



Contents	Corporate Information	Message from Our CEO	CSR at Mitsui & Co.	Five Material Issues in the CSR Field	Evaluation by Society	Independent Practitioner's Assurance Report
	Activity Reports by Material Issue	Protection of the Global Environment	Respect for Human Rights	Enhancement of Local Industrial Bases & Quality of Life	Stable Supply of Resources & Materials	Corporate Governance & Human Resource Development

Five Material Issues in the CSR Field (Materiality)

Mitsui prioritizes corporate social responsibility (CSR) in its corporate management. We have identified Five Material Issues in the CSR Field for the company to focus on, with the aim of meeting the expectations of a variety of stakeholders and contributing to the creation of *a future where the aspirations of the people can be fulfilled*, as set out in our corporate mission.

We recognize these Five Material Issues as societal issues relevant to all of our business activities. We assess the risks and opportunities that arise from the effects of these issues and disclose our approach to each of them.



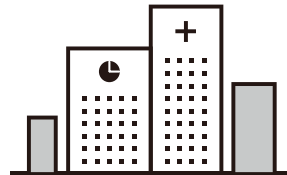
Protection of the Global Environment

P.14 Mitsui & Co.'s Approach



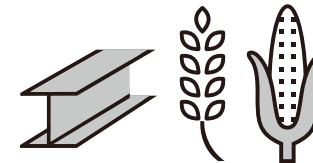
Respect for Human Rights

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Enhancement of Local Industrial Bases & Quality of Life

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Stable Supply of Resources & Materials

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Corporate Governance & Human Resource Development

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At the same time, as a management approach in line with the GRI Guidelines (G4 Guidelines), we define specific themes to work on and categorize each of our Five Material Issues accordingly and clearly indicate relevant policies and set targets. We strive to implement measures to address issues by identifying material aspects and boundaries, as indicated by the G4 Guidelines, through this approach.

Detailed reports on each of the themes addressed in "Five Material Issues in the CSR Field" (p. 14–16) can be found in "Activity Reports by Material Issue" (p. 17–79).



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Mitsui & Co.'s Approach

 Protection of the Global Environment

Recognition of societal issues

- Global warming, climate change
- Loss of biodiversity
- Energy and water shortage
- Environmental pollution


As a corporation that operates across countries and regions around the world, we recognize the importance of giving consideration to impacts on the global environment.

Main risks and opportunities

- **Risks**
Negative impact on business activities brought about by abnormal weather due to climate change, and higher environmental costs resulting from ecosystem destruction, degradation, etc., as a consequence of business activities.
- **Opportunities**
Expansion of environment-related markets due to increased environmental awareness and the tightening of regulations, and expansion of business domains as a result of energy diversification.

Mitsui & Co.'s Approach

We will comply with environment-related laws, regulations, and treaties. We will work to prevent environmental pollution and curb greenhouse gas emissions, and to maintain biodiversity. We will be alert to environmental impacts and work to mitigate those impacts. We will use our integrated strengths and work in cooperation with our partners to achieve rational, long-term industrial solutions to environmental problems. We will continue to provide grants, through the Mitsui & Co. Environment Fund, for research and activities by NPOs, universities, etc., relating to the solution of environmental problems, efficient resource utilization, and harmonious coexistence between ecosystems and human beings.

 **Examples of how Mitsui & Co., Ltd. creates value for society through its business activities**
P.18 Strategic Focus

Theme	Related policies and guidelines, and targets set	GRI specific standard disclosures	Boundary	
		Identified material aspects	Within the organization	Outside the organization
Enhancement of Environmental Management System	• Environmental Policy	Overall	○	
		Compliance	○	
Initiatives toward Environmental Value Creation		Products and Services	○	○
Initiatives to Reduce Environmental Load, including Curbing Global Warming	[Targets set] • An annual reduction in energy consumption rate of at least 1% on average	Energy	○	○
		Emissions	○	○
		Transport	○	○
		Water	○	○
Initiatives for Preserving Biodiversity	• Environmental Policy • Forest Management Policy	Biodiversity	○	○
Addressing Environmental Issues through Contribution to Society	• Social Contributions Policy			

 Respect for Human Rights

Recognition of societal issues

- Greater responsibility for human rights in the supply chain (security practices, labor practices, etc.)
- Consideration for indigenous people in conjunction with resources development


As a company with a diverse range of value chains in many countries and regions, we regard respect for human rights, including those of business associates and consumers, based on international standards as the foundation of CSR management.

