

MHI Group Human Rights Policy

MHI Group aims for sustainable growth by contributing to solve social issues through MHI Group's business activities. Diversity is an important asset for MHI Group, which is an organization formed by employees with diverse backgrounds, nationalities and cultures. It is necessary for each and every employee with various backgrounds to promote business under a common corporate culture. We recognize that the human rights of all those who are affected by MHI Group's business activities must be respected.

In order to clarify MHI Group's stance on human rights when conducting business activities in countries and regions around the world, we have established the MHI Group Human Rights Policy (hereinafter the "Policy") based on the United Nations Guiding Principles on Business and Human Rights. This Policy pledges to respect human rights in MHI Group in accordance with the MHI Group Global Code of Conduct. In line with this Policy, we will strive to fulfill our responsibilities in important areas related to human rights.

1. Comply with Laws and Regulations on Respecting Human Rights

MHI Group supports and respects the International Code of Human Rights (International Bill of Human Rights, Declaration on Fundamental Principles and Rights at Work (*) by International Labour Organization (ILO), United Nations Guiding Principles on Business and Human Rights, United Nations Declaration on the Rights of Indigenous Peoples, Guidelines for Multinational Enterprises by OECD, etc.) and work for respecting human rights. As a signatory to the United Nations Global Compact (hereinafter GC), our company supports and respects the GC 10 principles.

In countries and regions in which MHI Group conduct business activities, MHI Group will act in accordance with the MHI Group Global Code of Conduct and the provisions of this Policy. MHI Group will also strive to respect international norms in accordance with the laws and regulations of those countries and regions. In case there are inconsistencies between recognized human rights and national laws, MHI Group will seek ways to respect internationally recognized human rights principles.

(*) Including support and respect of core labor standards such as Prohibition of Child Labor, Prohibition of Forced Labor, Elimination of Discrimination, and Freedom of Association and Collective Bargaining Rights.

2. Targets and Education

This Policy applies to all MHI Group's executives and employees. MHI Group will ensure executives, employees, business partners, and suppliers to provide appropriate education to firmly establish and implement the Policy throughout MHI Group's business activities.

MHI Group will also require business partners and suppliers to comply with this Policy and the MHI Group Supply Chain CSR Promotion Guidelines, and will work together to promote the efforts to respect human rights.

3. Responsibilities on Respecting Human Rights

MHI Group understands that business activities may directly or indirectly have negative impact on human rights. MHI Group will fulfill the responsibility on respecting human rights by not

infringing human rights of people who are affected by the business activities, and by taking appropriate measures to correct any negative impacts on human rights.

MHI Group will request business partners and suppliers to respect and not to abuse human rights in case business partners and suppliers are suspected of having negative impact on human rights in related to MHI Groups business activities.

4. Human Rights Due Diligence

Establish a human rights due diligence system based on United Nations Guiding Principles on Business and Human Rights, and implement measures to ensure that MHI Group will identify negative impact on human rights to the stakeholders and take measures to prevent and mitigate the negative impact.

If MHI Group's business activities are found to have had a negative impact on human rights, or involvement of business partners, suppliers, and others is revealed or suspected, MHI Group will work to correct through dialogue and take appropriate procedures based on international norms.

5. Dialogue and Consultation

In response to potential or actual negative impacts on human rights, MHI Group will utilize independent and external human rights expertise and engage in dialogue and consultation with relevant stakeholders.

6. Information Disclosure

The progress and results of MHI Group's efforts on respecting human rights are reported on the website.

Established: December 2, 2021
Mitsubishi Heavy Industries, Ltd.
President and Chief Executive Officer
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