

GRI Standards Reference Chart

GRI 1: Foundation 2021

Statement of use	MITSUBISHI MOTORS CORPORATION has referred to GRI standards and reports the information contained in this reference chart for the period from April 1, 2022 to March 31, 2023.
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GRI 2: General Disclosures 2021

Item	Index for applicable pages
1. The organization and its reporting practices	
2-1 Organizational details a. Its legal name b. Its nature of ownership and legal form c. The location of its headquarters d. Its countries of operation	Corporate Overview Securities Report, (P4-5) Description of business, (P6-9) Status of subsidiaries and associates
2-2 Entities included in the organization's sustainability reporting	Securities Report (P6-10) Status of subsidiaries and associates
2-3 Reporting period, frequency and contact point a. The reporting period for, and the frequency of, its sustainability reporting b. The reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this c. The publication date of the report or reported information d. The contact point for questions about the report or reported information	Editorial Policy
2-4 Restatements of information	N/A
2-5 External assurance a. Its policy and practice for seeking external assurance b. A link or reference to the external assurance report(s) or assurance statement(s), and what has been assured and on what basis	Third-Party Assurance
2. Activities and workers	
2-6 Activities, value chain and other business relationships a. The sector(s) in which it is active b. Its value chain c. Other relevant business relationships d. Significant changes compared to the previous reporting period	Social > Achieving a Sustainable Supply Chain Securities Report (P4-5) Description of business

Item	Index for applicable pages
2-7 Employees a. The total number of employees, and a breakdown of this total by gender and by region b. The total number of permanent employees and temporary employees, and a breakdown by gender and by region	Corporate Overview ESG Data > Human Resource-Related Data Securities Report (P11-12) Employees
2-8 Workers who are not employees a. The total number of workers who are not employees and whose work is controlled by the organization b. The methodologies and assumptions used to compile the data c. Significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	–
3. Governance	
2-9 Governance structure and composition a. Its governance structure, including committees of the highest governance body b. The committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people c. The composition of the highest governance body and its committees	Governance > Corporate Governance > System of Corporate Governance Governance > Internal Control Sustainability Strategy > Sustainability Management > Framework for Promoting Sustainability Corporate Governance Report (P38) Corporate Governance and Business Execution Structures
2-10 Nomination and selection of the highest governance body a. The nomination and selection processes for the highest governance body and its committees b. The criteria used for nominating and selecting highest governance body members	Corporate Governance Report (P1-30) I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management
2-11 Chair of the highest governance body a. Whether the chair of the highest governance body is also a senior executive in the organization	Securities Report (P53) Information about corporate governance, etc.
2-12 Role of the highest governance body in overseeing the management of impacts a. The role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development b. The role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people c. The role of the highest governance body in reviewing the effectiveness of the organization's processes, and the frequency of this review.	Securities Report (P18-22) Business-related risks, (P53-97) Information about corporate governance, etc. Governance > Risk Management > Development of Risk Management Framework Sustainability Strategy > Sustainability Management > Framework for Promoting Sustainability
2-13 Delegation of responsibility for managing impacts a. How the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people b. The process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	Securities Report (P53-97) Information about corporate governance, etc. Sustainability Strategy > Sustainability Management > Framework for Promoting Sustainability

