



ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT FOR THE FISCAL YEAR ENDED 31 MARCH 2026

1. Introduction

Mitsui & Co., Ltd. ("Mitsui") has produced this Anti-Slavery and Human Trafficking Statement for the fiscal year ended 31 March 2026 ("FY Mar2026"), in response to Section 54 of the UK Modern Slavery Act 2015.

2. Our Organization

Mitsui is a company incorporated under the laws of Japan, having its head office in Tokyo. As of 1 April 2026, we operate through 120 offices and overseas trading affiliates located throughout 62 countries and regions globally. As of 31 March 2026, on a consolidated basis, we have 446 affiliated companies for consolidation and 55,463 employees worldwide.

For more information on our organization, please refer to our websites below.

Corporate Profile:

<https://www.mitsui.com/jp/en/company/outline/profile/index.html>

Organizational Structure:

<https://www.mitsui.com/jp/en/company/outline/organization/index.html>

3. Our Business

Mitsui conducts diverse business activities around the globe, delivering solutions, services and products to our partners and customers in the following business areas: Mineral & Metal Resources, Iron & Steel Products, Energy, Mobility, Digital & Infrastructure, Chemicals, Wellness Ecosystem and Innovation & Corporate Development.

For more information on Mitsui's business activities, please refer to our website below.

Our Business:

<https://www.mitsui.com/jp/en/company/business/index.html>

4. Human Rights Due Diligence in Our Supply Chains

Mitsui provides a wide range of functions and services, such as marketing, business

development, project management, logistics, finance, risk management and digital transformation.

In Mitsui's human rights management, the Board of Directors of Mitsui & Co., Ltd. is responsible for overseeing the adherence to the Human Rights Policy and Policies for Responding to Specific Issues, while the Executive Committee makes material decisions regarding their execution. The Sustainability Committee, a subordinate body of the Executive Committee, is responsible for deciding detailed plans, as well as planning and developing measures, and building and maintaining a framework for implementation based on these policies.

Based on internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work, Mitsui has identified sectors in which human rights risks, including forced labour and human trafficking, are considered particularly high and has designated them as "high-risk sectors." Mitsui focuses its human rights due diligence on these high-risk sectors.

In FY Mar2026, Mitsui continued to implement its established initiatives. These included the dissemination of its Sustainable Supply Chain Policy and related Procurement Policies for Specific Commodities, as well as the implementation of questionnaire surveys and on-site inspections targeting key suppliers in high-risk sectors, consistent with the approach taken in FY Mar2025.

Mitsui established internal regulations that set forth implementation guidelines for each stage of the human rights due diligence process, namely "Awareness Raising," "Identification," "Investigation," and "Disclosure and Improvement." By strengthening human rights risk management at each business unit and enhancing the support and monitoring functions of corporate staff divisions, Mitsui continues to improve the overall effectiveness of its human rights due diligence efforts.

5. Our Policies and Guidelines

- ["Materiality"](#)

Mitsui originally defined its materiality, consisting of five material issues, in 2015. We reviewed and identified five new material issues in 2019. In May 2025, we conducted a further review, also incorporating the perspective of double materiality, to ensure that our recognition of social issues is in line with the ever-changing operating environment. As a result of this review, we included a new material issue for Mitsui, "Cultivate societies that respect human rights".

- [“Sustainability Policy”](#)
Formulated in November 2021, this policy sets out our group-wide basic approach to sustainability. It includes our commitment to regard sustainability initiatives as important management issues and to take on the challenge of addressing global issues and contributing through our business activities to both the realization of a sustainable society and economic growth.
- [“Human Rights Policy”](#)
Formulated in August 2020 and revised in February 2022, this policy sets out our group-wide approach to human rights. It includes our commitment to operate our business with respect for human rights and our expectations for various stakeholders to understand and respect human rights in the manner specified therein.
- [“Business Conduct Guidelines for Employees and Officers”](#) and [“Mitsui & Co. Group Conduct Guidelines - With Integrity”](#)
Both sets of corporate guidelines require respect for human rights and prohibit discrimination of any kind. The Business Conduct Guidelines for Employees and Officers further provide that employees will not cause child labour, forced labour or other conduct that may lead to human rights violations and will work together with Mitsui’s business partners to ensure that those business partners do not play any part in human rights violations.
- [“Sustainable Supply Chain Policy”](#)
Our former Supply Chain Corporate Social Responsibility Policy was updated and renamed as our Sustainable Supply Chain Policy in August 2020 to align with our Human Rights Policy and was revised in August 2023. This policy sets out our expectations of our suppliers to respect human rights, including not to tolerate forced labour, bonded labour, human trafficking, child labour or any other form of modern slavery.
- [“Procurement Policies for Specific Commodities”](#) (natural rubber, palm oil, timber, paper products, marine products, green coffee and cocoa beans)
In July 2021, we formulated procurement policies for natural rubber, palm oil, timber and paper products, which set out our group-wide approach to social risks such as violations of workers’ rights and human rights of local communities as well as environmental risks such as deforestation, and they were revised in February 2022. In addition, our consolidated subsidiary Mitsui & Co. Seafoods Ltd., which handles marine products, formulated the procurement policy for marine products with the goals of eliminating IUU (illegal, unreported, and unregulated) fishing and overfishing in November 2023. In February 2026, we established separate procurement policies for green coffee and cocoa beans with the aim of ensuring that their procurement does not contribute to deforestation or land-use conversion and that workers, indigenous peoples, and local communities are treated with due consideration. In accordance with these procurement policies for specific commodities, we require our suppliers to comply with all applicable laws and regulations as well as to respect relevant international standards such as [the](#)

