

Raising Awareness on Sustainability Management

Mitsui has designated June as our Sustainability Month and holds lectures aimed at raising awareness on sustainability management.

Furthermore, even in other months, we conduct lectures on Mitsui’s sustainability management in the New Hire Induction Training, and more than 50 briefings for corporate staff units and business units, which had over 1,000 participants in all. Through the aforementioned activities and also through other means and initiatives, we encourage our employees to consider sustainability perspectives in their everyday work.

Sustainability Month Program

In June 2019, approximately 140 Mitsui officers and employees attended a lecture by Hiroko Kuniya titled “Changing Society with SDGs—Expectations toward Business Corporations.” Ms. Kuniya is a newscaster, project professor at Keio University, and National Goodwill Ambassador for Japan of the Food and Agriculture Organization of the United Nations (FAO). In the lecture, Ms. Kuniya shared many passionate and inspiring messages as she spoke about the awareness of the SDGs and trends in society, the background of the creation of the SDGs and their importance, trends in the financial sector, the need for new business models, and expectations toward business corporations. In response to a question from a participant on how to balance the achievement of the SDGs and business profit targets, Ms. Kuniya pointed out that the focus had already shifted away from “balance,” and that we are in a transformational era in which we need to make efforts to increase positive impacts while decreasing the negative ones. Some of the comments from the participants after the lecture included that the lecture had been helpful to deepen knowledge about the SDGs, and that Ms. Kuniya’s strong message inspired to think about incorporating SDG perspectives into business activities going forward. There was also a comment from a participant promising to take action starting with eco-friendly activities at the office.



P.37 Environment-Related Training

P.66 Heightening Employee Awareness and Providing Training Seminars

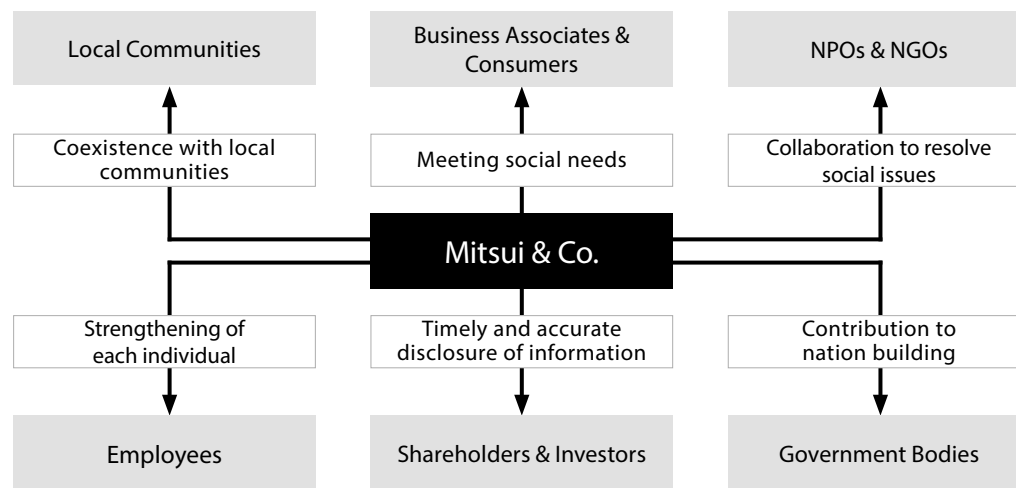
P.108 Compliance Education and Training

Mitsui & Co.’s Stakeholders

Mitsui & Co. places emphasis on interacting with and having dialogue with society. For this reason, we closely assess the effects of our diverse and global business activities on society and identify and acknowledge stakeholders of particular interest.

In particular, we are committed to the development of relationships based on mutual trust with a diverse range of stakeholders, including local communities, business associates & consumers, NPOs & NGOs, employees, shareholders & investors, and government bodies, through proactive information disclosures and continual communication with our stakeholders.

Through interactive communication with stakeholders, each of Mitsui’s employees and officers is endeavoring to acquire a firm understanding of what society expects from and requires of Mitsui. Based on this understanding, we strive to respond to changes in market environments, and constantly evolve to create new value through our business activities by exercising our unique capabilities, and thereby contribute to the realization of a sustainable society.



