ClassNK
NIPPON KAIJI KYOKAI

Ref. No.: 382G

Assurance Statement

Mitsui O.S.K. Lines, LTD.
Head Office and its Group 114 Subsidiaries

Scope of Assurance Engagement

This Assurance Statement is issued to Mitsui O.S.K. Lines, Ltd.

Nippon Kaiji Kyokai (hereinafter referred to as "the Society") was commissioned by Mitsui O.S.K. Lines, Ltd. (MOL; Head Office location: 1-1, Toranomon 2-Chome, Minato-ku, Tokyo; hereinafter referred to as the "the Applicant") to assure and verify its Social Information and data (hereinafter referred to as “the Social Data”) for the fiscal year 2023 (1 April 2023 to 31 March 2024), which are opened to public as ESG data of Sustainability activities by the Applicant.

The Social Data cover the following items.

1. Share of female employees in indefinite contracts
2. Share of female managers in indefinite contracts
3. Ratio of wage gap between male and female in definite contracts
4. Ratio of wage gap between male and female in indefinite contracts
5. Ratio of wage gap between male and female in all employees
6. Rate of male taking paid parental leave in indefinite contracts
7. Rate of male taking paid parental leave in definite contracts

The scope of the verification engagement includes the Applicant's head office and its group 114 subsidiaries. The head office and group companies were verified by "Annual Securities Report" "Corporate Accounting Principles" and "Employee Information".

Applicable Standards

1. *The GRI standards: The global standards for sustainability reporting*
2. *AA1000 Assurance Standard v3 (2020)*
3. *International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000 (revised))*
4. *ISO14064-3:2019 Verification criteria of the Society*

Sustainable Data Management Responsibility

The Applicant was responsible for preparing the Social Data and for maintaining effective internal controls over the data and information disclosed. The Society was responsible for carrying out the verification engagement on the Social Data in accordance with the contract made with the Applicant. It is the Applicant who, in the final instance, will approve the Social Data. The Social Data will continue to remain under the Applicant’s responsibility.

Verification Procedure

Verification by the Society has been carried out, referring to "ISAE 3000(revised)", “The GRI standards" and ISO1406-3:2019 to provide a limited level of assurance.

To form a conclusion, the verification engagement was undertaken as a sampling exercise that included the following:

- Site visit to the Applicant's Head office (Tokyo) and confirmation of data collection procedure for group companies
- Interviews with the key personnel responsible for the Social Data, information management and preparation of the Social Data at the above-mentioned site
- Review of the management process of the Social Data
- Verification of the integrity of the information sources available at the visited site and aggregation in the Head Office for performance data and information included in the Social Data

- Review of the data flow system and the procedures
- Review of QA/QC system and double-check system at the time of data input

Level of Assurance and Materiality

The verification opinion declared in this Assurance Statement was determined based on a limited level of assurance, which set the materiality as the professional judgement of the verifier.

Verification Opinion

Based on our verification engagement procedures nothing has come to our attention that causes us to believe that the Applicant is not in accordance with the applicable standards and that the selected quantification methodology and the Social Data for the fiscal year 2022 are not accurate or materially correct.

Recommendations for Improvements

The Social Data cover the share of female employees in indefinite contracts, the share of female managers in indefinite contracts, the ratio of the wage gap between male and female in definite contracts, the ratio of wage gap between male and female in indefinite contracts, the ratio of the wage gap between male and female in all employees, the rate of male taking parental leave in in indefinite contracts and the rate of male taking paid parental leave in definite contracts.

But the Applicant should consider including at his discretion deployment of items for applicable Standards that might be opened to public in accordance with in-house procedures established while responding to changes and demands in society.

The Society's Independence, Soundness and Competence

The Society implements and maintains a comprehensive management system that meets accreditation requirements for ISO/IEC 17021-1 Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part1: Requirements that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

The Society ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The Society has certified ISO14064-1 to the Applicant. And the certification which the Society has made for the Applicant does not in itself detract the Society's independence nor neutrality.

8 July, 2024

NIPPON KAIJI KYOKAI

Yoshiya Yamaguchi
Director of Business Assurance Division

NIPPON KAIJI KYOKAI
Green Certification Department

T. Koiwa
Lead verifier

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The Summary of Social Data for Fiscal Year 2023

Items of Social Data	Value
Share of female employees in indefinite contracts *1	29.88%
Share of female managers in indefinite contracts *2	15.03%
Ratio of wage gap between male and female in definite contracts *3	62.51%
Ratio of wage gap between male and female in indefinite contracts *4	66.99%
Ratio of wage gap between male and female in all employees *5	62.00%
Rate of male taking paid parental leave in indefinite contracts *6	17.94%
Rate of male taking paid parental leave in definite contracts *7	2.00%

*1: Ratio of the number of female employees (indefinite contracts) to {number of female employees (indefinite) + number of male employees (indefinite contracts)}, as of March 31, 2024.

*2: Ratio of the number of indefinite female employees holding positions (General Manager and Manager) to the number of indefinite employees holding the same kinds of positions, as of March 31, 2024.

*3: Ratio of average annual compensation of female employees with definite contracts to average annual compensation of male employees with definite contracts, from April 1, 2023 to March 31, 2024.

*4: Ratio of average annual compensation of female employees with indefinite contracts to average annual compensation of male employees with indefinite contracts, from April 1, 2023 to March 31, 2024.

*5: Ratio of average annual compensation of all female employees to average annual compensation of all male employees, from April 1, 2023 to March 31, 2024.

*6: Ratio between the number of male employees (indefinite contracts) who took parental leave and the number of male employees (indefinite contracts) who qualified for parental leave, between April 1, 2023 and March 31, 2024.

*7: Ratio between the number of male employees (definite contracts) who took parental leave and the number of male employees (definite contracts) who qualified for parental leave, between April 1, 2023 and March 31, 2024.