

## 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. Society places greater importance on corporate initiatives related to them.

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 contributes to the realization of a sustainable society by working on responsible business operations, including reducing greenhouse gases from products and business activities, and solving social issues through business activities in each country and region.

### SUSTAINABLE DEVELOPMENT GOALS



### Framework for Promoting Sustainability

We have established the Sustainability Committee, which is chaired by Executive Officer, president & CEO, to promote sustainability initiatives throughout the MITSUBISHI MOTORS Group. The Sustainability Committee deliberates and decides on the goals of efforts to deal with material issues, and implements a plan-do-check-act (PDCA) cycle by confirms the progress of corresponding. We have a structure in which important matters such as reviewing material issues are deliberated and reported by the Board of Directors.

In April 2019, we established the Sustainability Promotion Department as a dedicated organization that brings together sustainability-related operations that were previously dispersed in multiple departments. We are working to realize a sustainable society and increase corporate value while strengthening communication with executives and employees, including members of the Sustainability Committee, and stakeholders.



### Fiscal 2020 Achievements of the Sustainability Committee

- Meetings convened: 3
- Principal matters for deliberation
  - Review of material issues, review of initiatives to address material issues in fiscal 2019, planning of initiatives for fiscal 2020, efforts related to human rights, editorial policy for "Sustainability Report 2020," deliberation of the environmental plan package, etc.
- Committee members (As of June 2021)
  - Chair: Executive Officer, President & CEO
  - Vice-chair: Corporate officer (responsible for General Administration/Communication, Sustainability)
  - Committee members:
    - Executive Officer, Executive Vice President (responsible for Monozukuri)
    - Executive Officer, Executive Vice President (responsible for Sales)
    - Executive Officer, Executive Vice President (CFO)
    - Senior Executive Officer (responsible for Corporate Governance)
    - Executive Officer, Division General Manager, Corporate Strategy Management Division
    - Executive Officer, Division General Manager, TCS\*1 Division
    - Executive Officer, Division General Manager, Product Strategy Division
    - Executive Officer (responsible for Production)
    - Corporate Officer, Division General Manager, Human Resources Division
    - Corporate Officer, Division General Manager, Mobility Business Division
    - Division General Manager, Corporate Affairs Division
    - Division General Manager, Finance Planning Office
    - Division General Manager, PD\*2 Office
    - Division General Manager, Development Management Division
    - Division General Manager, Production Engineering Division
    - Division General Manager, Procurement Management Division
    - Division General Manager, Global Sales Development Division
    - Division General Manager, Global After Sales Division
    - Assistant Executive Officer (responsible for ASEAN and Oceania)
    - Division General Manager, Domestic Sales Division
    - General Manager, IR Office of Corporate Strategy Management Division
    - General Manager, Public Relations Department
    - Observer: Member of the Board (Audit Committee member)

\*1: Total Customer Satisfaction

\*2: Program Director

## Instilling Sustainability Awareness within the Company

MITSUBISHI MOTORS conducts penetration activities throughout the year so that executives and employees can deepen their understanding of sustainability and practice sustainability initiatives through their daily work. We confirm the degree of employee awareness through surveys, and the survey results are incorporated into activities for the next fiscal year.

### Examples of Activities

- E-learning about sustainability in general  
8,333 participants
- Training on overall sustainability tailored to each job rank  
653 participants  
(Entry-level employees, mid-career employees, newly appointed M2 employees <Managers>, M1 employees <General Managers>)
- Briefing on the Environmental Plan Package (department delegates)  
248 participants
- Monthly newsletter on sustainability

## Participation in the United Nations Global Compact

In May 2019, we announced its support for the United Nations Global Compact (UNGC), the universal principle regarding human rights, labor, the environment and anti-corruption advocated by the United Nations. The UNGC are voluntary behavioral principles for companies that were proposed by then-Secretary-General Kofi Annan at the World Economic Forum (Davos Conference) in 1999.

Based on the 10 principles of the UNGC, we will continue to act as a good member of society and continue our activities toward the realization of the sustainable growth.



## Participation in External Organizations

- Japan Business Federation (Keidanren)
- Japan Automobile Manufacturers Association, Inc.
- Society of Automotive Engineers of Japan, Inc.
- Global Compact Network Japan (GCNJ)

## External Initiatives Supported or Referred to

- United Nations' Sustainable Development Goals (SDGs)
- United Nations Global Compact (UNGC)
- Core Labor Standards of the International Labour Organization (ILO)
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- ISO 26000 Guidance to Social Responsibility
- Keidanren Charter of Corporate Behavior