

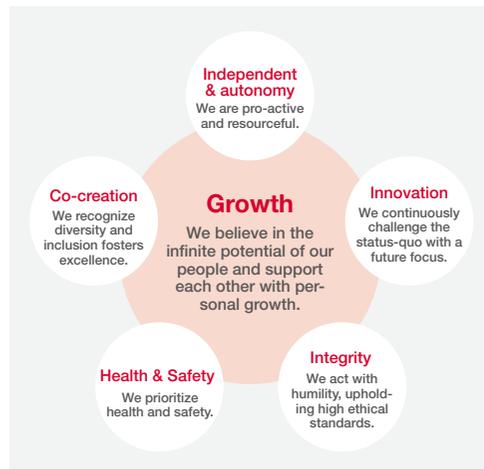


## Action Mindset / Human Rights Policy

### Action Mindset

In order to realize the Management Vision, the Idemitsu Group has established the Action Mindset, which is the basis for all employees' attitudes and actions to be taken. Believing in the limitless possibilities of human beings, we strive to grow by constantly increasing each other's potential and abide by the following five pillars: "Independent & autonomy," "Innovation," "Co-creation," "Health & safety," and "Integrity."

All employees shall strive to deepen understanding of the Management Vision, Action Mindset, and various policies, take pride in being a member of the Group, be aware of their responsibilities, and conduct fair and transparent corporate activities.



### Concept of Human Rights

Idemitsu Group believes in the infinite possibilities of "the power of human beings". By maximizing the full potential of all our employees, trusting, and cooperating with each other, we aim to contribute to the energy security of countries and regions around the world for the brightness and prosperity of the people who live there.

With this vision for our group, respecting human rights is at the core of everything we do and is the fundamental element of our business. This policy applies to all executive officers and employees of our group. We also expect all business partners, including our suppliers, to understand and comply with this policy. We seek to work in harmony with both the international and local community, and does not allow discrimination against any individual or groups. In addition, we prohibit words or actions that could harm human dignity, be it physically or mentally.

We respect internationally recognized human rights as set out in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, as we conduct business both in Japan and worldwide. We also support the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and the United Nations Global Compact. In addition, we comply with the laws of the countries and regions in which we operate, and, if local laws contradict internationally recognized human rights standards, we will seek ways to honor the principles of international human rights without violating local laws.

We promote a culture of open communication and feedback so that employees can discuss human rights concerns with their managers. In addition, to deal with violations or potential violations of the Code of Conduct, including human rights issues, we have a reporting and consultation service (In-house and External Consultation Centers on page 69) for executives and employees. Also, we have a contact point (Customer Center Counters on page 13) for external stakeholders to report concerns about our business activities. We also disclose information on our efforts to respect human rights on our website as needed.

Our group's Human Rights Policy has been approved by the Management Committee, which deliberates on important matters relating to the execution of business, and the Board of Directors, which is the decision-making body for the execution of business, with the advice of outside experts.

#### Human Rights Priority Issues

- |                                   |  |
|-----------------------------------|--|
| (1) Promotion of Diversity        | (6) Freedom of Association and Recognition of the Right to Collective Bargaining |
| (2) Prohibition of Forced Labor   | (7) Maintaining our Working Environment  |
| (3) Prohibition of Child Labor    | (8) Land, Water and the Use of Natural Resources                                 |
| (4) Prohibition of Discrimination | (9) Respect for the Rights of Indigenous Peoples                                 |
| (5) Prohibition of Harassment     |  |

Idemitsu Group Human Rights Policy ► <https://sustainability.idemitsu.com/en/themes/201>



### Initiatives Related to Human Rights

#### FY2020 Initiatives

##### (1) Conducting human rights due diligence

We are in the process of scoring all of our 241 affiliates in Japan and overseas using around 80 ESG-related queries. These are based on various international standards formulated to identify human rights risks (set to finish in December 2020). Based on the results of our risk identification, we will take countermeasures, mainly in high-risk businesses.

##### (2) Instilling our basic human rights policy in executives and employees

In 2021, we plan to conduct e-learning sessions on basic knowledge of human rights, guiding principles related to business and human rights, cases of human rights abuses, the Company's priority human rights issues, and other similar topics.

#### Human Rights Due Diligence Process

