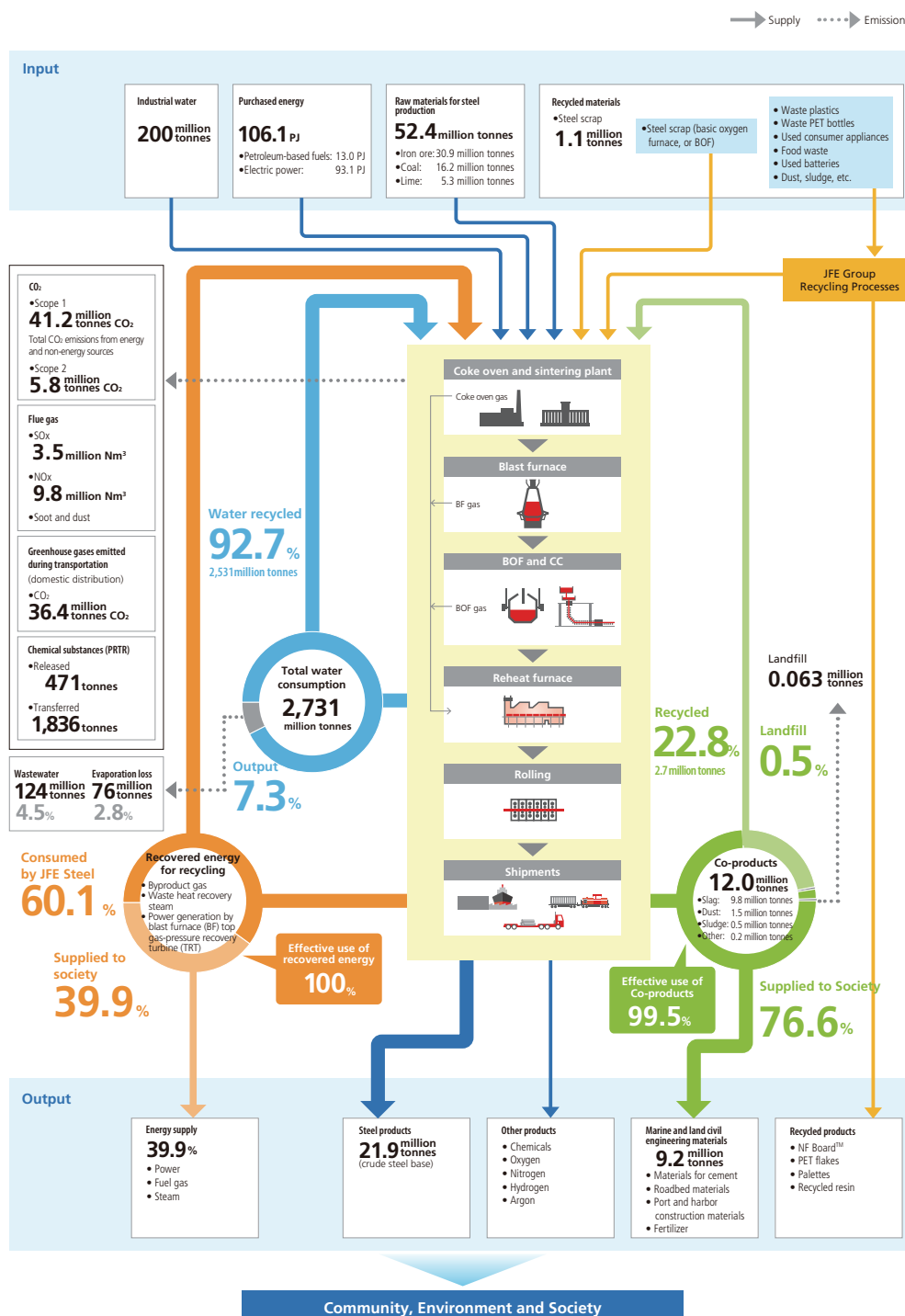


Environmental Data

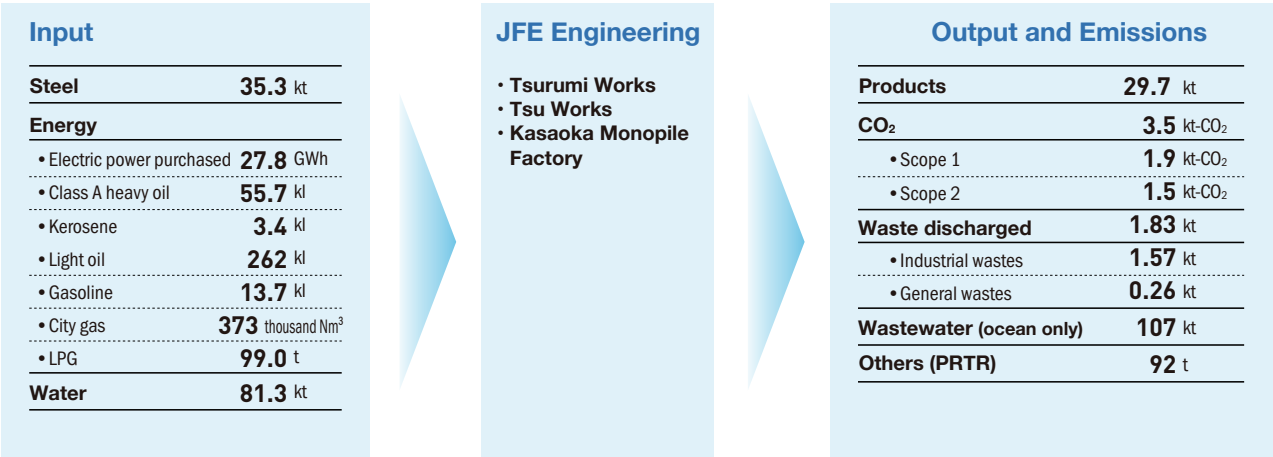
Material Flow

JFE Steel works to reduce the environmental impact of its iron and steelmaking processes, including through the effective use of resources. The company recycles 92.7% of the water it uses for production and uses 99.5% of its co-products, such as iron and steelmaking slag. In addition, 100% of co-product gas generated during production is reused as fuel for reheating slabs, generating power for internal use and supplying power to the public.

JFE Steel's Material Flow (Non-Consolidated)



JFE Engineering's Material Flow (Head Office and Works)



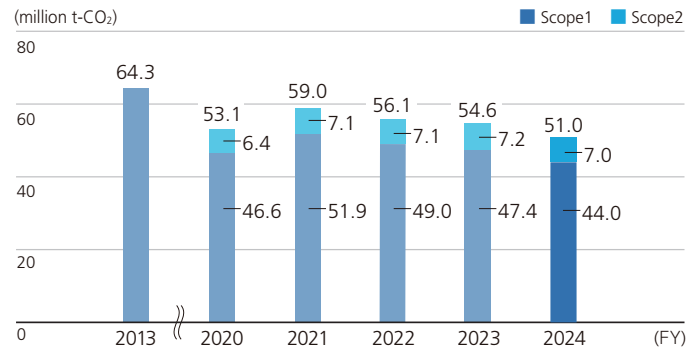
Abbreviations for scope of data: JFE Group (All); JFE Steel Group (ST Gr); JFE Steel (ST); JFE Engineering Group (EN Gr); JFE Engineering (EN); JFE Shoji Group (SH Gr); JFE Shoji (SH)

