

## Seafood Procurement Guidelines

Mitsubishi Corporation (“MC”), together with its subsidiaries engaged in seafood business (“MC Group”) operate globally in the aquaculture, procurement, processing, and wholesale of various seafood, including salmon/trout and tuna/skipjack. We believe it is essential to work toward fulfilling our social responsibility by addressing issues such as "adverse impacts on ecosystems," "IUU (illegal, unreported, unregulated) fishing," and "violations of human rights and labor rights" by handling raw materials produced and caught in a sustainable manner.

This guideline presents MC’s basic principles and standards of conduct regarding seafood procurement. From the perspectives of both long-term business continuity and stable supply of seafood for the next generation, MC will promote the initiatives described below. This guideline is shared with MC Group companies. MC encourages MC Group companies to implement initiatives aligned with this guideline in their respective seafood-related operations.

### ■ MC Group Basic Policy

#### 1. Conservation of Marine Ecosystems

Seafood is an essential natural resource supporting our diets. With global population growth and economic development in emerging countries, demand for seafood is expected to rise, and the conservation of marine ecosystems is crucial for sustainable usage of such essential natural resources. MC aims to eliminate overfishing and minimize negative impacts on marine ecosystems such as water pollution and habitat loss caused by our operations through promotion of sustainable fisheries and aquaculture practices.

#### 2. Respect for Human Rights and Labor Rights

MC believes that respect for human rights is fundamental to our business activities across the world and have established our "Human Rights Policy"<sup>1</sup> accordingly. MC Group's seafood business will also promote respect for human and labor rights in accordance with this policy.

#### 3. Elimination of IUU Fishing

IUU fishing poses significant threats to fisheries resource management and increases the risk of human rights violations. MC will comply with international treaties and relevant laws and aim to contribute to eliminate IUU fishing and products derived from IUU fishing across our supply chain.

#### 4. Dialogue with Stakeholders

As MC advances the initiatives above, MC will engage in dialogue with diverse stakeholders to continuously improve our efforts.

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<sup>1</sup> <https://www.mitsubishicorp.com/jp/en/sustainability/social/humanrights/001.html>

## ■ Specific Initiatives within MC Group

### 1. Sourcing of Sustainable Seafood

MC adopts certification programs approved by the Global Sustainable Seafood Initiative (GSSI) as indicators of sustainable seafood and aims to expand our handling of certified seafood. MC also actively supports suppliers participating in Fishery Improvement Projects (FIP).

### 2. Ensuring Traceability

To contribute to the elimination of overfishing and IUU fishing, the conservation of marine habitats, and the respect for human rights and labor rights, MC aims to ensure transparent traceability in seafood trade in accordance with the internationally recognized Global Dialogue on Seafood Traceability (GDST) standards.

### 3. Risk Management through Sustainable Supply Chain Surveys

As part of our human rights and environmental due diligence, MC conducts "Sustainable Supply Chain Surveys <sup>2</sup>" every year to assess supplier responses to human rights and environmental risks. If concerns are identified, MC will carry out detailed risk assessments, request corrective action, and provide guidance or support as necessary. If MC finds corrective actions are not feasible despite continued support, MC will reassess our business relationship with the supplier. MC will continue these surveys to contribute to improving the sustainability across our supply chain.

### 4. Grievance Mechanism

MC has established a grievance mechanism <sup>3</sup> to receive consultations from external stakeholders regarding actual or potential adverse impacts on human rights and the environment caused by our business activities. MC aims to build a transparent supply chain and prevent, reduce, and remedy human rights and environmental risks, thereby promoting sustainable and fair business operations.

## ■ Reference: Initiatives by Group Companies

- Cermaq Group AS <https://www.cermaq.com/about-us/policies>
- Toyo Reizo Co. Ltd. <https://www.toyoreizo.com/sustainability/sustainable.html>

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<sup>2</sup> <https://www.mitsubishicorp.com/jp/en/sustainability/social/supplychainmanagement/002.html>

<sup>3</sup> <https://www.mitsubishicorp.com/jp/en/sustainability/social/humanrights/004.html>