

MOL Group Human Rights Policy

The MOL Group recognizes respecting human rights is a social responsibility that it must fulfill as a company and has established the MOL Group Human Rights Policy (Human Rights Policy) as the basis for all our business activities. This Policy shall be placed at the top of our human rights policies and regulations.

Scope of Application

This policy applies to all executives, employees, and seafarers of MOL Group companies. We also expect all business partners, including suppliers, involved in our business activities to support this policy.

1. Compliance with Applicable Laws and Guidelines

The MOL Group will fulfill its corporate responsibility to respect human rights based on the United Nations Guiding Principles on Business and Human Rights.

We also respect the human rights stipulated within the International Bill of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work (which provides for the fundamental rights to work, including freedom of association and the right to collective bargaining, the elimination of forced labor, the abolition of child labor and the elimination of discrimination in employment and occupation), the OECD Guidelines for the Conduct of Multinational Enterprises, and the Maritime Labour Convention, 2006 which stipulates the basic labor rights of seafarers, and so on. In addition, we support the ten principles in four fields set forth in the United Nations Global Compact, whereby we were the first Japanese shipping company to sign.

In each country, we comply with laws and regulations that govern working hours, wages, etc., as well as laws and regulations applicable in each country and region where we conduct business activities.

2. Respect for Human Rights in Business Activities

The MOL Group prohibits discrimination based on race, ethnicity, nationality, origin, creed, religion, gender, gender identity, sexual orientation, age, physical or mental disability, marital status, party affiliation, union membership, and other social status. In addition, we will strive to respect the human rights of all people in our business activities by prohibiting long working hours, harassment, forced labor, and child labor, guaranteeing freedom of association and the right to collective bargaining, guaranteeing minimum and living wages, and giving consideration to local communities, including local employment, procurement, and

community investment.

3. Efforts to Respect Human Rights

The MOL Group have established and will continuously implement a human rights due diligence process throughout the value chain to prevent the occurrence of human rights violations. In order to promote the understanding of this Policy by as many stakeholders as possible, we will strive to develop their capabilities through human rights training for executives and employees, incorporate this Policy into relevant regulations and business activities, and provide explanations to business partners.

In addition, if human rights violations occur directly or indirectly in our business activities, we will promote efforts to take appropriate measures to ensure corrective remedies are in place.

In implementing this Policy, we will establish a system headed by a Chief Environment Sustainability Officer (CESO) and fulfill our responsibility to respect human rights.

4. Dialogue with Stakeholders

The MOL Group will continue to engage in dialogue with business partners (including suppliers and customers), shareholders, investors, local communities, and other stakeholders who may suffer human rights violations as a result of our business activities.

Moreover, we will strive to reduce the risk of human rights violations in our business activities with the advice of third-party organizations and experts.

In addition to these direct communications, we will also strive to disclose information on a regular basis through our website and other means to ensure accountability for our human rights initiatives.

This policy has been approved by the Board of Directors of Mitsui O.S.K. Lines on 31 March 2022.

31 March 2022

Takeshi Hashimoto

Representative Director, President

Mitsui O.S.K Lines, Ltd.