Environmental Indicators

Area	Operating Company	Target	FY2024 Results and Related Pages
Greenhouse Gas and Energy	ST	<ul style="list-style-type: none"> Reduce CO₂ emissions by 18% from FY2013 levels by the end of FY2024 	P.257-258
	EN	<ul style="list-style-type: none"> Reduce CO₂ emissions in its own plants and offices FY2024: 40% reduction from FY2013 levels Contribute to reduction in CO₂ emissions (FY2024): 12.0 million t per year 	P.257-258,260
	SH	<ul style="list-style-type: none"> Reduce CO₂ emissions through the procurement of electricity derived from renewable energy FY2022 domestic CO₂ emissions: Reduce by 10% from FY2019 levels (reduce by 5% per year from FY2019 levels from FY2021 to FY2024) 	P.257-258
Chemical Substances	ST	<ul style="list-style-type: none"> VOC emissions: –30% from FY2000 (1,078 t or less) Benzene emissions: –80% from FY1999 (46 t or less) Dichloromethane emissions: –40% from FY1999 (46 t or less) 	P.264
Resource Use	ST	Recycling rate of co-products: 99% or higher	P.266
	EN	Recycling rate at construction sites <ul style="list-style-type: none"> Recycling rate of rubble: 99.5% or higher Recycling rate of sludge: 95.0% or higher Recycling rate of industrial waste: 85.0% or higher Recycling rate of office recyclable waste <ul style="list-style-type: none"> Yokohama head office: 98.0% or higher 	P.267-268
	SH	Global recycling of steel scrap <ul style="list-style-type: none"> Exceed FY2020 scrap trade volume (FY2024 target: +5% from FY2020) 	P.266
Water Use	ST	Maintain efficient use of water Recirculated water usage rate: 90% or higher	P.269

Greenhouse Gas and Energy

CO₂ Emissions of the JFE Group (Scope 1, 2)



Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Scopes 1 and 2 total*1*2	All	million t-CO ₂	53.1	59.0	56.1	54.6	51.0
	ST Gr	million t-CO ₂	52.6	58.6	55.7	54.1	50.8
	ST	million t-CO ₂	49.1	54.7	52.3	50.0	47.0
	ST subsidiaries	million t-CO ₂	3.5	3.9	3.4	4.1	3.8
	EN Gr	million t-CO ₂	0.484	0.387	0.422	0.482	0.234
	EN	million t-CO ₂	0.0141	0.0103	0.0081	0.0081	0.0058
	EN subsidiaries	million t-CO ₂	0.470	0.377	0.414	0.474	0.229
	SH Gr	million t-CO ₂	0.0296	0.0319	0.0316	0.0311	0.0298
	SH	million t-CO ₂	0.0004	0.0004	0.0004	0.0004	0.0004
	SH subsidiaries	million t-CO ₂	0.0292	0.0315	0.0311	0.0307	0.0294
	All	million t-CO ₂	46.6	51.9	49.0	47.4	44.0
	ST Gr	million t-CO ₂	46.2	51.5	48.6	47.0	43.8
Scope 1	ST	million t-CO ₂	43.8	48.8	46.4	44.1	41.2
	ST subsidiaries	million t-CO ₂	2.4	2.7	2.2	2.9	2.6
	EN Gr	million t-CO ₂	0.442	0.345	0.395	0.459	0.215
	EN	million t-CO ₂	0.0024	0.0024	0.0029	0.0038	0.0033
	EN subsidiaries	million t-CO ₂	0.439	0.343	0.393	0.455	0.212

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
	Scope2*3	All	million t-CO ₂	6.4	7.1	7.1	7.2	7.0	
		ST Gr	million t-CO ₂	6.4	7.0	7.0	7.1	7.0	
			ST	million t-CO ₂	5.3	5.8	5.9	5.9	5.8
			ST subsidiaries	million t-CO ₂	1.1	1.2	1.1	1.2	1.2
		EN Gr	million t-CO ₂	0.0424	0.0418	0.0263	0.0232	0.0189	
			EN	million t-CO ₂	0.0116	0.0079	0.0052	0.0043	0.0025
			EN subsidiaries	million t-CO ₂	0.0308	0.0339	0.0211	0.0189	0.0164
		SH Gr	million t-CO ₂	0.0296	0.0319	0.0316	0.0311	0.0298	
			SH	million t-CO ₂	0.0004	0.0004	0.0004	0.0004	0.0004
			SH subsidiaries	million t-CO ₂	0.0292	0.0315	0.0311	0.0307	0.0294
Unit CO ₂ emissions (numerator: Scopes 1 and 2 total; denominator: sales)		All	t-CO ₂ /billion yen	164.4	135.2	106.5	105.5	105.0	
CO ₂ emissions from energy sources*1, 2	CO ₂ emissions (Scope1 and 2 total)	ST Gr	million t-CO ₂	50.2	55.8	53.1	51.6	48.4	
		ST	million t-CO ₂	47.3	52.6	50.4	48.2	45.2	
		ST subsidiaries	million t-CO ₂	2.9	3.2	2.7	3.4	3.1	
		EN Gr	million t-CO ₂	0.0625	0.0614	0.0452	0.0363	0.0288	
		SH Gr	million t-CO ₂	0.0296	0.0319	0.0316	0.0311	0.0298	
	Scope1	ST	million t-CO ₂	41.9	46.8	44.5	42.3	39.5	
	CO ₂ emissions (denominator: crude steel production)	ST	t-CO ₂ / t-steel	2.08	2.03	2.09	2.06	2.06	
CO ₂ emissions from non-energy sources		ST Gr*4	million t-CO ₂	2.40	2.74	2.59	2.48	2.40	
			ST	million t-CO ₂	1.82	2.05	1.93	1.79	1.72
			ST subsidiaries	million t-CO ₂	0.58	0.69	0.66	0.69	0.68
		EN subsidiaries*5	million t-CO ₂	0.42	0.33	0.38	0.45	0.21*6	

*1 Scope of data: 77 companies in total.

- JFE Steel and 26 major subsidiaries in Japan and overseas
- JFE Engineering and 13 major subsidiaries in Japan and overseas
- JFE Shoji and 35 major subsidiaries in Japan and overseas

*2 Since FY2021, the figures include data for an expanded list of JFE Steel, JFE Engineering, and JFE Shoji major subsidiaries.

*3 CO₂ emission factors for purchased electricity in FY2024:

- JFE Steel uses the emission factors of the Carbon Neutrality Action Plan of the Japan Iron and Steel Federation for energy purchased in FY2023 (FY2023 figures were updated based on the emission factor).
- JFE Steel's domestic consolidated subsidiaries, the JFE Engineering Group, and the JFE Shoji Group apply the adjusted emission factors of each electric power company for each fiscal year.
- Overseas: Latest IEA emission factors.

*4 Scope of data: JFE Steel and 4 major subsidiaries in Japan.

*5 Scope of data: J&T Recycling Corporation, a major Japanese subsidiary of JFE Engineering.

*6 Reviewed the handling of CO₂ emissions from non-energy sources from fiscal 2024.

