

## GRI Guidelines and Global Compact Content Index

We have indexed the data and performance of Mitsui & Co., Ltd. ("Mitsui") against the GRI Guidelines and the UN Global Compact. Please use this index to find the page(s) for all the information included in this report.

▶ [The Ten Principle of the UN Global Compact](#)

## GRI Guidelines and Global Compact Comparison Chart

### 1. Strategy and Analysis

Related GC Principles	Item	Indicators	Page	Notes
	1.1	Statement from the most senior decision maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	5-6,7-10	

### 2. Organisational Profile

Related GC Principles	Item	Indicators	Page	Notes
	2.1	Name of the organization.	1	
	2.2	Primary brands, products, and/or services.	1,3-4	
	2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	1	
	2.4	Location of organization's headquarters.	1	

	2.5	Number of countries where the organisation's operates, and names of countries with either major operation or that are specifically relevant to the sustainability issues covered in the report.		Offices have been established in 67 countries.
	2.6	Nature of ownership and legal form.	1	
	2.7	Markets served (including geographic breakdown, sectors served, and types of clients/beneficiaries).	1	
	2.8	Scale of the reporting organisation including: <ul style="list-style-type: none"> <li>• Number of employees;</li> <li>• Net sales (for private sector organizations) or net revenues (for public sector organizations);</li> <li>• Total capitalization broken down in terms of debt and equity (for private sector organizations); and</li> <li>• Quantity of products or services provided.</li> </ul>	1,33	
	2.9	Significant changes that occurred during the reported period regarding size, structure or ownership, including: <ul style="list-style-type: none"> <li>• The location of, or changes in operations, including facility openings, closings, and expansions; and</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration</li> </ul>	-	Not applicable

operations (for private sector organizations).

### 3. Report Parameters

#### Report profile

Related GC Principles	Item	Indicators	Page	Notes
	3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	2	
	3.3	Reporting cycle (annual, biennial, etc.)	44	
	3.4	Contact point for questions regarding the report or its contents.	2	

#### Report Scope and Boundary

Related GC Principles	Item	Indicators	Page	Notes
	3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	2	
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	27-28,32	
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		Not applicable

## GRI content index

Related GC Principles	Item	Indicators	Page	Notes
	3.12	Table identifying the location of the Standard Disclosures in the report.		GRI Guidelines and Global Compact Content Index for CSR Report 2008 are available on our website.

## Assurance

Related GC Principles	Item	Indicators	Page	Notes
	3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).		Not applicable

## 4. Governance Commitments, and Engagement

### Governance

Related GC Principles	Item	Indicators	Page	Notes
	4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	17-18	
	4.3	For organizations that have a unitary board	17-18	

	4.4	<p>structure, state the number of members of the highest governance body that are independent and/or non-executive members.</p> <p>Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.</p>	17-18	
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	19	
	4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	13,19	
	4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	13-14,17-18	
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	13-14,17-18	

### Commitments to External Initiatives

Related GC Principles	Item	Indicators	Page	Notes
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GC Principle 7	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	19-22	
	4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	5-6,13,40,44	Expressed continued support for the 10 principles of the Global Compact, etc.
	4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>• Has positions in governance bodies;</li> <li>• Participates in projects or committees;</li> <li>• Provides substantive funding beyond routine membership dues; or</li> <li>• Views membership as strategic.</li> </ul>	5-6,13,40,44	Participated as a member of the Steering Committee of the Global Compact Japan Network.

## Stakeholder Engagement

Related GC Principles	Item	Indicators	Page	Notes
	4.15	Basis for identification and selection of stakeholders with whom to engage.	15-16,29-30,32,38,39-40,42,43	
	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	15-16,29-30,32,38,39-40,42,43	

	4.17		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	11-12,15-16,43	
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## 5. Management Approach and Performance

### Economic

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach		It is mentioned in a general overview from a standpoint of CSR-oriented management in this report. For details, please refer to our financial statements or the Annual Report.

### Aspect:Economic Performance

Related GC Principles	Item		Indicators	Page	Notes
	EC1	Core	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.		Average compensation: 13,731 thousand yen Number of employees: 6,130 (Including staff on loan but not part-time employees and local employees of overseas offices)
GC Principles 7, 8	EC2	Core	Financial implications and other risks and opportunities for the organization's activities due to climate change.	5-6,16,22,29-30	

**Aspect:Market presence**

Related GC Principles	Item		Indicators	Page	Notes
	EC6	Core	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	23-24	

**Aspect:Indirect economic impacts**

Related GC Principles	Item		Indicators	Page	Notes
	EC8	Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	32,37-42	

**Environmental**

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach	25-26	

**Aspect:Materials**

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 8	EN1	Core	Materials used by weight or volume.	-	Not applicable
GC Principles 8, 9	EN2	Core	Percentage of materials used that are recycled input materials.	-	Not applicable

**Aspect:Energy**

Related GC Principles	Item		Indicators	Page	Notes
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GC Principle 8	EN3	Core	Direct energy consumption by primary energy source.	27	Figure up aTotal
GC Principle 8	EN4	Core	Indirect energy consumption by primary source.	27	
GC Principles 8, 9	EN5	Additional	Energy saved due to conservation and efficiency improvements.	28	
GC Principles 8, 9	EN6	Additional	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	29	
GC Principles 8, 9	EN7	Additional	Initiatives to reduce indirect energy consumption and reductions achieved.	27	Not applicable

#### Aspect:Water

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 8	EN8	Core	Total water withdrawal by source.	27	
GC Principle 8	EN9	Additional	Water sources significantly affected by withdrawal of water.	-	Not applicable
GC Principles 8, 9	EN10	Additional	Percentage and total volume of water recycled and reused.		At the Head Office, Mitsui is making efforts to reduce the consumption of water resources, including receiving a supply of recycled gray water that has been processed at a gray water reuse facility connected to a district circulation system operated by Marunouchi Heat Supply Co., Ltd.

