

Promotion of Work Style Reforms in Response to the New Normal Conditions (Diversity, Work-Life Balance)

Mitsubishi Motors views people as the key to creating sustainable growth and improving corporate value in the ever-changing automobile industry. We therefore believe in the importance of realizing an environment where each and every person can perform meaningful work and demonstrate his or her abilities, and where people can work enthusiastically and in good health, both physically and mentally.

The COVID-19 pandemic has prompted us to challenge the conventional approach toward "going to the office" to work, instead encouraging more flexible work styles that are less location- and time dependent. To leverage diverse human resources to create value, we are creating a working environment that helps individuals maximize their capabilities. In this way, we aim to achieve increases both in work productivity and quality of life, helping to realize a better work-life balance.

Promoting Diversity

We respect employee diversity including race, nationality, ethnicity, gender, sexual orientation, gender iden-

tity, age, ability or religion. We are working to create an environment in which each person can work enthusiastically and without difficulty.

As part of this effort, we promote women's participation and advancement in the workplace as a priority issue. Based on the Act on Promotion of Women's Participation and Advancement in the Workplace, in April 2021 we formulated an action plan to promote women's advancement, setting 15% as our target ratio for female manager candidates and 10% or more per year as our target ratio for male employees taking childcare leave. We are working to achieve these targets by March 2024.

As of July 2021, 8.3% (three) of the Company's executives were women, and we had 94 female managers, of whom 13 were division general managers.

Action Plan to Promote Women's Advancement

https://www.mitsubishi-motors.com/en/sustainability/pdf/plan_of_action_02.pdf

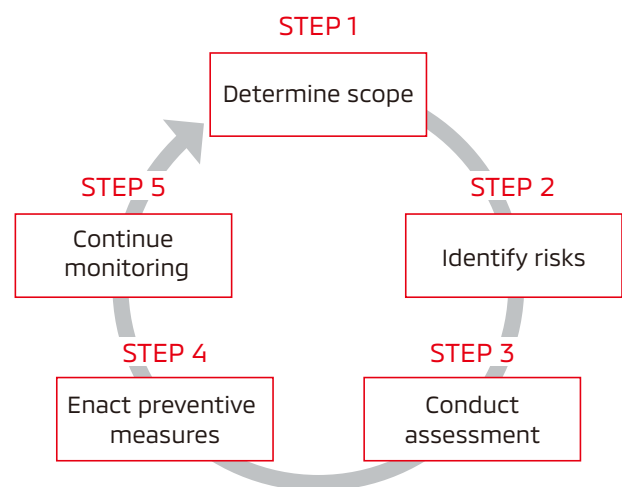
Efforts to Respect Human Rights

Based on the idea that respect for human rights is the foundation of its business activities, Mitsubishi Motors signed the United Nations Global Compact in May 2019. That same year, we formulated a human rights policy, which states that "through human rights due diligence, we work to identify, prevent, mitigate, and account for negative impacts on human rights in which we may be involved."

We recognize that the human rights of our employees, including working conditions, health and safety, are risks with significant impact throughout our operations. Based on this understanding, as one aspect of our human rights due diligence we conducted human rights assessments at our headquarters and three plants in Japan in the second half of fiscal 2021.

The assessment uncovered no incidents representing a major impact on business or employees. However, based on the findings from this assessment and the points raised by the evaluation organization, we will promptly implement countermeasures and continue our efforts to reduce human rights risks.

The Human Rights Due Diligence Process



Please see our Sustainability Report for details of our initiatives related to respect for human rights.