Main risks and opportunities

- **Risks**
Disputes or protests concerning human rights issues in every spectrum of business that could hinder the start-up or continuation of business.
- **Opportunities**
Strengthening of the ability to ensure stable supply through consideration for human rights across all supply chains.

Mitsui & Co.'s Approach

Being aware of our role as a member of the international community, we will work to understand the culture, traditions, and practices of each country and region. We will also work to ensure that human rights are respected in the supply chain, and that there is no discrimination based on race, beliefs, gender, social status, religion, nationality, age, or mental or physical abilities. We will take action to rectify labor practices that violate human rights, such as forced labor and child labor.

 **Examples of how Mitsui & Co., Ltd. creates value for society through its business activities**
P.39 Strategic Focus

Theme	Related policies and guidelines, and targets set	GRI specific standard disclosures	Boundary	
		Identified material aspects	Within the organization	Outside the organization
Support for International Standards	• Basic CSR Policy	Security Practices	○	○
		Indigenous Rights	○	○
Promotion of Management System for Human Rights	[Targets set] • A CSR training participation rate of 90%	Investment	○	
		Assessment	○	○



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Mitsui & Co.'s Approach

Enhancement of Local Industrial Bases & Quality of Life

Stable Supply of Resources & Materials

Recognition of societal issues

- Ageing infrastructure in developed nations
- Infrastructure development in emerging countries
- Food safety and reliability
- Maintenance of health, securing of medical, nursing-care, and welfare services

We recognize the importance of contributing to the lives of people in the countries and regions where we do business, with respect to the enhancement of quality of life, development of local industries, development of the educational environment, and the creation of employment opportunities.

Main risks and opportunities

- **Risks**
Loss of credibility due to safety or health problems affecting infrastructure users or final consumers of products and services.
- **Opportunities**
Expansion of markets for the infrastructure development business to enhance quality of life, especially in emerging countries, and creation of markets by promoting ICT-based business to build urban social infrastructure in response to the move toward developing smart cities.

Mitsui & Co.'s Approach

Through our business activities, we will work to develop the infrastructure needed for growth and prosperity in countries and regions all around the world, including electric power, transportation and communications. We will also strive to improve basic services, such as healthcare and care for the aged, to create new value, envisaging a future in the next-generation business domains that embody innovation, and to develop local industries and create employment. We will also contribute to developing human resources with global perspectives and improving the educational environment through the hosting of endowed lecture programs at major universities and through a variety of education funds and scholarships.

Examples of how Mitsui & Co., Ltd. creates value for society through its business activities
P.44 Strategic Focus

Theme	Related policies and guidelines, and targets set	GRI specific standard disclosures	Boundary	
		Identified material aspects	Within the organization	Outside the organization
Development of the Social Infrastructure		Indirect Economic Impacts	○	○
Provision of Safe, Reliable Products and Services	• Consumer Product Handling Policy • Consumer Product Handling Regulations	Customer Health and Safety	○	○
Participation and development in communities	• Social Contributions Policy	Local Communities	○	○
Contribution to Developing People with International Mindset	• Social Contributions Policy			

Recognition of societal issues

- Population increase and expansion of demand for resources and materials
- Expanded responsibility for environmental and social aspects in supply chains

The establishment of supply sources for resources, such as energy, metals, water, food resources, chemicals, and materials, as well as the stable supply of these resources and materials have become important social priorities because of demand expansion driven by population growth and the desire for a better standard of living, especially in emerging countries.

Main risks and opportunities

- **Risks**
Suspension of business operations and instability in the supply of energy and food resources because of climate change and population growth.
- **Opportunities**
Sustainable resources development, reinforced competitiveness through consideration for the environment, labor and social aspects, and measures to ensure traceability across entire supply chains.

Mitsui & Co.'s Approach

We will work with suppliers, users, and business partners in Japan and overseas to engage in resource development, production, product distribution, processing, and recycling initiatives in various parts of the world. We will also build optimized supply chains through the improvement of infrastructure and logistics, including the development of railroad transportation and port facilities. At the same time, we will work to identify CSR priorities and achieve comprehensive improvements and solutions across the supply chain as a whole.

