

JANUARY 8, 2023

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

It has been and will continue to be a fundamental policy of Mitsubishi International Corporation not to discriminate on the basis of race, creed, color, religion, sex, national origin, age, marital status, disability, sexual orientation, ethnicity, citizenship status, pregnancy, genetic information or status as a veteran of a military conflict, peace keeping mission or special disabled veteran with respect to recruitment, hiring, training, promotion, and other terms and conditions of employment. Further, it is the policy of Mitsubishi International Corporation to comply with the concepts and practices of affirmative action.

Effective implementation and continuing administration of this policy will be the direct responsibility of this office. The Human Resource Director has been appointed as Affirmative Action Administrator with responsibilities to maintain and implement our Affirmative Action Plan and to ensure that the coordination, direction, and review of equal employment opportunity policies, practices and programs is accomplished. The Human Resource Director will also be responsible for making reports to senior Company management of our equal employment efforts on a periodic and continuing basis.

All supervisory personnel should make special efforts to assure that all employees reporting to them understand and effectively implement the policy. Supervisory employees will be evaluated on their adherence and commitment to our policy.

Mitsubishi International Corporation does not condone and will not tolerate the harassment of any employee. Complaints of harassment of any type, including sexual harassment, should be brought to the attention of the Human Resources Department so that an internal investigation may be undertaken.

We must all realize that it is the responsibility of each and every employee of MIC to give our policy of equal employment real meaning and full support.