deductible temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements are recognized only to the extent of the following circumstances:

- The temporary difference will reverse in the foreseeable future; and
- Taxable profit will be available against which the temporary difference can be utilized.

Deferred tax liabilities are recognized for all taxable temporary differences, except for the following circumstances:

- On the initial recognition of goodwill;
- On the initial recognition of an asset or liability in a transaction that is not a business combination, affects neither accounting profit nor taxable profit, and does not give rise to equal taxable and deductible temporary differences at the time of the transaction;
- Taxable temporary differences associated with investments in subsidiaries to the extent that the parent company is able to control the timing of the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future.

The Group assesses the recoverability of deferred tax assets using all the future information available such as projections of the future taxable profit based on the medium- to long-term management plan and the latest business plan which incorporate the steel supply and demand forecast and manufacturing cost improvement as key assumptions. Although the Group recognizes its deferred tax assets to the extent that it is probable that the related tax benefits will be realized, the recoverable amount may vary depending on the factors such as the changes in the projections of the future taxable profit in case of not achieving the goal of the medium- to long-term management plan and business plan due to unfavorable business environment or tax reforms including the changes in the statutory tax rate.

Deferred tax assets and deferred tax liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and in either of the following circumstances:

- Income taxes are levied by the same taxation authority on the same taxable entity; or
- Different taxable entities intend either to settle current tax assets and current tax liabilities on a net basis, or to realize the current tax assets and settle the current tax liabilities simultaneously.

The Group has applied International Tax Reform—Pillar Two Model Rules (Amendments to IAS 12 Income Taxes) (announced in May 2023). With regard to the recognition and disclosure of deferred tax assets and liabilities related to Pillar Two income taxes, the exceptions set forth in these amendments are applied.

(Changes in Accounting Policies)

The Group has initially applied the following standard from the beginning of the year ended March 31, 2024.

The application of this standard does not have a material impact on the various items of the consolidated financial statements.

Standards	Name of Standards	Content
IAS 12	Income Taxes	Amendments clarify that deferred taxes related to transactions such as leases and decommissioning obligations (when an entity recognizes both assets and liabilities) cannot be exempted from recognition.

(15) Earnings per share

Basic earnings per share is calculated by dividing the profit for the reporting period attributable to owners of the Company by the weighted average number of common stock outstanding during the period in which the number of treasury stock is excluded.

Diluted earnings per share is calculated by adjusting the effects of all dilutive potential ordinary shares.

4. Significant Accounting Estimates and Judgments

The preparation of consolidated financial statements in accordance with IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. However, actual results could differ from these estimates.

The estimates and their underlying assumptions are reviewed on an ongoing basis. The effects of changes in accounting estimates are recognized prospectively in the period in which the estimates are revised.

Information about judgments that have been made in the process of applying the Group's accounting policies and that have the most significant effects on the amounts recognized in the consolidated financial statements is included in the following notes:

- Note 3 (1) "Basis of consolidation" and Note 15 "Interests in Subsidiaries, Associates and Others"
- Note 3 (4) "Financial instruments" and Note 32 "Financial Instruments"

Information about uncertainty of key estimates and assumptions that may have significant risks of causing material adjustments to the carrying amounts of assets and liabilities in the subsequent reporting year is included in the following notes:

- Note 3 (10) "Impairment of non-financial assets" and Note 29 "Impairment of Assets"
- Note 3 (11) "Employee benefits" and Note 19 "Employee Benefits"
- Note 3 (13) "Revenue" and Note 22 "Revenue"
- Note 3 (14) "Income taxes" and Note 16 "Income Taxes"
- Note 35 "Loan Guarantees"

5. New Accounting Standards and Interpretations Not Yet Applied

New standards, interpretations, and amendments to standards and interpretations that were issued as of the date of approval of the consolidated financial statements but have not yet been adopted in the preparation of the consolidated financial statements are as follows. The effect of applying new standards to the Group is now under consideration and cannot be estimated at this time.

Standards	Name of Standards	Effective date (The fiscal year beginning on or after)	Adoption date of the Group	Content
IFRS 18	Presentation and Disclosure in Financial Statements	January 1, 2027	Fiscal year ending March 31, 2028	IFRS 18 replaces IAS 1 <i>Presentation of Financial Statements</i> and introduces new requirements primarily regarding the presentation and disclosure of financial performance in the Statements of Profit or Loss.

6. Segment Information

(1) Description of reportable segments

The Company engages in the Steelmaking and Steel Fabrication business and acts as the holding company of the Group. The Group has four operating segments determined mainly based on products and services, which are Steelmaking and Steel Fabrication, Engineering and Construction, Chemicals and Materials, and System Solutions. Each operating segment shares the management strategy of the Group, while conducting its business activities independently from and in parallel with other companies of the Group. The following summary describes the operations of each reportable segment:

Reportable segments	Principal businesses
Steelmaking and Steel Fabrication	Manufacturing and sale of steel products
Engineering and Construction	Manufacturing and sale of industrial machinery, equipment and steel structures, construction projects under contract, waste processing and recycling, and supplying electricity, gas, and heat
Chemicals and Materials	Manufacturing and sale of coal-based chemical products, petrochemicals, electronic materials, materials and components for semiconductors and electronic parts, carbon fiber and composite products, and products that utilize technologies for metal processing
System Solutions	Computer systems engineering and consulting services; IT-enabled outsourcing and other services

(2) Basis of measurement of segment revenue, profit or loss, assets, liabilities, and other items

Inter-segment revenue is based on transaction prices between third parties. Segment profit is measured using business profit.

(3) Information about segment revenue, profit or loss, assets and liabilities and other items

(Year ended March 31, 2023)

(Millions of Yen)

	Reportable segment				Subtotal	Adjustments (Note 1)	Consolidated
	Steelmaking and Steel Fabrication	Engineering and Construction	Chemicals and Materials	System Solutions			
Revenue							
Revenue from external customers	7,176,756	319,365	257,648	221,815	7,975,586	—	7,975,586
Inter-segment revenue or transfers	68,791	32,865	16,937	70,698	189,292	(189,292)	—
Total	7,245,547	352,231	274,586	292,513	8,164,879	(189,292)	7,975,586
Segment profit (loss) <Business profit>	861,443	11,674	16,170	32,111	921,401	(4,944)	916,456
Other items							
Depreciation and amortization	323,214	4,406	8,027	9,166	344,815	(4,643)	340,171
Share of profit in investments accounted for using the equity method	87,698	295	2,000	11	90,007	12,908	102,915
Segment assets	8,802,716	315,884	230,568	304,664	9,653,833	(86,734)	9,567,099
Other items							
Investments accounted for using the equity method	1,047,248	3,952	28,494	414	1,080,108	130,433	1,210,542
Capital expenditure	448,655	1,976	10,567	4,473	465,673	(2,175)	463,497
Segment liabilities (Interest-bearing debt)	2,678,184	5,156	8,001	8,009	2,699,351	—	2,699,351

Notes:

- The adjustments of segment profit of (4,944) million yen include investment return of 11,443 million yen from the equity method associate Nippon Steel Kowa Real Estate Co., Ltd., and elimination of inter-segment revenue or transfers of (16,387) million yen.

(Year ended March 31, 2024)

(Millions of Yen)

	Reportable segment				Subtotal	Adjustments (Note 1)	Consolidated
	Steelmaking and Steel Fabrication	Engineering and Construction	Chemicals and Materials	System Solutions			
Revenue							
Revenue from external customers	8,010,655	381,600	243,327	232,513	8,868,097	—	8,868,097
Inter-segment revenue or transfers	65,689	27,632	17,506	79,058	189,887	(189,887)	—
Total	8,076,345	409,233	260,834	311,572	9,057,985	(189,887)	8,868,097
Segment profit (loss) <Business profit>	821,065	(1,340)	15,390	35,588	870,704	(1,046)	869,657
Other items							
Depreciation and amortization	346,758	3,379	8,566	8,727	367,431	(4,428)	363,002
Share of profit in investments accounted for using the equity method	130,081	130	1,340	20	131,572	12,754	144,326
Segment assets	9,824,730	360,665	237,606	363,379	10,786,381	(71,754)	10,714,627
Other items							
Investments accounted for using the equity method	1,357,813	4,324	30,459	142	1,392,740	145,195	1,537,936
Capital expenditure	473,901	5,663	9,636	3,390	492,592	(4,876)	487,716
Segment liabilities (Interest-bearing debt)	2,674,600	17,201	9,787	21,555	2,723,144	(11,500)	2,711,644

Notes:

- The adjustments of segment profit of (1,046) million yen include investment return of 11,967 million yen from the equity method associate Nippon Steel Kowa Real Estate Co., Ltd., and elimination of inter-segment revenue or transfers of (13,013) million yen.

(4) Information about geographical areas**(a) Revenue**

Revenue information is based on the geographical location of customers and classified by region.

(Year ended March 31, 2023)

(Millions of Yen)

Japan	Overseas Subtotal	Overseas		Total
		Asia	Other	
4,735,710	3,239,876	1,877,313	1,362,562	7,975,586

(Year ended March 31, 2024)

(Millions of Yen)

Japan	Overseas Subtotal	Overseas		Total
		Asia	Other	
5,286,846	3,581,251	1,992,906	1,588,344	8,868,097

(b) Non-current assets

Non-current assets are based on the location of the asset and do not include financial assets, deferred tax assets and assets for retirement benefits.

(As of March 31, 2023)

(Millions of Yen)

Japan	Overseas	Total
2,978,889	517,376	3,496,266

(As of March 31, 2024)

(Millions of Yen)

Japan	Overseas	Total
3,152,514	584,376	3,736,890

(5) Revenue from major customers

There has been no single external customer revenue which represented 10% or more to the Group's revenue for the year ended March 31, 2024.

Nippon Steel Trading Corporation, which was a major customer in the year ended March 31, 2023, has been excluded from the scope of this note since it has become our consolidated subsidiary in the year ended March 31, 2024.

