

# Executive Remuneration

## Basic Views and Policy

Our Compensation Committee, which is chaired by an Outside Director, has established the following policy regarding remuneration for Directors and Executive Officers.

<Basic approach>

- 1. The compensation system shall contribute to our group’s sustainable growth and medium- to long term improvement of corporate value.
- 2. The compensation system shall be linked with corporate results in order to motivate Executive Officers to accomplish management strategies and management plans as well as to achieve targeted corporate results in an appropriate manner.
- 3. The compensation levels shall contribute to securing professionals who measure up to ideal standards for management personnel that MITSUBISHI MOTORS expects for those responsible for corporate operation to have.
- 4. The compensation system shall increase a shared awareness of profits with shareholders and awareness of shareholder-focused management.
- 5. The decision-making process relating to compensation shall be highly transparent and objective.

Based on these policies, the Compensation Committee determines the method calculating remuneration and individual remuneration amounts of the Directors and Executive Officers. Remuneration for FY2024 is contained in the FY2024 Annual Securities Report (P76-80).

From FY2022, based on the recognition that the response to sustainability is one of the crucial issues of our group, we added ESG-related items as the index to determine the Medium-and Long-term Performance-linked Compensation for Executive Officers.

• Environmental indicator:

We have introduced “CO<sub>2</sub> emissions from business activities” as an indicator for measuring progress in addressing climate change and other increasingly environmental issues.

• Social indicator:

We have introduced “employee engagement” as an indicator of advancement of employee job satisfaction and increased initiative through securing diversity and work-life balance, and promoting human resources development.

**(Reference) FY2024 Annual Securities Report**  
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