

# The Mitsui-Soko Group Human Rights Policy

The Mitsui-Soko Group's purpose is to "empower society, encourage progress," clearly illustrating the social mission within our corporate activities. We believe that protecting the dignity and respecting the rights of all people in society are essential elements in achieving that purpose. Based on this basic stance, we have established the Mitsui-Soko Group Human Rights Policy ("this Policy") in order to make clear our approach to respecting human rights within the Group. Guided by this Policy, we will fulfil our responsibility towards the human rights of every stakeholder throughout all of our corporate activities.

## 1. Importance of this Policy

Based on the United Nations Guiding Principles on Business and Human Rights (UNGPs), we have formulated this as the principal policy for human rights initiatives within the Mitsui-Soko Group's corporate activities.

## 2. Respect for and compliance with international human rights standards and relevant laws and regulations

The Mitsui-Soko Group supports, respects and applies international human rights standards, including the International Bill of Human Rights (the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We also comply with all laws and regulations applicable in the countries and regions where we operate. If we encounter any discrepancies between internationally recognized human rights standards and the laws or regulations of a country or region, we will pursue solutions that enable us to maintain maximum respect for the internationally recognized human rights standards.

## 3. Scope of Application

This Policy is applicable to all officers and employees (including full-time, contract and temporary employees) in the Mitsui-Soko Group.

We also expect all business partners, including those that form our supply chain, to understand and support this Policy.

## 4. Responsibility of the Mitsui-Soko Group in respecting human rights

The Mitsui-Soko Group understands that, through our corporate activities, we may have a direct or indirect impact on the human rights of our stakeholders.

We pledge to engage in responsible labor practices—including prohibiting forced and child labor, any forms of harassment and discrimination, providing safe working environments, managing working hours appropriately, and guaranteeing the rights of foreign labors—and to not abuse any of the internationally recognized human rights of our stakeholders through our corporate activities. In the case that human rights are adversely impacted in our corporate activities, we will take appropriate remedial steps. Furthermore, if external stakeholders, including all business partners that form the supply chain, are found to be having an adverse human rights impact, we will exercise our influence to promote appropriate remedial action and ensure that we are not indirectly complicit or involved in any human rights abuses.

#### 5. Human Rights Due Diligence

In order to fulfill our responsibility towards human rights following the United Nations Guiding Principles on Business and Human Rights, we build a framework to be continuously used for human rights due diligence. To increase the effectiveness of this due diligence, any issues that arise will be improved upon in a timely and appropriate manner.

This human rights due diligence will include identification of actual and potential adverse human rights impacts within our corporate activities and the supply chain, with continual implementation of initiatives to prevent and mitigate them, as well as unification of those measures with internal company processes, follow-up evaluations of the effects, and explanations to the public.

#### 6. Remediation

In the event that it becomes clear that Mitsui-Soko Group has caused, contributed to or is otherwise involved in any adverse human rights impacts, we will take corrective and remedial action through appropriate measures.

We will also expand the reporting hotlines set up in Japan and each region to establish effective remedial mechanisms.

#### 7. Education and Training

So that this Policy becomes embedded throughout all of our corporate activities, we will reflect its contents in necessary procedures and provide all of our officers and employees with education and training in order to gain sufficient understanding of this Policy.

#### 8. Consultation with Stakeholders

We will hold continual dialogues and consultations with relevant stakeholders and outside experts

about our response to actual and potential adverse human rights impacts.

#### 9. Disclosure

We will regularly disclose information about our human rights initiatives based on this Policy. 10. Continuous review In the understanding that specific relevant issues will change over time due to societal shifts and business trends, we plan to continuously review this Policy upon holding dialogues and consultations with stakeholders and external specialists in order to further our efforts towards respecting human rights.

This Policy has been approved by the Board of Directors of Mitsui-Soko Holdings Co., Ltd.

July 25, 2022

MITSUI-SOKO HOLDINGS Co., Ltd.