(Millions of Yen)

	Related segment	Year ended March 31, 2023	Year ended March 31, 2024
NIPPON STEEL TRADING CORPORATION	Steelmaking and Steel Fabrication	1,555,353	—

7. Business combinations

Business combinations consummated during the year ended March 31, 2024

Acquisition of NIPPON STEEL TRADING CORPORATION

(1) Overview

- (a) Name of the acquiree and the description of its business
Name of the acquiree: NIPPON STEEL TRADING CORPORATION (Nippon Steel Trading Corporation)
Description of business: Marketing and import/export of steel, industrial supply and infrastructure, foodstuffs, textiles and others
- (b) Acquisition date: April 14, 2023
- (c) Ratio of acquired voting equity interest
Ratio of voting rights held prior to the acquisition date: 34.54%
Ratio of voting rights after additional acquisition on the acquisition date: 70.21%
Ratio of voting rights after the company's stock consolidation and the handling of fractions of less than one share: 80.00%
- (d) Primary reason for business combination
The Group believes that to enhance its ability to promptly and appropriately respond to structural changes in the global steel market, it must increase direct contact with domestic and overseas customers and enhance its ability to conduct integrated operations regarding steel transactions, and further strengthen its competitiveness throughout the supply chain in order to ensure integrated profitability of the Group by optimizing and streamlining from steel manufacturing to distribution and processing thereof, and creating new added value. Under such understanding, the Company determined that it is desirable to make Nippon Steel Trading Corporation a consolidated subsidiary of the Company and delist Nippon Steel Trading Corporation in order to make the relationship between the Company and Nippon Steel Trading Corporation stronger and implement measures with a medium- to long-term perspective.
- (e) Form of control acquisition of the acquirees
Acquisition of shares for cash

(2) Consideration transferred

	(Millions of Yen)
Cash	136,543
Fair value of equity interests held before the acquisition date, etc. (Note 1)	103,616
<u>Total consideration transferred (Note 2)</u>	<u>240,159</u>

Note:

- The Company recorded a profit of 36,430 million yen as other operating income in the consolidated statements of profit or loss as a result from fair value measurement conducted at the acquisition date of the equity Interests of Nippon Steel Trading Corporation held prior to the acquisition date.
- The Group recorded acquisition-related costs of 1,081 million yen as selling, general and administrative expenses in the consolidated statements of profit and loss.

(3) Fair value of the assets acquired and liabilities assumed, non-controlling interests and bargain purchase gain

The fair value of the assets acquired and liabilities assumed, non-controlling interests and bargain purchase gain has been confirmed at the year ended March 31, 2024.

	(Millions of Yen)
Current assets	991,604
Non-current assets	183,003
<u>Total assets</u>	<u>1,174,608</u>
Current liabilities	690,620
Non-current liabilities	147,867
<u>Total liabilities</u>	<u>838,488</u>
Total identifiable net assets acquired	336,120
Non-controlling interests (Note 1)	89,987
Total equity attributable to owners of the parent	246,132
Total consideration transferred	240,159
<u>Bargain purchase gain (Note 2)</u>	<u>5,972</u>

Note:

- Non-controlling interests are measured at the proportionate share of the fair value of the acquirees' identifiable total equity.
- The total equity attributable to owners of the parent of 246,132 million yen, which is determined by subtracting the non-controlling interests from the fair value of assets acquired and liabilities assumed based on reasonable information (such as financial and assets conditions based on due diligence performed by a third-party and valuation of shares performed by a financial advisor), exceeds the consideration transferred for the acquisition of Nippon Steel Trading Corporation of 240,159 million yen. The Group recorded a bargain purchase gain of 5,972 million yen arising from the difference between those two as "Other operating income" in the consolidated statements of profit or loss for the year ended March 31, 2024.

(4) Net cash used in the transaction

	(Millions of Yen)
Cash consideration transferred	136,543
Cash and cash equivalents held by the acquirees at the acquisition date	(28,899)
Net cash used in the transaction	107,643

(5) Revenue and profit or loss of the acquirees after the acquisition date

	(Millions of Yen)
Revenue	2,098,224
Profit or loss	32,040

(6) Revenue and profit or loss of the Group if the business combination had been completed at the beginning of the year

Information about revenue and profit or loss of the Groups if business combination had been completed at the beginning of the year is not disclosed as it is immaterial to the consolidated financial statements.

8. Cash and Cash Equivalents

The components of cash and cash equivalents are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Cash	670,410	448,892
Cash equivalents	—	—
Total	670,410	448,892

The balance of cash and cash equivalents in the consolidated statements of financial position agrees with the balance of cash and cash equivalents in the consolidated statements of cash flows.

9. Trade and Other Receivables

The components of trade and other receivables are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Notes and accounts receivable	905,613	1,472,582
Other	158,745	117,723
Allowance for doubtful receivables	(1,974)	(2,325)
Total	1,062,384	1,587,979

Contract assets are included in "Notes and accounts receivables".

10. Inventories

The components of inventories are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Merchandise and finished goods	1,108,363	1,244,000
Work in progress	83,608	98,217
Raw materials and supplies	893,999	934,446
Total	2,085,971	2,276,665

11. Assets Pledged as Collateral

As per general contractual provisions for long-term and short-term borrowings, banks may require collateral and guarantees for present and future obligations, and retain the rights to offset the liabilities with bank deposits when repayment is overdue or when default occurs.

Assets pledged as collateral and secured debts are as follows:

(Millions of Yen)

Assets pledged as collateral	As of March 31, 2023	As of March 31, 2024
Land	5,656	5,740
Buildings and structures	2,257	2,038
Machinery and vehicles	710	612
Other	10,387	10,029
Total	19,012	18,420

(Millions of Yen)

Secured debts	As of March 31, 2023	As of March 31, 2024
Short-term borrowings	925	630
Long-term borrowings (current portion is included)	610	—
Other	1,164	1,028
Total	2,700	1,658

In addition to the pledged assets listed above, shares of associates are pledged as collateral (447 million yen, and 461 million yen as of March 31, 2023 and 2024, respectively).

12. Property, Plant and Equipment

Details of changes in the carrying amounts and acquisition costs, accumulated depreciation and accumulated impairment losses of property, plant and equipment are as follows:

(Millions of Yen)

Carrying amount	Land	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Construction in progress	Total
As of April 1, 2022	642,583	760,982	1,376,426	79,014	193,633	3,052,640
Acquisitions and reclassified from construction in progress	1,244	58,823	251,947	37,570	60,252	409,838
Disposals and sales	(4,507)	(4,765)	(3,473)	(4,386)	(523)	(17,657)
Depreciation	—	(53,913)	(208,222)	(27,229)	—	(289,365)
Effects of changes in foreign exchange rates	2,672	6,103	27,382	427	866	37,453
Other	1,104	(299)	(3,204)	1,598	(8,470)	(9,270)
As of March 31, 2023	643,097	766,930	1,440,856	86,994	245,759	3,183,638
Acquisitions and reclassified from construction in progress	4,224	59,127	271,246	40,273	53,814	428,686
Acquisitions through business combinations	25,519	21,740	13,330	1,512	1,163	63,265
Disposals and sales	(2,261)	(4,359)	(8,607)	(4,410)	(1,170)	(20,810)
Depreciation	—	(58,801)	(217,997)	(29,564)	—	(306,364)
Effects of changes in foreign exchange rates	2,476	6,119	30,726	432	2,725	42,479
Other	(1,588)	(1,281)	(3,993)	129	(3,724)	(10,458)
As of March 31, 2024	671,466	789,475	1,525,560	95,367	298,566	3,380,436

Depreciation of property, plant and equipment is mainly included in “Cost of sales” and “Selling, general and administrative expenses” in the consolidated statements of profit or loss.

(Millions of Yen)

Acquisition costs	Land	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Construction in progress	Total
As of April 1, 2022	709,322	2,853,613	8,942,195	430,961	220,558	13,156,650
As of March 31, 2023	710,081	2,899,785	9,123,745	444,383	272,309	13,450,305
As of March 31, 2024	737,412	2,993,003	9,297,664	466,325	329,097	13,823,502

(Millions of Yen)

Accumulated depreciation and accumulated impairment losses	Land	Buildings and structures	Machinery and vehicles	Tools, furniture and fixtures	Construction in progress	Total
As of April 1, 2022	66,738	2,092,630	7,565,768	351,947	26,924	10,104,009
As of March 31, 2023	66,984	2,132,854	7,682,889	357,388	26,550	10,266,667
As of March 31, 2024	65,945	2,203,527	7,772,103	370,957	30,530	10,443,066

13. Goodwill and Intangible Assets

Details of changes in the carrying amounts and acquisition costs, accumulated amortization and accumulated impairment losses of goodwill and intangible assets are as follows:

(Millions of Yen)

Carrying amount	Goodwill	Software	Mining rights	Other	Total
As of April 1, 2022	61,741	82,394	29,956	18,147	192,238
Acquisitions	—	45,613	—	373	45,987
Amortization	—	(22,939)	(2,122)	(2,856)	(27,919)
Effects of changes in foreign exchange rates	3,447	344	2,234	1,250	7,276
Other	(126)	(876)	—	5,925	4,922
As of March 31, 2023	65,062	104,536	30,067	22,839	222,506
Acquisitions	—	47,312	—	1,585	48,897
Acquisitions through business combinations	—	254	—	504	758
Amortization	—	(27,984)	(2,178)	(2,908)	(33,071)
Effects of changes in foreign exchange rates	5,144	659	2,382	2,596	10,782
Other	—	(996)	—	(817)	(1,813)
As of March 31, 2024	70,207	123,781	30,271	23,800	248,061

Amortization of intangible assets is included in “Cost of sales” and “Selling, general and administrative expenses” in the consolidated statements of profit or loss.

