

May 1, 2025

For Immediate Release  
To whom it may concern

Mitsui & Co., Ltd.

### Review of Mitsui & Co.'s Materiality

Mitsui & Co., Ltd. ("Mitsui", head office: Tokyo, President and CEO: Kenichi Hori) has carried out a review of its materiality (material issues), in which the key management issues for the sustainable growth of both society and Mitsui are defined. Today, the results of the review were resolved at a Board of Directors meeting.

Our corporate activities are closely linked to our materiality, identified in pursuit of our Mission, "Build brighter futures, everywhere."

We originally defined five material issues in 2015. The first review of our materiality took place in 2019, and now we have conducted a further review to ensure that our recognition of social issues is in line with the ever-changing operating environment.

In this review, we have identified key social issues and evaluated their significance through ongoing dialogue with a wide range of stakeholders, while incorporating the perspective of double materiality\*. Based on these evaluations, we engaged in both internal and external discussions, including with external experts, External Directors, and External Audit & Supervisory Board Members, and surveying employees and officers. As a result, we identified six material issues which were discussed and subsequently approved by the Executive Committee and the Board of Directors. Notably, as a result of this review, we added a new standalone material issue related to human rights. We have long regarded consideration for human rights, in accordance with international standards, as the foundation of our sustainability management and have actively pushed forward initiatives to respect human rights. Therefore, while human rights were recognized as an important social issue in our latest materiality, through dialogue with stakeholders, we confirmed that the importance of conducting business based on the premise of respecting human rights has further increased. Considering this, we have clarified our stance and efforts regarding the human rights of people involved in our corporate activities. Going forward, we will continue to review our approach as needed, taking into account factors such as changes in the operating environment, to ensure that we address social issues relevant to the times.

### **Newly defined materiality**

#### **Establish a foundation for sustainable and stable supply**

Ensure a secure, reliable and sustainable supply of resources, energy, materials, food, manufactured products, and services that are vital for the development of society.

#### **Create a community coexisting with nature**

Promote initiatives to mitigate and adapt to climate change, transition to a circular economy, and achieve Nature Positive.

#### **Foster a well-being society**

Build the foundation of everyday life and enhance health and well-being through innovation.

#### **Cultivate a society that respects human rights**

Engage and collaborate with stakeholders to address human rights issues.

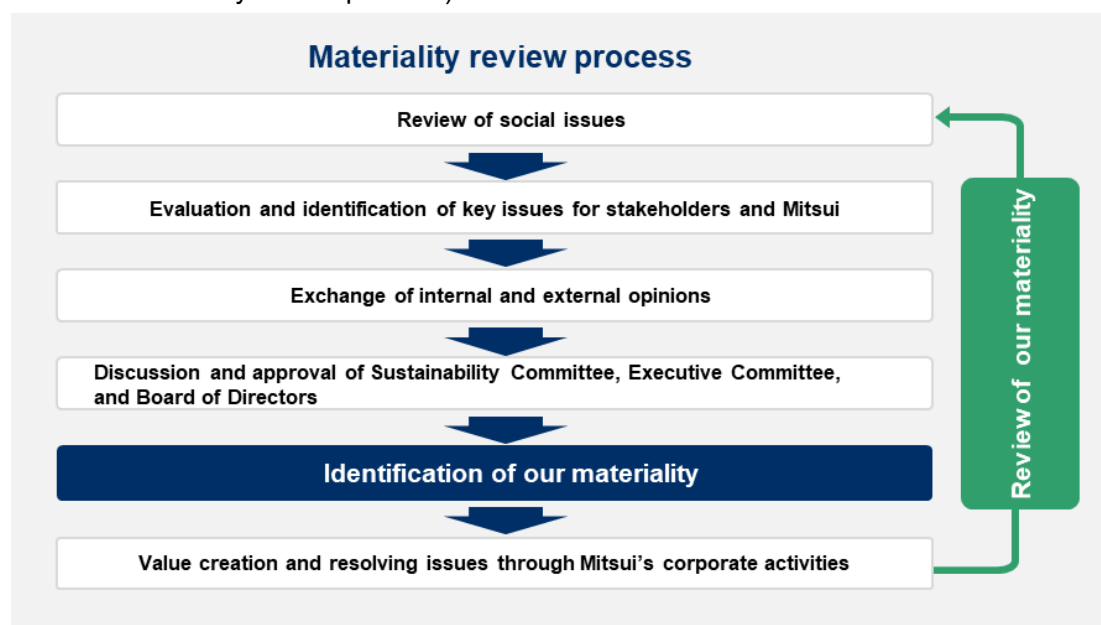
#### **Empower our people to build brighter futures**

Under an inclusive corporate culture, promote the success of diverse individuals and develop human resources that help solve social issues through value creation.

#### **Build an organization with integrity**

Act with integrity and respond to the trust by society.

(Reference: The materiality review process)



\* The concept of considering importance from two perspectives: the financial impact the environment and society has on a company, and the impact of corporate activities on the environment and society.

For further information, please contact:

Mitsui & Co., Ltd.

Investor Relations Division Tel: +81-3-3285-7657

Corporate Communications Division Tel: +81-80-5912-0321

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