

## Management

### Management Philosophy

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#### Mission

Mitsui Bussan Chemicals Co., Ltd. makes it a rule that all members and staffs to be modest and fair as a member of the Mitsui & Co., Ltd. Group, and comply with the laws, and achieves the maximum satisfaction with the society through good business activities in compliance with the trust of the customers and partners.

#### Vision

We set ourselves to serve the regional and international society in co-existence with the environment, and maximize the satisfaction of our customers, partners, shareholders and employee equally as our ultimate goal.

#### Value

- Aspire to set high standards and to contribute to society, with a mind to sympathize with the environment and people.
- Value curiosity and the resolution to challenge and creation.
- Aim to promote talent that can "do the right thing properly and joyfully" through work and experience in the office.
- Back to the basic, provide sustainable service to our customers and partners and value our relationship with such customers and partners.





## Environment

### Environmental Policy

#### Guiding Principles 1

Mitsui Bussan Chemicals has the mind that sympathizes with the environment and each individual and holds a high management priority in active engagement to environmental issues.

#### Guiding Principles 2

Mitsui Bussan Chemicals takes maximum efforts in achieving “Sustainable Growth” that aims at harmony of economy and the environment.

For such efforts, Mitsui Bussan Chemicals bears responsibility to global warming issues, the preservation of the environment and prevention of pollution through the following activities/guide lines:

- construction of appropriate system of risk management.
- regular evaluation and continuous improvement of such systems.
- promote eco-friendly products/technology.

### ■ Action Guidelines

#### 1) Observance of related various regulations

All domestic and foreign environmental regulations/laws and any company agreements are observed throughout our business activities.

#### 2) Efficient use of resource and energy

Reduce the environmental burden by reducing energy and resource consumption, reducing waste, and recycling throughout our business activity not only limited to the office.

#### 3) Responsibility/Concern to the environment: rendering of service, handling of existing and new business.

With the understanding of our customers/partners, evaluate the environmental impact taking into consideration of the technically and economically possible limit, pay full attention to the environment.

#### Green campaign



Mitsui Bussan Chemicals promotes education about the global environment through office greening by raising trees and plants, and supports activities protecting Japan's forests by using domestic thinned wood for plant pot covers. In addition, the Company contributes to preservation of a sustainable global environment, such as prevention of global warming.

#### Introduction of electricity derived from renewable energy sources



Since the end of May 2022, all electricity used by the Mitsui Bussan Chemicals Co., Ltd. head office building in Tokyo (JA Building) has been sourced from RE100-compliant renewable energy. This means that the electricity used by our Tokyo head office is supplied from RE100-compliant (zero-carbon) renewable energy. In addition, under the greenhouse-gas emissions calculation, reporting, and publishing system established by the Act on Promotion of Global Warming Countermeasures ("Global Warming Act") of Japan, the emissions coefficient of the head office building in Tokyo (JA Building), adjusted for greenhouse-gas emissions, is zero.



## Society

### Social contribution activities

#### Eco-cap campaign



Mitsui Bussan Chemicals cooperates with medical support activities, such as sending vaccines to children in developing countries by collecting PET caps and donating their proceeds to an NPO. Also, the Company supports efforts for recycling resources and reducing CO2 through cap recycling.

#### Fund-raising activities for guide dogs



The number of guide dogs is far less than the number of people who need guide dogs, and it costs a lot of money to foster guide dogs. Mitsui Bussan Chemicals installs donation boxes for fostering guide dogs through donations to the Japan Guide Dog Association and supports activities to improve the capabilities of the visually impaired to participate in society.

#### Assistance for overseas medical activities



Mitsui Bussan Chemicals collects used stamps attached to postal items delivered to the Company to support medical cooperation activities, such as the provision of supplies to overseas areas suffering from poor health and medical care, mainly in Asia and Africa, and dispatching of people engaged in health and medical care services through donations to a public interest incorporated association.

#### Donation of foods for stockpiling



Mitsui Bussan Chemicals donates food for stockpiling. The Company conducts activities to enhance social welfare and serve as a bridge for regional contribution by distributing food and drinks for stockpiling to welfare facilities and needy persons through Second Harvest Japan as well as to children, the flagbearers of the future, through local junior chambers.

#### Support activities for disaster-stricken areas



To areas stricken by the Kumamoto Earthquake that occurred in April 2016, Mitsui Bussan Chemicals donated water for stockpiling through Kumamoto City (66 boxes containing six 2L PET bottles of water in each box, or 792L in total). We extend our heartfelt sympathies to those affected by the earthquake and pray for a speedy recovery throughout the affected area.

## Basic CSR Policy

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### Basic CSR Policy 1

We will continually strive to improve our corporate value by engaging in conscientious activities giving full consideration to the social significance of Mitsui Bussan Chemicals' presence and a strong awareness of our ties with the environment.

### Basic CSR Policy 2

We will raise the awareness of each employee with regard to CSR and solidify our management base for practicing CSR through fully reinforcing internal control. We will also make efforts towards actively contributing to society.

### Basic CSR Policy 3

We will fulfill our accountability with respect to CSR and continually work to improve our CSR activities.