GHG Emissions Based on the GX-ETS Standard

Item	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
GHG emissions	ST	million t-CO ₂	—	—	—	—	47.8

CO₂ Emissions of the JFE Group (Scope3)

Item	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Scope3*1*2	All	kt-CO ₂ e	14,369	20,778	23,184	22,701	21,894
Category 1 Purchased goods and services	All	kt-CO ₂ e	11,026	17,244	19,750	19,118	18,537
Category 2 Capital goods	All	kt-CO ₂ e	1,226	1,221	1,166	1,239	1,127
Category 3 Fuel and energy related activities not included in Scopes 1 or 2	All	kt-CO ₂ e	671	717	736	760	723
Category 4 Upstream transportation and delivery	All	kt-CO ₂ e	419	454	450	440	434
Category 5 Waste generated in operations	All	kt-CO ₂ e	45	58	62	133	147
Category 6 Business travel	All	kt-CO ₂ e	4	5	4	5	5
Category 7 Employee commuting	All	kt-CO ₂ e	51	59	49	14	14
Category 15 Investments	All	kt-CO ₂ e	927	1,022	967	993	906

*1 Scope of data:

(Categories 1, 2, 3, 4, 5) JFE Steel, 21 JFE Steel major domestic subsidiaries, JFE Engineering, 1 JFE Engineering major domestic subsidiary, and JFE Shoji.

(Category 6, 7) JFE Steel, JFE Steel's 21 major subsidiaries in Japan, JFE Engineering, JFE Engineering's 13 major subsidiaries in Japan and overseas, and JFE Shoji.

(Category 15) Japan Marine United, and 9 JFE Steel equity-method affiliates (6 in Japan and 3 overseas).

*2 Sources: Green Value Chain Platform (Ministry of the Environment) and others.

Other Greenhouse Gas

Item	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
GHG emissions other than CO ₂	All	kt-CO ₂ e	96.1	103.0	55.2	117.9	205.3	
	Methane (CH ₄)	ST Gr	kt-CO ₂ e	68.3	74.6	35.4	78.5	162.6
		ST	kt-CO ₂ e	68.3	74.6	35.4	78.5	162.5
		ST subsidiaries	kt-CO ₂ e	—	0.005	0.005	0.005	0.103
		EN subsidiaries* ¹	kt-CO ₂ e	—	—	—	—	1.11
	N ₂ O	All	kt-CO ₂ e	27.9	28.5	19.8	39.4	41.6
		ST Gr	kt-CO ₂ e	15.5	17.7	7.8	37.1	39.5
		ST	kt-CO ₂ e	15.5	17.7	7.8	37.1	39.5
		ST subsidiaries	kt-CO ₂ e	—	0.004	0.004	0.004	0.005
		EN subsidiaries* ¹	kt-CO ₂ e	12.4	10.8	12.0	2.3	2.1
GHG emitted during transportation* ²	ST Gr	million t-CO ₂	0.57	0.63	0.61	0.59	0.58	
	ST	million t-CO ₂	0.34	0.38	0.37	0.37	0.36	
	ST subsidiaries	million t-CO ₂	0.23	0.25	0.24	0.22	0.22	
Contribution to CO ₂ emission reductions* ³	EN Gr	million t-CO ₂ /year	9.65	10.57	11.14	11.53	12.00	
	Biomass power generation	EN Gr	million t-CO ₂ /year	2.74	2.86	2.94	2.95	3.12
	Waste power generation	EN Gr	million t-CO ₂ /year	3.37	3.40	3.72	3.80	3.60
	Others (digestion gas, solar power, wind, waste heat recovery, fuel conversion, energy services, biomass silo, logistics products)	EN Gr	million t-CO ₂ /year	3.54	3.57	3.59	3.84	4.43
	Recycling (Includes fluorocarbon recovery and energy creation)	EN Gr	million t-CO ₂ /year	—	0.74	0.89	0.94	0.85

*1 J&T Recycling Corporation, a major Japanese subsidiary of JFE Engineering.

*2 Scope of data: JFE Steel and 9 major subsidiaries in Japan, which are specified consigners designated under the Japanese Energy Saving Act.

*3 Scope of data

- FY2020: Includes JFE Engineering's businesses in Japan and overseas, and its German subsidiary Standardkessel Baumgarte GmbH (SBG).
- From FY2021: Includes JFE Engineering's businesses in Japan and overseas, and J&T Recycling Corporation, JFE Urban Recycle Corporation, and German subsidiary Standardkessel Baumgarte GmbH (SBG).

Energy Consumption

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Energy consumption and unit energy consumption	Energy consumption	All	PJ	592	654	627	612	567
		ST Gr	PJ	591	652	625	611	566
		ST	PJ	545	602	581	557	519
		ST subsidiaries	PJ	45.2	49.6	43.9	53.9	46.5
		EN Gr	PJ	1.2	1.3	1.2	1.2	1.1
		SH Gr	PJ	0.6	0.7	0.7	0.7	0.6
	Unit energy consumption (crude steel production)	ST	GJ/t-steel	24.0	23.3	24.1	23.7	23.6
	Energy consumption (Crude petroleum equivalent)	EN	k ̰	8,000	7,636	7,772	7,756	8,146
	YOY ratio of unit energy consumption	EN	%	91.0	95.5	107.9	94.3	85.0
Recovered energy for recycling	Supplied to society	ST	%	38	38	37	39	40
	Consumed internally	ST	%	62	62	63	61	60

Modal Shift

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
All transportation	Ship and rail	ST	%	58.4	58.3	59.0	57.9	58.7
	Truck	ST	%	41.6	41.7	41.0	42.1	41.3
Transportation of a distance of 500 km or more	Ship and rail	ST	%	91.6	90.0	92.1	93.6	94.8
	Truck	ST	%	8.4	10.0	7.9	6.4	5.2

Scope of calculation: All products and half-finished products transported in Japan.

Greenhouse Gas and Energy (Supplementary Data)

CO₂ Emissions and Energy Consumption of JFE Steel Group Subsidiaries (FY2024)

Company Name	CO ₂ Emissions (unit: kt-CO ₂)	Energy Consumption (unit: PJ)
JFE Mineral & Alloy Company, Ltd.	1,630.4	12.64
JFE Bars & Shapes Corporation	510.0	8.97
JFE Chemical Corporation	236.8	3.68
JFE Logistics Corporation	149.9	2.22
JFE Galvanizing & Coating Co., Ltd.	49.1	0.70
JFE Plastic Resource Corporation	20.8	0.17
Mizushima Riverment Corporation	7.7	0.07
JFE Container Co., Ltd.	9.6	0.14
J-Logitec Co., Ltd.	7.5	0.11
Galvatex Corporation	4.3	0.07
JFE Metal Products & Engineering Inc.	7.0	0.08
JFE Welded Pipe Manufacturing Co., Ltd.	6.6	0.06
JFE Techno-wire Corporation	4.2	0.05
JFE Precision Corporation	3.2	0.04
K-Plasheet Corporation	4.7	0.07
JFE Life Corporation	4.8	0.05
Chiba Riverment and Cement Corporation	6.2	0.08
JFE Steel Pipe Co., Ltd.	1.4	0.02
GECOSS CORPORATION	3.0	0.03
JFE Kozai Corporation	2.6	0.02
JFE Ferrite Corporation	3.5	0.06
5 overseas companies	1,113.8	14.30
Total	3,787.4	43.64

CO₂ Emissions from Energy Sources and Energy Consumption of JFE Engineering Group Subsidiaries (FY2024)