(Millions of Yen)

Acquisition costs	Goodwill	Software	Mining rights	Other	Total
As of April 1, 2022	81,497	153,746	55,948	28,598	319,790
As of March 31, 2023	84,819	182,861	60,073	34,720	362,474
As of March 31, 2024	89,964	217,886	65,016	38,150	411,016

(Millions of Yen)

Accumulated amortization and accumulated impairment losses	Goodwill	Software	Mining rights	Other	Total
As of April 1, 2022	19,756	71,351	25,992	10,451	127,551
As of March 31, 2023	19,756	78,324	30,005	11,880	139,967
As of March 31, 2024	19,756	94,104	34,744	14,349	162,955

14. Leases

The Group leases assets such as buildings and machinery as a lessee and land and buildings as a lessor.

(1) Right-of-use assets

As a lessee

Expenses, cash flows, the increase and the carrying amount related to leases as a lessee are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Depreciation of right-of-use assets		
Buildings and structures	13,204	13,635
Machinery and vehicles	6,696	7,314
Tools, furniture and fixtures	2,986	2,617
Total depreciation	22,886	23,567
Total amount of cash outflows incurred from leases	23,774	24,951
Increase in right-of-use assets	29,340	34,240
Details of right-of-use assets		
Buildings and structures	38,591	54,185
Machinery and vehicles	37,151	38,672
Tools, furniture and fixtures	8,191	7,743
Total balance of right-of-use assets	83,935	100,601

(2) Operating leases

As a lessor

The future lease payments before discounts expected to be received under non-cancellable operating lease contracts are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Within 1 year	3,579	3,846
Over 1 but less than 2 years	3,529	3,783
Over 2 but less than 3 years	3,390	3,686
Over 3 but less than 4 years	3,358	3,376
Over 4 but less than 5 years	3,099	3,277
Over 5 years	30,943	31,266
Total	47,901	49,236

15. Interests in Subsidiaries, Associates and Others

(1) Principal subsidiaries

Principal subsidiaries of the Company as of March 31, 2024 are as follows:

Operating segment	Name	Address	% of voting rights interests
Steelmaking and Steel Fabrication	Sanyo Special Steel Co., Ltd.	Himeji City, Hyogo	53.2
	NIPPON STEEL TRADING CORPORATION	Chuo-ku, Tokyo	80.0
	NIPPON STEEL COATED SHEET CORPORATION	Chuo-ku, Tokyo	100.0
	Osaka Steel Co., Ltd.	Osaka City, Osaka	66.3
	NIPPON STEEL METAL PRODUCTS CO., LTD.	Chiyoda-ku, Tokyo	100.0
	Krosaki Harima Corporation	Kitakyushu City, Fukuoka	* 47.0
	NIPPON STEEL TEXENG. CO., LTD.	Chiyoda-ku, Tokyo	100.0
	NIPPON STEEL PIPE CO., LTD.	Chiyoda-ku, Tokyo	100.0
	NIPPON STEEL Stainless Steel Corporation	Chiyoda-ku, Tokyo	100.0
	NIPPON STEEL LOGISTICS CO., LTD.	Chuo-ku, Tokyo	100.0
	NIPPON STEEL SG WIRE CO.,LTD.	Chiyoda-ku, Tokyo	100.0
	Geostr Corporation	Bunkyo-ku, Tokyo	* 45.0
	NIPPON STEEL WELDING & ENGINEERING Co., Ltd.	Koto-ku, Tokyo	100.0
	NIPPON STEEL DRUM CO., LTD.	Koto-ku, Tokyo	100.0
	NIPPON STEEL PROCESSING Co., LTD.	Sakai City, Osaka	66.4
	NIPPON STEEL CEMENT CO., LTD.	Muroran City, Hokkaido	85.0
	NIPPON STEEL FINANCE Co., Ltd.	Chiyoda-ku, Tokyo	100.0
	NIPPON STEEL STAINLESS STEEL PIPE CO., LTD.	Chiyoda-ku, Tokyo	100.0
	NIPPON STEEL Eco-Tech Corporation	Minato-ku, Tokyo	85.1
	G Steel Public Company Limited	Rayong Province, Thailand	60.2
	G J Steel Public Company Limited	Chonburi Province, Thailand	57.6
	NS-Siam United Steel Co., Ltd.	Rayong Province, Thailand	95.2
	NIPPON STEEL PIPE (THAILAND) CO., LTD.	Chonburi Province, Thailand	100.0
	PT KRAKATAU NIPPON STEEL SYNERGY	Cilegon City, Indonesia	80.0
	Standard Steel, LLC	Pennsylvania State, United States of America	100.0
	WHEELING-NIPPON STEEL, INC.	State of West Virginia, United States of America	100.0
PT PELAT TIMAH NUSANTARA TBK.	Jakarta City, Indonesia	* 40.0	
NIPPON STEEL Steel Processing (Thailand) Co., Ltd.	Rayong Province, Thailand	70.1	
NIPPON STEEL PIPE AMERICA, INC.	Indiana State, United States of America	80.0	
Engineering and Construction	NIPPON STEEL ENGINEERING CO., LTD.	Shinagawa-ku, Tokyo	100.0
Chemicals & Materials	NIPPON STEEL Chemical & Material CO., LTD.	Chuo-ku, Tokyo	100.0
System Solutions	NS Solutions Corporation	Minato-ku, Tokyo	63.4

* Although the Group holds less than 50% of the voting rights of Krosaki Harima Corporation, Geostr Corporation, and PT PELAT TIMAH NUSANTARA TBK., it includes the entities in consolidated subsidiaries because it substantially controls the entities.

(2) Investments in associates

Carrying amount of investments in associates is as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Carrying amount of investments in associates	713,630	986,447

Share of net profit or loss and other comprehensive income of associates are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Net profit or loss	71,743	66,755
Other comprehensive income	19,549	30,251
Total	91,292	97,007

(3) Investments in joint ventures

Carrying amount of investments in joint ventures is as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Carrying amount of investments in joint ventures	496,911	551,488

Share of net profit or loss and other comprehensive income of joint ventures are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Net profit or loss	31,172	77,570
Other comprehensive income	38,506	(33,958)
Total	69,678	43,612

There are no investments in associates or joint ventures accounted for under the equity method that are individually significant to the Group for the years ended March 31, 2023 and 2024.

16. Income Taxes

(1) Deferred tax assets and deferred tax liabilities

(a) The components of deferred tax assets and deferred tax liabilities are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Deferred tax assets		
Accrued bonus	36,123	36,625
Defined benefit liabilities	53,788	33,834
Impairment losses on assets	66,917	55,401
Unused tax losses	13,827	5,727
Elimination of unrealized gains on property, plant and equipment and others	44,905	53,898
Losses on inactive facilities	44,160	55,551
Other	43,489	75,886
Total deferred tax assets	303,213	316,924
Deferred tax liabilities		
Equity securities	(77,735)	(123,312)
Defined benefit assets	(38,136)	(39,039)
Undistributed earnings	(48,763)	(152,815)
Special tax purpose reserves and other	(39,913)	(66,395)
Total deferred tax liabilities	(204,549)	(381,563)
Net deferred tax assets (liabilities)	98,663	(64,638)

Deferred tax assets are recognized to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, unused tax losses and unused tax credits can be utilized. Deferred tax assets are reviewed at the end of each reporting period and recognized only to the extent that it is probable that the tax benefits can be realized. The recoverability of deferred tax assets is evaluated based on planned reversal of deferred tax liabilities, estimated future taxable profit and tax planning.

(Changes in presentation methods)

“Losses on inactive facilities” (44,160 million yen for the year ended March 31, 2023) has become material and therefore is presented independently for the year ended March 31, 2024. Notes for the year ended March 31, 2023 are reclassified to reflect the change in presentation method.

(b) The changes in net deferred tax assets and liabilities are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Balance at beginning of the year	118,226	98,663
Recognized in profit or loss	4,986	(5,707)
Recognized in other comprehensive income	(16,249)	(68,013)
Effect of changes in scope of consolidation and other	(8,299)	(89,580)
Balance at end of the year	98,663	(64,638)

(c) Deductible temporary differences and unused tax losses (multiplied by applicable tax rates) for which no deferred tax assets are recognized are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Carryforward of unused tax losses	37,325	34,413
Deductible temporary differences	166,498	194,866
Total	203,824	229,280

- (d) The components by expiry date of unused tax losses (multiplied by applicable tax rates) for which no deferred tax assets are recognized are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Within 1 year	977	844
Over 1 year but less than 2 years	676	2,139
Over 2 years but less than 3 years	626	1,205
Over 3 years but less than 4 years	1,355	703
Over 4 years	33,690	29,520
Total	37,325	34,413

(2) Income tax expense

- (a) Details of income tax expense are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Current taxes	133,104	170,366
Deferred taxes	(4,986)	5,707
Total	128,117	176,074

- (b) Differences between the statutory income tax rate and the Group's average effective tax rate consist of the following:

	Year ended March 31, 2023	Year ended March 31, 2024
Statutory tax rate	30.6%	30.6%
(Adjustments)		
Share of profit in investments accounted for using the equity method	(3.0)	(4.9)
Effects of expense not deductible for tax purposes	0.2	0.3
Effects of income not taxable for tax purposes	(0.3)	(0.3)
Effects of differences in statutory tax rates applied to companies in Japan and foreign companies	(2.2)	(1.9)
Effects of changes in unrecognized deferred tax assets	(8.2)	3.6
Other	(2.3)	(4.3)
Average effective tax rate	14.8	23.0

(3) Potential impacts of Pillar Two Income Taxes

In the reforms to the Japanese tax system made in 2023, a corporate tax complying with the global minimum tax was newly created, with the tax reform act ("Act for Partial Revision of the Income Tax Act, etc." (Act No.3 of 2023))(hereinafter "Revised Corporation Tax Act") enacted on March 28, 2023 that includes the relevant regulations for the global minimum tax. Within the global minimum tax rules in the Revised Corporation Tax Act, an income inclusion rule ("IIR") has been introduced. Applicable from the business year starting on or after April 1, 2024, top-up taxes will be imposed on parent companies located in Japan up to the minimum tax rate (15%) of the taxes borne by the subsidiaries, etc. of those parent companies located in Japan. As a result of evaluating the potential exposure of the top-up taxes based on the most recent financial information available on our group companies, the impact of this tax on the Group's consolidated financial statements is immaterial.

