

GRI Standards Reference Chart

Item	Description	Index for applicable pages
GRI 102: General Disclosures 2016		
Organizational profile		
102-1	a. Name of the organization	Corporate Overview
102-2	a. A description of the organization's activities b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	Corporate Overview Securities Report (P4-5) Description of business
102-3	a. Location of the organization's headquarters	Corporate Overview
102-4	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Corporate Overview Securities Report (P4-9) Description of business, Status of subsidiaries and associates
102-5	a. Nature of ownership and legal form	Corporate Overview Securities Report (P39-50) Information about shares, etc.
102-6	a. Markets served	Corporate Overview Securities Report (P4-9) Description of business, Status of subsidiaries and associates
102-7	a. Scale of the organization	Corporate Overview ESG Data > Human Resource-Related Data Securities Report (P11) Employees, (P19-23) Management analysis of financial position, operating results and cash flows
102-8	a. Total number of employees by employment contract (permanent and temporary), by gender b. Total number of employees by employment contract (permanent and temporary), by region c. Total number of employees by employment type (full-time and part-time), by gender d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.	Corporate Overview ESG Data > Human Resource-Related Data Securities Report (P11) Employees
102-9	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services	Social > Achieving a Sustainable Supply Chain Securities Report (P4-5) Description of business
102-10	a. Significant changes to the organization's size, structure, ownership, or supply chain	N/A
102-11	a. Whether and how the organization applies the Precautionary Principle or approach	Environment > Environmental Management Governance > Risk Management Securities Report (P14-18) Business-related risks
102-12	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Editorial Policy Sustainability Management > Sustainability Management > External Initiatives Supported or Referred to
102-13	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations	Sustainability Management > Sustainability Management > Participation in External Organizations Social > Respect for Human Rights > Management System

Item	Description	Index for applicable pages
Strategy		
102-14	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability	Commitment of Top Management
102-15	a. A description of key impacts, risks, and opportunities	Commitment of Top Management Sustainability Management > MITSUBISHI MOTORS' Materiality Each Materiality > Medium- to Long-Term Vision for Material Issues (P27, 38, 41, 46, 49, 53, 57, 64, 67, 73, 77, 84, 88, 95) Environment > Responding to Climate Change and Energy Issues > Responding to the TCFD Recommendations Securities Report (P14-18) Business-related risks
Ethics and integrity		
102-16	a. A description of the organization's values, principles, standards, and norms of behavior	Sustainability Management > Corporate Philosophy and Policy Governance > Compliance > Basic Approach and Policies
102-17	a. A description of internal and external mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity, and reporting concerns about unethical or unlawful behavior, and organizational integrity.	Governance > Compliance > Establishment of Internal and External Consultation Offices Environment > Environmental Management > Environmental Risk Management Social > Achieving a Sustainable Supply Chain > Establishing a Business Partner Helpline
Governance		
102-18	a. Governance structure of the organization, including committees of the highest governance body b. Committees responsible for decision-making on economic, environmental, and social topics	Sustainability Management > Sustainability Management > Framework for Promoting Sustainability Governance > Internal Control Corporate Governance Report (P29) Diagram of Governance Framework including Outline of Internal Control System
102-19	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees	Securities Report (P53-94) Information about corporate governance, etc.
102-20	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics b. Whether post holders report directly to the highest governance body	Sustainability Management > Sustainability Management > Framework for Promoting Sustainability Securities Report (P53-94) Information about corporate governance, etc.
102-21	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body	Social > Promoting Occupational Health and Safety > Labor-Management Relations General Shareholders Meetings Website Corporate Governance Report (P4) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information > Policy for Constructive Dialogue with Shareholders

Item	Description	Index for applicable pages
102-22	a. Composition of the highest governance body and its committees	Governance>List of Executives Corporate Governance Report (P6-22) Business Management Organization and Other Corporate Governance Systems regarding decision-making, Execution of Business, and Oversight in Management Securities Report (P53-94) Information about corporate governance, etc.
102-23	a. Whether the chair of the highest governance body is also an executive officer in the organization b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement	Securities Report (P53-94) Information about corporate governance, etc.
102-24	a. Nomination and selection processes for the highest governance body and its committees b. Criteria used for nominating and selecting highest governance body members	Corporate Governance Report (P1-22), I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information and II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management
102-25	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:	Corporate Governance Report (P1-6) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
102-26	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organizations' purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics	Securities Report (P53-94) Information about corporate governance, etc.
102-27	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics	Corporate Governance Report (P1-6) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
102-28	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics b. Whether such evaluation is independent or not, and its frequency c. Whether such evaluation is a self-assessment d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	Governance>Corporate Governance>System of Corporate Governance Corporate Governance Report (P1-6) Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information
102-29	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities—including its role in the implementation of due diligence processes b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics, and their impacts, risks, and opportunities	Securities Report (P14-18) Business-related risks, (P53-94) Information about corporate governance, etc.
102-30	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics	Governance>Risk Management>Development of Risk Management Framework
102-31	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities	Governance>Risk Management>Development of Risk Management Framework
102-32	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	Sustainability Management>Sustainability Management>Framework for Promoting Sustainability
102-33	a. Process for communicating critical concerns to the highest governance body	Governance>Compliance>Management Structure
102-34	a. Total number and nature of critical concerns that were communicated to the highest governance body b. Mechanism(s) used to address and resolve critical concerns	Governance>Compliance>Management Structure

