

Social Contribution Activities

Our Approach towards Social Contribution Activities

Policy

Our corporate mission is to “build brighter futures, everywhere”. Based on this corporate mission, Mitsui & Co. has pursued sustainable growth not only for our company but also for society. We strive to solve social challenges through both business and social contribution activities, realizing a better tomorrow for the earth and for people around the world. Furthermore, we value employees’ awareness on social issues and encourage their volunteer work contributing to community and society.

Priority Areas for Social Contribution Activities

In striving to realize our corporate mission to “build brighter futures, everywhere”, we have identified five material issues that have a large impact on our business operations as well as that are important for our stakeholders. In our social contribution activities, we have set out the priority areas of “community contribution”, “environmental conservation” and “human resources”, in accordance with our MVV (Mission, Vision, Values) and Materiality.

- Community contribution:
We contribute to the sound development of communities, aiming to build a globally sustainable society.
- Environmental conservation:
We work to create an eco-friendly society, as a company that operates various business globally.
- Human resources development:
We provide a variety of learning opportunities to develop talent leading to new value creation.

Through these initiatives, we particularly aim to achieve the following SDGs’ 17-Goals: No.4 (Quality Education), No.8 (Decent Work and Economic Growth), and No.15 (Life on Land).

Social Contributions (Fiscal Year Ended March 2020)

Activity

The total social contribution expenses for the fiscal year ended March 2020 were 1.51* billion yen. (Charitable donations 5%, Community investments 36%, Commercial initiatives 59%)

* Figures include cash donations and monetary conversion equivalent of in-kind payments. However, activities such as personal donations by employees and volunteer activities have not been included.

Political Contributions (Fiscal Year Ended March 2019)

Activity

Total political contributions for the fiscal year ended March 2019 were 28 million yen.

*This figure was reported in the Japanese government’s Official Gazette issued on November 29, 2019.

Employee Participation

System

Activity

Mitsui Global Volunteer Program (MGVP), Volunteer Activity Leave

Through the Mitsui Global Volunteer Program, Mitsui encourage employees to participate in various social contribution activities that lead to solving societal issues. The MGVP is a matching gift scheme, under which Mitsui donates ¥1,000 for every employee who participates in voluntary activities each year to NPOs, NGOs, and other organizations. Since the launch of the program in 2009, Mitsui has donated approximately ¥37 million to 10 organizations.

Donations

- FY2016: Support for a project to improve living environments in impoverished regions in Myanmar, through the Mae Fah Luang Foundation
- FY2017: Support for a project to build an accommodation facility for nurses in Ghana through Plan International Japan
- FY2018: Support for a project to provide scholarships in India through Plan International Japan
- FY2019: Support for a project to develop preschool educational facilities in Colombia through Plan International Japan
- FY2020: Support for a cashew farm revitalization project in Zambia through the ETG Farmers Foundation

To harness employees’ participation in social contribution activities, Mitsui provides five additional days of annual paid leave to promote employees’ volunteer activities.

Employee Volunteer Activities Programs in Collaboration with NPOs/NGOs

In collaboration with the Asaza Fund, an NPO that was a grantee of the Mitsui & Co. Ltd., Environment Fund, Mitsui’s employees and their families have been helping to grow pesticide-free rice using only organic fertilizers in traditional paddies in valleys. They are a part of many paddies, known as *yatsuda*, that are being increasingly abandoned in Japan. Yet, as they provide rich habitats suitable for a wide variety of flora and fauna by using valley wetlands, restoration and preservation of these areas is needed, together with nearby forests, streams, and other natural areas.