Examples of how Mitsui & Co., Ltd. creates value for society through its business activities
P.51 Strategic Focus

Theme	Related policies and guidelines, and targets set	GRI specific standard disclosures	Boundary	
		Identified material aspects	Within the organization	Outside the organization
Resource Development, and the Securing and Stable Supply of Materials and Food		Indirect Economic Impacts	○	○
Promotion of Supply Chain Management	• Supply Chain CSR Policy	Supplier Environmental Assessment Supplier Assessment for Labor Practices Supplier Assessment for Impacts on Society	○ ○ ○	○ ○ ○
	[Targets set] • Ensuring that 100% of new suppliers are aware of the policy	Supplier Human Rights Assessment Freedom of Association and Collective Bargaining Child Labor Forced or Compulsory Labor	○ ○ ○ ○	○ ○ ○ ○



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Mitsui & Co's Approach



Corporate Governance & Human Resource Development

Recognition of societal issues

- Malfunctioning of corporate governance and internal controls
- Stagnation in productivity due to cookie-cutter working styles
- Diversification and globalization of human resources

Corporate governance is the foundation for our efforts to make a continuing contribution to society through our business activities and maintain our status as a company trusted by society. We regard the enhancement of corporate governance and internal controls as key priorities, in addition to the fostering of human resources who support these efforts and constitute the foundation for all of our company's business activities.

Main risks and opportunities

- **Risks**
Corruption in business of high public significance in emerging countries and other markets, and suspension of business operations due to information security problems.
- **Opportunities**
Contributions to labor productivity improvement via innovation in working styles, promotion of fair and equitable treatment and meaningful human resources training, enhancement of individual competitiveness through promotion of diversity management, and creation of new business opportunities focusing on the solution of societal issues through heightened employees' CSR awareness.

Mitsui & Co's Approach

In order to maintain our status as a company trusted by society, we will work to maintain effective governance, ensure fair business practices, and prevent corruption. We will review working styles from the perspectives of productivity and efficiency, while creating an environment in which diverse individuals can reach their full potential. In this way, we will enhance our corporate competitiveness. Moreover, to strengthen the driving force of Mitsui & Co., we will further demonstrate our integrated strengths and our ability to connect at an even greater magnitude, and develop human resources capable of taking responsibility for global group management equipped with the capacity to create businesses that would make a meaningful contribution to the society.



Examples of how Mitsui & Co., Ltd. creates value for society through its business activities
P.60 Strategic Focus

Theme	Related policies and guidelines, and targets set	GRI specific standard disclosures		Boundary	
		Identified material aspects	Within the organization	Outside the organization	
Corporate Governance & Internal Controls	• Corporate Governance and Internal Control Principles				
Reinforcement of Sustainability Governance	• Specially Designated Business Management System				
Compliance & Risk Management	• Business Conduct Guidelines for Employees and Officers • Personal Information Protection Guideline • Rules on Information Management • Rules on IT Security	Anti-corruption	○	○	
		Public Policy	○	○	
		Anti-competitive Behavior	○	○	
		Compliance	○		
Human Resources to Translate into Assets	• Three key policies of human resource system	Training and Education	○		
		Promoting Diversity Management	• Action plan for the Act of Promotion of Women's Participation and Advancement in Workplace • Voluntary action plans on promotion of women to managerial and board position	Diversity and Equal Opportunity	○
Occupational Safety and Health Initiatives	• Basic Policy on Health Management	Equal Remuneration for Women and Men	○		
		Employment	○	○	
		Occupational Health and Safety	○		

Identification and Review Processes for Material Issues

In specifying CSR Material Issues, Mitsui & Co. has taken into account its ongoing dialogue with business associates, NPOs & NGOs, experts, and others. Also, we have verified compatibility with international frameworks, such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, GRI Guidelines, and ISO26000, as well as with Mitsui & Co.'s key corporate initiatives and the strategy for each of the business domains.

Then, through discussions at the CSR Promotion Officer meetings and CSR Promotion Committee meetings, five CSR Material Issues (materiality) were identified as important management indices. These were approved by the Corporate Management Committee in March 2015 and then shared with all officers and employees.

The Material Issues will be periodically reviewed in order to meet the changing needs and expectations of society. We will strive to resolve societal issues through all of our business activities by creating value in a way that is unique to Mitsui & Co., and in doing so contribute to the realization of a sustainable society.