Item	Description	Index for applicable pages
102-35	a. Remuneration policies for the highest governance body and senior executives b. How performance criteria in the remuneration policy relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics	Corporate Governance Report (P14-15) Incentives Securities Report (P53-94) Information about corporate governance, etc.
102-36	a. Process for determining remuneration b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management c. Any other relationships which the remuneration consultants have with the organization	Corporate Governance Report (P14-15) Incentives Securities Report (P53-94) Information about corporate governance, etc.
102-37	a. How stakeholders' views are sought and taken into account regarding remuneration b. If applicable, the results of votes on remuneration policies and proposals	General Shareholders Meetings Website
102-38	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	–
102-39	a. Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	–
Stakeholder engagement		
102-40	a. A list of stakeholder groups engaged by the organization	Sustainability Management > Stakeholder Engagement
102-41	a. Percentage of total employees covered by collective bargaining agreements	Social > Promoting Occupational Health and Safety > Labor-Management Relations
102-42	a. The basis for identifying and selecting stakeholders with whom to engage	–
102-43	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Sustainability Management > Stakeholder Engagement
102-44	a. Key topics and concerns that have been raised through stakeholder engagement, including: i. How the organization has responded to those key topics and concerns, including through its reporting	–
Reporting practice		
102-45	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	Securities Report (P6-10) Status of subsidiaries and associates
102-46	a. An explanation of the process for defining the report content and the topic Boundaries b. An explanation of how the organization has implemented the Reporting Principles for defining report content	Editorial Policy
102-47	a. A list of the material topics identified in the process for defining report content	Sustainability Management > MITSUBISHI MOTORS' Materiality
102-48	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	N/A
102-49	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	N/A
102-50	a. Reporting period for the information provided	Editorial Policy
102-51	a. If applicable, the date of the most recent previous report	Editorial Policy
102-52	a. Reporting cycle	Editorial Policy

Item	Description	Index for applicable pages
102-53	a. The contact point for questions regarding the report or its contents	Editorial Policy
102-54	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	–
102-55	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include:	GRI Standards Reference Chart
102-56	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report b. If the report has been externally assured:	–
GRI103 Management approach 2016		
103-1	Following information related to each material topic a. An explanation of why the topic is material b. The Boundary for the material topic c. Any specific limitation regarding the topic Boundary	Sustainability Management > MITSUBISHI MOTORS' Materiality
103-2	Following information related to each material topic a. An explanation of how the organization manages the topic b. A statement of the purpose of the management approach c. A description of the following, if the management approach includes that component	Sustainability Management > Sustainability Management > Framework for Promoting Sustainability Sustainability Management > MITSUBISHI MOTORS' Materiality > Identifying and Reviewing Material Issues FY2020 Materiality Targets and Results
103-3	Following information related to each material topic a. An explanation of how the organization evaluates the management approach	Sustainability Management > MITSUBISHI MOTORS' Materiality > Identifying and Reviewing Material Issues FY2020 Materiality Targets and Results
Economic		
GRI201: Economic performance 2016		
201-1	a. Direct economic value generated and distributed b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	Securities Report (P98-99) Consolidated statement of income > Social > Promoting Social Contribution Activities > Basic Approach and Policies (Breakdown of Social Contribution Expenditures)
201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	Securities Report (14-18) Business-related risks
201-3	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities b. If a separate fund exists to pay the plan's pension liabilities, its explain c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage d. Percentage of salary contributed by employee or employer e. Level of participation in retirement plans	Securities Report (P132-134) Retirement benefits

Item	Description	Index for applicable pages
201-4	a. Total monetary value of financial assistance received by the organization from any government during the reporting period b. The information in 201-4-a by country c. Whether, and the extent to which, any government is present in the shareholding structure	–
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	–
202-2	Proportion of senior management hired from the local community	ESG Data > Human Resource-Related Data
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Social > Contribution to Local Economy through Business Activities
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	Social > Contribution to Local Economy through Business Activities
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Social > Achieving a Sustainable Supply Chain
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Governance > Compliance > Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Governance > Compliance > Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	Governance > Compliance > Anti-Corruption
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance > Compliance
GRI 207: TAX 2019		
207-1	Approach to tax	Governance > Compliance > Approach to Taxation
207-2	Tax governance, control, and risk management	Governance > Compliance > Approach to Taxation
207-3	Stakeholder engagement and management of concerns related to tax	Governance > Compliance > Approach to Taxation
207-4	Country-by-country reporting	–
Environment		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	ESG Data > Environmental Data Related to Products and Business Activities
301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services	–
301-3	Reclaimed products and their packaging materials	Environment > Resource Recycling Initiatives
GRI302: Energy 2016		
302-1	Energy consumption within the organization	ESG Data > Environmental Data Related to Products and Business Activities
302-2	Energy consumption outside of the organization	ESG Data > Environmental Data Related to Products and Business Activities
302-3	Energy intensity	–