Company Name	CO ₂ Emissions(unit: kt-CO ₂)	Energy Consumption(unit: PJ)
J&T Recycling Corporation	223.6	0.7
Fujikako, Inc.	1.4	0.030
NORTHERN JAPAN MACHINERY Corporation	0.6	0.012
Asuka Soken Co., Ltd.	0.8	0.013
JFE Pipeline Engineering Corporation	0.4	0.006
JFE Technos Corporation	0.2	0.001
JFE Project One Co., Ltd.	0.1	0.003
Myoko Green Energy Co., Ltd.	0.02	0.0003
Kinpai Co., Ltd.	0.7	0.012
J&M Steel Solutions Company Limited	0.7	0.02
Total	228.6	0.774

Chemical substances

Air Emissions

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
SOx emissions ^{*1}	ST Gr	million Nm ³	3.3	3.5	3.3	3.6	3.5
	ST	million Nm ³	3.3	3.5	3.3	3.6	3.5
	ST subsidiaries	million Nm ³	0.03	0.03	0.04	0.04	0.04
NOx emissions ^{*2}	ST Gr	million Nm ³	10.4	11.4	10.2	10.1	10.0
	ST	million Nm ³	10.3	11.2	10.1	9.9	9.8
	ST subsidiaries	million Nm ³	0.14	0.18	0.15	0.16	0.15

*1 10 JFE Steel's consolidated subsidiaries in Japan.

*2 9 JFE Steel's consolidated subsidiaries in Japan.

Discharge to Waterways

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
COD (chemical oxygen demand)	All* ¹	t/day	3.1	3.1	3.1	2.6	2.5
	ST	t/day	2.9	2.9	2.8	2.3	2.4
	ST subsidiaries	t/day	0.17	0.23	0.25	0.27	0.09
	EN* ²	kg/day	8.7	8.4	6.6	4.8	5.8

*1 Scope of data:

- JFE Steel and 8 consolidated subsidiaries in Japan.
- JFE Engineering

*2 This report uses the maximum value of each year.

PRTR-Registered Substances

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
PRTR-registered substances* ^{1, 2}	Amount released	All* ⁴	t	754	827	750	917	960
		ST Gr	t	596	672	609	790	881
		ST	t	341	380	366	510	471
		ST subsidiaries	t	255	292	243	280	410
		EN Gr	t	158	155	141	126	79
		EN	t	121	116	103	64* ³	70
		EN subsidiaries	t	36.7	39.3	37.8	25.1	9.5
	Amount transferred	All* ⁴	t	5,949	9,845	12,809	11,217	11,304
		ST Gr	t	5,910	9,811	12,779	11,193	11,279
		ST	t	1,694	1,378	1,278	1,192	1,836
		ST subsidiaries	t	4,216	8,433	11,501	10,001	9,443
		EN Gr	t	39	34	30	23	25
		EN	t	26	30	26	19	23
		EN subsidiaries	t	12.5	4.4	4.4	3.9	2.5
VOC emissions		ST	t	529	542	513	528	475
Benzene emissions		ST	t	14	16	17	16	11
Dichloromethane emissions		ST	t	22	30	25	25	19

*1 Scope of data:

- JFE Engineering and 3 consolidated subsidiaries in Japan.
- JFE Steel and 16 consolidated subsidiaries in Japan.

*2 Excluding dioxins.

*3 Revised the prior year data to increase accuracy.

*4 JFE Shoji is not included in the scope of the report as the company is not subject to PRTR registration.

Chemical Substances (Supplementary Data)

SOx and NOx Emissions of JFE Steel Group Subsidiaries (FY2024)

Company Name	SOx Emissions (unit: Nm³)	NOx Emissions (unit: Nm³)
JFE Mineral & Alloy Company, Ltd.	13,438	76,640
Chiba Riverment and Cement Corporation	83	792
Mizushima Riverment Corporation	0	830
JFE Precision Corporation	746	186
JFE Plastic Resource Corporation	0	0
JFE Bars & Shapes Corporation	8,210	15,541
JFE Metal Products & Engineering Inc.	34	2,083
JFE Kenzai Fence Co., Ltd.,	0	0
JFE Galvanizing & Coating Co., Ltd.	1,227	8,055
JFE Container Co., Ltd.	115	0
JFE Welded Pipe Manufacturing Co., Ltd.	0	0
JFE Steel Pipe Co., Ltd.	0	0
Galvatex Corporation	0	625
JFE Techno-wire Corporation	0	0
JFE Kozai Corporation	0	0
GECOSS Corporation	0	0
JFE Logistics Corporation	0	0
J-Logitec Co., Ltd.	0	0
JFE Chemical Corp.	11,230	45,569
K-plasheet Corporation	158	0
JFE Life Corporation	0	0
Total	35,241	150,321

Use of Natural Resources

Input and Products Supplied

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Input	Raw materials for steel production	ST	million t	56.2	63.4	60.4	56.1	52.4
	Iron ore	ST	million t	32.9	37.6	35.7	33.4	30.9
	Coal	ST	million t	18.1	19.9	19.1	17.5	16.2
	Lime	ST	million t	5.2	5.9	5.6	5.2	5.3
	Recycled materials (steel scrap)	ST	million t	0.8	1.2	0.9	0.8	1.1
	Raw materials	EN	kt	36.9	38.6	27.9	24.0	35.3
Products supplied	Steel products	ST	million t	22.8	25.9	24.2	23.4	21.9
	Engineering	EN	kt	34.7	37.4	27.0	23.0	29.7

Co-Products and Waste

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Co-products	Amount generated* ¹	ST Gr	million t	13.9	14.4	14.1	13.3	12.6
		ST* ²	million t	13.4	13.9	13.5	12.7	12.0
		ST subsidiaries	million t	0.5	0.5	0.6	0.6	0.6
	Amount recycled internally	ST	million t	3.3	3.3	2.9	2.9	2.7
	Internal recycling rate	ST	%	24.9	24.0	21.7	22.4	22.8
	Emissions* ¹	ST Gr	million t	10.2	10.8	10.8	10.1	9.5
		ST	million t	10.1	10.6	10.6	9.9	9.3
		ST subsidiaries	million t	0.1	0.2	0.2	0.2	0.2
	Used by local communities	ST	million t	10.0	10.5	10.5	9.8	9.2
	Rate of local communities use	ST	%	74.8	75.7	77.8	77	76.6
	Landfill amount* ¹	ST Gr	million t	0.060	0.094	0.167	0.180	0.146
		ST	million t	0.037	0.042	0.073	0.083	0.063
		ST subsidiaries	million t	0.023	0.052	0.094	0.097	0.083
	Recycling rate	ST	%	99.7	99.7	99.5	99.4	99.5