17. Trade and Other Payables

The components of trade and other payables are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Notes and trade accounts payable	758,422	869,757
Other payables	600,954	635,890
Other	232,760	385,070
Total	1,592,137	1,890,718

18. Bonds, Borrowings and Lease Liabilities

(1) Bonds, borrowings and lease liabilities

Details of bonds, borrowings and lease liabilities are as follows:

(Millions of Yen)

	As of March 31, 2023	Average interest rate (%)	As of March 31, 2024	Average interest rate (%)	Maturity date
Short-term borrowings	116,355	3.2	152,891	3.2	—
Current portion of long-term borrowings repayable within one year	164,818	1.0	143,562	0.9	—
Current portion of bonds repayable within one year	60,000	0.1	219,450	0.1	—
Current portion of lease liabilities repayable within one year	19,856	0.9	22,592	0.9	—
Commercial papers	41,999	(0.0)	3,000	0.1	—
Long-term borrowings	1,341,078	1.0	1,355,304	0.9	July 22, 2080
Bonds	888,625	0.5	733,932	0.6	September 12, 2079
Lease liabilities	66,619	0.9	80,912	0.9	March 31, 2076
Total	2,699,351		2,711,644		

“Average interest rate” represents the weighted average interest rate to the aggregate balance at the end of the reporting period.

(2) Details of bonds

(Millions of Yen)

Type	Issue date	As of March 31, 2023	As of March 31, 2024	Maturity date
Bonds issued by NSC				
The 59 th Issue of Unsecured Corporate Bonds	September 2, 2008	10,000	10,000	June 20, 2028
The 1 st Issue of Unsecured Corporate Bonds	September 26, 2016	10,000	10,000	September 18, 2026
The 2 nd Issue of Unsecured Corporate Bonds	September 26, 2016	10,000	10,000	September 19, 2031
The 3 rd Issue of Unsecured Corporate Bonds	May 25, 2017	10,000	10,000	May 20, 2024
The 4 th Issue of Unsecured Corporate Bonds	May 25, 2017	10,000	10,000	May 20, 2027
The 5 th Issue of Unsecured Corporate Bonds	December 8, 2017	10,000	10,000	December 20, 2024
The 6 th Issue of Unsecured Corporate Bonds	December 8, 2017	10,000	10,000	December 20, 2027
The 7 th Issue of Unsecured Corporate Bonds	June 12, 2018	20,000	—	June 20, 2023
The 8 th Issue of Unsecured Corporate Bonds	June 12, 2018	20,000	20,000	June 20, 2025
The 9 th Issue of Unsecured Corporate Bonds	June 12, 2018	20,000	20,000	June 20, 2028
The 1 st Issue of Unsecured Corporate Bonds	June 14, 2019	30,000	30,000	June 20, 2024
The 2 nd Issue of Unsecured Corporate Bonds	June 14, 2019	30,000	30,000	June 19, 2026
The 3 rd Issue of Unsecured Corporate Bonds	June 14, 2019	20,000	20,000	June 20, 2029
The 1 st Issue of Unsecured Subordinated Corporate Bonds (Note 1)	September 12, 2019	70,000	70,000	September 12, 2079
The 2 nd Issue of Unsecured Subordinated Corporate Bonds (Note 2)	September 12, 2019	30,000	30,000	September 12, 2079
The 3 rd Issue of Unsecured Subordinated Corporate Bonds (Note 3)	September 12, 2019	200,000	200,000	September 12, 2079
The 4 th Issue of Unsecured Corporate Bonds	June 17, 2020	40,000	—	June 20, 2023
The 5 th Issue of Unsecured Corporate Bonds	June 17, 2020	30,000	30,000	June 20, 2025
The 6 th Issue of Unsecured Corporate Bonds	June 17, 2020	10,000	10,000	June 20, 2030
Zero Coupon Convertible Bonds Due 2024	October 4, 2021	150,000	149,450	October 4, 2024
Zero Coupon Convertible Bonds Due 2026	October 4, 2021	150,000	150,000	October 5, 2026
The 7 th Issue of Unsecured Corporate Bonds (Green Bond)	March 9, 2023	30,000	30,000	March 17, 2028
The 8 th Issue of Unsecured Corporate Bonds (Green Bond)	March 9, 2023	20,000	20,000	March 18, 2033
Bonds issued by Sanyo Special Steel Co., Ltd.				
The 2 nd Issue of Unsecured Corporate Bonds	December 7, 2017	10,000	10,000	December 6, 2024
Bonds issued by Nippon Steel Trading Corporation				
The 2 nd Issue of Unsecured Corporate Bonds	March 5, 2018	—	15,000	March 3, 2028
The 3 rd Issue of Unsecured Corporate Bonds	June 14, 2018	—	20,000	June 13, 2025
The 4 th Issue of Unsecured Corporate Bonds	June 14, 2018	—	10,000	June 14, 2038
The 5 th Issue of Unsecured Corporate Bonds	April 17, 2019	—	10,000	April 17, 2024
The 6 th Issue of Unsecured Corporate Bonds	April 17, 2019	—	10,000	April 17, 2029
Total		950,000	954,450	

Notes:

1. Early redemption may be made at the Company's discretion on each interest payment date from September 12, 2024 or upon the occurrence and continuation of a tax event or an equity credit change event on or after the issue date.
2. Early redemption may be made at the Company's discretion on each interest payment date from September 12, 2026 or upon the occurrence and continuation of a tax event or an equity credit change event on or after the issue date.
3. Early redemption may be made at the Company's discretion on each interest payment date from September 12, 2029 or upon the occurrence and continuation of a tax event or an equity credit change event on or after the issue date.

(3) Reconciliation of changes in liabilities in cash flows from financing activities

The table below presents a reconciliation of main changes in liabilities arising from financing activities.

(Millions of Yen)

	Short-term borrowings	Commercial papers	Long-term borrowings	Bonds	Lease liabilities	Total
As of April 1, 2022	105,221	18,001	1,530,810	918,317	81,045	2,653,396
Cash flows from financing activities	3,242	23,997	(33,861)	30,000	(23,774)	(395)
Effects of changes in scope of consolidation	—	—	1,003	—	—	1,003
Effects of changes in foreign exchange rates	7,892	—	7,886	—	1,100	16,878
Other	—	—	58	307	28,103	28,468
As of March 31, 2023	116,355	41,999	1,505,896	948,625	86,475	2,699,351
Cash flows from financing activities	(194,936)	(130,999)	(101,566)	(60,000)	(24,951)	(512,453)
Effects of changes in scope of consolidation	218,253	92,000	91,820	65,000	6,298	473,371
Effects of changes in foreign exchange rates	13,218	—	2,265	—	1,714	17,197
Other	—	—	450	(242)	33,969	34,176
As of March 31, 2024	152,891	3,000	1,498,866	953,382	103,505	2,711,644

19. Employee Benefits

(1) Overview of retirement benefit plans

The retirement benefit plans that the Group offers to its employees include lump-sum retirement payment plans, defined benefit plans, and defined contribution plans.

Under the lump-sum retirement payment plans, the Group makes lump-sum payments to eligible employees upon their retirement. The amount of benefits under these plans is determined mainly based on the employee's base salary and years of service at retirement.

The Group also has defined benefit plans that are corporate pension plans in compliance with the Defined-Benefit Corporate Pension Act of Japan and provides benefit payments to eligible employees over a certain period of time after retirement. The amount of benefits under these plans is determined mainly based on the employee's base salary and years of service at retirement.

The management of plan assets for defined benefit plans aims to maximize the value of the plan assets within an acceptable level of risk in order to ensure stable future pension benefit payments to the plan participants and qualified beneficiaries. Specifically, the plan establishes a medium- and long-term investment portfolio taking into consideration of the characteristics of the plan assets and pension obligations. This investment portfolio is reviewed periodically and adjusted for changes in the market environment and funding position since initial assumptions has been set out.

Under the defined contribution plans, the responsibility of the Company and its subsidiaries is limited to contributions based on the amount determined in the retirement benefits policies of each participating company.

(2) Reconciliation statement of defined benefit obligations and plan assets

Reconciliation statement of defined benefit obligations and plan assets is as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Present value of defined benefit obligations	(538,174)	(554,444)
Fair value of plan assets	477,361	604,986
Effect of asset ceiling	—	(39,272)
Net defined benefit assets (liabilities)	(60,812)	11,269
Defined benefit assets	124,628	127,579
Defined benefit liabilities	(185,441)	(116,309)
Net defined benefit assets (liabilities)	(60,812)	11,269

Note: If the defined benefit plan has been overfunded, the defined benefit asset is limited to the asset ceiling that is the present value of any future economic benefits available in the form of reductions in the future contributions to the plan or cash refunds.

Changes in the effect of the asset ceiling are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
The effect of the asset ceiling at beginning of year	—	—
Interest income	—	—
Remeasurements	—	(39,272)
Changes in the effect of the asset ceiling	—	(39,272)
The effect of the asset ceiling at end of year	—	(39,272)

(3) Reconciliation of the present value of the defined benefit obligations

The changes in the present value of the defined benefit obligations for the Group are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Balance at beginning of the year	559,224	538,174
Current service cost	30,646	30,204
Interest cost	3,853	5,975
Actuarial gains and losses	(33,729)	(23,142)
Past service cost	(1,312)	246
Benefits paid	(22,519)	(23,129)
Other	2,012	26,115
Balance at end of the year	538,174	554,444

Note: The weighted average duration of the defined benefit obligations for the years ended March 31, 2023 and 2024 is 14.9 years and 14.5 years, respectively.

