

Sustainability Management

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 researching the potentialities of mobility broadly and to providing 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

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

energy problems are growing increasingly severe throughout the world. Mitsubishi Motors is 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

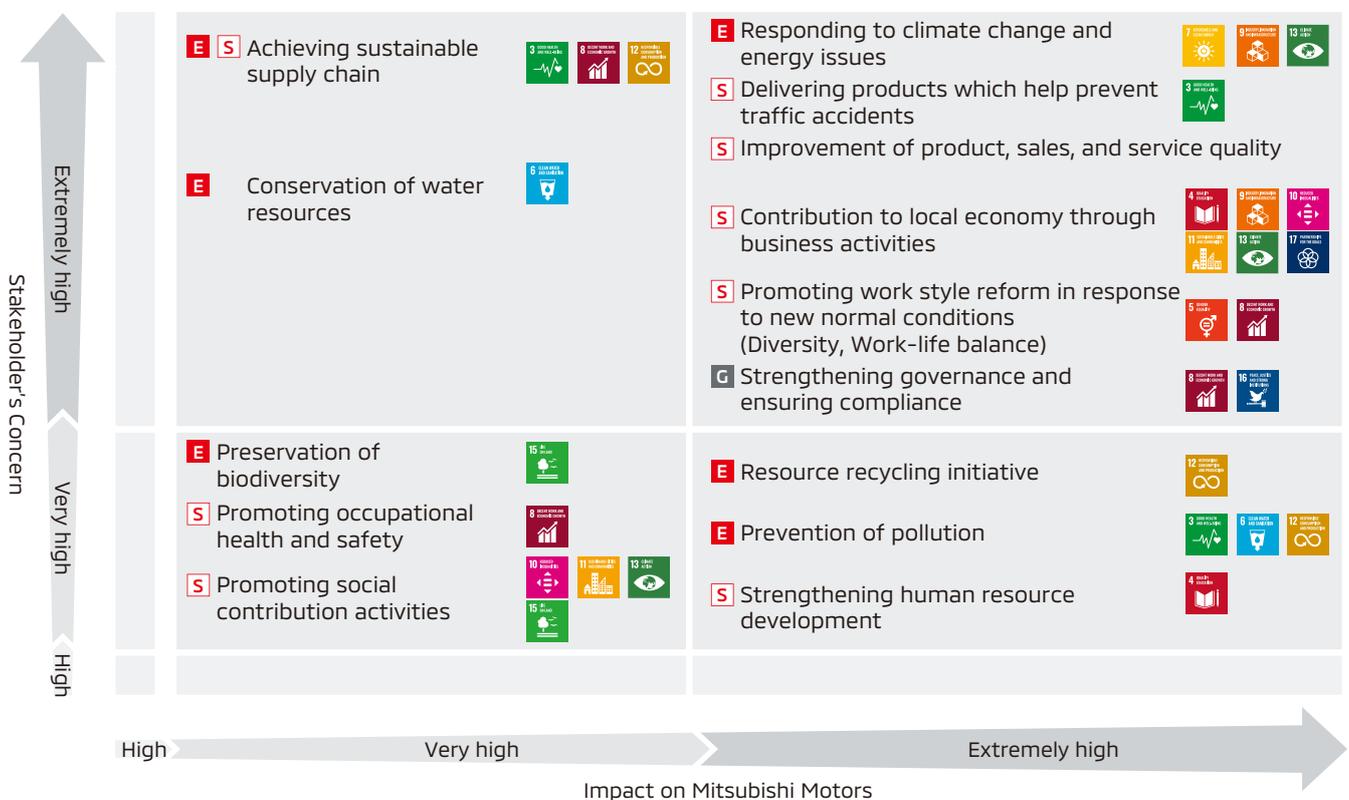
the Mitsubishi Motors Group. This committee implements a plan-do-check-act (PDCA) cycle that involves discussing and determining activity targets corresponding to material issues and checking progress toward those targets. In addition, on the environmental front we are discussing our efforts to achieve carbon neutrality, which is a global issue, and to enhance disclosure in line with TCFD recommendations. On the social front, we are discussing human rights initiatives, which are increasingly required of companies. Important matters, such as reviews of materiality, are deliberated and reported at the Board of Directors meetings.

Materiality at Mitsubishi Motors

Mitsubishi Motors 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 assessing the impact of these changes on stakeholders and the Company, we are flexibly reviewing material issues and enacting measures as necessary. We aim to respond to stakeholders' needs and expectations as a result.

Following discussion on the Sustainability Committee, given increasingly severe environmental problems and the changing social situation due to the COVID-19 pandemic, in October 2020 the Board of Directors resolved the following materiality items.



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