Item	Description	Index for applicable pages
302-4	Reduction of energy consumption	ESG Data > Environmental Data Related to Products and Business Activities
302-5	Reductions in energy requirements of products and services	ESG Data > Environmental Data Related to Products and Business Activities
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Environment > Conservation of Water Resources
303-2	Management of water discharge-related impacts	Environment > Conservation of Water Resources
303-3	Water withdrawal	ESG Data > Environmental Data Related to Products and Business Activities
303-4	Water discharge	ESG Data > Environmental Data Related to Products and Business Activities ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data Environment > Conservation of Water Resources
303-5	Water consumption	ESG Data > Environmental Data Related to Products and Business Activities
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment > Preservation of Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Environment > Preservation of Biodiversity
304-3	Habitats protected or restored	Environment > Preservation of Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESG Data > Biodiversity Data
GRI305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Responding to Greenhouse Gases (GHGs) Across the Supply Chain
305-2	Energy indirect GHG emissions (Scope 2)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Responding to Greenhouse Gases (GHGs) Across the Supply Chain
305-3	Other indirect GHG emissions (Scope 3)	ESG Data > Environmental Data Related to Products and Business Activities Responding to Climate Change and Energy Issues > Responding to Greenhouse Gases (GHGs) Across the Supply Chain
305-4	GHG emissions intensity	ESG Data > Environmental Data Related to Products and Business Activities
305-5	Reduction of GHG emissions	ESG Data > Environmental Data Related to Products and Business Activities Identifying Material Issues Environment > Policy Directions > Environmental Targets 2030
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data > Environmental Data Related to Products and Business Activities

Item	Description	Index for applicable pages
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	ESG Data > Environmental Data Related to Products and Business Activities ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environment > Resource Recycling Initiatives
306-2	Management of significant waste-related impacts	Environment > Resource Recycling Initiatives
306-3	Waste generated	ESG Data > Environmental Data Related to Products and Business Activities Environment > Resource Recycling Initiatives
306-4	Waste diverted from disposal	ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
306-5	Waste directed to disposal	ESG Data > Atmosphere/Wastewater Quality/PRTR-designated Pollutants Data
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Environmental Management > Environmental Risk Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Social > Achieving a Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Social > Achieving a Sustainable Supply Chain
Social		
GRI 401: Employment 2016		
401-1	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	ESG Data > Human Resource-Related Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Data > Human Resource-Related Data Securities Report (P132-134) Retirement benefits
401-3	Total number of employees that took parental leave, by gender.	ESG Data > Human Resource-Related Data
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Social > Promoting Occupational Health and Safety > Labor-Management Relations
GRI403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Social > Promoting Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Social > Promoting Occupational Health and Safety
403-3	Occupational health services	Social > Promoting Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Social > Promoting Occupational Health and Safety > Labor-Management Relations
403-5	Worker training on occupational health and safety	Social > Promoting Occupational Health and Safety
403-6	Promotion of worker health	Social > Promoting Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-

Item	Description	Index for applicable pages
403-8	Workers covered by an occupational health and safety management system	Social > Promoting Occupational Health and Safety > Labor-Management Relations
403-9	Work-related ill health	Social > Promoting Occupational Health and Safety ESG Data > Human Resource-Related Data
403-10	Work-related ill health	–
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	ESG Data > Human Resource-Related Data
404-2	Programs for upgrading employee skills and transition assistance programs	Social > Stepping up Human Resource Development
404-3	Percentage of employees receiving regular performance and career development reviews	Social > Stepping up Human Resource Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	ESG Data > Human Resource-Related Data
405-2	Ratio of basic salary and remuneration of women to men	Social > Stepping up Human Resource Development ESG Data > Human Resource-Related Data
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	–
GRI407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social > Promoting Occupational Health and Safety > Labor-Management Relations
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Social > Respect for Human Rights > Complying with the Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social > Respect for Human Rights > Complying with the Human Rights Policy
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	–
GRI411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	–
GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	Social > Respect for Human Rights > Basic Approach and Human Rights Policies
412-2	Employee training on human rights policies or procedures	Social > Respect for Human Rights > Complying with the Human Rights Policy
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Social > Respect for Human Rights > Basic Approach and Human Rights Policies

Item	Description	Index for applicable pages
GRI413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Social > Contribution to Local Economy through Business Activities
413-2	Operations with significant actual and potential negative impacts on local communities	–
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Social > Achieving a Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Social > Achieving a Sustainable Supply Chain
GRI 415: Public Policy 2016		
415-1	Political contributions	Governance > Compliance > Political Involvement (Political Contributions)
GRI416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Securities Report (P4-5) Description of business
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Recall Information
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Social > Improvement of Product, Sales, and Service Quality
417-2	Incidents of non-compliance concerning product and service information and labeling	Governance > Compliance
417-3	Incidents of non-compliance concerning marketing communications	Governance > Compliance
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–
GRI419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	Governance > Compliance