Tungaloy Policy

Tungaloy is an international company that contributes to the development of industry, local communities, and society by producing cemented carbide tools, friction materials as well as by providing technical service based on excellent material technology.

Tungaloy contributes to customers and society via ideas that alter the common sense of the manufacturing industry and through the strength of its products.

Tungaloy supplies qualitative and reliable products while integrating safety, environmental and energetic considerations in the design and production processes to meet the customers', and relevant interested parties, expectations to their fullest satisfaction.

As a member of IMC Group, Tungaloy will aspire to preserve its position as a leader in the international market in its field.

Tungaloy's activities are based on the principle of compliance and consideration for the environment.

Tungaloy will fully comply with its commitments as agreed in the engagement contract between Tungaloy and its customer.

- Tungaloy is committed to continually improve the effectiveness of occupational safety and health systems, product quality management, environment and energy management system while complying with the requirements of all applicable international standards, laws, regulations and agreements.
- Tungaloy considers employee safety, product quality, and environmental protection and pollution prevention to be as important as corporate growth. We are committed to creating a healthy and safe workplace environment, aiming for zero accidents and zero injuries.
- Tungaloy is committed to consult with employees and their representatives and collaborate on EHS (Environment, Health and Safety) and energy issues.
- Tungaloy will address the following items in order for the policy to come into fruition:
  - Educating managers and employees to maintain occupational safety and health standards, product quality and environmental quality.
  - Introducing innovative production and inspection methods, control methods at all stages of the process, supervision of performance in safety, product quality, occupational hygiene, environmental quality and energy management.
  - Tungaloy integrates Environmental, Social, and Corporate Governance (ESG) considerations to achieve all UN 17 Sustainable Development Goals (SDGs).
  - Tungaloy’s sustainable supply chain management is a key corporate goal to provide added value for all interested parties.
  - Tungaloy will reduce our carbon dioxide emissions to mitigate climate change by 46% by 2030 compared to the 2013 levels. In addition, we will engage energy conservation activities including our procurement and design activities, improve our performance of energy, and promote the introduction of renewable energy. Also, we will reduce the energy burden of our customers by supplying a large number of new high-performance products.
  - Tungaloy is committed to remove risk factors and reduce EHS risks.
  - Tungaloy creates among its employees a sense of recognition and commitment so that each employee is responsible for the quality of the process/product he/she oversees while maintaining safety procedures, environmental quality and energy management.
  - Tungaloy will carry out activities to encourage awareness of employees to occupational safety and health, product quality, environment quality, energy management and importance.
  - Tungaloy’s management will provide the necessary human resources and equipment and will make them available.
  - Tungaloy’s management will set occupational safety and health goals in employment, product quality goals and environmental quality and energy management, accompanied by measurable criteria and testing systems to assess the level of success and periodically monitor their implementation.
- Tungaloy defines an ethical code that reflects the company’s culture, vision, standards, principles and philosophy. The ethical code is distributed to employees and relevant interested parties on behalf of the company and under its supervision.
- Tungaloy will convey this policy to its stakeholders, including all of its employees.

June 2026

Tungaloy Corporation
President & CEO
Satoshi Kinoshita