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April 7, 2026

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(Securities code: 5707)
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Notice Regarding the Establishment of Mission, Vision, and Values

The Company is currently making every effort to complete its Business Revitalization Plan. In promoting this plan, however, we recognized the need to reexamine the value we provide to society and our customers.

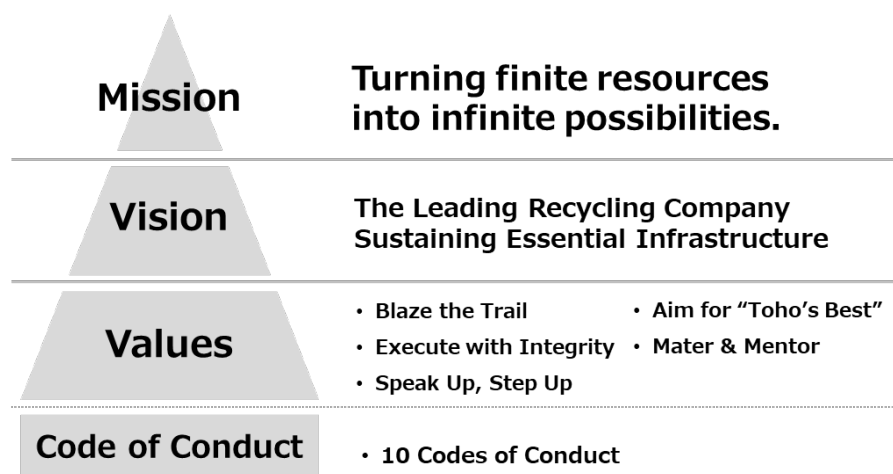
In addition, at a meeting of the Board of Directors held today, the Company resolved to change its trade name from Toho Zinc Co., Ltd. to Toho Metalix Co., Ltd., subject to approval of partial amendment to the Articles of Incorporation at the 127th Ordinary General Meeting of Shareholders scheduled to be held in June 2026.

As the Company considered a new trade name that would accurately reflect our business domains, which covers a wide range of metals from base metals to rare metals and precious metals, as well as operations ranging from smelting and refining to recycling, we engaged in renewed and extensive discussions regarding the value we have cultivated to date and the role expected of the Company.

Based on the thoughts and determination of our employees and management that were clarified through these discussions, we have redefined our framework of management philosophy, consisting of our Mission, which represents the significance of our Group's existence, our Vision, which represents the ideal state we hope to achieve, and our Value, which represents our guiding principles for action, as described below.

The Group will share these principles with all employees and use them as guidelines for each individual's actions as we continue to take on the various challenges we face. We will also reflect these principles in specific initiatives as the foundation of our Business Revitalization Plan, future business operations, and decision-making, thereby creating new value for society and aiming to achieve sustainable growth.

Management Philosophy Framework



[Mission, Vision, Value]

Mission	Turning finite resources into infinite possibilities. With our refined expertise, we uncover the potential of ores and discarded materials, creating products essential to industry. By transforming finite resources into infinite possibilities, we strive to build a circular economy. This is our mission.
Vision	The Leading Recycling Company Sustaining Essential Infrastructure
Values	Blaze the Trail Own the decision; don't leave it to others. Embrace change and take the lead with flexible thinking that defies precedent. Inherit our founder's bold spirit and turn every challenge into a new frontier. Execute with Integrity Pursue every goal with a profound sense of responsibility and resolve. Maintain total ownership of your work, never overlooking the smallest detail, and dig deep to deliver thorough, lasting solutions. Speak Up, Step Up Have the courage to voice your concerns and take that vital step forward. Share every insight, no matter how small, to spark constructive dialogue and take personal leadership in every initiative. Aim for "Toho's Best" Don't stop at individual excellence; strive for collective excellence that transcends departments and locations. Support one another to reach new heights. Take the lead and engage your peers. Master & Mentor Take pride in being a leader in your field by continuously learning from internal teams and external sources. Commit to lifelong mastery and mentor the next generation to further elevate our expertise.

*The 10 items previously disclosed as the Code of Conduct (*Kodo Shishin* in Japanese) will continue to be observed as the Code of Conduct (*Kodo Kihan* in Japanese) without any changes in content.