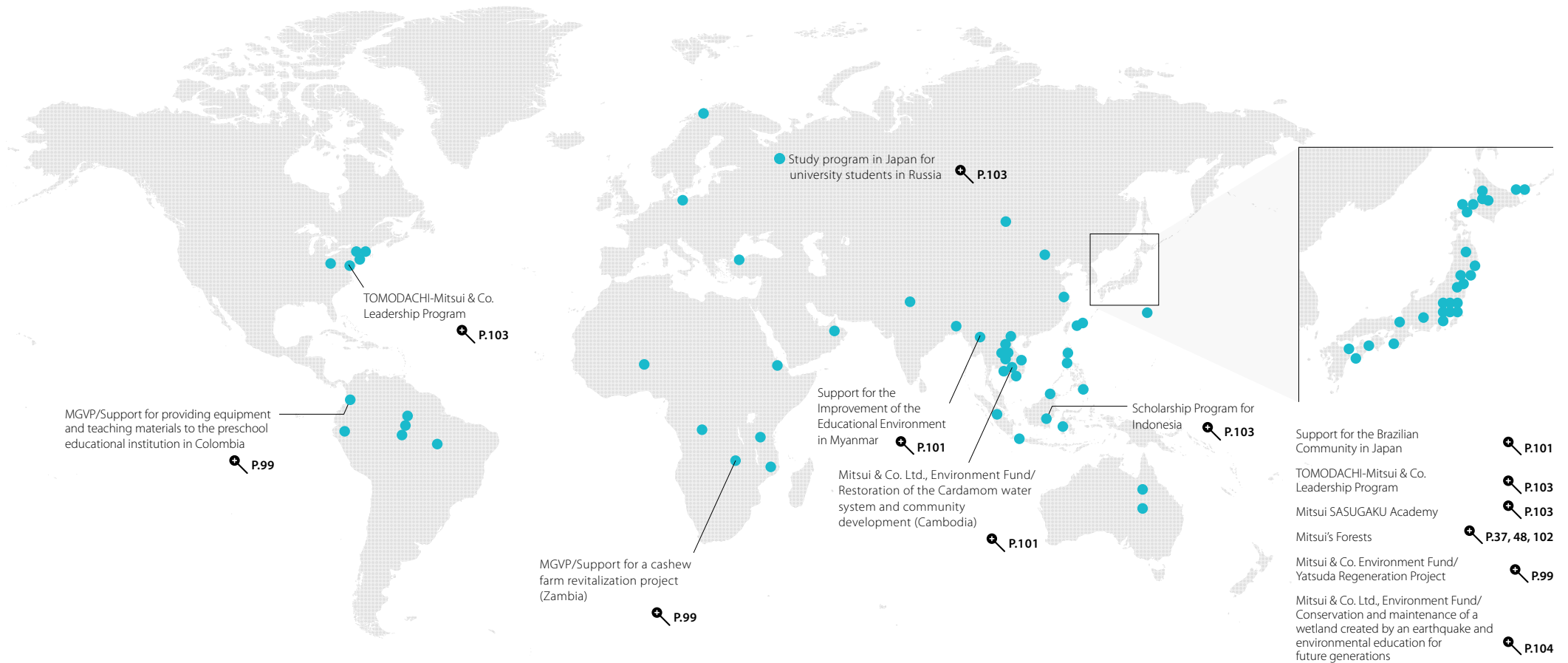
A total of over 2,200 employees and their families have participated as volunteers in the Yatsuda Regeneration Project since its launch in 2007.



Employees and their families transplant rice (April 2019)

Global Social Contribution Activities (Community Contribution, Environmental Conservation, Human Resources Development)

Activity



57 organizations

3,916 persons

6 countries/regions 33 universities

792 persons

Partnership with NPOs and NGOs

Employee Volunteers
(January - December 2019)

Mitsui-Endowed Lecture Programs and Support for the University

Scholarships and Training in Japan

Community Contribution

System

Activity

Support for the Brazilian Community in Japan

As a company with extensive business operations in Brazil, Mitsui provides various types of support to foster reciprocal understanding between Japan and Brazil and find solutions to issues affecting the Brazilian community in Japan.

Scholarship Program for Brazilian Schoolchildren in Japan

Mitsui has been providing scholarships since 2009. The purpose of this program is to provide educational opportunities to children who would otherwise be unable to continue their studies due to economic reasons, and to help Brazilian children to participate more actively in Japanese society by enhancing their Japanese language education. In the fiscal year ended March 2020, 398 children attending 26 schools received scholarships. A total of 290 of these children, who are in elementary school grades five and above, took the Japanese-Language Proficiency Test (JLPT), and 101 passed.

Extracurricular Classes at Brazilian Schools in Japan

Since 2014, Mitsui has supported extracurricular classes at Brazilian schools in Japan in cooperation with the Consulate-General of Brazil in Tokyo. The purpose of these classes is to help children prepare for their future careers by learning about the importance of work. In the fiscal year ended March 2020, Mitsui's employees gave a total of six classes attended by 221 children.

