Mitsui Chemicals, Inc.
Modern Slavery Statement

Applicable fiscal year:	Year ended March 31, 2026
Publication date:	July 15, 2026
Applicable entities:	The entire Company Group, including its operations in the United Kingdom.

I. Introduction

Mitsui Chemicals, Inc. (the "Company") hereby reports as follows on its initiatives to prevent modern slavery, including slavery, forced labour, human trafficking, and child labour, in the business activities and supply chain of the Company and its group companies (the "Company Group"), pursuant to Part 6, Section 54 of the Modern Slavery Act 2015 of the United Kingdom.

II. Corporate overview

As of 31 March 2026, the Company Group consists of the Company and 130 consolidated subsidiaries and has 16,967 consolidated employees. Please refer to the websites below for details on the Company Group's organisational structure.

Corporate overview:
https://jp.mitsuichemicals.com/en/corporate/overview/index.htm
Organisation chart:
https://jp.mitsuichemicals.com/en/corporate/overview/oc/index.htm

III. Business overview and supply chain

The business segments of the Company Group are Life & Healthcare solutions, Mobility Solutions, ICT Solutions, and Basic & Green Materials, and the Company Group also conducts global business activities, including services related to such businesses. The major products of the Company Group include vision care materials, elastomers, materials and components for semiconductor and electronic component manufacturing processes, and petrochemicals. The Company Group engages in a wide range of related businesses, and its customers and raw material procurement supply chains are also globally distributed. In addition, subcontractors and logistics providers at each manufacturing site worldwide are closely involved in the operations of the Company Group as a whole. Please refer to the websites below for details.

Business overview:
https://jp.mitsuichemicals.com/en/service/index.htm
Sustainable procurement:
https://jp.mitsuichemicals.com/en/sustainability/society/supplier/ms/index.htm
Safety and prevention:
https://jp.mitsuichemicals.com/en/sustainability/rc/safety_prevention/ms/index.htm
Logistics:

https://jp.mitsuichemicals.com/en/sustainability/rc/transportation/ms/index.htm

IV. Policies and commitments related to modern slavery

"Promoting human well-being" is included as one of the five social contribution areas in the Company Group's Corporate Mission prescribed at the time of its founding in 1997.

https://jp.mitsuichemicals.com/en/corporate/management/index.htm

The "Mitsui Chemicals Group Action Guidelines," which prescribe standards to ensure that each officer and employee of the Company Group acts in respect of the law and in accordance with corporate ethics, set forth standards of conduct relating to respect for human rights, such as non-tolerance of discrimination, justice and fairness, contribution to communities, and respect for diversity.

https://jp.mitsuichemicals.com/en/corporate/policy/index.htm

The "Mitsui Chemicals Group Human Rights Policy" stipulates that the Company Group will support and respect international human rights standards, the "International Labour Organization (ILO) 'Declaration on Fundamental Principles and Rights at Work'" (which includes the core labour standards of the "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"), the "OECD Guidelines for Multinational Enterprises on Responsible Business Conduct," and the "United Nations Declaration on the Rights of Indigenous Peoples." The Policy also sets forth provisions regarding the responsibility to respect human rights, human rights due diligence, dialogue and consultation, education and training, responsible executive officers, information disclosure, and applicable laws and regulations (when national laws conflict with international standards).

https://jp.mitsuichemicals.com/en/sustainability/society/rights/ms/index.htm

In order to execute these policies and address modern slavery risks, action plans are approved at meetings of the Company's Corporate Sustainability Committee, and cross-departmental working groups are established to gather information and perform related initiatives.

V. Risk assessment and human rights due diligence initiatives

The Company Group assesses human rights risks in its corporate supply chains and carries out human rights due diligence on the group companies in the Company Group and its suppliers.

From 2017, the Company has been conducting surveys on its suppliers regarding their initiatives to prohibit forced labour and child labour using the "CSR/Sustainable Procurement Self-assessment Questionnaire (SAQ)" published by the United Nations Global Compact Network Japan. In 2019, the Company formulated the "Mitsui Chemicals Group Sustainable Procurement Guidelines," which set out measures including the prohibition of forced labour and child labour, and asked its suppliers to cooperate with these measures.