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Waste	Emissions* ³	EN Gr	kt	159.1	249.2	223.7	193.1	151.4
	Offices	EN	t	329.2	235.3	259.4	219.4	263.0
		Yokohama HO	t	256.9	156.7	195.0	157.2	203.5
		Tsu works	t	72.3	78.6	64.4	62.2	52.9
		Kasaoka Monopile Factory	t	—	—	—	—	6.6
	Production	EN	t	1,072.3	803.0	821.4	705.8	1,571.7
		Tsurumi works	t	519.8	364.7	461.6	338.3	1,068.4
		Tsu works	t	552.5	438.3	359.8	367.5	399.6
		Kasaoka Monopile Factory	t	—	—	—	—	103.7
	Construction	EN	t	97,387.9	190,242.3	162,747.2	134,157.5	60,269.0
	Subsidiaries	EN subsidiaries	t	60,296.7	57,960.3	59,841.4	57,990.0	89,319.6
	Recycling rate (offices)	EN	%	96.8	96.1	96.4	92.1	93.0
		Yokohama HO	%	99.1	98.5	98.4	97.7	98.3
		Tsu works	%	87.2	88.4	85.7	87.1	86.7
		Kasaoka Monopile Factory	t	—	—	—	—	0.0
	Recycling rate (production)	EN	%	48.8	46.8	54.0	50.4	53.9
		Tsurumi works	%	72.0	68.3	75.9	60.9	73.5
		Tsu works	%	33.8	28.0	25.0	42.3	47.3
		Kasaoka Monopile Factory	t	—	—	—	—	0.0
	Recycling rate (construction)	EN	%	98.3	98.6	99.3	97.5	97.3
	Landfill	EN	t	2,011.6	3,035.6	1,456.7	3,497.5	1,956.9
		EN	t	9.1	7.4	7.7	7.4	13.3
		Yokohama HO	t	2.1	2.2	2.9	3.0	2.9
		Tsu works	t	7.0	5.2	4.8	4.4	3.8
	Offices	Kasaoka Monopile Factory	t	—	—	—	—	6.6
		EN	t	351.2	322.6	287.7	235.2	344.3
		Tsurumi works	t	75.2	89.4	85.9	80.5	96.4
		Tsu works	t	276.0	233.2	201.8	154.7	144.2
	Production	Kasaoka Monopile Factory	t	—	—	—	—	103.7
		EN	t	1,651.3	2,705.6	1,161.3	3,254.8	1,599.3
		EN	t	1,651.3	2,705.6	1,161.3	3,254.8	1,599.3
		EN	t	1,651.3	2,705.6	1,161.3	3,254.8	1,599.3
	Construction	EN	t	1,651.3	2,705.6	1,161.3	3,254.8	1,599.3
	Recycling rate	EN	%	95.9	96.5	97.4	96.1	92.6

*1 Scope of data: JFE Steel and 22 consolidated subsidiaries in Japan.

*2 Byproducts generated by JFE Steel are mostly reused as offshore, land, or construction materials.

*3 Scope of data: JFE Engineering and 9 consolidated subsidiaries in Japan.

Waste at JFE Engineering Construction Sites

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Rubble	Amount generated	EN	t	78,100	159,309	141,888	119,708	46,853
	Recycling rate	EN	%	99.4	99.4	99.9	97.8	99.6
	Landfill amount	EN	t	484	940	173	2,632	189
Sludge	Amount generated	EN	t	12,399	24,350	14,806	9,679	4,827
	Recycling rate	EN	%	98.9	96.9	99.0	99.3	97.1
	Landfill amount	EN	t	135	683	130	56	104
Industrial waste excluding rubble and sludge	Amount generated	EN	t	6,678	6,583	6,054	4,771	8,589
	Recycling rate	EN	%	85.4	81.6	84.4	87.1	83.9
	Landfill amount	EN	t	868	1,083	858	566	1,307

Paper Consumption at JFE Shoji

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Consumption of copier paper	SH	boxes	3,021	3,033	2,860	2,934	3,089
	Tokyo	boxes	1,333	1,471	1,376	1,396	1,374
	Osaka	boxes	310	337	351	391	679
	Nagoya	boxes	157	154	177	162	165
	Branch	boxes	1,221	1,071	956	985	871

Water Use

Water Intake and Discharge

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Amount of water intake* ¹	All	million t	237	246	240	226	228
	ST Gr	million t	236	245	239	224	227
	ST	million t	215	226	220	208	210
	ST subsidiaries	million t	20.9	18.7	18.2	16.1	16.5
	EN Gr	million t	1.296	1.141	1.35	1.24	1.36
	EN	million t	0.072	0.063	0.064	0.073	0.081
	EN subsidiaries	million t	1.223	1.078	1.28	1.17	1.28
	SH Gr	million t	0.160	0.154	0.154	0.145	0.143
	SH	million t	—	—	—	—	—
	SH subsidiaries	million t	0.160	0.154	0.154	0.145	0.143
Amount of water discharged* ²	ST Gr	million t	141	144	143	139	137
	ST	million t	123	128	128	125	124
	ST subsidiaries	million t	18.3	15.6	15.4	13.9	13.3
	EN	million t	0.157	0.132	0.122	0.122	0.107
Amount of water consumption* ²	ST Gr	million t	3,331	3,442	3,475	3,242	2,974
	ST	million t	3,066	3,207	3,242	3,035	2,748
	ST subsidiaries	million t	265	235	233	207	226
Amount evaporated	ST	million t	92	98	92	83	76
Ratio of amount released and evaporated	ST	%	7.0	7.0	6.8	6.9	7.3
Amount recycled* ²	ST Gr	million t	3,096	3,197	3,237	3,017	2,747
	ST	million t	2,851	2,981	3,022	2,826	2,538
	ST subsidiaries	million t	245	216	215	191	209
Recycling rate* ^{2,3}	ST	%	93.0	93.0	93.2	93.1	92.4
	ST subsidiaries	%	92	92	92	92	93

*1 Scope of data:

- JFE Steel and 22 consolidated subsidiaries in Japan.
- JFE Engineering and 6 consolidated subsidiaries in Japan.
- 33 JFE Shoji domestic and overseas consolidated subsidiaries.

*2 Scope of data: JFE Steel and 22 JFE Steel consolidated subsidiaries in Japan.

*3 Industrial water circulated (%) = (Total amount – industrial water accepted)/total amount used × 100

Breakdown of Water Intake and Discharge Areas

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total intake	2 operating companies*	million t	214.8	226.1	220.4	208.4	210.1
River/lake		million t	0	0	0	0	0
Groundwater		million t	0	0	0	0	0
Industrial water/waterworks		million t	214.8	226.1	220.4	208.4	210.1
Ocean		million t	0	0	0	0	0
Rainwater		million t	0	0	0	0	0
Other intake source		million t	0	0	0	0	0
Total discharge	2 operating companies*	million t	123.6	128.8	128.5	125.8	124.3
Ocean		million t	123.1	128.3	128.1	125.4	123.9
Surface water		million t	0	0	0	0	0
Underground/well		million t	0	0	0	0	0
Off-site water processing		million t	0.4796	0.4709	0.4300	0.4158	0.4168
Beneficial use/other use		million t	0	0	0	0	0
Other discharge destinations		million t	0	0	0	0	0

*Scope of data: JFE Steel and JFE Engineering.

