

S: Social

Human rights

Mitsubishi Electric Group Human Rights Policy

Protection of human rights and support for internationally agreed human rights are imperatives for the Mitsubishi Electric Group's business activities. Accordingly, as members of the Group, we recognize our duty to prevent any complicity with human rights violations. On that basis, the Mitsubishi Electric Group enacted its Corporate Ethics and Compliance Statement in 2001 and pledged that all executives and members of the Group "will conduct ourselves always with a respect for human rights, will not discriminate based on nationality, race, religion, gender, or any other reason."

As the Mitsubishi Electric Group continues to expand its business globally, in accordance with the spirit of the Mitsubishi Electric Group's "Purpose" and "Our Values," it has established this Human Rights Policy and shall raise awareness of human rights among its members and make sure to properly deal with related incidents in order to ensure that its business activities do not have a negative impact on human rights.

Management System Related to Respecting Human Rights

The Mitsubishi Electric Group established a Human Rights Policy in September 2017 and has been undertaking human rights due diligence and other measures based on the United Nations Guiding Principles on Business and Human Rights, etc. In this initiative, we promote continuous improvement activities by implementing the Plan-Do-Check-Action (PDCA) cycle, in which the Human Rights working group composed of the people in charge in divisions concerned (Corporate Human Resources Div., Corporate Legal Div., Corporate Purchasing Div., etc.) discuss policies and measures for dealing with human rights issues, and results of initiatives are confirmed and policies and plans are considered and approved in a meeting of the Sustainability Committee held every year.

Human Rights Impact Assessment

The Mitsubishi Electric Group periodically carries out "Human Rights Impact Assessments" in order to identify and assess the impact of the Group's business activities on human rights.

In fiscal 2019, we conducted the first "Human Rights Impact Assessment" and discovered that such issues as "preventing harassment," "controlling long work hours," and "giving consideration toward women and people with disabilities" were high risks at a total of 336 sites, including Mitsubishi Electric, its offices, domestic family companies and overseas family companies. We then provided feedback of the results to relevant departments and requested them to promote improvement activities.

With the understanding that it is important to continuously strive to perceive current circumstances accurately and take on the issues, we will carry out the second "Human Rights Impact Assessment" in fiscal 2022. To carry out the assessment, we will also devise an assessment method to further define issues that the Mitsubishi Electric Group has.

Grievance Handling Mechanism

The Mitsubishi Electric Group has established multiple points of contact to respond to inquiries from various stakeholders, of which main points of contact are listed in the table below. We also receive consultation requests on human rights through them.

For each whistleblowing case on human rights risk, the responsible division quickly confirm facts according to the content of consultation. If a violation of human rights, etc. in business activities of the Mitsubishi Electric Group is confirmed, we appropriately respond to the instance by dealing with the victim and considering the punishment of those who engaged in the case in question, etc. as well as promptly making a correction and improvement. However, please understand that the Mitsubishi Electric Group may not deal with an instance for which facts cannot be confirmed as a result of confirmation and investigation or with a case which is determined as difficult to investigate due to being groundless, slander, and so on.

Mitsubishi Electric's main points of contact for whistleblowing/consultation

Service available to	Name of point of contact for whistleblowing/consultation	Matters to be consulted	Contact
Various stakeholders (customers, people in the community)	"Inquiries on sustainability" and "Other Inquiries" on the Mitsubishi Electric Group official website	<ul style="list-style-type: none"> Inquiries regarding the Mitsubishi Electric Group's sustainability Other various inquiries regarding the Mitsubishi Electric Group's business activities 	<p><Japanese> Inquiries on sustainability Other Inquiries</p> <p><Global (English)> Inquiries on sustainability Other Inquiries</p>
Mitsubishi Electric employees, family companies employees ¹ , suppliers to Mitsubishi Electric ¹	Ethics observance hotline	Whistleblowing or consultation regarding organized or individual employees' fraud, legal violation, act of breach of ethics	Internal points of contact/external points of contact (lawyers) ^{2,3}
Mitsubishi Electric employees	Points of contact for consultation on sexual harassment, power harassment, etc.	Whistleblowing/consultation on various types of harassment in Mitsubishi Electric's workplace	Human Resource Div. at each office of Mitsubishi Electric

¹ Limited to whistleblowing that is relevant to Mitsubishi Electric in personal and business aspects.