Item	Index for applicable pages
2-14 Role of the highest governance body in sustainability reporting a. The process for reviewing and approving the reported information, including the organization's material topics by the highest governance body	Sustainability Strategy>Sustainability Management>Framework for Promoting Sustainability
2-15 Conflicts of interest a. The processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated b. Whether conflicts of interest are disclosed to stakeholders	Governance>Corporate Governance>Conflicts of Interest Corporate Governance Report (P1) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
2-16 Communication of critical concerns a. Whether and how critical concerns are communicated to the highest governance body b. The total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	Governance>Compliance>Management Structure
2-17 Collective knowledge of the highest governance body a. Measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Corporate Governance Report (P1-12) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
2-18 Evaluation of the performance of the highest governance body a. The processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people b. Whether the evaluations are independent or not, and the frequency of the evaluations c. Actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Governance>Corporate Governance>System of Corporate Governance Corporate Governance Report (P1-12) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
2-19 Remuneration policies a. The remuneration policies for members of the highest governance body and senior executives b. How the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	Commitment of Top Management Governance>Executive Remuneration Corporate Governance Report (P24) Incentives Securities Report (P91-96) Information about corporate governance, etc.
2-20 Process to determine remuneration a. The process for designing its remuneration policies and for determining remuneration b. The results of votes of stakeholders (including shareholders) on remuneration policies and proposals	Governance>Executive Remuneration Corporate Governance Report (P24) Incentives Securities Report (P91-96) Information about corporate governance, etc.
2-21 Annual total compensation ratio a. The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) b. The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	-

Item	Index for applicable pages
4. Strategy, policies and practices	
2-22 Statement on sustainable development strategy a. A statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Commitment of Top Management
2-23 Policy commitments a. Its policy commitments for responsible business conduct b. Its specific policy commitment to respect human rights c. Links to the policy commitments d. The level at which each of the policy commitments was approved e. The extent to which the policy commitments apply to the organization's activities and to its business relationships f. How the policy commitments are communicated to workers, business partners, and other relevant parties	Sustainability Strategy > Corporate Philosophy and Policy Social > Respect for Human Rights > Human Rights Policy Social > Achieving a Sustainable Supply Chain > Basic Approach Governance > Compliance > Basic Approach and Policies
2-24 Embedding policy commitments a. How it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Sustainability Strategy > Sustainability Management > Framework for Promoting Sustainability Social > Respect for Human Rights Social > Achieving a Sustainable Supply Chain > Management Structure Governance > Compliance Securities Report (P14-17) Approach to and initiatives for sustainability
2-25 Processes to remediate negative impacts a. Its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to b. Its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in c. Other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to d. How the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms e. How the organization tracks the effectiveness of the grievance mechanisms and other remediation processes	Environment > Environmental Management > Environmental Risk Management Social > Respect for Human Rights > Human Rights Policy Social > Respect for Human Rights > Access to Assistance Governance > Compliance > Establishment of Internal and External Consultation Offices
2-26 Mechanisms for seeking advice and raising concerns	Environment > Environmental Management > Environmental Risk Management Social > Respect for Human Rights > Access to Assistance Governance > Compliance > Establishment of Internal and External Consultation Offices
2-27 Compliance with laws and regulations a. The total number of significant instances of non-compliance with laws and regulations during the reporting period b. The total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period	Governance > Compliance

Item	Index for applicable pages
2-28 Membership associations a. Industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Sustainability Strategy > Sustainability Management > Participation in External Organizations Social > Promotion of Work Style Reforms in Response to the New Normal > Participating in Initiatives Outside the Company Social > Respect for Human Rights > Management Structure Social > Achieving a Sustainable Supply Chain > Participating in Outside Initiatives
5. Stakeholder engagement	
2-29 Approach to stakeholder engagement	Sustainability Strategy > Sustainability Management > Stakeholder Engagement
2-30 Collective bargaining agreements a. The percentage of total employees covered by collective bargaining agreements	Social > Promoting Occupational Health and Safety > Labor-Management Relations

GRI 3: Material topics 2021

Item	Index for applicable pages
3-1 Process to determine material topics	Sustainability Strategy > Sustainability Management > MITSUBISHI MOTORS' Materiality
3-2 List of material topics a. List of material topics b. Changes to the list of material topics compared to the previous reporting period	Sustainability Strategy > Sustainability Management > MITSUBISHI MOTORS' Materiality
3-3 Management of material topics a. The actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights b. Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships c. Its policies or commitments regarding the material topic d. Actions taken to manage the topic and related impacts e. Information about tracking the effectiveness of the actions taken f. How engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Sustainability Strategy > Sustainability Management > MITSUBISHI MOTORS' Materiality Top Pages of Performance Reports for Each Material Issue P36, 54, 57, 61, 63, 66, 70, 76, 81, 85, 88, 95, 99, 105