Stakeholders	Overview	Communication	Major Initiatives (FY2020)
Local Communities	<p>We contribute to the sustainable growth and development of societies and economies through our wide-ranging business activities and society-centric contribution activities in countries and regions throughout the world. We also aim to achieve harmonious coexistence with local communities through contributions in such areas as local industry development, creation of employment opportunities, infrastructure development, enhancement of the quality of life of local residents, and the improvement of educational environments.</p>	<ul style="list-style-type: none"> • Direct dialogues with local residents through business • Initiatives to support multicultural symbiosis for the Brazilian community in Japan • Educational activities to enhance the ability to solve problems through the Mitsui SASUGAKU Academy (Education for Sustainability), and global educational and human resource development activities through programs such as scholarships and Mitsui-endowed lectures. • Contribution to development of local communities through overseas funds and the Mitsui & Co. Environment Fund • Our relief efforts in disaster affected regions in which we conduct business 	<ul style="list-style-type: none"> 🔍 P.58 Improving Living Standards and Social Infrastructure through Nation-Building Projects in Mozambique 🔍 P.47 Environmental Pollution 🔍 P.101 Community Contribution 🔍 P.103 Mitsui SASUGAKU Academy 🔍 P.104 Mitsui & Co. Environment Fund 🔍 P.104 Disaster Relief Activities
Business Associates & Consumers	<p>We identify the needs and expectations of our business associates and consumers, supply safe and reliable products and services, disclose accurate corporate information, and take measures to address problems in supply chains.</p>	<ul style="list-style-type: none"> • Mitsui & Co. website • Corporate Brochure/Advertisements/Corporate Video • Integrated Report • Sustainability Report • Activities based on the Sustainable Supply Chain Policy • Supplier questionnaire and on-site surveys • Initiatives that align with our policies and rules on the handling of consumer products: "Consumer Product Handling Policy," "Consumer Product Handling Regulations" • Receipt of feedback and inquiries 	<ul style="list-style-type: none"> 🔍 P.66 Supplier On-Site Surveys 📄 Mitsui & Co. website 📄 Library (Corporate Brochure/Advertisements/Corporate Video) 📄 Integrated Report 2020 📄 Sustainability Report 2020 🔍 P.56 Supplying Food and Products with Ensured Safety and Security
NPOs & NGOs	<p>We pursue solutions for environmental and societal issues through networking and collaboration with various NPOs and NGOs. Through the Mitsui & Co. Environment Fund, we provide support for research and initiatives by NPOs and NGOs that are working to solve environmental problems.</p>	<ul style="list-style-type: none"> • Discussions and local visits in cooperation with NPOs/NGOs • Participation in seminars hosted by NPOs and NGOs • Stakeholder Dialogue with NPOs/NGOs • Responses to surveys from NPOs and NGOs • Collaboration with NPOs and NGOs through the Mitsui & Co. Environment Fund 	<ul style="list-style-type: none"> 🔍 P.45 Support through an NGO for the Development of a Rainwater Reuse System to Supply Safe Drinking Water 🔍 P.48 Biodiversity Conservation Activities in Cooperation with NGOs 🔍 P.104 Mitsui & Co. Environment Fund 🔍 P.11 Stakeholder Dialogue with NPOs/NGOs
Employees	<p>In order to support our diverse group of employees to work energetically and exert their capabilities, we strive to carry out diversity management by enhancing workplace environment, developing various internal rules, providing human resources development programs, and placing the right people in the right positions. We are committed to being an organization with integrity on a global group basis with each employee possessing a high level of awareness of compliance.</p>	<ul style="list-style-type: none"> • Mitsui Management Review (MMR)/One-on-One meetings • Work-X initiatives • Mitsui Engagement Survey • Roundtable Meetings, New Active Talk Wednesday (dialogue between management and employees, as well as among employees) • Discussions with labor unions • Training programs and seminars • In-house and external whistleblowing channels • With Integrity Month • Sustainability Month • Intranet/In-house newsletter of Mitsui & Co. 	<ul style="list-style-type: none"> 🔍 P.74 Mitsui Management Review (MMR) 🔍 P.74 One-on-One Program 🔍 P.82 Embodying New Ways of Working at Mitsui & Co. Presented in the Long-term Management Vision – Work-X 🔍 P.70 Strengthening Employee Engagement on a Global Group Basis (Mitsui Engagement Survey) 🔍 P.87 Creating Opportunities for Communication 🔍 P.87 Diversity Cafe 🔍 P.87 Joint Efforts with Labor Unions 🔍 P.107 Compliance Program 🔍 P.9 Raising Awareness on Sustainability Management (Sustainability Month Program)