² The points of contact are listed on Mitsubishi Electric's intranet, internal posters, "Code of Corporate Ethics and Compliance," etc.

³ A whistleblowing system has been established at each domestic and overseas family companies of the Mitsubishi Electric Group.

Labor practices

Basic Policy on Diversity Promotion

As the business environment around Mitsubishi Electric Group is rapidly changing, providing a workplace where employees can work to their full potential regardless of gender or age is essential to business development. Furthermore, it

Diversity Promotion Framework

To enrich the personal lives and build the careers of women employees and employees who are raising children, Mitsubishi Electric established the CP-Plan* Promotion Center within its Corporate Human Resources Division in April 2006. In April 2021, the Center's name was changed to the Diversity Promotion Office. Various initiatives are being strengthened to create workplaces where employees respect diversity, which includes age, nationality, disabilities, LGBTQ, workstyles, and gender as well as work vibrantly, thereby maximizing their potential at work.

Women's Participation

In 2016, with the aim of realizing a society in which women can fully embody their individuality and abilities, the Act on Advancement of Women's Activities, which stipulates the responsibilities of the national government, local governments, and general employers in promoting female participation, was enacted. Mitsubishi Electric formulated an action plan based on this law and set the following targets. To achieve these targets under the current action plan, measures such as systematic training of young employees and proactive dissemination of information regarding various support systems for balancing work and family life have been created.

Mitsubishi Electric's Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace (Target: FY2026)

Initiatives	Target
Percentage of women in management	2 times (Compared to FY2021)
Percentage of newly hired women	1.2 times (Compared to the average from FY2017 to FY2021)
Percentage of men on childcare leave*	70%

*Includes those who obtained special leave for childcare purposes.

Create a Work Environment Where All the Employees can Work Actively with a Sense of Security

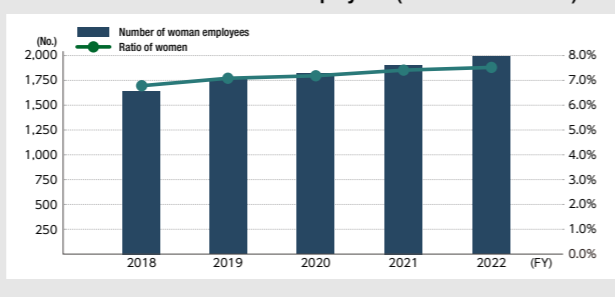
The Mitsubishi Electric Group is taking the following measures under the Mitsubishi Electric Workplace Reform Program, aiming at creating a workplace where employees can openly communicate with one another, thorough and appropriate care of employees with mental health issues, and other goals. The measures to be implemented and applied in FY2021 have been completed, and this program will continue to be strongly promoted in FY2022 and beyond as a project directly overseen by the President, and each measure will be implemented continuously.

We are implementing a variety of measures especially with regard to creating a workplace with zero tolerance for power harassment. In addition to implement-

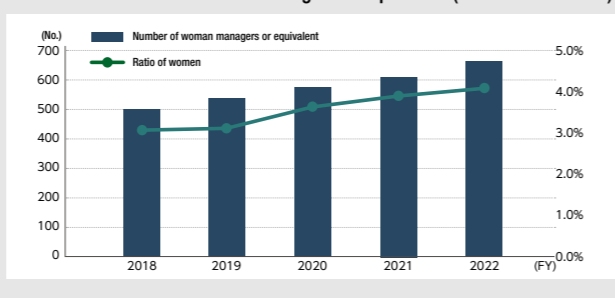
ing anti-harassment education for all employees, we conduct a monthly employee awareness survey of all employees to check for workplace harassment and whether employees have any problems with their interpersonal relationships in the workplace in order to identify, respond, and improve upon problems at an early stage. If an employee reports harassment, the employee is invited to an interview and measures are taken to correct the situation. We aim to create a better workplace culture and environment by steadily implementing these measures.

has become more vital than ever before to employ an even greater diversity of people, given the increasingly aging and diminishing population in Japan. Based on this awareness, Mitsubishi Electric promotes employee diversity through the following measures.