Item		Index for applicable pages
Economical		
GRI201: Economic performance 2016		
201-1	a. Direct economic value generated and distributed b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	Securities Report (P101) Consolidated statement of income Social > Promoting Social Contribution Activities > Basic Approach and Policies
201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	Environment > Responding to Climate Change and Energy Issues Securities Report (18-22) Business-related risks
201-3	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities b. If a separate fund exists to pay the plan's pension liabilities, its explain c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage d. Percentage of salary contributed by employee or employer e. Level of participation in retirement plans	Securities Report (P131-133) Retirement benefits
201-4	a. Total monetary value of financial assistance received by the organization from any government during the reporting period b. The information in 201-4-a by country c. Whether, and the extent to which, any government is present in the shareholding structure	—
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESG Data > Human Resource-Related Data
202-2	Proportion of senior management hired from the local community	ESG Data > Human Resource-Related Data
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Social > Contribution to Local Economy through Business Activities > Basic Approach
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	Social > Contribution to Local Economy through Business Activities > Basic Approach
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Social > Achieving a Sustainable Supply Chain > Promotion of Localization
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Governance > Compliance > Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Governance > Compliance > Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	Governance > Compliance > Anti-Corruption
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance > Compliance > Management Structure
GRI 207: TAX 2019		
207-1	Approach to tax	Governance > Compliance > Approach to Taxation
207-2	Tax governance, control, and risk management	Governance > Compliance > Approach to Taxation

Item		Index for applicable pages
207-3	Stakeholder engagement and management of concerns related to tax	Governance > Compliance > Approach to Taxation
207-4	Country-by-country reporting	–
Environment		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	ESG Data > Environmental Data Related to Products and Business Activities
301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services	–
301-3	Reclaimed products and their packaging materials	Environment > Resource Recycling Initiatives
GRI302: Energy 2016		
302-1	Energy consumption within the organization	ESG Data > Environmental Data Related to Products and Business Activities
302-2	Energy consumption outside of the organization	ESG Data > Environmental Data Related to Products and Business Activities
302-3	Energy intensity	–
302-4	Reduction of energy consumption	ESG Data > Environmental Data Related to Products and Business Activities
302-5	Reductions in energy requirements of products and services	ESG Data > Environmental Data Related to Products and Business Activities
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Environment > Conservation of Water Resources
303-2	Management of water discharge-related impacts	Environment > Conservation of Water Resources
303-3	Water withdrawal	ESG Data > Environmental Data Related to Products and Business Activities Environment > Conservation of Water Resources
303-4	Water discharge	ESG Data > Environmental Data Related to Products and Business Activities WEB > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data Environment > Conservation of Water Resources
303-5	Water consumption	ESG Data > Environmental Data Related to Products and Business Activities
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment > Preservation of Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Environment > Preservation of Biodiversity
304-3	Habitats protected or restored	Environment > Preservation of Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	WEB > ESG Data > Biodiversity Data
GRI305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Reducing CO ₂ Emissions across the Supply Chain
305-2	Energy indirect GHG emissions (Scope 2)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Reducing CO ₂ Emissions across the Supply Chain