Other Support Activities

- Seminar on the future of Brazilian children in Japan (Kaeru Project)
A psychologist was invited from Brazil to present advisor training seminars in cooperation with local governments and NPOs in three cities with Brazilian communities.
- Support for initiatives by NPOs, to foster multicultural coexistence among Brazilians in Japan
(10 organizations supported in the fiscal year ended March 2020)



The 3rd extracurricular class for FY 2020 at a Brazilian school in Japan (August 2019) NPOs conference at Brazilian embassy (November 2019)

Support for the Improvement of the Educational Environment in Myanmar

We provide seamless support for the improvement of the educational environment in Myanmar at all levels from elementary to higher education, in partnership with various organizations.

- Support for elementary education through participation in elementary school construction by the Myanmar Terakoya Support Team (since 2014, Mitsui has supported the construction of six schools for approximately 1,900 children)
- Agriculture seminar at Yezin Agricultural University
- Scholarship support for Myanmar students at the Tokyo University of Agriculture

Restoration of the Cardamom Water System and Development of Sustainable Communities in Cambodia

Surrounded by inundated forests, Lake Tonle Sap in Cambodia is an important fishing ground for local communities, which rely on a combination of farming and fishing for their livelihoods. In recent years, logging operations and use of insecticides in the forests have caused water pollution and other problems, leading to a decline in fish populations. Through the Mitsui & Co., Ltd. Environment Fund, Mitsui has been contributing to the development of sustainable communities by supporting the activities of Conservation International, an international NGO. It has worked to introduce systems to stabilize livelihoods through a village-level savings scheme for fishing income, while also conserving the inundated forest environment.

Environmental Conservation

Mitsui's Forests' Manifold Initiatives

Policy

System

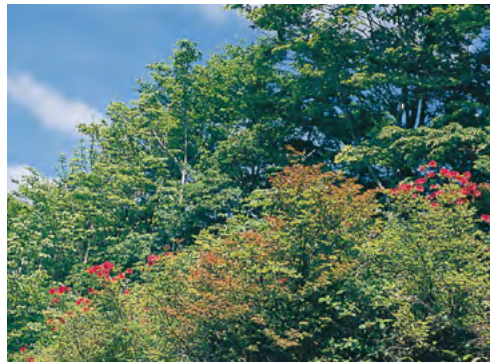
Activity

Mitsui & Co. owns forests in 74 locations in Japan, from Hokkaido in the north to Kyushu in the south. Mitsui's Forests cover a total area of approximately 44,000 hectares, which is equivalent to about 70% of the area of Tokyo's 23 wards, or 0.1% of Japan. We have worked under our Forest Management Policy to protect and nurture these forests and make productive use of the benefits that they provide.

In addition to contributing to the accumulation and absorption of carbon dioxide by exerting their various functions that are beneficial to the public, 30% of Mitsui's Forests have been officially designated as Water Conservation and Water Safety Forests, helping to secure water resources and mitigate flood damage.

Mitsui has been properly managing Mitsui's Forests, and is the only private company that owns large-scale forests of more than 10,000 hectares in Japan with forest certification under two international standards: FSC® (FSC®-C057355), and SGEC (Certification No. SGEC/31-21-1101).

Meanwhile, with the aim of realizing both forest conservation and forest business, we have been working to create a mechanism for using profits from the forest business to maintain natural forests and naturally regenerated forests. Mitsui stably provides timber that accounts for about 0.1% (approximately 50,000 m²) of the annual demand for timber in Japan, while supplying timber fuel to biomass power generation projects in Tomakomai and Shimokawa-cho, Hokkaido, in which we have invested.



Tashiro Forest, Hokkaido



Forest Management Policy



P.37 Environmental Management (Acquisition of Environment-Related Certifications)

Proper Forest Management

Mitsui's Forests are divided into "Forests for Regeneration and Harvest" (approximately 40%) and "Natural Forests and Naturally Regenerated Forests" (approximately 60%). Forests for Regeneration and Harvest are forests that have been planted and cultivated by human hands, and follow a repeated cycle of planting, cultivating, harvesting, and utilization for the production and supply of lumber resources. Natural Forests are forests that have been cultivated through natural action, while Naturally Regenerated Forests are

forests that have grown back mainly through natural action following deforestation due to a natural disaster or tree harvesting, for instance. Areas within these forests that are particularly important from the viewpoint of biodiversity are designated as "Biodiversity Conservation Forests" (approximately 10% of all Mitsui's Forests), in which more rigid management is conducted in order to conserve biodiversity.