Water Use (Supplementary Data)

Water Intake and Discharge at JFE Steel Group Subsidiaries (FY2024)

Company Name	Amount of Intake (unit: kt)	Amount of Discharge (unit: kt)
JFE Mineral & Alloy Company, Ltd.	5,618	5,154
Chiba Riverment and Cement Corporation	13	13
Mizushima Riverment Corporation	11	11
JFE Precision Corporation	127	127
JFE Plastic Resource Corporation	12	3
JFE Bars & Shapes Corporation	4,842	2,932
JFE Metal Products & Engineering Inc.	152	147
JFE Kenzai Fence Co., Ltd.	21	21
JFE Galvanizing & Coating Co., Ltd.	540	288
JFE Container Co., Ltd.	108	108
JFE Welded Pipe Manufacturing Co., Ltd.	29	17
JFE Steel Pipe Co., Ltd.	2	2
Galvatex Corporation	553	553
JFE Techno-wire Corporation	85	5
JFE Kozai Corporation	13	13

Company Name	Amount of Intake (unit: kt)	Amount of Discharge (unit: kt)
GECOSS CORPORATION	42	37
JFE Logistics Corporation	106	87
J-Logitec Co., Ltd.	3	3
JFE Chemical Corporation	3,557	3,209
JFE Ferrite Corporation	40	40
K-plasheet Corporation	34	35
JFE Life Corporation	560	462
Total	16,468	13,268

Water Intake at JFE Engineering Group Subsidiaries (FY2024)

Company Name	Amount Accepted (unit: kt)
J&T Recycling Corporation	1,277
NORTHERN JAPAN MACHINERY Corporation	0.003
Fujikako, Inc.	0.04
Kinpai Co., Ltd.	0.004
JFE Technos Corporation	0.51
Total	1,277

Environmental Management

Environmental Management System

Items		Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
% covered by ISO 14001 certification	Base	All	%	58	54	52	52	52
		ST Gr	%	21	18	44	44	44
		EN Gr	%	9	8	44	43	43
		SH Gr	%	28	27	64	64	64
	Employees	All	%	70	68	67	72	66
		ST Gr	%	74	72	70	72	71
		EN Gr	%	51	50	50	47	48
		SH Gr	%	89	83	81	80	78
Environmental audit (number of sites)		ST Gr	sites	24	29	28	27	25
		EN Gr	sites	28	52	50	52	53
Environmental education conducted (total participants)		EN Gr	persons	731	1,131	889	897	1282

Environmental Accounting

Breakdown of environmental protection cost		FY2023		FY2024	
		Investment (billion yen)	Cost (billion yen)	Investment (billion yen)	Cost (billion yen)
Management	Impact monitoring and measurement, and EMS expenses and education	1.2	2.4	1.0	2.8
Global warming countermeasures	Saving and efficiently using energy	19.5	36.5	6.3	36.0
	Recycling industrial water	4.9	25.7	2.0	22.6
Conservation of natural resources	Recycling and waste management of internally generated materials, etc.	0	5.7	7.1	5.2
Environmental protection	Air pollution countermeasures	6.9	30.7	6.0	28.2
	Water pollution countermeasures	1.8	11.5	3.3	14.9
	Prevention of soil contamination, noise, vibration, and subsidence	0	0.5	0	0.5
Other	Charges, etc.	—	1.4	—	0.7
R&D	Technologies for protecting the environment, saving energy, and preventing global warming	1.0	9.4	1.2	17.9
Societal activities	Support for nature preservation and forestation, information disclosure, exhibitions, and public relations	—	0.7	—	0.8
Total		35.2	124.4	26.2	129.6

Scope of data: All investment activities of JFE Steel Corporation and R&D activities of JFE Engineering Corporation.

Environmental Accounting (Accumulated)

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Energy-saving investment (accumulated)	All	billion yen	546.5	565.4	570.8	590.3	596.6
Environmental protection investment (accumulated)	All	billion yen	742.1	770.9	797.1	811.9	830.6

Social Data

Human Capital

Employee Data (FY2024^{*1})

Items	Scope	Unit	JFE Steel	JFE Engineering	JFE Shoji
Employees	Consolidated ^{*2}	persons	41,386	11,102	8,753
Male		persons	35,981	9,485	5,233
Female		persons	5,405	1,617	2,108
Management positions ^{*3}		persons	11,151	3,807	1,850
Male		persons	10,295	3,528	1,555
Female		persons	856	279	295
Ratio of women in management positions		%	7.7	7.3	15.9
Employees	Non-consolidated	persons	14,624	3,756	997
Male		persons	13,355	3,174	603
Female		persons	1,269	582	394
Management positions (manager or higher) ^{*3}		persons	1,643	1,721	609
Male		persons	1,603	1,657	545
Female		persons	40	64	64
Ratio of women in management positions		%	2.4	3.7	10.5
Recruits	Non-consolidated	persons	745	263	72
Male		persons	658	230	42
Female		persons	87	33	30
New graduates		persons	482	125	44
Mid-career professionals		persons	263	138	28
Years of continuous employment (average)		years	17.2	15.7	13.1
Male		years	16.9	15.8	13.2
Female		years	20.2	15.3	13.0
Job turnover rate ^{*4} (total 2.1%)		%	1.9	2.6	4.1

Items	Scope	Unit	JFE Steel	JFE Engineering	JFE Shoji
Elderly employees* ⁵	Non-consolidated	persons	905	57	11
Ratio of elderly employees* ⁵		%	6.2	1.5	1.1
Average annual leave taken		day/year	16.4	18.7	16.7
Average overtime		hours/month	26.4	27.1	31.4
Employees working shorter hours for childcare		persons	92	54	57
Ratio of male employees taking childcare leave* ⁶		%	97.0	97.1	110.3
Average childcare leave taken by male employees		days	27.9	59.6	21.5
Wage gap between men and women* ⁷ (all workers)		%	82.2	67.6	69.9
Full-time employees		%	82.6	67.8	69.8
Part-time workers and fixed-term employees		%	75.0	59.1	60.4
Temporary staff		persons	144	639	39

*1 Personnel composition (excluding managers, temporary staff, and employees working shorter hours for childcare) is as of March 31, 2025. Number of managers, temporary staff, and employees working shorter hours for childcare is as of April 1, 2025, and other personnel as of FY2024.

*2 Scope of data: Operating companies and other consolidated subsidiaries, JFE Steel: 149, JFE Engineering: 80, and JFE Shoji: 97. JFE Shoji's America region is excluded from the gender breakdown. The number of managers is also excluded from the scope of data.

*3 Management positions at JFE Shoji include employees on loan.

*4 Percentage of employees who voluntarily choose to resign from the organization.

*5 Figures for JFE Steel and JFE Engineering include active employees who are age 60 and above (the companies' mandatory retirement age has been raised to 65).

*6 Rate of male employees taking childcare leave or time off related to child rearing = (Number of male employees who took childcare leave + Number of male employees who used the childcare leave program for pre-elementary school children) / Number of male employees whose spouses have given birth.

*7 Calculated in accordance with the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life.

Recruiting*^{1,2}

Items	Unit	Career-track Positions			On-site Positions at Steelworks	Total
		White-collar	Technical	Total		
Male	persons	150	311	461	469	930
Female	persons	94	35	129	21	150
Total	persons	244	346	590	490	1,080
Ratio of women	%	38.5	10.1	21.9	4.3	13.9

*1 Scope of data: Total figures for the three operating companies.

*2 Target group: New graduates who joined in FY2025 and mid-career professionals who joined in FY2024.

