

Mitsui Chemicals Group Human Rights Policy

We, the Mitsui Chemicals Group, are driven by our corporate mission to “contribute broadly to society by providing high-quality products and services to customers through innovation and the creation of materials, while keeping in harmony with the global environment” and we strive to “be a corporate group that continues to grow by solving social challenges and creating diverse value with the power of chemistry”.

We understand that we need to respect the human rights of every individual affected by the Mitsui Chemicals Group’s business activities in order to contribute broadly to society and achieve sustainable growth.

We hereby announce the adoption of the Mitsui Chemicals Group Human Rights Policy (the “**Policy**”) based on the Guiding Principles on Business and Human Rights adopted by the United Nations Human Rights Council in June 2011 with the aim of fulfilling our responsibility to respect the human rights of every individual affected by our business activities.

1. Basic principles on human rights

The Mitsui Chemicals Group supports and respects (i) the United Nations “International Bill of Human Rights” (consisting of the “Universal Declaration of Human Rights”, “International Covenant on Civil and Political Rights”, and “International Covenant on Economic, Social and Cultural Rights”), which sets out the fundamental human rights of every individual and (ii) the International Labour Organization (ILO) “Declaration on Fundamental Principles and Rights at Work”, which sets out people’s fundamental rights at work.* Furthermore, we support and respect the “OECD Guidelines for Multinational Enterprises” and the “United Nations Declaration on the Rights of Indigenous Peoples”. And as a company that has signed the United Nations Global Compact, we also support and respect the Ten Principles of the United Nations Global Compact.

In accordance with the Mitsui Chemicals Group’s Corporate Mission, Action Guidelines, Purchasing Policy, Responsible Care Policy, Human Resources Management Policy, and related internal policies and regulations, the Policy represents our commitment to respecting human rights in order to fulfil our responsibilities toward every individual affected by our business activities.

*This includes support and respect for the Core Labour Standards: “effective abolition of child labour”, “elimination of all forms of forced or compulsory labour”, “elimination of discrimination in respect of employment and occupation”, “freedom of association, and the effective recognition of the right to collective bargaining” and “a safe and healthy working environment”.

2. Scope

The Policy applies to executive officers and employees of the Mitsui Chemicals Group. We also expect business partners and other parties linked to our operations, products and services to support the Policy.

3. Responsibility to respect human rights

The Mitsui Chemicals Group recognises that our business activities may directly or indirectly cause adverse human rights impacts.

We fulfil our responsibility to respect human rights by (i) not violating the rights of individuals affected by our business activities (“**rights holders**”), and (ii) taking appropriate remedies in case our business activities may cause or contribute to any adverse human rights impacts.

Although we cannot ascertain all the ways in which our operations, products and services are used, we do not intend for any of them to be used in any way that contributes to human rights abuses.

In the case where any adverse human rights impacts are caused by our business partners or other parties that are suspected to be linked to our operations, products or services, we will ask those business partners or other parties to respect human rights, not harm them, with the aim of building a responsible supply chain.

4. Human rights due diligence

The Mitsui Chemicals Group will establish a system of human rights due diligence in accordance with the “UN Guiding Principles on Business and Human Rights” to identify, prevent and mitigate any adverse human rights impacts that we may have on the rights holders.

5. Dialogue and consultation

In our implementation of the Policy, the Mitsui Chemicals Group will sincerely engage in dialogue and consultation with rights holders by applying the expertise of independent third parties on human rights.

6. Remediation

In the event that the Mitsui Chemicals Group’s business activities have any adverse human rights impacts, or where our involvement through business partners or other parties becomes apparent or suspected, we will seek to remedy such impacts through dialogue and appropriate processes in line with international standards.

7. Education and training

The Mitsui Chemicals Group will provide appropriate education and training to our executive officers and employees, and will strive to promote understanding of the Policy among our business partners, with the aim of ensuring that it becomes incorporated into all of our business activities and is implemented effectively.

8. Responsible executive officer(s)

The Mitsui Chemicals Group will entrust an executive officer or officers with the responsibilities of implementing the Policy and supervising its implementation status.

9. Information disclosure

The Mitsui Chemicals Group will disclose the progress and results of our efforts to promote respect for human rights on our website and through other media.

10. Applicable laws and regulations (when national laws conflict with international standards)

The Mitsui Chemicals Group will comply with the laws and regulations of all countries and regions in which we operate. In the case where there is any conflict between a country's laws and internationally recognized human rights standards, we will seek ways to respect internationally recognized human rights principles to the maximum extent possible.

The Policy has received the approval of the Board of Directors of Mitsui Chemicals, Inc. and it has been signed by the President and Chief Executive Officer.

February 1st, 2025
Mitsui Chemicals, Inc.
President and CEO

HASHIMOTO Osamu

Established in February 1st 2016
Revised in December 1st 2017
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