Consumption of gray water in fiscal 2007: 46,681m <sup>2</sup>
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### Aspect: Biodiversity

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 8	EN11	Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	31-32	Of Mitsui's company-owned forests, 324 hectares in Oze National Park, 73 hectares in Ise-Shima National Park, 579 hectares in quasi-national parks, and 371 hectares in prefectural national parks. Total of 1,347 hectares.
GC Principle 8	EN12	Core	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	31-32	Restrictions on removal or damage of flora and fauna, installation of structures, etc., in accordance with the National Parks Law.
GC Principle 8	EN13	Additional	Habitats protected or restored.	31-32	
GC Principle 8	EN14	Additional	Strategies, current actions, and future plans for managing impacts on biodiversity.	31-32	Implementing surveys, conducted by appointed external groups, pertaining to the current situation and future policies with respect to biodiversity, as part of resource surveys in Mitsui's company-owned forests.

### Aspect: Emissions, Effluents, and Waste

Related GC Principles	Item		Indicators	Page	Notes
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GC Principle 8	EN16	Core	Total direct and indirect greenhouse gas emissions by weight.	27	
GC Principle 8	EN17	Core	Other relevant indirect greenhouse gas emissions by weight.	-	Not applicable
GC Principles 8, 9	EN18	Additional	Initiatives to reduce greenhouse gas emissions and reductions achieved.	27-28,29-30	
GC Principle 8	EN19	Core	Emissions of ozone-depleting substances by weight.	-	Not applicable
GC Principle 8	EN20	Core	NO, SO, and other significant air emissions by type and weight.	-	Not applicable
GC Principle 8	EN21	Core	Total water discharge by quality and destination.	-	Not applicable
GC Principle 8	EN22	Core	Total weight of waste by type and disposal method.	27	
GC Principle 8	EN25	Additional	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	-	Not applicable

### Aspect: Products and Services

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 8, 9	EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	28	
GC Principles 8, 9	EN27	Core	Percentage of products sold and their packaging materials	-	Not applicable

that are reclaimed by category.

### Aspect:ransport

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 8	EN29	Additional	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	28	

### Aspect:Overall

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 8	EN30	Additional	Total environmental protection expenditures and investments by type.	27	

### Labor Practices and Decent Work

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach	33-36	

### Aspect:Employment

Related GC Principles	Item		Indicators	Page	Notes
	LA1	Core	Total workforce by employment type, employment contract, and region.		Number of employees: 6,130 Regional employees at overseas offices and trading subsidiaries: 1153
GC Principle 6	LA2	Core	Total number and rate of employee turnover		Employee turnover rate: 4.54% (average employee turnover

by age group, gender,  
and region.

rate for the last five  
years)

### Aspect:Labor/Management Relations

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 3	LA4	Core	Percentage of employees covered by collective bargaining agreements.		4,376 employees, or 79.2%, are trade union members.

### Aspect:Training and Education

Related GC Principles	Item		Indicators	Page	Notes
	LA10	Core	Average hours of training per year per employee by employee category.	Web	Average training days per person: 2 days/year Average annual training costs per person: ¥50,000
	LA11	Additional	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	34	

### Aspect:Diversity and Equal Opportunities

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 6	LA13	Core	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	33	

Human Rights

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach.	19-20,22,23	▶ <a href="#">"Business Conduct Guidelines for Employees and Officers of Mitsui &amp; Co., Ltd."</a>

### Aspect: Investment and Procurement Practices

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 4,5	HR3	Additional	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	19	

### Aspect: Freedom of Association and Collective Bargaining

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 3	HR5	Core	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	23	

### Aspect: Child Labor

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 5	HR6	Core	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	23	

### Aspect: Forced and Compulsory Labor

Related GC Principles	Item		Indicators	Page	Notes
GC Principles 1, 4	HR7	Core	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	23	

### Society

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach	19-20,21-22,37	▶ <a href="#">"Business Conduct Guidelines for Employees and Officers of Mitsui &amp; Co., Ltd."</a>

### Aspect: Community

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 1	SO1	Core	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	22	

### Aspect: Corruption

Related GC Principles	Item		Indicators	Page	Notes
GC Principle 10	SO3	Core	Percentage of employees trained in organization's anti-corruption policies and procedures.	19-20,21	

**Aspect:Anti-Competitive Behavior**

Related GC Principles	Item		Indicators	Page	Notes
	SO7	Additional	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		Not applicable

**Aspect:Compliance**

Related GC Principles	Item		Indicators	Page	Notes
	SO8	Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		Not applicable

**Product Responsibility**

Related GC Principles	Item		Indicators	Page	Notes
			Management Approach	21	

**Aspect:Customer Health and Safety**

Related GC Principles	Item		Indicators	Page	Notes
	PR1	Core	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	-	

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