Trend in the number of woman employees (Mitsubishi Electric)



Trend in the number of woman managers or equivalent (Mitsubishi Electric)



ing anti-harassment education for all employees, we conduct a monthly employee awareness survey of all employees to check for workplace harassment and whether employees have any problems with their interpersonal relationships in the workplace in order to identify, respond, and improve upon problems at an early stage. If an employee reports harassment, the employee is invited to an interview and measures are taken to correct the situation. We aim to create a better workplace culture and environment by steadily implementing these measures.

Furthermore, in February 2020, we introduced a service that allows employees to talk with external counselors to expand their options to ask for help. This service has been used 163 times as of March 2021, thus contributing to the creation of an environment in which employees can easily seek assistance.

Progress of the Mitsubishi Electric Workplace Reform Program

Item	Initiatives	Performance for FY2021
1. Enhance education on harassment such as power harassment, and strengthen evaluation when assigning leaders including managers	1) Enhance education on harassment and make it obligatory for all employees to attend the seminar.	100% participation rate (including affiliated companies). Education will continue to be conducted in FY2022.
	2) Shed light on harassment when training managers and staff in charge of education when assigning new employees and thoroughly implement more appropriate development and guidance.	Implemented in workplaces to which new employees were assigned in FY2021. Education will continue to be conducted in FY2022.
	3) Sufficiently evaluate candidates to see if they have basic ideas of labor management (such as understanding which actions constitute harassment actions) before assigning a manager or leader.	Implemented.(January 2020)
	4) Remind all employees that perpetrators of power harassment will be subject to severe measures.	Revised the Work Regulations. (March 2020)
2. Engage in quantitative workplace analysis through attitude surveys and ongoing improvement based on analysis results	1) Conduct attitude surveys on the workplace targeting all employees and an organization diagnosis in light of the survey every year.	Survey completed in June 2020. Improvement measures based on the survey results are in progress. Research will be conducted again in June 2021.
	2) Endeavor to solve the challenges recognized during the survey, taking opinions of outside experts into consideration, and continue to improve the workplace through the PDCA cycle.	
3. Enhance measures to identify and address the workload and mental condition of individuals at an early stage	1) Conduct a questionnaire survey to check the workload, workplace human relationships, stress status, and other problems of individuals every month to identify and address changes in feeling at an early stage. (This survey currently targets new employees but will target all employees in the future.)	Ongoing for all employees since July 2020.
	2) Increase periodic interviews with the human resources division after assigning new employees to the workplace.	The number of follow-up interviews has been increased since FY2020.
4. Engage in thorough and appropriate care of employees with mental health issues	Work-related issues tend to occur after an employee with mental health issues comes back to work. Therefore, we will inspect the operation of the existing Mitsubishi Electric Return to Work Support Guidelines ^{*1} and thoroughly re-implement the guidelines to especially focus on the care of those with mental health issues. 1) During leave of absence - The supervisor and the human resources division will carefully explain how the employee in question will be treated during a leave of absence to the relevant employee so that he or she can concentrate on medical treatment. - For example, the supervisor and the human resources division periodically interview the relevant employee to track the situation to the extent that the treatment is not hindered. 2) When the employee comes back to work after leave of absence - Follow considerations at return to work (such as limitations on work) based on the opinions of the company medical advisor. - For example, all employees across the workplace may also share how to accept the employee who comes back.	In operation since July 2020.
	5. Enhance consultation channels (establishment of multiple channels), etc.	1) Start a new counseling service by an outside counselor in cases where an employee wants to consult an outside specialist face to face. 2) Start a mentor system for troubled employees to consult someone at the workplace with whom they do not have a supervisor-subordinate relationship in order to create an environment where they can easily talk about their problems. 3) Assign multiple training supporters to receive consultations from new employees, so that each employee can select someone whom he or she is comfortable with consulting. 4) Further enhance training courses that contribute to the improvement of the employees' stress management capability such as resilience education ^{*2} .