## ■ Consideration for Environment and Safety

### Consideration for Environment and Safety

- We will devote our corporate activity to the environment and safety with “a mind that sympathizes with the environment and each individual” .
- We will try to reduce and recycle waste, also, we will try to conserve energy and natural resources.

### Fair and Transparent Corporate Ethics

- We emphasize sound and fair corporate ethics, through corporate activities trusted and supported from our stake holders.
- We consider communication with society important, and actively disclose information to facilitate mutual understanding.



## Sustainable Supply Chain Policy

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### Policy 1

Mitsui Bussan Chemicals Co., LTD's mission is, to comply with the laws, and achieve the maximum satisfaction with the society through good business activities in compliance with the trust of the customers and partners. Toward the realization of this goal, we will strive to gain, through all of our business activities, an understanding of issues associated with the supply chains in which we' re involved.

Furthermore, based on various perspectives of stakeholders who may be affected by these issues, Mitsui Bussan Chemicals Co., LTD will value dialogue with relevant parties, while working to find solutions to these issues by all members and staffs.

In this way, Mitsui Bussan Chemicals Co., LTD. will do its utmost to achieve sustainable development.

### Policy 2

Mitsui Bussan Chemicals Co., LTD. will require its business associates, including suppliers, to understand and implement the following principles, and will strive to create sustainable supply chains in cooperation with them:

1. We will ensure compliance with applicable laws and regulations of relevant countries, fair transactions in accordance with international rules and practice, and corruption prevention.
2. We will strive not to infringe on human rights in our business activities, nor to contribute to human rights infringements by others through our business relationships, including supply chains.
3. We will not to tolerate forced labor or any forms of modern slavery, including bonded labor or human trafficking.
4. We will not to tolerate child labor and to comply with the minimum working age stipulated by the law, and will not to hire individuals that are under the age of 18 for roles requiring hazardous work.
5. We will prohibit any form of discrimination in employment.
6. We will not to tolerate any form of harassment, irrespective of whether it is physical or mental harassment.
7. We will respect the rights of employees to associate freely and bargain collectively in our labor-management relations.
8. We will properly manage employees' working hours, holidays, leaves of absence, and wages in accordance with applicable laws and regulations.
9. We will secure the health and safety of employees in the work environment.
10. We will conduct human rights impact assessments, covering issues such as prevention of pollution and water stress, for prevention of adverse impacts on the safety and health of local communities. To implement necessary measures in line with international standards to avoid risks and mitigate negative impacts.
11. We will reduce the burden on the environment through the efficient utilization of resources, energy, and water, as well as the thorough reduction, reuse, and recycling of waste, including harmful substances, and its proper disposal. To give the utmost consideration to the environment to the extent technologically and economically feasible by exercising an appropriate degree of influence and evaluating the impact on the environment, not only in the prevention of pollution, but also on such issues as climate change and the conservation of biological diversity.
12. We will ensure safety and security of products and services.
13. We will properly disclose information related to the above principles in a timely manner.

### Policy 3

Where it is identified that in violation of this policy, Mitsui Bussan Chemicals Co., LTD's business activities have caused adverse human rights impact or contributed to it through its business transactions including its supply chains, we will work to remediate such impacts through appropriate processes.

## Governance

### Privacy Policy

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Mitsui Bussan Chemicals Co., Ltd. (MBC) recognizes that the protection of personal information is an important social responsibility and has established the following personal information protection guidelines for handling, controlling, and maintaining personal information.

#### Personal Information Protection Guidelines

1. Acquiring, use, and provision of personal information  
When acquiring, using and providing personal information, we recognize the importance of protecting personal information and deal with all such information in an appropriate manner.
2. Implementation of safety measures  
MBC maintains an optimum system for stringently controlling personal information, and by building logical safety control measures, we have developed thorough preventative and corrective policies against the illegal access to personal information, as well as the loss, destruction, falsification, and leakage of personal information.
3. Implementation of continuous improvement  
MBC has established a compliance program for the protection of personal information, and while implementing and maintaining the program, we make regular reviews of the program as part of our efforts for continuous improvement.
4. Compliance with laws and regulations  
When handling personal information, MBC complies with all laws and other regulations regarding the protection of personal information, as well as all guidelines the government makes.

#### Consultation service for personal information

Mitsui Bussan Chemicals Co., Ltd. Service representative for matters concerning personal information

Service representative for personal information protection & management  
Mitsui Bussan Chemicals Co., Ltd.  
JA Building 11F, 3-1, Otemachi 1-Chome, Chiyoda-ku, Tokyo 100-6811, Japan

### Information Security Policy

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1. Approach toward Information Security  
MBC recognizes the importance of information security, and shall implement appropriate management of information assets, while striving to continuously improve such management.
2. Compliance with Regulations  
MBC shall comply with regulations, established standards, and other codes related to information security, and shall work towards the establishment and maintenance of compliant and suitable information security.
3. Protection of Information Assets  
MBC shall implement appropriate management for ensuring the confidentiality, integrity and availability of information assets, and work to protect its information assets from all possible threats.
4. Response to Accidents  
While working to prevent the occurrence of any accidents related to information security, in the unlikely event of an accident, MBC shall promptly take appropriate response measures including preventative steps against the reoccurrence of such an accident.