

Overview of Human Rights Impact Assessments Conducted by Mitsui Chemicals Group in FY2024

Objectives of Human Rights Impact Assessments

(1) Identifying Human Rights Risks

By visiting sites and conducting interviews and inspections, we aim to identify and evaluate the negative human rights impacts the Group may have on rights holders through human rights impact assessments.

(2) Addressing Actual Negative Human Rights Impacts/Human Rights Risks

We aim to prevent and mitigate actual negative human rights impacts identified through this assessment by evaluating them in accordance with Mitsui Chemicals Group's Human Rights Policy, which includes relevant policies, international standards, and the laws of the countries or regions where our business activities take place.

Implementation Details

In March 2025, we carried out a site visit to one of our manufacturing sites in Japan. The visit comprised interviews with management, a review of relevant documentation, and an inspection of the plant premises, and interviews with workers, including 14 indirectly employed individuals. Please note that this assessment did not include surveys of suppliers or local residents.

Key Points for Review

Based on the results of the human rights risk assessment, we examined the human rights risks of workers, particularly those in vulnerable positions, from the following perspectives:

- Human rights management (implementation of training, grievance mechanism)
- Occupational health and safety
- Impacts on the environment
- Child labor, excessive working hours, fair compensation
- Addressing human rights violations through the procurement of raw materials and in transportation operation

Implementation Results

As far as could be ascertained through the interviews conducted, no human rights violations or apparent negative impacts were identified in this survey.

Prevention of Human Rights Risks

We are reviewing and discussing appropriate measures, for incidents identified as potential human rights risks requiring our attention, as outlined below.

With regard to the status of implementation and the outcomes, we plan to confirm these at the end of fiscal 2024.

- **Human rights management (grievance mechanism)**
 - Improving whistleblowing hotlines operated by domestic affiliates to enable anonymous reporting
 - Promoting awareness of the group's internal whistleblowing system among employees of partner companies
- **Occupational health and safety**
 - Emergency preparedness measures (installation of emergency lights and guidance signs, first aid training, posting of evacuation assembly points and routes, etc.)
 - Review of health checkup items
 - Reviewing the content and posting methods of notices informing workers about chemical substance measures
- **Impacts on the environment**
 - Addressing odor issues
 - Excessive working hours
 - Additional staffing and proper placement to improve working hours, along with continuous management training and ongoing dialogue with employees

End