(4) Reconciliation of the fair value of the plan assets

The changes in the fair value of the plan assets for the Group are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Balance at beginning of the year	494,437	477,361
Interest income	4,137	6,138
Return on plan assets, excluding interest income	(10,094)	41,874
Employer contributions	12,835	13,804
Benefits paid	(13,307)	(13,487)
Contribution of securities to retirement benefit trust	—	60,766
Other	(10,647)	18,527
Balance at end of the year	477,361	604,986

Note: The Group expects to contribute 12,979 million yen to the defined benefit plans for the year ending March 31, 2025.

(5) The components of the fair value of plan assets by asset category

The components of the fair value of plan assets by asset category are as follows:

(Millions of Yen)

	As of March 31, 2023		As of March 31, 2024	
	With quoted market price in an active market	With no quoted market price in an active market	With quoted market price in an active market	With no quoted market price in an active market
Bonds	93,260	—	104,110	—
Equity investments	145,283	—	226,158	—
Cash and cash equivalents	30,232	—	34,430	—
General accounts at life insurance company	—	131,040	—	161,967
Other	—	77,544	—	78,319
Total	268,776	208,585	364,699	240,286

(6) Significant actuarial assumptions

The significant actuarial assumptions used to determine the present value of defined benefit obligations for the Company are as follows:

	As of March 31, 2023	As of March 31, 2024
Discount rate	Mainly 1.2%	Mainly 1.6%

(7) Sensitivity analysis

The effects on defined benefit obligations of increase in the discount rates are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Effects of incremental increase in discount rate by 0.5%	34,770 million yen decrease	32,008 million yen decrease

The sensitivity analysis assumes that other assumptions remain unchanged.

(8) Defined contribution plans

The amounts recognized as expenses for defined contribution plans are 9,227 million yen and 10,858 million yen for the years ended March 31, 2023 and 2024, respectively.

(9) Employee benefits expenses

The Group incurred employee benefits expenses of 943,812 million yen and 1,002,603 million yen for the years ended March 31, 2023 and 2024, respectively. These expenses are included in “Cost of sales” and “Selling, general and administrative expenses” in the consolidated statements of profit or loss. Salary, bonus, statutory health and welfare benefits and retirement benefits expenses are included in employee benefits expenses.

20. Equity and Other Equity Items

(1) Common stock and reserves

The total number of shares authorized to be issued and shares outstanding are as follows:

	Number of shares authorized to be issued (Thousands)	Number of shares outstanding (Thousands)
As of April 1, 2022	2,000,000	950,321
Changes	—	—
As of March 31, 2023	2,000,000	950,321
Changes	—	227
As of March 31, 2024	2,000,000	950,549

All the shares authorized to be issued and shares outstanding are without par value. All the shares outstanding are fully paid. During the year ended March 31, 2024, the number of shares outstanding increased due to the exercises of the stock acquisition rights of the convertible bonds.

•Capital surplus

Capital surplus comprises of amounts generated through capital transactions that are not recorded in common stock, and its primary component is capital reserves.

The Companies Act of Japan stipulates that one-half or more of the proceeds from issuance of shares should be incorporated in common stock, and that the remainder shall be incorporated in capital reserve included in capital surplus. The act stipulates that the capital reserve may be incorporated in common stock upon resolution at the general meeting of shareholders.

•Retained earnings

Retained earnings consist of legal reserves and accumulated earnings. The Companies Act of Japan provides that one-tenth of cash dividends be appropriated as capital reserve or legal reserve at the date of distribution until the total amount of these reserves equals one-fourth of common stock. Legal reserve may be utilized to cover capital losses upon resolution at the general meeting of shareholders.

(2) Treasury stock

The total number of treasury stock held by the Group is as follows:

	Number of shares (Thousands)
As of April 1, 2022	29,449
Changes	32
As of March 31, 2023	29,481
Changes	28
As of March 31, 2024	29,510

21. Dividends

The dividends paid by the Company are as follows:

(Year ended March 31, 2023)

(1) Dividends paid

Date of resolution	Class of share	Total amount of dividends (Millions of Yen)	Dividends per share (Yen)	Record date	Effective date
Shareholders' meeting held on June 23, 2022	Ordinary shares	82,975	90	March 31, 2022	June 24, 2022
Board of directors meeting held on November 1, 2022	Ordinary shares	82,974	90	September 30, 2022	November 30, 2022

(2) Dividends that belong to the current consolidated reporting year but become effective in the subsequent consolidated reporting year

Date of resolution	Class of share	Source of dividends	Total amount of dividends (Millions of Yen)	Dividends per share (Yen)	Record date	Effective date
Shareholders' meeting held on June 23, 2023	Ordinary shares	Retained earnings	82,973	90	March 31, 2023	June 26, 2023

(Year ended March 31, 2024)

(1) Dividends paid

Date of resolution	Class of share	Total amount of dividends (Millions of Yen)	Dividends per share (Yen)	Record date	Effective date
Shareholders' meeting held on June 23, 2023	Ordinary shares	82,973	90	March 31, 2023	June 26, 2023
Board of directors meeting held on November 1, 2023	Ordinary shares	69,143	75	September 30, 2023	November 30, 2023

(2) Dividends that belong to the current consolidated reporting year but become effective in the subsequent consolidated reporting year

Date of resolution	Class of share	Source of dividends	Total amount of dividends (Millions of Yen)	Dividends per share (Yen)	Record date	Effective date
Shareholders' meeting held on June 21, 2024	Ordinary shares	Retained earnings	78,381	85	March 31, 2024	June 24, 2024

22. Revenue

(1) Disaggregation of revenue

Disaggregation of revenue from contracts with customers and its relationship with segment revenue are as follows.

(Year ended March 31, 2023)

(Millions of Yen)

	Steelmaking and Steel Fabrication	Engineering and Construction	Chemicals and Materials	System Solutions	Consolidated
Japan	4,095,571	245,322	178,340	216,475	4,735,710
Asia	1,722,355	73,757	76,004	5,195	1,877,313
Middle East	163,920	33	380	—	164,335
Europe	407,564	0	1,750	69	409,384
North America	397,606	40	1,107	53	398,807
Central and South America	315,690	64	58	22	315,835
Africa	60,124	147	—	—	60,271
Pacific	13,922	—	5	—	13,927
Total	7,176,756	319,365	257,648	221,815	7,975,586

Revenue is classified based on the geographic location of customers and presented at the amount less adjustment of inter-segment transactions.

(Year ended March 31, 2024)

(Millions of Yen)

	Steelmaking and Steel Fabrication	Engineering and Construction	Chemicals and Materials	System Solutions	Consolidated
Japan	4,593,321	314,077	153,085	226,361	5,286,846
Asia	1,832,601	67,441	86,913	5,949	1,992,906
Middle East	195,354	—	399	—	195,754
Europe	417,500	14	1,701	62	419,278
North America	483,348	21	1,002	129	484,502
Central and South America	410,693	44	159	10	410,908
Africa	60,130	—	61	—	60,192
Pacific	17,705	—	2	—	17,707
Total	8,010,655	381,600	243,327	232,513	8,868,097

Revenue is classified based on the geographic location of customers and presented at the amount less adjustment of inter-segment transactions.

(2) Contract balances

(Millions of Yen)

	As of April 1, 2022	As of March 31, 2023	As of March 31, 2024
Receivables	760,050	829,098	1,361,399
Contract assets	60,057	76,515	111,182
Contract liabilities	32,162	36,345	56,634

Receivables and contract assets are included in “Trade and Other Receivables” in the consolidated statement of financial position. Contract liabilities are included in “Other current liabilities” in the consolidated statement of financial position. The amount included in the contract liabilities as of April 1, 2022 and 2023 and recognized as revenue for the years ended March 31, 2023 and 2024 amounted to 23,830 million yen and 28,641 million yen, respectively. The amount recognized as revenue for the years ended March 31, 2023 and 2024 from performance obligations satisfied in previous periods is immaterial.

(3) Transaction price allocated to the remaining performance obligation

(Millions of Yen)

	As of March 31, 2023		
	Engineering and Construction	System Solutions	
Within 1 year	330,981	258,815	72,165
Over 1 year	302,341	269,126	33,214
Total	633,323	527,942	105,380

(Millions of Yen)

	As of March 31, 2024		
	Engineering and Construction	System Solutions	
Within 1 year	330,709	253,359	77,350
Over 1 year	213,006	176,312	36,693
Total	543,715	429,672	114,043

The amount above includes transaction price allocated to the remaining performance obligation which is a part of contracts with original expected duration of one year or less and is presented at the amount after adjustments of inter-segment transactions.

The Group applied the practical expedient and does not disclose the information with respect to Steelmaking and Steel Fabrication segment and Chemicals and Materials segment as original expected duration of performance obligation is mostly one year or less.

(4) Assets recognized from the costs to obtain or fulfill a contract with a customer

The Group's incremental costs of obtaining a contract and costs to fulfill a contract with customer required to be recognized as assets are immaterial.

23. Selling, General and Administrative Expenses

The components of selling, general and administrative expenses are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Transportation and storage	159,314	210,926
Salaries and bonuses	152,759	195,785
Retirement benefit costs	7,182	8,763
Research and development costs	58,893	60,672
Depreciation and amortization	22,988	30,861
Other	178,273	223,377
Total	579,411	730,388

24. Research and Development Costs

The total amounts of research and development costs included in "Cost of sales" and "Selling, general and administrative expenses" are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Research and development costs	70,555	72,743

25. Other Operating Income and Other Operating Expenses

The components of “Other operating income” and “Other operating expenses” are as follows:

(1) Other operating income

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Dividends received	14,609	15,298
Foreign exchanges gains (net)	40,021	50,835
Gain on step acquisitions	—	36,518
Other	126,867	75,433
Total	181,497	178,085

Dividend income is generated mainly from financial assets measured at fair value through other comprehensive income.

