

## **Mitsui-Soko Group Diversity and Inclusion (D&I) Policy**

The Mitsui-Soko Group will respect diversity and create systems and environments where diverse talent can flourish regardless of personal attributes or values — such as gender identity, age, nationality, physical or mental ability and needs, ideology, faith, culture, career, lifestyle or working style — based on the idea that creating safe, diverse and rewarding work environments for workers also creates value for the Group.

1. We will create a corporate culture and working environments where each employee's personal attributes and values are accepted and seen as a strength.
2. We will create systems and opportunities for career development so that each employee can work with motivation and ambition regardless of their personal attributes and values.

June 24, 2021

Mitsui-Soko Holdings Co., Ltd.