P.48 Biodiversity

Social Value of Forests

Appropriate forest management is only a part of our commitment. We are also actively engaged in initiatives to utilize forest resources on various levels. As part of our contributions to society and to local communities, we use our forests for environmental education activities. Resources from our forests are also used to support cultural activities and traditional events in surrounding areas, as well as reconstruction in areas affected by the Great East Japan Earthquake of 2011. Mitsui supports the campaign to promote the use of Japanese-grown timber as a way of revitalizing the Japanese forestry industry and providing additional impetus for regional development. For example, we stably provide timber as a supply source of wood biomass fuels for local biomass power generation business. We also provided SGEC-certified cedar for use in some parts of the roof and eaves of the New National Stadium building that was completed in November 2019. Timber from Mitsui's Forests was also used in various parts of the Mitsui's new Head Office building completed in 2020.

In the area of environmental education, Mitsui's Forests are used for field studies that teach people about the role of forests, for forestry experience programs, and for various other activities within and beyond the company. In the area of helping to protect culture, we have entered into an agreement with the Biratori Ainu Association and Biratori Town in Hokkaido concerning the protection and fostering of Ainu culture. We also have continued dialogues with Ainu organizations in other places in Hokkaido on the preservation of Ainu culture and other topics, and exchanged opinions and cooperated with an NPO that engaged in the investigation and preservation of the endangered freshwater fish, Japanese huchen that is native to Hokkaido. Through such initiatives and activities, we continuously work toward building good communication with local communities.



Timber from Mitsui's Forests used in the new Head Office building (the reception desk on the first floor)

Human Resource Development

System

Activity

Mitsui SASUGAKU Academy

Mitsui launched the SASUGAKU Academy (education for sustainable development) in 2014, which helps children to develop their ability to create a sustainable future. The course consists of a five-day program for children in the upper grades of elementary school in Japan, and is implemented every year using our global business activities as teaching materials.

This sustainability education initiative has attracted considerable attention from academia through various conference presentations, and has been lauded as a progressive example of Education for Sustainable Development (ESD). Mitsui received the Corporate Youth Experience Promotion Award of Japan's Ministry of Education, Culture, Sports, Science and Technology for the fourth consecutive year, and in the fiscal year ended March 2020, we received the highest award, the Minister of Education, Culture, Sports, Science and Technology Award.



Children enhance their capacity to solve societal issues through group discussions (July 2019)

Supporting Human Resource Development for Future Generations through Scholarship Schemes

As part of its educational support for future generations, Mitsui has been providing scholarships through the Mitsui Bussan Trade Promotion Foundation since 1989, mainly for students from Asian countries. The cumulative total of scholarship recipients has reached 383. Since 1992, through the Mitsui-Bussan Scholarship Program for Indonesia, Mitsui has worked in partnership with local organizations to provide scholarships to selected high school students in Indonesia. The students receive support for five-and-half years, enabling them to start from a Japanese language program and to graduate university in Japan. Of the 46 students who have received scholarships, around half have been recruited by Japanese companies and serve as bridges between Japan and Indonesia.

Mitsui also provides scholarships to university students in Mozambique. Further, Mitsui operates a scholarship program through the Mitsui USA Foundation.

Contributing to Global Human Resource Development through Mitsui-Endowed Lecture Programs at Overseas Universities and Training in Japan

We have worked to foster reciprocal understanding with young people in the next generation and to engage ourselves in activities for promoting international exchange. We aim to contribute to the creation of brighter futures in countries and regions, where Mitsui has business activities.

Mitsui has endowed lecture programs in the United States, China, Myanmar, and Poland. Furthermore, since the establishment of the Mitsui Educational Foundation in Australia in 1971, Mitsui has provided

opportunities for university students selected in Australia to participate in a three-week study tour of Japan every year. In Russia, since 2015, Mitsui has conducted a Japan studies program for students of several universities, including St. Petersburg University. We have made arrangements for them to visit our bases in Japan, such as the Chubu Office, as well as our business partners' sites.

TOMODACHI-Mitsui & Co. Leadership Program

Mitsui has participated in the TOMODACHI Initiative, a public-private partnership program led by the U.S. government and U.S.-Japan Council to foster the development of young leaders for the next generation, since the foundation of the initiative.