(Changes in presentation methods)

“Gain on sale of inventories” (46,438 million yen in the year ended March 31, 2023) have become immaterial and therefore are included in and presented as “Other” for the year ended March 31, 2024. Notes for the year ended March 31, 2023 are reclassified to reflect the change in presentation method.

(2) Other operating expenses

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Losses on disposal of fixed assets	33,448	38,496
Other	48,653	70,634
Total	82,102	109,131

26. Business profit

Business profit on consolidated statements of profit or loss indicates the results of sustainable business activities, and is an important measure to compare and evaluate the Company’s consolidated performance continuously. It is defined as being deducted cost of sales, selling general and administrative expenses and other operating expenses from revenue, and added share of profit in investments accounted for using the equity method and other operating income. Other operating income and expenses are composed mainly of dividend income, foreign exchange gains or losses, and losses on disposal of fixed assets.

27. Losses on reorganization

(Year ended March 31, 2023)

Losses on reorganization were recorded owing to business reorganization and withdrawal, and the details are described below.

Losses on business withdrawal 9,325 million yen

Losses on business withdrawal were mainly incurred as a result of the partial withdrawal from the electric power retail business operated by NIPPON STEEL ENGINEERING CO., LTD. in the Engineering and Construction segment.

Losses on inactive facilities 23,485 million yen

In the Steelmaking and Steel Fabrication segment, losses on inactive facilities were incurred mainly due to termination and demolition losses based on the decision to close the facilities.

(Year ended March 31, 2024)

Losses on reorganization were recorded owing to business reorganization and withdrawal, and the details are described below.

Losses on inactive facilities and others 90,995 million yen

Losses on inactive facilities and others were mainly incurred due to termination and demolition losses based on the decision to close the hot strip mill, pickling line, etc. of Setouchi Works Kure Area.

28. Finance Income and Finance Costs

The components of “Finance income” and “Finance costs” are as follows:

(1) Finance income

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Interest income	8,065	21,437
Other	25	102
Total	8,091	21,540

Interest income is generated mainly from financial assets measured at amortized cost.

(2) Finance costs

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Interest expense	20,924	30,501
Other	3,963	5,729
Total	24,888	36,230

Interest expense is generated mainly from financial liabilities measured at amortized cost.

29. Impairment of Assets

Impairment test of goodwill

The breakdown of the carrying amount of goodwill by segment is as follows:

(Millions of Yen)

Operating segment	As of March 31, 2023	As of March 31, 2024
Steelmaking and Steel Fabrication	58,810	63,955
Engineering and Construction	1,226	1,226
Chemicals and Materials	—	—
System Solutions	5,025	5,025
Total	65,062	70,207

The recoverable amount of the cash-generating units to which the goodwill is allocated is calculated based on the value in use or the fair value less costs of disposal. In measuring the value in use, past experience and external evidence are reflected and the estimated future cash flows are discounted to the present value. The future cash flows are estimated based on the business plan approved by management, which covers a maximum period of five years, and a growth rate for subsequent years.

The discount rate for the year ended March 31, 2024 is calculated based on the weighted average cost of capital of each cash-generating unit which is the pre-tax discounted rate of mainly 6.0% (6.0% for the year ended March 31, 2023).

30. Other Comprehensive Income

The components of other comprehensive income are as follows:

(Year ended March 31, 2023)

(Millions of Yen)

	Incurred during the year	Reclassification	Before tax effect	Tax effect	After tax effect
Items that cannot be reclassified to profit or loss					
Changes in fair value of financial assets measured at fair value through other comprehensive income	49,098	—	49,098	(16,520)	32,577
Remeasurements of defined benefit assets	23,635	—	23,635	(7,068)	16,567
Share of other comprehensive income of investments accounted for using the equity method	1,355	—	1,355	—	1,355
Subtotal	74,089	—	74,089	(23,589)	50,500
Items that might be reclassified to profit or loss					
Changes in fair value of cash flow hedges	6,123	(22,248)	(16,125)	8,345	(7,779)
Foreign exchange differences on translation of foreign operations	88,698	1,075	89,774	(1,006)	88,768
Share of other comprehensive income of investments accounted for using the equity method	72,958	(16,257)	56,700	—	56,700
Subtotal	167,779	(37,430)	130,349	7,339	137,688
Total	241,869	(37,430)	204,438	(16,249)	188,188

“Incurred during the year” and “Reclassification” in “Shares of other comprehensive income of investments accounted for using the equity method” are stated with the amount after tax effect.

(Year ended March 31, 2024)

(Millions of Yen)

	Incurred during the year	Reclassification	Before tax effect	Tax effect	After tax effect
Items that cannot be reclassified to profit or loss					
Changes in fair value of financial assets measured at fair value through other comprehensive income	182,100	—	182,100	(56,317)	125,783
Remeasurements of defined benefit assets	25,744	—	25,744	(8,173)	17,570
Share of other comprehensive income of investments accounted for using the equity method	9,179	—	9,179	—	9,179
Subtotal	217,024	—	217,024	(64,491)	152,533
Items that might be reclassified to profit or loss					
Changes in fair value of cash flow hedges	5,733	(2,938)	2,795	(1,225)	1,570
Foreign exchange differences on translation of foreign operations	84,219	(206)	84,013	(2,297)	81,716
Share of other comprehensive income of investments accounted for using the equity method	32,055	(44,941)	(12,886)	—	(12,886)
Subtotal	122,008	(48,086)	73,922	(3,522)	70,400
Total	339,033	(48,086)	290,947	(68,013)	222,933

“Incurred during the year” and “Reclassification” in “Shares of other comprehensive income of investments accounted for using the equity method” are stated with the amount after tax effect.

31. Earnings per Share

(1) Basic earnings per share

Profit for the year attributable to common shares of the parent is as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Profit for the year attributable to owners of the parent	694,016	549,372
Profit for the year not attributable to ordinary equity holders of the parent	—	—
Profit for the year used to calculate basic earnings per share	694,016	549,372

The weighted average number of ordinary shares outstanding is as follows:

(Shares)

	Year ended March 31, 2023	Year ended March 31, 2024
Weighted average number of ordinary shares outstanding	920,858,089	920,840,121

(2) Diluted earnings per share

Profit for the year attributable to common shares of the parent after adjustment for the effects of dilutive potential shares is as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Profit for the year used to calculate basic earnings per share	694,016	549,372
Adjustment to profit	—	—
Profit for the year used to calculate diluted earnings per share	694,016	549,372

The weighted average number of ordinary shares outstanding is as follows:

(Shares)

	Year ended March 31, 2023	Year ended March 31, 2024
Weighted average number of ordinary shares outstanding	920,858,089	920,840,121
Dilutive effect	112,067,646	119,715,279
Weighted average number of ordinary shares used to calculate diluted earnings per share	1,032,925,735	1,040,555,400

32. Financial Instruments

(1) Capital management

Under the presumption that a certain level of financial stability is maintained, the Group has capital management policies which emphasize operational efficiency of invested capital, maximize corporate value by utilizing funds in investments (including investments in capital expenditure, research and development and M&A) which are expected to generate revenue which exceeds the cost of capital to enable sustainable growth and, at the same time, meet the demands of shareholders by providing returns to shareholders based on profits. The necessary funds to achieve this are primarily provided through cash flows from operating activities which are generated from maintaining and enhancing the Group's earnings power, and the Group raises funds through borrowings from banks and the issuance of corporate bonds, as necessary.

The Group identifies Return on Equity ("ROE") and Debt Equity Ratio ("D/E ratio") as key management indicators to achieve medium- and long-term profit growth and stability of the financial base. ROE is calculated by dividing profit for the year attributable to owners of the parent by the equity attributable to owners of the parent. D/E ratio is calculated by dividing interest-bearing debts by the equity attributable to owners of the parent.

	As of March 31, 2023	As of March 31, 2024
ROE (%)	18.1	12.3
D/E Ratio (times)	0.65 *0.51	0.57 *0.45

*After adjusting for equity credit attributes of subordinated loans and subordinated bonds.

There are no significant capital regulations which are applied to the Company.

(2) Classification of financial instruments

(a) Valuation techniques used to measure the fair value for the financial instruments with a carrying amount measured at fair value

(i) Equity instruments

The fair value of marketable equity instruments is measured using quoted market prices at the end of the reporting period.

The fair value of non-marketable equity instruments is estimated using appropriate valuation techniques, such as the market approach.

(ii) Derivatives

The fair value of derivatives is measured with reference to prices provided by the counterparty and forward exchange rates.

(b) Classification by levels in the fair value hierarchy

The fair value hierarchy of financial instruments is classified from Level 1 to Level 3 as follows:

Level 1: Fair value measured with quoted prices in active markets for identical assets or liabilities

Level 2: Fair value measured using inputs that are directly or indirectly observable for assets or liabilities other than those in Level 1

Level 3: Fair value measured using inputs that are not based on observable market data for assets or liabilities

(c) Method to measure the changes in fair value

FVPL: Method of measuring changes in fair value through profit or loss

FVOCI: Method of measuring changes in fair value through other comprehensive income

(d) Carrying amounts of financial instruments by classification

(As of March 31, 2023)

Financial assets

(Millions of Yen)

	Carrying amount			
	Amortized cost	Fair value		Total
		FVPL	FVOCI	
Current assets				
Cash and cash equivalents	670,410	—	—	670,410
Trade and other receivables	985,869	—	—	985,869
Other financial assets	17,547	648	9,980	28,176
Derivatives	—	648	9,980	10,629
Debt instruments	17,547	—	—	17,547
Non-current assets				
Other financial assets	60,448	2,117	466,227	528,794
Equity instruments	—	—	455,118	455,118
Derivatives	—	2,117	11,109	13,226
Debt instruments	60,448	—	—	60,448

Derivatives included in FVOCI represent the effective portion of hedging instruments designated in cash flow hedge.

