

Corporate Philosophy and Policy

■ The Three Principles of the Mitsubishi Group

The Three Principles represent the spirit of Mitsubishi since its founding and embody the fundamental philosophy shared by all Mitsubishi Group companies.

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

We have formulated our corporate vision and mission to serve as common guiding principles for the people of the Mitsubishi Motors Group as we look toward the future. The automobile industry is in a period of major change, and Mitsubishi Motors' 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.

The automobile industries have been creating numerous technologies and innovations including the powertrain diversification, intelligence and

IoT (Internet of Things) into vehicles. The role of the automobile has been and will be transformed from a "car" as a type of hardware currently to "mobility" as a transportation system entirely. 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. Our Vision embraces our desire to encourage individuals to take on new challenges, promote economic activities, and contribute to the revitalization of society by improving the efficiency of and optimizing movement of the people.

Sustainability Management

■ Approach to Sustainability

In recent years, interest toward realizing a sustainable environment, society and economy has grown, 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. Corporate initiatives have also placed a growing emphasis on these areas.

In particular, 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.

On the environmental front, climate change and energy problems are growing increasingly severe throughout the world. Mitsubishi Motors is contributing to the sustainable development of society through responsible business management initiatives such as reducing greenhouse gases from its business activities. We are also striving to resolve social issues

Mitsubishi Motors' Philosophy System

The Three Principles, which guide corporate activities, embody the fundamental philosophy shared by Mitsubishi Group companies. Mitsubishi Motors strives to carry out its Mission and realize its Vision through the MMC Way, the minimum necessary preparation and behavior required of each Mitsubishi Motors employee, and the Global Code of Conduct, which is to be observed by all executives and employees.

We contribute to the sustainable development of society while deepening mutual understanding with diverse stakeholders through dialogue, and engaging in business activities in various countries and regions centered on automobiles, which are the products we see and use every day.



For details on the MMC Way and the Global Code of Conduct, please refer to the Sustainability Report 2020.

through our business activities in various countries and regions.

■ Framework for Promoting Sustainability

At Mitsubishi Motors, the Sustainability Committee, chaired by the CEO, implements a plan-do-check-act (PDCA) cycle that involves setting activity targets corresponding to material issues and checking progress toward those targets. Structures are in place for promoting sustainability throughout the Mitsubishi Motors Group, deliberating important matters and reporting them to the Board of Directors.

In April 2019, we established the Sustainability Promotion Department to reinforce internal and external communications. While strengthening communication with stakeholders, including Sustainability Committee members and other executives and employees, we will help to realize a sustainable society and enhance corporate value.

Stakeholder Engagement

■ Basic Approach

Through dialogue with stakeholders that are important for the sustainable growth of the company, Mitsubishi Motors clarifies the responsibilities and issues of the Mitsubishi Motors Group and works on its daily operations while making efforts for improvement.

For example, if a customer points out issues related to quality or defects, we seek to resolve these

customer issues in collaboration with sales companies and drive further quality enhancements. In addition, feedback and opinions about product functionality or specifications are shared with relevant divisions and used to improve product capabilities even further. Noteworthy comments and opinions including those that are particularly important are periodically reported to management.

By strengthening dialogue with stakeholders, we strive to sincerely address society's expectations and face any issues, reflecting this input in our future initiatives.

Materiality at Mitsubishi Motors

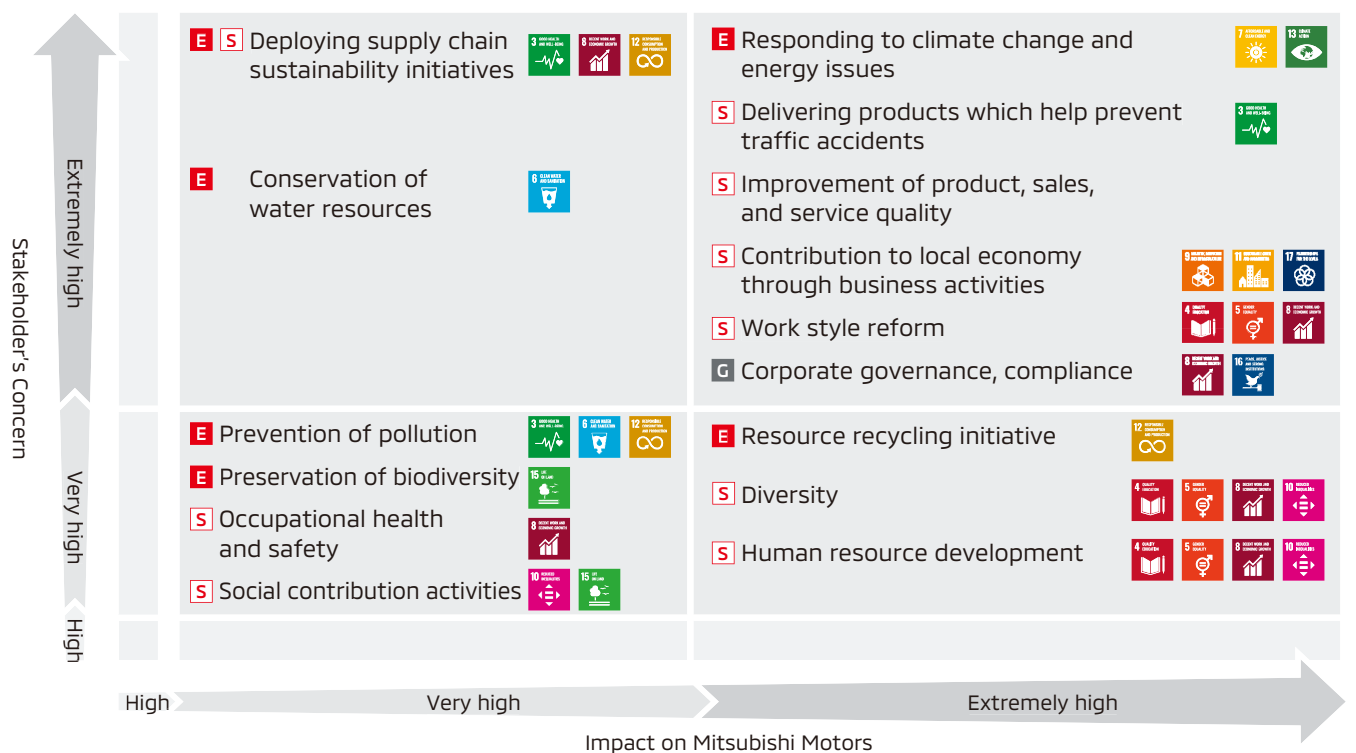
■ Identifying Materiality Issues

Mitsubishi Motors recognized importance of the United Nations Sustainable Development Goals (SDGs) and identified 15 materiality issues that we should wrestle from various problems of each environment, society, governance field in 2018.

During the identification process, we considered the level of interest to stakeholders and the degree of impact on the Company, and held interviews with experts. The Sustainability Committee then deliberated the issues, which were decided by the Executive Committee.

In fiscal 2020, we will review the materiality issues, considering our responses to increasingly severe environmental problems and the changing social situation due to the COVID-19 pandemic.

The Material Issues We Identified



E : Environment **S** : Social **G** : Governance