CSR/Sustainable Procurement Self-assessment Questionnaire (SAQ):

https://jp.mitsuichemicals.com/content/dam/mitsuichemicals/sites/mci/documents/en/sustainability/society/supplier/pdf/self_assessment.pdf

Mitsui Chemicals Group Sustainable Procurement Guidelines:
https://jp.mitsuichemicals.com/content/dam/mitsuichemicals/sites/mci/documents/en/sustainability/society/supplier/pdf/guideline.pdf

From FY 2021 to FY 2023, the Company Group assessed human rights risks within the Company Group, including modern slavery risks such as child labour, forced labour, and human trafficking. Subsequently, the Company and two group company sites selected based on the results of that assessment were subject to on-site assessments conducted together with external experts. Several matters that could potentially constitute human rights risks were identified, and the relevant companies have implemented measures to address such risks.

In 2024, taking into account that three years had passed since the last human rights risk assessment, the Company Group once again conducted a risk mapping with the cooperation of external experts and the participation of relevant business divisions and functional divisions, with reference to international guidelines and indicators.

As a result, the Company Group identified 13 issues as those that should be given particular priority, including issues pertaining to forced labour and child labour. Given that some of these identified issues were human rights issues with a significant impact at manufacturing sites, the Company Group has formulated and is implementing a plan to conduct risk assessments and on-site assessments at all manufacturing sites of the Company and its group companies over the three-year period from 2024 to 2026. In these risk assessments, the Company Group is confirming management systems and their operational status in relation to human rights risks, including forced labour and child labour, through questionnaires.

In FY 2024, the Company Group conducted risk assessments at a total of 31 locations, consisting of the Company's plants and the manufacturing sites of its wholly owned subsidiaries, and conducted an on-site assessment at one manufacturing site in Japan selected from among them. In FY 2025, the Company Group conducted risk assessments at 25 sites, including manufacturing sites of the Company's wholly owned subsidiaries and manufacturing sites that, while not wholly owned subsidiaries, are partially owned by the Company. From among these, the Company Group conducted on-site assessments at two sites of group companies, etc. where technical intern trainees are employed.

As a result of the human rights due diligence conducted to date, at manufacturing sites, human rights risks relating to modern slavery, such as forced labour and child labour, are being addressed at the level of the domestic laws of each country, and no actual adverse impacts have been identified. However, items requiring attention were identified, including potential risks relating to excessive working hours, insufficient implementation of human rights education, whistleblowing systems, and occupational health and safety. The Company is addressing these potential risks in sequence, and the results are also reported to its Board of Directors through the Corporate Sustainability Committee.

In addition, monitoring conducted in the following year confirmed that, with respect to the risk relating to excessive working hours identified in the FY 2024 on-site assessment, although the risk was temporary in nature, measures had already been implemented, and that measures had also been implemented for other risks relating to occupational health and safety and other matters.

https://jp.mitsuichemicals.com/en/sustainability/society/rights/initiative/index.htm

VI. Education

The Company Group conducts education and training for employees on modern slavery through lectures and e-learning focused on human rights. In the e-learning, forced labour and child labour are also covered as separate topics in accordance with the "Guiding Principles on Business and Human Rights." All employees have taken this e-learning at least once.

In 2024, modern slavery was also explained as part of employee educational activities regarding respect for human rights. In 2025, in addition to a lecture by external counsel on respect for human rights and the importance of due diligence, the Company held workshops aimed at raising awareness of human rights risks in the supply chain, including forced labour.

VII. Grievance mechanism (prevention and correction)

The Company Group has established a harassment and human rights consultation desk within its Compliance Hotline, a global whistleblowing system, and accepts inquiries relating to human rights, including forced labour and child labour, from not only the officers and employees of the Company Group, but also all persons connected with the business activities of the Company Group, including personnel dispatched to its plants, officers employees of cooperating companies, and business partners such as suppliers. The operational results of the whistleblowing system are disclosed on the Company Group's website.

Compliance Hotline operational results:
https://jp.mitsuichemicals.com/en/sustainability/risk_compliance/compliance/prevention/index.htm

VIII. Stakeholder engagement

The Company Group actively participates in programs that involve dialogue with various stakeholders to deepen their understanding of the context in which human rights issues arise and their relationship to its business activities. The Company Group applies this understanding to its efforts to respect human rights within the Company Group. Since FY 2015 the Company Group has participated in the Stakeholder Engagement Program, hosted by the CRT Japan Committee, where the Company Group receives annual presentations on human rights issues of domestic and international concern from NGOs/NPOs and experts, and engages in discussions with peers in the industry with respect to concrete matters of concern related to forced labour and child labour in order to identify key human rights issues by industry.

IX. Monitoring and improvement

The Company Group periodically reviews the effectiveness of its initiatives relating to modern slavery within the Company Group and throughout its supply chain and will continue to make improvements.

This Statement was approved by the Board of Directors of the Company on July 14, 2026.

ICHIMURA Satoshi, President & CEO
Signature:
ICHIMURA Satoshi