The carrying amount of “Trade and other receivables” in the table above does not include the contract assets recognized in accordance with IFRS 15 “Revenue” which amounts to 76,515 million yen.

Financial liabilities

(Millions of Yen)

	Carrying amount			
	Amortized cost	Fair value		Total
		FVPL	FVOCI	
Current liabilities				
Trade and other payables	1,592,137	—	—	1,592,137
Bonds and borrowings	383,172	—	—	383,172
Other financial liabilities				
Derivatives	—	19	5,858	5,878
Non-current liabilities				
Bonds and borrowings	2,229,703	—	—	2,229,703
Other financial liabilities				
Derivatives	—	—	323	323
Other non-current liabilities	283,870	—	—	283,870

Derivatives included in FVOCI represent the effective portion of hedging instruments designated in cash flow hedge.

The carrying amount of “Other non-current liabilities” in the table above does not include the liabilities recognized in accordance with IAS 19 “Employee Benefits” which amounts to 23,235 million yen.

(As of March 31, 2024)

Financial assets

(Millions of Yen)

	Carrying amount			
	Amortized cost	Fair value		Total
		FVPL	FVOCI	
Current assets				
Cash and cash equivalents	448,892	—	—	448,892
Trade and other receivables	1,476,797	—	—	1,476,797
Other financial assets	16,022	650	17,254	33,927
Derivatives	—	650	17,254	17,905
Debt instruments	16,022	—	—	16,022
Non-current assets				
Other financial assets	74,301	1,552	600,088	675,942
Equity instruments	—	—	593,894	593,894
Derivatives	—	1,552	6,194	7,746
Debt instruments	74,301	—	—	74,301

Derivatives included in FVOCI represent the effective portion of hedging instruments designated in cash flow hedge.

The carrying amount of “Trade and other receivables” in the table above does not include the contract assets recognized in accordance with IFRS 15 “Revenue” which amounts to 111,182 million yen.

Financial liabilities

(Millions of Yen)

	Carrying amount			
	Amortized cost	Fair value		Total
		FVPL	FVOCI	
Current liabilities				
Trade and other payables	1,890,718	—	—	1,890,718
Bonds and borrowings	518,903	—	—	518,903
Other financial liabilities				
Derivatives	—	252	6,783	7,036
Non-current liabilities				
Bonds and borrowings	2,089,236	—	—	2,089,236
Other financial liabilities				
Derivatives	—	—	146	146
Other non-current liabilities	326,224	—	—	326,224

Derivatives included in FVOCI represent the effective portion of hedging instruments designated in cash flow hedge.

The carrying amount of “Other non-current liabilities” in the table above does not include the liabilities recognized in accordance with IAS 19 “Employee Benefits” which amounts to 23,512 million yen.

(e) Financial instruments measured at fair value

(As of March 31, 2023)

Financial assets measured at fair value

(Millions of Yen)

FVPL	Level 1	Level 2	Level 3	Total
Other financial assets				
Derivatives	—	2,765	—	2,765
FVOCI				
Other financial assets				
Equity instruments	384,114	—	71,003	455,118
Derivatives	—	21,090	—	21,090

Derivatives included in FVOCI represent the effective portion of hedging instruments designated as cash flow hedges.

Financial liabilities measured at fair value

(Millions of Yen)

FVPL	Level 1	Level 2	Level 3	Total
Other financial liabilities				
Derivatives	—	19	—	19
FVOCI				
Other financial liabilities				
Derivatives	—	6,182	—	6,182

Derivatives included in FVOCI represent the effective portion of hedging instruments designated as cash flow hedges.

(As of March 31, 2024)

Financial assets measured at fair value

(Millions of Yen)

FVPL	Level 1	Level 2	Level 3	Total
Other financial assets				
Derivatives	—	2,202	—	2,202
FVOCI				
Other financial assets				
Equity instruments	510,968	—	82,926	593,894
Derivatives	—	23,449	—	23,449

Derivatives included in FVOCI represent the effective portion of hedging instruments designated as cash flow hedges.

Financial liabilities measured at fair value

(Millions of Yen)

FVPL	Level 1	Level 2	Level 3	Total
Other financial liabilities				
Derivatives	—	252	—	252
FVOCI				
Other financial liabilities				
Derivatives	—	6,929	—	6,929

Derivatives included in FVOCI represent the effective portion of hedging instruments designated as cash flow hedges.

The changes of equity instruments measured at Level 3 are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Balance at beginning of the year	66,652	71,003
Net changes in fair value	5,097	(723)
Acquisitions	732	683
Sale / settlements	(1,480)	(805)
Effects of changes in scope of consolidation	—	12,767
Other	1	—
Balance at end of the year	71,003	82,926

(f) Equity instruments measured at fair value through other comprehensive income (“FVOCI”)

(i) Fair value of significant equity instruments measured at FVOCI by name

(As of March 31, 2023)

(Millions of Yen)

POSCO Holdings Inc.	107,749
Recruit Holdings Co., Ltd.	36,171
Mitsubishi UFJ Financial Group, Inc.	22,088
Daido Steel Co., Ltd.	16,191
Sumitomo Corporation	11,843

(As of March 31, 2024)

(Millions of Yen)

POSCO Holdings Inc.	137,482
Recruit Holdings Co., Ltd.	56,741
Daido Steel Co., Ltd.	28,287
Kobe Steel, Ltd.	22,070
AIR WATER INC.	16,547

(ii) Fair value at the time of derecognition for assets that were derecognized and cumulative gains or losses on disposal

The Group derecognizes certain financial assets that are measured at fair value through other comprehensive income as a result of disposals such as sale occurring as a result of review of business relationships.

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Fair value at the time of derecognition	84,520	74,861
Cumulative gains or losses on disposal (net of tax)	22,758	33,258

(iii) Dividends recognized for the equity investments measured at FVOCI during the reporting period

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Investment derecognized in the reporting period	1,485	1,943
Investment held at the end of reporting period	13,124	13,355
Total	14,609	15,298

(3) Fair value of financial instruments

Financial instruments measured at amortized cost

The fair value of financial assets and financial liabilities measured at amortized cost is as follows:

(As of March 31, 2023)

(Millions of Yen)

	Carrying amount	Fair value		
		Level 1	Level 2	Level 3
Financial assets (Current)				
Other financial assets				
Debt instruments	17,547	13,924	1,997	1,621
Financial assets (Non-current)				
Other financial assets				
Debt instruments	60,448	9,964	995	49,438
Financial liabilities (Current)				
Bonds and borrowings	383,172	59,996	—	323,172
Financial liabilities (Non-current)				
Bonds and borrowings	2,229,703	585,580	—	1,641,128

(As of March 31, 2024)

(Millions of Yen)

	Carrying amount	Fair value		
		Level 1	Level 2	Level 3
Financial assets (Current)				
Other financial assets				
Debt instruments	16,022	12,736	1,000	2,284
Financial assets (Non-current)				
Other financial assets				
Debt instruments	74,301	15,975	—	58,220
Financial liabilities (Current)				
Bonds and borrowings	518,903	69,967	—	448,798
Financial liabilities (Non-current)				
Bonds and borrowings	2,089,236	577,504	—	1,499,776

The tables do not include financial assets and liabilities measured at amortized cost whose fair values approximate their carrying amounts.

Valuation techniques used to measure the fair value of financial instruments measured at amortized cost

- The fair value of a marketable financial asset is measured based on its market price.
- The fair value of a non-marketable financial asset is measured with reference to the price quoted by financial institutions.
- The fair value of a bond is measured based on its market price.
- The fair value of convertible bonds with stock acquisition rights is measured at the present value discounted by the yield of similar bonds that do not have an equity conversion option.
- The fair value of a borrowing is measured at the present value of the total amounts of principal and interest discounted by the Group's incremental borrowing rate for a similar term.

(4) Risk management

The Group is exposed to various financial risks (market risk, credit risk and liquidity risk) arising from its business activities and implements risk management processes to minimize these financial risks.

(a) Market risk management

(i) Foreign currency risk

Trade receivables denominated in foreign currencies arising from exports of products are exposed to foreign currency risk.

Trade payables, notes payable and other payables are, in principle, come due within one year. Certain trade payables are denominated in foreign currencies arising from imports of raw materials and exposed to foreign currency risk.

The Group enters into forward exchange contracts and currency swaps to hedge foreign exchange risk arising from sales and capital transactions and investing and financing activities of the Group.

Derivative transactions are executed in accordance with the internal derivative transaction policy. According to the internal derivative transaction policy, the policy for entering into a derivative transaction of financial instruments is discussed and approved by the Financial Management Committee and reported as necessary at the Board of Directors' meeting. Subsequently the Financial Controller approves the implementation of derivatives within the approved authority limits and reports that transaction amounts as well as gains or losses arising from derivative transactions to the Financial Management Committee on a regular basis.

The Group's principal foreign currency risk exposures for the years ended March 31, 2023 and 2024 are as follows.

(Millions of USD)

	As of March 31, 2023	As of March 31, 2024
Net exposure (liability)	1,746	1,350

Impacts on profit before income taxes in the consolidated statements of profit or loss if Japanese yen were to appreciate by 1% against the U.S. Dollar at the end of the reporting period are as follows. In this analysis, the impacts on the assets and liabilities denominated in foreign currencies as of March 31, 2023 and 2024 are estimated by assuming that variables, such as outstanding balances and interest rates, are constant (negative figures indicate negative impacts on profit).

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Impacts on profit before income taxes	(2,332)	(2,045)

(ii) Interest rate risk

Certain bonds and long-term borrowings are floating-rates debts. The interest expenses vary depending on interest rates. The Group enters into interest rate swap contracts to mitigate the risk of interest rate fluctuations.