[United Nations Declaration on the Rights of Indigenous Peoples, the Convention concerning Indigenous and Tribal Peoples in Independent Countries \(ILO Convention: C169\), and the principle of free, prior and informed consent \(FPIC\).](#)

- Respecting Internationally Recognized Human Rights Standards

We are committed to respecting human rights, which we understand as, at minimum, those set out in the International Bill of Human Rights, including the UN Declaration of Human Rights, and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work. We also support the United Nations Guiding Principles on Business and Human Rights and the Ten Principles of the United Nations Global Compact and conduct our business activities in line with these Principles.

For more information on our efforts to respect human rights, please refer to "[Human Rights](#)".

6. Our Approach

- New business investments

New business investment projects are subject to environmental, social, and governance (ESG) impact assessments, using our ESG due diligence checklists, which address environmental and social risks and were developed taking into account the relevant international standards referred to above. These assessments cover human rights risks, including forced labour and other forms of modern slavery, as well as pollution prevention, climate change, ecosystems and water stress.

- Supply Chain Management

- Informing Suppliers of Our Sustainable Supply Chain Policy

When commencing business with a new supplier, Mitsui, its domestic and overseas offices, its overseas trading affiliates, and its domestic and overseas consolidated subsidiaries send formal written communications requesting such supplier to understand and cooperate with the implementation of our Sustainable Supply Chain Policy. In addition, in May 2022, Mitsui developed the "Sustainable Supply Chain Management Handbook" for its suppliers and other business partners. Mitsui utilizes this handbook to promote understanding and seek cooperation with its policies and initiatives related to sustainable supply chain management.

- Supplier Questionnaire Surveys

Mitsui conducts periodic questionnaire surveys of selected major suppliers handling products in high-risk sectors. As part of our human rights due diligence process,

these surveys are used to assess suppliers' practices against the expectations set out in our Sustainable Supply Chain Policy. We also assess whether those suppliers have their own policies and measures addressing human rights and environmental matters. In FY Mar2026, we collected 274 suppliers questionnaire responses. We will continue to prioritize questionnaire surveys of major suppliers handling products in high-risk sectors.

➤ Supplier On-Site Inspections

Mitsui regularly conducts face-to-face interviews with management and employees of suppliers operating in high-risk sectors, including personnel responsible for health, safety and environment (HSE), and on-site inspections of suppliers' facilities together with an external expert in high-risk sectors, using a checklist based on the expectations set out in our Sustainable Supply Chain Policy. We provide advice and guidance to those inspected suppliers when needed.

Findings from on-site inspections on palm supplier in Malaysia conducted in FY Mar2025 suggested potential human rights issues related to the working conditions of migrant workers and the educational environment of their families. Accordingly, we carried out additional on-site inspections in FY Mar2026 to better understand the situation. We will continue to engage in dialogue with our suppliers regarding our human rights initiatives to raise awareness about our Sustainable Supply Chain Policy.

For more information on our supply chain management, please refer to "[Supply Chain Management](#)".

● Whistleblowing System

We maintain a whistleblowing framework through which eligible officers, employees and other personnel may report or seek advice on suspected compliance issues, including suspected human rights violations, anonymously where appropriate. We also take steps to protect whistleblowers from retaliation or detrimental treatment.

For more information on our approach to compliance, please refer to "[Compliance and Integrity](#)".

● Internal Audits

Internal audits of relevant business units, corporate staff divisions and group entities include assessments of ESG matters, including respect for human rights.

- Training and Capacity Building

Raising awareness among officers and employees is an important element of our efforts to address modern slavery and human trafficking risks. To raise awareness of human rights and labour-related issues in our global supply chains, we conduct ongoing training and awareness-raising activities for officers and employees. In addition to conducting annual human rights training for officers and employees, we introduced e-learning for employees starting in the fiscal year ended 31 Mar2024 and made it mandatory starting in FY Mar2026. In FY Mar2026, we conducted human rights training for officers and employees, as well as human rights seminars featuring external experts for business partners and officers and employees in Japan and overseas. Approximately 270 people participated in these activities. The seminar was intended to raise participants' awareness of human rights issues related to business activities and the importance of sustainable supply chains.

The Board of Directors of Mitsui approved this statement on 18 September 2026.



Kazumasa Nakai
Representative Director,
Executive Vice President,
Mitsui & Co., Ltd.