Employment of People with Disabilities (as of June 1 of Each Year)

Items	Scope	Unit	2020	2021	2022	2023	2024
Employment ratio of people with disabilities	JFE Steel	%	2.51	2.51	2.57	2.52	2.63
	JFE Engineering	%	2.37	2.53	2.58	2.69	2.83
	JFE Shoji	%	2.39	2.39	2.66	2.74	2.84

Human Resource Development

Items	Scope	Unit	FY2022	FY2023	FY2024
Training hours per employee	JFE Steel	hours per year	45.2	44.9	45.2
	JFE Engineering	hours per year	20.9	23.4	24.2
	JFE Shoji	hours per year	20.1	22.1	25.2
DX human resource development (accumulated)	JFE Steel (data scientists)	persons	—	610	662
	JFE Steel (citizen developers)	persons	—	456	630
	JFE Engineering	persons	—	179	207

Lost-Work Injuries and Accidents

Items		Scope*1	Unit	2020	2021	2022	2023	2024
Lost-work Injuries and Severity (Rates)	Lost-work injuries*2	JFE Steel	—	0.23	0.10	0.18	0.06	0.15
	Severity*3		—	0.08	0.08	0.08	0.00	0.08
	Lost-work injuries*2	JFE Engineering	—	0.35	0.56	0.26	0.28	0.22
	Severity*3		—	0.01	0.40	0.01	0.42	0.01
	Lost-work injuries*2	JFE Shoji Group	—	0.76	0.60	0.25	0.12	0.37
	Severity*3		—	0.04	0.05	0.02	0.03	0.02
	Lost-work injuries*2	Manufacturing industry average	—	1.21	1.31	1.25	1.29	1.30
	Severity*3		—	0.07	0.06	0.08	0.08	0.06
Number of lost-work injuries	Lost-work injuries	JFE Group	cases	36	26	25	12	21
	Fatal injuries		cases	1	2	1	1	0
	Lost-work injuries	JFE Steel	cases	23	10	18	6	14
	Fatal injuries		cases	1	1	1	0	0
	Lost-work injuries	JFE Engineering	cases	7	11	5	5	4
	Fatal injuries		cases	0	1	0	1	0
	Lost-work injuries	JFE Shoji Group	cases	6	5	2	1	3
	Fatal injuries		cases	0	0	0	0	0

Items		Scope*1	Unit	2020	2021	2022	2023	2024
Lost-work injuries involving employees	Lost-work injuries	JFE Group	cases	15	10	13	6	3
	Fatal injuries		cases	0	0	1	0	0
	Lost-work injuries	JFE Steel	cases	9	5	11	4	2
	Fatal injuries		cases	0	0	1	0	0
	Lost-work injuries	JFE Engineering	cases	2	1	0	1	0
	Fatal injuries		cases	0	0	0	0	0
	Lost-work injuries	JFE Shoji Group	cases	4	4	2	1	1
	Fatal injuries		cases	0	0	0	0	0
Lost-work injuries involving employees of contractors	Lost-work injuries	JFE Group	cases	21	16	12	6	18
	Fatal injuries		cases	1	2	0	1	0
	Lost-work injuries	JFE Steel	cases	14	5	7	2	12
	Fatal injuries		cases	1	1	0	0	0
	Lost-work injuries	JFE Engineering	cases	5	10	5	4	4
	Fatal injuries		cases	0	1	0	1	0
	Lost-work injuries	JFE Shoji Group	cases	2	1	0	0	2
	Fatal injuries		cases	0	0	0	0	0

*1 Scope of data:

- JFE Steel and JFE Engineering: parent company, business associates and contractors in Japan.
- JFE Shoji: parent and consolidated subsidiaries, business associates and contractors in Japan.

*2 Lost-work injuries (rate) = number of employees with lost-work injuries/total working hours × 1,000,000

*3 Severity = number of lost working days/total working hours × 1,000

Health and Safety Training (FY2024)

Items	Unit	Participants*
Training for managers and supervisors	persons	369
Mental healthcare education for new hires and at rank-based training	persons	1,367

* Total of 3 operating companies.

Occupational Health and Safety

Items	Scope	Unit	FY2021	FY2022	FY2023	FY2024
Ratio of ISO 45001-certified sites*	JFE Steel	%	33	100	100	100
	JFE Engineering	%	100	100	100	67

* Ratio at production sites

Health

Items	Scope	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Provision rate of health guidance* ¹	JFE Steel	%	53.0	72.2	71.1	72.7	—
	JFE Engineering	%	39.1	39.4	42.7	41.3	—
	JFE Shoji	%	41.6	52.1	35.0	43.0	—
Smoking rates	JFE Steel* ²	%	29.0	27.3	26.6	25.8	25.0
	JFE Engineering	%	23.3	22.9	22.3	21.8	21.4
	JFE Shoji	%	24.9	21.5	21.9	20.6	21.4
Metabolic syndrome rates	Employees insured by the JFE Group's health insurance union (age 40 and above)	%	36.5	36.3	36.0	36.3	36.3
Rate of health examination for dependents	Age 40 and above	%	46.3	51.3	52.3	53.8	56.9

*¹ Figures for FY2024 will be added once they are finalized.

*² Smoking rate for JFE Steel is managed based on calendar year.

Provide Quality Products and Enhance Customer Satisfaction

Customer Training (FY2024)

Training type	Scope	Unit	Participants
Technical presentation by overseas Group companies (number of participating companies*1)	JFE Shoji	persons (companies)	157(17)
National staff training (NS training*2)	JFE Shoji	persons	27

*1 A total of 157 persons from 11 countries participated in the training, with 34 attending face-to-face sessions and 123 online.

*2 Participants came from 10 countries (Thailand, Vietnam, India, Malaysia, Mexico, Indonesia, Philippines, China, U.S.A., and Australia).

Community

Social Contributions (FY2024)

Activities		Scope	Unit	Results
Internships		JFE Group	Persons	2,080
		JFE Steel	persons	953
		JFE Engineering	persons	749
		JFE Shoji	persons	378
Supporting schools in Ghana and Nigeria	Desks and chairs	JFE Shoji	sets	460
	Notebooks		books	17,000
	Canned foods		cans	12,500

JFE 21st Century Foundation

Grants		Projects	Value (million yen)
Technology research (accumulated)		766	1,539.8
Technology research for FY2024	Iron and steel technology research	9	18
	Global environment and global warming prevention technology research	19	38
Asian history studies (accumulated)		186	279
Asian history studies for FY2024		12	18
Activities		Sets Donated	
Supporting the Japan Overseas Educational Services Writing Contest and anthology donation (to elementary and middle schools and also public libraries in the regions related to steel*)		2,200	

*Donated to 650 elementary schools and middle schools, 60 libraries, etc.