Impacts on profit before income taxes in the consolidated statements of profit or loss if interest rates were to increase by 1% at the end of the reporting period are as follows. In this analysis, all other variables are assumed to be constant (negative figures indicate negative impacts on profit).

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Impacts on profit before income taxes	(1,339)	(1,617)

Interest Rate Benchmark Reform

As of March 31, 2023, the interest rate benchmark that was subject to interest rate benchmark reform and for which the transition to an alternative benchmark rate had not been completed was U.S. Dollar LIBOR. However, because the publication of U.S. Dollar LIBOR (with some tenors excluded) ceased at the end of June 2023, the Group has completed the transition to an alternative benchmark rate in place of the U.S. Dollar LIBOR during the year ended March 31, 2024. Consequently, there are no financial instruments referencing the U.S. Dollar LIBOR that have not transitioned to an alternative benchmark rate as of March 31, 2024.

(iii) Market price fluctuation risk

Marketable equity instruments mainly represent the shares of trade counterparties for which are purchased to strengthen business alliances and are exposed to market price fluctuation risk. The Group monitors the market price on a regular basis and regularly evaluates the necessity to retain the respective investments.

(b) Credit risk management

In accordance with the internal credit management policy, the Group shares customer credit records with related departments, and provides for credit protection measures as necessary. Trade receivables, including notes and accounts receivable, are exposed to the credit risk of customers. The Group limits transactions to customers who are also the principal suppliers of the Group such that the trade receivables due from the customers may be offset with the trade payables and borrowings, or to customers with high credit ratings where and the Group concludes that there are limited credit risks.

(i) Credit risk exposure

The total amount of the contractual amounts of financial guarantees and loan commitments and the carrying amount of financial assets (net of impairment) represents its maximum exposure to credit risk without taking into account of any collateral held.

For the credit risk exposure, the Group recognizes the allowance for doubtful accounts by measuring the lifetime expected credit losses.

Allowance for doubtful accounts with respect to trade receivables is assessed by multiplying the carrying amount of trade receivables by the rate of historical credit losses on an individual basis.

(ii) Financial assets subject to allowance for doubtful accounts

The aging of trade and other receivables is as follows:

(Millions of Yen)

Days past due	As of March 31, 2023	As of March 31, 2024
Current	1,050,906	1,558,783
Within 90 days	10,029	24,319
Over 90 days and within 1 year	1,663	3,013
Over 1 year	1,759	4,188
Total	1,064,358	1,590,305

(iii) Changes in allowance for doubtful accounts

The changes in allowance for doubtful accounts are as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Balance at beginning of the year	10,725	11,187
Increase during the year	479	791
Decrease during the year	(212)	(1,908)
Other	194	2,396
Balance at end of the year	11,187	12,466

(c) Liquidity risk management

The Group manages its liquidity risk on financing activities (the risk that debts cannot be paid by the due dates) by preparing and regularly updating a cash flow forecast based on the reports obtained from respective departments. Furthermore, the Group has a line of credit to cover for unforeseen circumstances.

The figures below show the remaining amount of the Group's financial liabilities by contractual maturity at the end of the reporting period, but do not contain financial guarantees where the Group is obligated to make payments on the obligations arising from financial guarantee contracts. The maximum amounts of guarantees that are extended by the Group are described in Note 35 "Loan Guarantees".

As of March 31, 2023

(Millions of Yen)

	Carrying amount	Total contractual cash flow	Within 1 year	Over 1 year but within 5 years	Over 5 years
Trade and other payables	1,592,137	1,592,137	1,592,137	—	—
Borrowings	1,622,252	1,623,564	281,173	595,471	746,919
Bonds	948,625	950,000	60,000	500,000	390,000
Lease liabilities	86,475	86,475	19,856	43,356	23,262
Commercial paper	41,999	41,999	41,999	—	—
Derivatives	6,202	6,133	5,810	323	0
Total	4,297,692	4,300,311	2,000,976	1,139,151	1,160,182

As of March 31, 2024

(Millions of Yen)

	Carrying amount	Total contractual cash flow	Within 1 year	Over 1 year but within 5 years	Over 5 years
Trade and other payables	1,890,718	1,890,718	1,890,718	—	—
Borrowings	1,651,757	1,652,620	296,453	699,738	656,428
Bonds	953,382	954,450	219,450	355,000	380,000
Lease liabilities	103,505	103,505	22,592	51,551	29,361
Commercial paper	3,000	3,000	3,000	—	—
Derivatives	7,182	7,182	7,036	146	—
Total	4,609,546	4,611,476	2,439,250	1,106,436	1,065,789

(5) Derivatives**(a) Impacts on the consolidated statement of financial position****(i) Derivative assets and liabilities designated as hedging instruments**

As of March 31, 2023

(Millions of Yen)

Types of hedges	Derivative assets and liabilities	Notional amount		Carrying amount (Fair value) (Note)	
		Total	Settlement in excess of one year	Assets	Liabilities
Cash flow hedge	Foreign exchange forward contract	213,523	16,036	2,076	5,809
	Interest rate swap	526,981	450,000	3,229	373
	Currency swap	33,265	19,876	12,959	—
	Commodity derivative	14,295	426	2,824	—
	Total	788,064	486,340	21,090	6,182

As of March 31, 2024

(Millions of Yen)

Types of hedges	Derivative assets and liabilities	Notional amount		Carrying amount (Fair value) (Note)	
		Total	Settlement in excess of one year	Assets	Liabilities
Cash flow hedge	Foreign exchange forward contract	361,697	14,629	8,690	6,680
	Interest rate swap	450,000	450,000	2,793	0
	Currency swap	19,876	3,217	11,964	—
	Commodity derivative	2,957	619	—	248
	Total	834,532	468,466	23,449	6,929

Note:

The carrying amounts (fair value) of derivative assets are included in "Other financial assets". The carrying amounts (fair value) of derivative liabilities are included in "Other financial liabilities". The changes in the fair value of the hedged item that are used as the basis for recognition of the ineffective portion are not disclosed as the amount is immaterial.

(ii) Derivative assets and liabilities not designated as hedges

(Millions of Yen)

	As of March 31, 2023		As of March 31, 2024	
	Assets	Liabilities	Assets	Liabilities
Foreign exchange forward contract	12	19	3	252
Interest swap	2,711	—	2,199	—
Currency swap	41	—	—	—
Total	2,765	19	2,202	252

(b) Changes in fair value of cash flow hedges

The changes in fair value of hedging instruments designated as cash flow hedges of the Group recognized in other comprehensive income in the consolidated statements of comprehensive income or loss are as follows.

Year ended March 31, 2023

(Millions of Yen)

Risk classification	Beginning of the year	Changes in fair value of cash flow hedge recognized in the other comprehensive income	Amount transferred to profit or loss from other components of equity as a reclassification adjustment	End of the year	The account in which the reclassification adjustment to profit or loss is recognized
Foreign currency risk	11,473	789	(15,400)	(3,137)	Other operating income/Other operating expenses
Interest rate risk	(121)	2,602	375	2,856	Finance income/Finance costs
Other	7,317	2,730	(7,223)	2,824	—
Total	18,669	6,123	(22,248)	2,543	

Year ended March 31, 2024

(Millions of Yen)

Risk classification	Beginning of the year	Changes in fair value of cash flow hedge recognized in the other comprehensive income	Amount transferred to profit or loss from other components of equity as a reclassification adjustment	End of the year	The account in which the reclassification adjustment to profit or loss is recognized
Foreign currency risk	(3,137)	6,335	(402)	2,795	Other operating income/Other operating expenses
Interest rate risk	2,856	(353)	289	2,792	Finance income/Finance costs
Other	2,824	(248)	(2,824)	(248)	—
Total	2,543	5,733	(2,938)	5,339	

33. Related Parties

(1) Related party transactions

Details of significant transactions with related parties are as follows:

Year ended March 31, 2023

(Millions of Yen)

Category	Name	Description of transaction	Amount	Account	Outstanding balance
Associate (Note 1)	NIPPON STEEL TRADING CORPORATION	Sells steel products (Note 2)	1,464,148	Trade and other receivables	52,089
Joint venture	AMNS Luxembourg Holding S.A.	Loan guarantee (Note 3)	274,858	—	—

Notes:

1. Nippon Steel Trading Corporation became the Group's consolidated subsidiary in the fiscal year ended March 31, 2024.
2. The terms and conditions applied to related party transactions are determined based on terms equivalent to those that prevail in arm's length transactions.
3. The Company provided a guarantee for 40% of the loan which AMNS Luxembourg Holding S.A. procured from banks.

Year ended March 31, 2024

(Millions of Yen)

Category	Name	Description of transaction	Amount	Account	Outstanding balance
Joint venture	AMNS Luxembourg Holding S.A.	Loan guarantee (Note)	367,986	—	—

Notes:

The Company provided a guarantee for 40% of the loan which AMNS Luxembourg Holding S.A. procured from banks.

(2) Key management personnel compensation

Compensation paid to the directors of the Group is as follows:

(Millions of Yen)

	Year ended March 31, 2023	Year ended March 31, 2024
Salary	1,147	1,348

34. Commitments

Significant commitments related to the acquisition of assets are as follows:

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Contractual commitments related to acquisition of property, plant and equipment and intangible assets	612,353	797,794

35. Loan Guarantees

The Group provides guarantees for the bank loans of its joint ventures and associates which would require the Group to repay the loan in the event of a default.

(Millions of Yen)

	As of March 31, 2023	As of March 31, 2024
Guarantees for the bank loans of joint ventures and associates	343,474	429,418

36. Subsequent Events

(Exercises of the stock acquisition rights of the convertible bonds)

Between April 1, 2024 and May 31, 2024, as a result of the exercises of the stock acquisition rights of the convertible bonds, the total number of shares outstanding increased by 11,461,481 shares, and common stock and capital surplus increased by ¥13,830 million each.