

# Mitsubishi Shokuhin Group Supply Chain Management Guidelines

We, the Mitsubishi Shokuhin Group, are guided by our corporate philosophy the Three Principles (Shoki Hoko, Shoji Komei, Ritsugyo Boeki)—and our purpose of “contributing to the realization of a sustainable society through the food business” To realize these philosophies and purposes, the Mitsubishi Shokuhin Group’s Sustainability Policy declares our commitment to respecting human rights, complying with international rules and relevant laws, and addressing social issues including environmental protection, making every effort toward the realization of a sustainable society.

## 1. Basic Principles

Recognizing that securing a sustainable supply chain is one of the most important challenges for the Mitsubishi Shokuhin Group as we evolve into a next generation of food distributor to contribute to a sustainable society through the food business, we have established the *“Mitsubishi Shokuhin Group Supply Chain Management Guidelines”* based on our Sustainability Policy, which stipulates our approach to human rights, labor issues, and the global environment. We disclose these basic principles to all suppliers and request their understanding and implementation of the following items, aiming for a robust and sustainable supply chain.

### (1) Forced Labor

Suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labor.

### (2) Child Labor

Suppliers shall not employ people under the minimum legal working age of the country in question and shall not assign work that may harm the development of minors.

### (3) Safe and Healthy Working Environments

Suppliers shall work to provide employees with safe and healthy working environments.

### (4) Freedom of Association and Collective Bargaining

Suppliers shall respect the right of employees to associate freely and engage in collective bargaining as methods of negotiating working environments, wages, and other matters with employers.

### (5) Discrimination

Suppliers shall strive to ensure equal opportunities in the workplace and shall not engage in discrimination with regard to recruitment and employment practices.

**(6) Abuse and Harassment**

Suppliers shall respect employees' human rights and must not tolerate abuse or any form of harassment.

**(7) Working Hours**

Suppliers shall ensure that employees' working hours and use of leave entitlements are appropriately monitored and that excessive overtime labor is prohibited.

**(8) Fair Wages**

Suppliers shall pay employees at least the statutory minimum wage, endeavor to pay at least the living wage, and shall not unreasonably reduce wages.

**(9) Anti-Corruption**

Suppliers shall engage in fair business practices, avoid corruption, and comply with applicable laws and regulations.

**(10) Environment**

Suppliers shall endeavor to protect the environment and consider the impacts of their business activities on local communities and ecosystems, while paying special attention to energy use efficiency, climate change issues such as greenhouse gas emissions, sustainable use of resources, waste reduction, and air, soil, rivers, and oceans, and water use.

**(11) Information Disclosure**

Suppliers shall disclose information with respect to the aforementioned matters in a timely and appropriate manner.

**2. Monitoring**

We strive to maintain communication with all suppliers to monitor compliance with this guideline.

## [Appendix] Mitsubishi Shokuhin Initiatives

### 1. Supply Chain Monitoring

From the perspective of sustainable supply chain management, Mitsubishi Shokuhin regularly conducts surveys ("Supply Chain Survey") targeting our suppliers to assess compliance with the "*Mitsubishi Shokuhin Group Supply Chain Management Guidelines*" regarding human rights, labor issues, and the global environment. Based on the results, we communicate with suppliers and implement corrective actions in the following year.

FY2025: We conducted a Supply Chain Survey for overseas brands handled by Mitsubishi Shokuhin (brands where Mitsubishi Shokuhin is listed as the importer) to confirm their status regarding environment, society, and governance. No significant risk factors were identified. We will continue to conduct surveys on overseas brands on a regular basis.

In FY2024, considering the impact on the supply chain, we selected, in principle, all product manufacturing contractors and logistics service providers, focusing on the top 100 companies by transaction value (a total of 228 suppliers surveyed). The Supply Chain Survey assessed suppliers' actual practices regarding environmental, social, and governance (ESG) issues based on the "*Mitsubishi Shokuhin Group Supply Chain Management Guidelines*"<sup>1</sup>. In addition, a specialized review of human rights risks was conducted to identify potential human rights issues within the supply chain.

In FY2022, Supply Chain Survey targeted the top dozens of suppliers with the largest transaction value (109 companies in total) out of domestic suppliers, contract manufacturers, and contract logistics service providers, taking into account their impact on the supply chain.

The Supply Chain Survey identifies issues specific to the industry to which each supplier belongs and assesses risks, focusing on the prohibition of forced labor, child labor and discrimination against employees, respect for employees' right to organize, environmental protection, and information disclosure, based on the contents of the "*Mitsubishi Shokuhin Supply Chain Management Guideline*".

To ensure the effectiveness of human rights and environmental due diligence, we are considering the introduction of a system that will enable us to work with suppliers facing challenges to make improvements based on the results of each supplier's responses.

\*1 January 2026: The scope of these guidelines will be expanded to the Mitsubishi Shokuhin Group.

### 2. Supplier communication/engagement

For suppliers, we publish and share the "*Mitsubishi Shokuhin Group Supply Chain Management Guidelines*" on our website. We also ask suppliers to comply with these guidelines in our contract template<sup>2</sup>.

Furthermore, as mentioned above, we conduct the Supply Chain Survey to check the status of suppliers' activities, including their compliance with these guidelines.

\*2 Merchandise Sales Contract, Merchandise Manufacturing Consignment Contract, Merchandise Import Contract, Logistics Service Consignment Contract

In FY2023, to enhance suppliers' understanding of the "*Mitsubishi Shokuhin Group Supply Chain Management Guidelines*" and to promote initiatives aimed at reducing environmental impact in collaboration with suppliers, we held an online seminar for product manufacturing contractors and logistics service providers among the companies surveyed in the FY2022 Supply Chain Survey (33 companies, 37 participants).

The seminar covered key policies outlined in the guidelines, including the prohibition of forced labor, commitment to fair trade and anti-corruption, and consideration for the global environment. It also included requests for environmental initiatives to be implemented throughout the supply chain, thereby raising supplier awareness and encouraging proactive efforts.

Additionally, we conducted individual dialogues with two companies that sought further understanding and advancement of initiatives related to climate change, including measures to reduce greenhouse gas emissions.

### **3. Response to Non-Compliance**

If an instance of violation of this guideline is identified, we will request the supplier in question to take corrective measures and, if necessary, provide guidance and support to the supplier.

FY2025: In the FY2024 Supply Chain Survey, written requests for compliance were sent to a total of 10 companies whose responses indicated legal violations or required further confirmation based on comprehensive risk assessment. Individual hearings were conducted with 6 of these companies, confirming that no such facts existed.

FY2023: In the FY2022 Supply Chain Survey, individual hearings were conducted with two companies whose responses indicated legal violations, confirming that no such facts existed.

Going forward, if any inappropriate or non-compliant responses are identified in the Supply Chain Survey, individual hearings will be conducted, and corrective actions, guidance, and support will be provided as necessary.