

A stylized graphic of a blue wave, composed of several overlapping curved bands in shades of light blue and white, positioned behind the text.

~For compliance with laws and rules~

Compliance Guidebook

Mitsui Chemicals, Inc.

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Compliance Guidebook

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MITSUI CHEMICALS, INC. Corporate Administration & Legal Division

This Guidebook is based upon Japanese law, regulation and customs and refers to Japanese cases. It may be possible that the cases in the Guidebook do not apply in any jurisdictions except Japan.

Aiming to Become a Reliable Mitsui Chemicals Group - Striving to Be a Trusted Entity -

In February 2006, our company established the “Mitsui Chemicals Group Action Guideline” as part of our efforts to promote Corporate Social Responsibility (CSR) activity. The Action Guideline was established in order for our Group to continue contributing broadly to society and to be a presence trusted by all stakeholders. The Action Guideline is intended to help ensure that each of our executives and employees of our Group thoughtfully consider what is important and should be acted upon with great care, i.e., to be our norms and standards of conduct. Accordingly, the first priority of the Action Guideline given by our Group is “Compliance with laws and regulations.”

At the very beginning of the Action Guideline, our Group declares that “we will give top priority to compliance with laws and regulations over the pursuit of any profit.” Should you have to make the ultimate choice between profit and compliance with laws and regulations, never hesitate to prioritize compliance over profit-seeking.

In the media, reports of incidents of product data falsification and violations of laws and regulations, including fraudulent accounting, by publicly listed companies continue to persist. Public opinion towards companies violating these laws and regulations is becoming increasingly severe, and there are cases where companies violating a single law or regulation find themselves losing in a single day, the credibility and reputation they had built up over many years. As long as social trust and prestige, and not just profit, constitute corporate value, we must be keenly aware that “compliance with laws and regulations” is a major premise of the company’s existence, and that without it we cannot sustainably develop and fulfill our social responsibilities.

In recent years, our Group has regrettably confirmed multiple incidents of misconduct in our business activities, including product data falsifications, both in Japan and globally. Considering that further global business activities will progress to achieve the goals of VISION 2030 in the future, awareness of compliance within the Group at a global level will also become extremely important in order to avoid damage to our Group-wide value. We must each diligently work to “comply with laws and regulations” to eliminate misconduct within our entire Group.

There is an old proverb that says “Heaven knows, Earth knows, I know, People know” (Cf. “the day has eyes and the night has ears,” “truth will out.”). This means that, when it comes to misconduct, even if you think no one else knows, you know that you have acted wrongly; the fact of misconduct remains, and someday it will become known to others. In order to prevent misconduct, it is necessary for all executives and employees of our Group to voluntarily and independently act in good faith and accumulate good actions through an attitude of complying with laws and regulations, and to coordinate and work together within the entire Group to pursue this goal.

We are confident that compliance awareness and action will enable the Mitsui Chemicals Group to earn the trust of society and lay the foundation for our sustainable development.

January, 2023



HASHIMOTO Osamu, President & CEO

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