Item		Index for applicable pages
305-3	Other indirect GHG emissions (Scope 3)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Reducing CO ₂ Emissions across the Supply Chain
305-4	GHG emissions intensity	ESG Data > Environmental Data Related to Products and Business Activities
305-5	Reduction of GHG emissions	ESG Data > Environmental Data Related to Products and Business Activities Identifying Material Issues Environment > Environmental Plan Package > Environmental Targets 2030 Sustainability Strategy > Management Strategy and Sustainability > Revising Environmental Targets 2030
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data > Environmental Data Related to Products and Business Activities
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Prevention of Pollution > Preventing Air Pollution ESG Data > Environmental Data Related to Products and Business Activities WEB > ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environment > Resource Recycling Initiatives
306-2	Management of significant waste-related impacts	Environment > Resource Recycling Initiatives
306-3	Waste generated	ESG Data > Environmental Data Related to Products and Business Activities Environment > Resource Recycling Initiatives
306-4	Waste diverted from disposal	WEB > ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
306-5	Waste directed to disposal	WEB > ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Environment > Environmental Management > Environmental Risk Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Social > Achieving a Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Social > Achieving a Sustainable Supply Chain
Social		
GRI 401: Employment 2016		
401-1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	ESG Data > Human Resource-Related Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Data > Human Resource-Related Data Securities Report (P131-133) Retirement benefits
401-3	Total number of employees that took parental leave, by gender	ESG Data > Human Resource-Related Data
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Social > Promoting Occupational Health and Safety > Labor-Management Relations

Item		Index for applicable pages
GRI403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Social > Promoting Occupational Health and Safety > Basic Approach Social > Promoting Occupational Health and Safety > Management Structure
403-2	Hazard identification, risk assessment, and incident investigation	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety
403-3	Occupational health services	Social > Promoting Occupational Health and Safety > Management Structure
403-4	Worker participation, consultation, and communication on occupational health and safety	Social > Promoting Occupational Health and Safety > Management Structure
403-5	Worker training on occupational health and safety	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety
403-6	Promotion of worker health	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety
403-8	Workers covered by an occupational health and safety management system	Social > Promoting Occupational Health and Safety > Basic Approach
403-9	Work-related injuries	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety ESG Data > Human Resource-Related Data
403-10	Work-related ill health	Social > Promoting Occupational Health and Safety > Initiatives to Ensure Workplace Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	ESG Data > Human Resource-Related Data
404-2	Programs for upgrading employee skills and transition assistance programs	Social > Stepping up Human Resource Development
404-3	Percentage of employees receiving regular performance and career development reviews	Social > Stepping up Human Resource Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Governance > Members of the Board ESG Data > Human Resource-Related Data
405-2	Ratio of basic salary and remuneration of women to men	Social > Human Resources Management > Fair Compensation System ESG Data > Human Resource-Related Data
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	—
GRI407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social > Promoting Occupational Health and Safety > Labor-Management Relations
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Social > Respect for Human Rights > Complying with the Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social > Respect for Human Rights > Complying with the Human Rights Policy

Item		Index for applicable pages
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	N/A
GRI411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	N/A
GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	Social > Respect for Human Rights > Human Rights Due Diligence
412-2	Employee training on human rights policies or procedures	Social > Respect for Human Rights > Complying with the Human Rights Policy
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Social > Respect for Human Rights > Complying with the Human Rights Policy
GRI413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Social > Contribution to Local Economy through Business Activities
413-2	Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Social > Achieving a Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Social > Achieving a Sustainable Supply Chain > Basic Approach Social > Achieving a Sustainable Supply Chain > Supplier CSR Guidelines Social > Achieving a Sustainable Supply Chain > Efforts to Become Carbon Neutral throughout the Supply Chain, Green Procurement Guidelines
GRI 415: Public Policy 2016		
415-1	Political contributions	Governance > Compliance > Political Involvement (Political Contributions)
GRI416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Securities Report (P4-5) Description of business
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Recall Information (only in Japanese)
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Social > Improvement of Product, Sales, and Service Quality
417-2	Incidents of non-compliance concerning product and service information and labeling	Governance > Compliance > Management Structure
417-3	Incidents of non-compliance concerning marketing communications	Governance > Compliance > Management Structure
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance > Compliance > Protection of Personal Information
GRI419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	Governance > Compliance > Management Structure