In 2013, we have launched the TOMODACHI-Mitsui & Co. Leadership Program, through which 20 selected young leaders working in Japan and the United States are given the opportunity to visit each other's countries. With the program themes of leadership, innovation, and the entrepreneurial spirit, participants broaden their perspectives and knowledge as next-generation global leaders through site visits and dialogues with top executives from the government and industrial sectors and with young leaders. Furthermore, we encourage potential leaders in the three prefectures affected by the Great East Japan Earthquake of 2011 to participate in the Japanese delegations with the aim of developing leaders who can drive the reconstruction process. We also create opportunities for networking with American delegations visiting the earthquake-affected areas. Through these activities, we aim to foster exchange in relation to disaster reconstruction activities, promote local cultures, and tackle various issues, such as the promotion of inbound tourism and revitalization of industry, supporting the recovery of earthquake-affected communities. A cumulative total of 139 young leaders have participated in the Japanese and American delegations in the past seven years.



Members of the Japanese and American delegations and other representatives for the fiscal year ended March 2020 (July 2019)

Photography by Kerry Raftis—Keyshots.com K.K

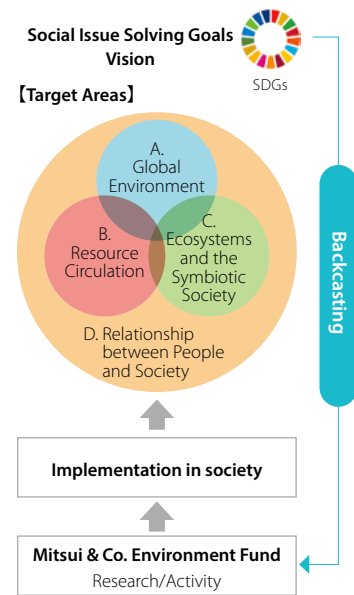
Mitsui & Co. Environment Fund

System Activity

Mitsui established the Mitsui & Co. Environment Fund in 2005. With the aim to create a sustainable society, the Fund supports various activities and research by NPOs, universities, and other organizations that are working to find solutions to global environmental problems. The creation of a future-oriented society is a vital mission for this fund. When soliciting and selecting projects, we give particular priority to projects with the potential to yield results that will have a wide impact on society. To decide which projects make significant contributions to the solution of global environmental problems and the creation of a sustainable society, we use a “backcasting” approach.

In addition to providing grants for activities and research by NPOs, universities, and other organizations, Mitsui also encourages its employees and their families to participate in these activities as volunteers.

In the fiscal year ended March 2020, there were 153 applications, of which 86 were for activity grants and 67 for research grants. After a stringent selection process by a panel that included experts in various fields, 12 activity grants and five research grants were selected. The total amount provided for these 17 projects was approximately ¥103 million. Since 2005, grants totaling approximately ¥5,907 million have been provided for a cumulative total of 588 projects.



Disaster Relief Activities

System Activity

Disaster Relief Activities

When disasters occur in Japan or overseas, Mitsui provides various forms of support to minimize the damage and contribute to the earliest possible recovery in the affected areas. Our support includes donations from the company and voluntary donations from our employees, as well as volunteering activities by our employees.

Mitsui’s Disaster Recovery Support Activities in the Fiscal Year Ended March 2020

Cyclone Idai in Mozambique/Typhoon Hagibis in Japan/Bushfires in southeastern Australia/Response to the spread of COVID-19

Conservation/Restoration Activities Spanning Forests, Villages, and the Sea in Earthquake-affected Wetlands, Environmental Education for Future Generations

Subsidence caused by the Great East Japan Earthquake created a wetland area in the Moune district of Kesenuma City in Miyagi Prefecture, which has since been designated by the Ministry of the Environment as an important area in terms of biodiversity for its unique ecosystems. Through the Mitsui & Co. Environment Fund, Mitsui has provided support to the NPO Mori wa Umi no Koibito. It has carried out research, aiming to create a good environment which can maintain a healthy ecosystem through biological surveys, appropriate environmental management, and improvement activities. Mitsui has also helped its efforts to pass on a rich natural environment to future generations, together with the know-how needed to protect that environment, through environmental education for children and young people. The education was based on fieldwork carried out in the wetlands.