

FOR IMMEDIATE RELEASE

**Announcing the Formulation of
the "Declaration of Health and Productivity Management"**

The MITSUI-SOKO Group is pleased to announce that we have formulated the "Declaration of Health and Productivity Management" to promote the improvement of the quality of life (QOL) for our employees and their families as one of our new value-creation efforts.

[Declaration of Health and Productivity Management]

We, the MITSUI-SOKO Group, believe that our mission is to guide our customers and communities towards enduring happiness through our PURPOSE: Empower society, encourage progress.

In order to contribute to the creation of a spiritually enriching and sustainable society, it is essential for each employee to demonstrate their full potential.

For the well-being of individuals, companies, and communities, we will actively support the health of our employees and their families so that all employees can work with vitality.

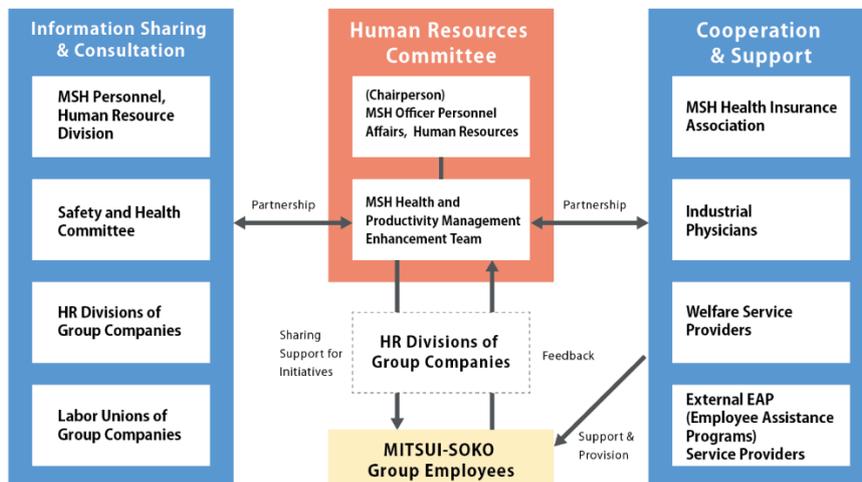
1. Objectives for Enhancing Health and Productivity Management

The Group strives to have a positive impact on society by generating new values. We strongly believe that the physical and mental well-being of our employees is the source for creating such values. We promote the sustainable enhancement of the Group's corporate value through the maintenance and promotion of the well-being of our employees and their families.

2. Organization for Enhancing Health and Productivity Management

In order to establish an organization that facilitates smooth communication with employees regarding information and support for initiatives to maintain and promote good health, we have set up the Health and Productivity Management Enhancement Team that is closely overseen by top management.

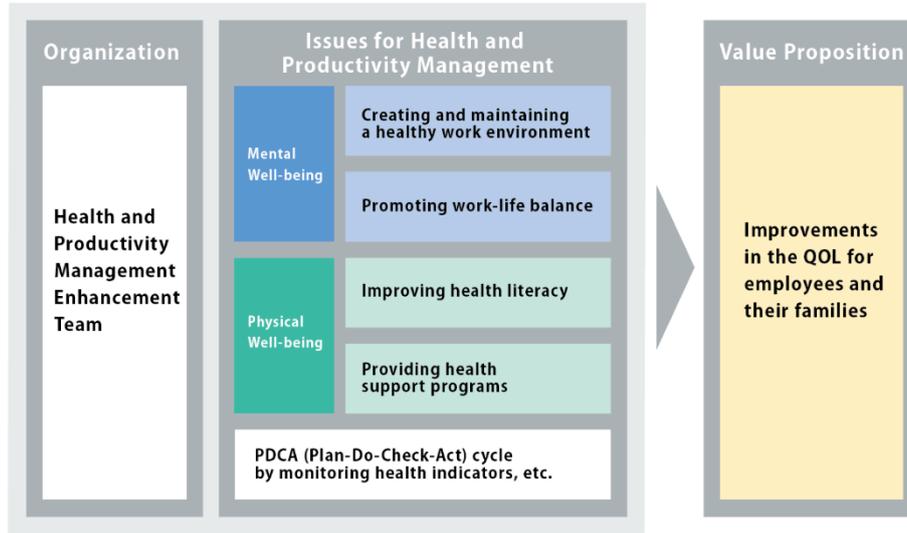
(Organization for Enhancing Health and Productivity Management)



3. Initiatives for Health and Productivity Management

In order to enhance the QOL for our employees and their families, we have identified 4 key issues from the perspectives of "mental" and "physical" well-being and will promote initiatives to address these issues.

(Issues and Initiatives for Health and Productivity Management)



The Group is dedicated to implementing health and productivity management initiatives that are aimed at enhancing the physical and mental well-being of all of our employees.

Details of our health and productivity management efforts will be disclosed on our corporate website (https://www.mitsui-soko.com/en/sustainability/social/human_capital/) as they become available.

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