Stakeholders	Overview	Communication	Major Initiatives (FY2020)
Shareholders & Investors	We strive for continuous improvement of our corporate value and appropriate market recognition by realizing transparency and accountability in management with timely and accurate disclosure of information, and by engaging in interactive communication with shareholders and investors.	<ul style="list-style-type: none"> • General meetings of shareholders • IR meetings (presentations on financial results, Investor Day, briefings for individual investors) • Separate engagement for IR and SR (departments in charge of exercising voting rights and responsible investment) • Securities Report • Integrated Report • Newsletter to Shareholders • Mitsui & Co. website • Responses to surveys from ESG research organizations 	<ul style="list-style-type: none">  IR Meetings  Securities Reports  Newsletter to Shareholders
Government Bodies	We are committed to complying with related laws and regulations formulated by government agencies and local governments of Japan and the countries and regions where we engage in business activities. Furthermore, through cooperation with governmental agencies and local governments, we propose and promote business projects that align with their policies and make efforts to contribute to the development of nations and industries in a way unique to Mitsui.	<ul style="list-style-type: none"> • Participation in policy councils • Participation in consultation and advisory meetings with government agencies and offices • Support for human resource development through trainee-receiving programs for staff members of local governments • Secondment to the World Bank • Activities through business and industry groups 	<ul style="list-style-type: none"> • We received 10 trainees in the areas of machinery and infrastructure, chemicals, energy, and lifestyle industries.

Stakeholder Dialogue with NPOs/NGOs

In December 2019, we held a stakeholder dialogue entitled "Mitsui & Co.'s Initiatives for Achieving the SDGs." The dialogue was attended by Kono Fujimura, a representative of the NPO Japan Association of Environment and Society for the 21st Century (JAES21), and by Managing Director Yasushi Hibi and Technical Director Aya Uruguchi of Conservation International (CI) Japan, the Japan arm of the international NGO.

Ms. Fujimura expressed the view that tackling climate change involves some tough targets, but that climate change itself is related to all of the SDGs and it is essential to make sincere efforts to respond to the issue. With this in mind, she stated that tackling environmental issues requires shared values, and in this sense, it is more important than ever to place a high value on the founding spirit of the former Mitsui & Co. as it links to the essence of the SDGs. She also expressed the expectation for the Corporate Sustainability Division to make efforts to establish awareness within the company as a promoter of sustainability management.

Mr. Hibi spoke from the perspective of an NGO working in partnership with companies. He

expressed his wish for us to see the SDGs as an opportunity, and explained that everyone needs to pursue the SDGs to keep the Earth sustainable. For a company active in the resources business, he explained that it is particularly important for the employees to hold earnest discussions about the sustainable future vision to think about the sustainability of both society and the business.

As an expectation for Mitsui in achieving the SDGs, Mr. Hibi added the importance for the employees to think from the perspective of a variety of stakeholders, and Mitsui should see it as a strength in having talent capable of considering multiple different viewpoints when executing business. He commented that implementing Diversity & Inclusion is an important initiative for this reason as well.

The stakeholder dialogue reminded us that, despite the different perspectives, both NGOs/NPOs and companies are working towards the same goal of realizing a sustainable society, and that one of the important roles of the Corporate Sustainability Division is to act as a bridge between external stakeholders and the employees.