

Sustainability Management

Corporate Philosophy and Policy

■ Mitsubishi Group Three Principles

The "Three Principles," which is the spirit of Mitsubishi's founding, is positioned as a fundamental philosophy common to the Mitsubishi Group.

Shoki Hoko

= Corporate Responsibility to Society

Strive to enrich society, both materially and spiritually, while contributing towards the preservation of the global environment.

Shoji Komei

= Integrity and Fairness

Maintain principles of transparency and openness, conducting business with integrity and fairness.

Ritsugyo Boeki

= Global Understanding through Business

Expand business, based on an all-encompassing global perspective.

■ Vision & Mission

MITSUBISHI MOTORS has formulated our corporate vision and mission to serve as common guiding principles for the employees of the MITSUBISHI MOTORS Group as we look toward the future. The automobile industry is in a period of major change, and our business environment is also undergoing substantial changes. Under these circumstances, the Vision (the society we want to create) and Mission (how to realize the Vision) specify how we become more proactive to exert a positive influence on society.

MITSUBISHI MOTORS' Philosophy System

Our company's corporate activities are based on the "Three Principles," which are positioned as the basic principles common to the Mitsubishi Group. For each employee, aim to realize the "Vision" through carry out the "Mission" by practicing the "MMC WAY" that shows the minimum necessary attitude and behavior and the "Global Code of Conduct" that all executives and employees must comply with.

We contribute to the realization of a sustainable society while deepening mutual understanding through dialogue with various stakeholders through business activities in each country and region centered on familiar products such as cars.

In the automobile industry, technological innovations are being born one after another due to the diversification of power trains, the intelligence of cars, and the shift to IoT, and the role of automobiles has changed from "cars" as hardware to "mobility" as a whole transportation system. Under such a major transition, we are committed to research and develop the potentialities of mobility broadly and to provide all people with possible opportunities to go wherever they want, to see whatever they want, and meet whomever they want, at any time. The "Vision" includes our desire to promote new challenges and economic activities of individuals and contribute to the revitalization of society as a whole by streamlining and optimizing the movement of people.

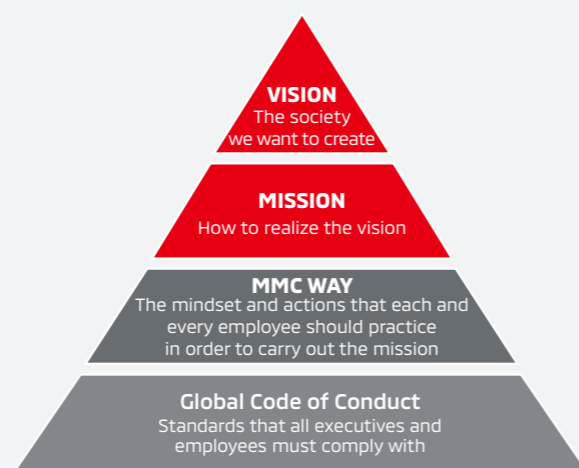
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■ Approach to Sustainability

Interest toward realizing a sustainable environment, society and economy has been growing, as is illustrated by such initiatives as the Sustainable Development Goals (SDGs) adopted by the United Nations, the Paris Agreement going into effect and growing ESG investment. In recent years, corporate initiatives have also placed a growing emphasis on these areas.

In particular, on the environmental front, climate change and energy problems are becoming more serious worldwide, and the automotive industry is seeing changes on a scale said to occur only once in 100 years. These changes include new technologies, such as connectedness and autonomous driving, as well as car sharing and other new business models.

We recognize that various challenges in the environmental, social, and governance fields pose risks



For details on the MMC Way and the Global Code of Conduct, please refer to the Sustainability Report

to the Company's sustainable growth. At the same time, the Company views tackling societal issues as an opportunity for new business and strives to mitigate risks. We are also contributing to the realization of a sustainable society through responsible business management initiatives such as reducing greenhouse gases from its business activities. We are also striving to resolve social issues through our business activities in various countries and regions.

■ Framework for Promoting Sustainability

We have established the Sustainability Committee, which is chaired by the executive officer, president & CEO, to promote sustainability initiatives throughout the MITSUBISHI MOTORS Group. The Sustainability

Committee identifies materiality, which represents the important issues that the company should prioritize in addressing various challenges in the environmental, social, and governance fields. The responsible individuals for each initiative conduct a long-term assessment to identify risks and opportunities. Based on external environmental factors and the needs and expectations of stakeholders from a medium-term perspective, the committee deliberates and decides on goals and targets. Through this process, the committee implements the PDCA cycle to monitor progress.

We have established a system where important matters such as the review of materiality and the overall status of sustainability activities are discussed and reported on in Board of Directors' meetings.

Materiality at Mitsubishi Motors

WE recognized importance of the United Nations Sustainable Development Goals (SDGs) and identified material issues that we should wrestle from various problems of environment, society and governance fields in 2018.

In recent years, social trends related to sustainability have changed substantially and rapidly. After carefully considering the most notable impacts our Company has on the economy, environment and human rights, we are flexibly reviewing material issues and enacting measures as necessary. We aim to respond to stakeholders' needs and expectations as a result.

In fiscal 2022, we revised our materiality item related to people, given the need to enhance our response to human capital in order to achieve sustainable growth for the Company and enhance corporate value. Following discussion by the Sustainability Committee, this materiality item was resolved by the Executive Committee. The revised materiality items are described below.