Governance Data

Corporate Governance

Data on Corporate Governance System (as of July 1, 2025)

Items		System Overview
Organizational design type		Company with Board of Directors and an Audit and Supervisory Board
Number of Directors		13
	Number of independent Outside Directors	6
	Number of female Directors	2
Number of Directors (Audit & Supervisory Board Members)		5
	Number of independent Outside Directors (Audit & Supervisory Board Members)	3
	Number of female Directors (Audit & Supervisory Board Members)	1
Term for Directors (years)		1
Term for Outside Directors (Audit & Supervisory Board Members) (years)		2
Term for (Audit & Supervisory Board Members) (years)		1
Term for Outside Directors (Audit & Supervisory Board Members) (years)		2
Corporate Officer System		Adopted
Voluntary advisory committees of the Board of Directors		Nomination Committee and Remuneration Committee

Directors (as of July 1, 2025)

Position		Name	Significant Concurrent Post	Independent Executive	Number of Meetings of the Board of Directors Attended in FY2024	Number of Meetings of the Audit & Supervisory Board
Director	Inside	Yoshihisa Kitano	Chairman of the Board of Directors of JFE 21st Century Foundation (Public Interest Incorporated Foundation)	Attended in FY2024	14/14 (100%)	—
		Masayuki Hirose	Representative Director, President and CEO of JFE Steel Corporation	—	11/11 (100%)	—
		Masashi Terahata	Director of JFE Steel Corporation, Representative Director of JFE 21st Century Foundation (Public Interest Incorporated Foundation)	—	14/14 (100%)	—
		Kazuyoshi Fukuda	Representative Director, President and CEO of JFE Engineering Corporation	—	11/11 (100%)	—
		Yoshifumi Ubagai	Representative Director, President and CEO of JFE Shoji Corporation	—	—	—
	Outside	Yoshiko Ando	Outside Director of Kirin Holding Company, Limited Outside Director of Sansei Technologies, Inc.	○	14/14 (100%)	—
		Takuya Shimamura	Director and Chairman of AGC Inc. Outside Director of EBARA Corporation	○	14/14 (100%)	20/20 (100%)
		Keiichi Kobayashi	Chairman of the Board, Furukawa Electric Co., Ltd. Outside Director, NTT DATA Group Corporation	○	11/11 (100%)	—
Audit & Supervisory Board Member	Inside	Nobuya Hara	Audit & Supervisory Board Member of JFE Steel Corporation	—	14/14 (100%)	20/20 (100%)
		Nakaba Akimoto	Audit & Supervisory Board Member of JFE Engineering Corporation Audit & Supervisory Board Member of JFE Shoji Corporation	—	14/14 (100%)	20/20 (100%)
	Outside	Tsuyoshi Numagami	Professor, Institute for Business and Finance, Waseda University Outside Director of Tokyo Century Corporation Outside Director of EBARA Corporation	○	14/14 (100%)	20/20 (100%)
		Yoshihisa Suzuki	Outside Director of the Board of Kyowa Kirin Co., Ltd. Outside Director, OMRON Corporation	○	—	—
		Naoto Nakamura	Lawyer, Nakamura Law Firm	○	—	—

*Mr. Masayuki Hirose, Mr. Kazuyoshi Fukuda, and Mr. Keiichi Kobayashi were elected for the first time as directors at the previous year's Ordinary General Meeting of Shareholders, on June 25, 2024, and therefore the total number of board meetings attended differs from that of the outside directors.

Data on Nomination Committee and Remuneration Committee (as of July 1, 2025)

Items	Members	Chairperson	Number of Meetings in FY2024
Nomination Committee	6	Takuya Shimamura (Outside Director)	4
Inside Director	2		
Outside Director	2		
Outside Director (Audit & Supervisory Board Member)	2		
Remuneration Committee	6	Keiichi Kobayashi (Outside Director)	5
Inside Director	2		
Outside Director	2		
Outside Director (Audit & Supervisory Board Member)	2		

Data on Operating System

Committee	Company	Chairperson	Attendees
Group Management Strategy Committee	JFE Holdings	President	Inside Directors (including 3 operating company Presidents), Corporate Officers
Management Committee	JFE Holdings	President	Inside Directors (excluding 3 operating company Presidents), Corporate Officers
	Each operating company	President	Directors, major Corporate Officers and Audit & Supervisory Board Members

Data on Executive Remuneration (FY2024)

Executive remuneration						
Position Type	Total Remuneration, etc. (million yen)*1	Total Amount by Remuneration Type (million yen)*1				Number of Executives (Members)
		Basic remuneration	Bonus	Stock remuneration*2		
				Linked to performance	Linked to service length	
Directors (excluding Outside Directors)	283.737	244.463	25.890	0	13.384	7
Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)*1	78.335	78.335	—	—	—	2
Outside Directors/ Audit & Supervisory Board Members	111.647	111.647	—	—	—	7

*1 Directors' (excluding outside directors) performance-linked remuneration is composed of bonus and stock remuneration. Total amount of performance-linked remuneration for the current fiscal year is 25.890 million yen.

*2 Only directors (excluding outside directors) are included in the scope of the above-mentioned stock remuneration, and the entire amount is non-monetary remuneration. Total amount of stock remuneration expensed for the current fiscal year as non-monetary remuneration is 13.384 million yen.

Officers whose consolidated remuneration exceeded 100 million yen

Name	Position	Company	Total (Consolidated Basis) (million yen)	Per Company (Consolidated Basis) (million yen)	Total Amount by Remuneration Type (million yen)			
					Basic remuneration	Bonus	Stock remuneration	
							Linked to performance	Linked to service length
Yoshihisa Kitano	Director	JFE Holdings	145.977	145.977	120.047	16.370	—	9.560
Masayuki Hirose	Director	JFE Holdings	129.603	9.000	9.000	—	—	—
	Director	JFE Steel		120.603	111.043	—	—	9.560

Ratio of Remuneration for Each

Basic remuneration: fixed (%)	Annual bonus: linked to short-term performance (%)	Stock remuneration: linked to medium- to long-term performance (%)
2	1	1

Note: The ratios above are applicable only when the company's president has attained the performance target goals.

Data on Internal Control System (as of July 1, 2025)

Internal Control System			
Items		Number of Companies	Number of People Assigned
Internal audit	Internal audit organization	61	179
Audit by Audit & Supervisory Board	Full-time Audit & Supervisory Board Members	30	35
	Dispatched Audit & Supervisory Board Members (part-time Audit & Supervisory Board member)	44	12
Cooperation of Audit & Supervisory Board members			
Items		Number of Meetings in FY2024	
Accounting auditor		10	
Internal Audit Department		21	

*Data on internal audit is as of April 1, 2025.

Compliance

Whistleblowing

Items	Contact Point	Unit	FY2023	FY2024
Cases handled by the Corporate Ethics Hotline and the harassment consultation desk	JFE Holdings and operating companies	Cases	134	161
	Group companies of operating companies		201	153

Independent Assurance Statement



Independent Assurance Statement

September 10, 2025

Mr. Yoshihisa Kitano
Representative Director, President and CEO of JFE Holdings, Inc.

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by JFE Holdings, Inc., ("the Company") to provide limited assurance on the Company's following data during the fiscal year 2024, that were 44.0 million t-CO₂ of CO₂ emissions for Scope1, 7.0 million t-CO₂ of CO₂ emissions for Scope2, 21.9 million t-CO₂e of CO₂ emissions for Scope3 (categories 1, 2, 3, 4, 5, 6, 7, 15), 567 PJ of energy consumption, 228 million tonnes of water intake, 9.5 million tonnes of co-products emissions of JFE Steel Group, and 0.15 million tonnes of wastes emissions of JFE Engineering Corporation (collectively, "the Environmental performance indicators"). The purpose of this process is to express our conclusion on whether the Environmental performance indicators were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Environmental performance indicators. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards
- Reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the Environmental performance indicators were calculated in accordance with the Company's standards

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Environmental performance indicators have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.

Takashi Fukushima
Representative Director
Sustainability Accounting Co., Ltd.
2-4, Kojimachi, Chiyoda-ku,
Tokyo, Japan