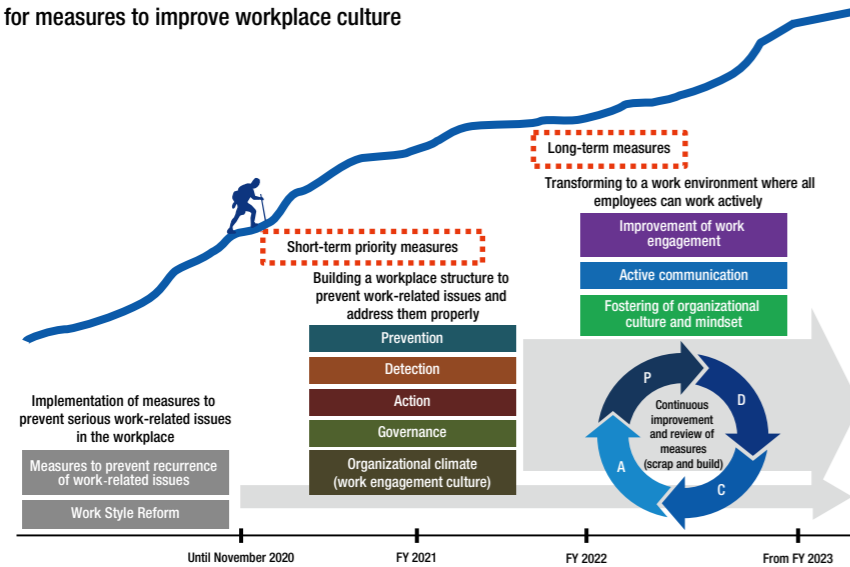
*1 Created with reference to "Guidance for Supporting Workers Who Return to Work after Taking a Leave due to Mental Health Issues," published by the Ministry of Health, Labour and Welfare.
*2 Training program to enhance people's capabilities to successfully address stress and adverse circumstances and recover.

Based on the results of a third-party evaluation of recurrence prevention measures implemented in FY2021 and Assessment Committee discussions, we have summarized the short-term priority measures to address the issues to be resolved in FY2022, starting with the recurrence prevention measures that have been implemented to date, and long-term measures for realizing a work environment in which all employees can work actively and engage more easily. Following the newly established roadmap, we will steadily implement each measure in order to further improve the workplace environment over both the short and long terms.

In addition, key performance indicators (KPIs) for job satisfaction and work-life balance will be set and monitored regularly to ensure they are reflected in our activities. These activities will be continuously improved and reviewed through the PDCA cycle in order to realize a workplace environment in which employees can thrive.

With regard to preventing problems, we will clearly communicate the company's stance of "never tolerating harassment" and "realizing a harassment-free workplace" based on the Joint Statements of Labor and Management adopted in November 2020. To encourage specific behavioral changes, we have also introduced 360-degree feedback to provide managers with an opportunity to evaluate their own behavior and the behavior of others daily. In FY2021, 360-degree feedback was conducted for all executive members and some offices; this will be expanded to all offices starting in FY2022.

● Roadmap for measures to improve workplace culture



● Short-term priority measures and long-term measures

Category	Item	Measure
Short-term priority measures	Prevention of problems	<ul style="list-style-type: none"> Further clarification of the Company's stance on harassment prevention (Adoption of Five Joint Statements of Labor and Management [November 2020], submission by all Directors, Executive Officers, and employees of a declaration to refrain from harassment [December 2020], and revision of Work Regulations that clearly indicate service provisions [December 2020]) Assignment of managers and educators on the basis of multi-faceted evaluations (Introduction of 360-degree feedback for managers) [April 2021]
	Detection of problems	<ul style="list-style-type: none"> Enhanced analysis of employee attitude surveys and stress checks [December 2020] Improvement of the utilization of the results in the workplace (Formulation and enhancement of guidelines for utilization) [April 2021]
	Action against problems	<ul style="list-style-type: none"> Enhanced support for the return to work by employees with mental health issues (Creating guidelines to welcome employees back to work) [March 2021] Establishment of a process and system for dealing with work-related issues when they occur (Development of guidelines for measures to address work-related issues and information disclosure to employees, such as information on cases of power harassment) [December 2020]
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Long-term measures	Prevention of problems	<ul style="list-style-type: none"> Further clarification of the Company's stance on harassment prevention (Adoption of Five Joint Statements of Labor and Management [November 2020], submission by all Directors, Executive Officers, and employees of a declaration to refrain from harassment [December 2020], and revision of Work Regulations that clearly indicate service provisions [December 2020]) Assignment of managers and educators on the basis of multi-faceted evaluations (Introduction of 360-degree feedback for managers) [April 2021]
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● Evaluation indicators

KPI	Current (FY 2021)	Target for FY 2023	Goal
"Employee Engagement Score (Percentage of employees who are proud and motivated to work for the Company)"**3	63%	70%	Always 80%
"Percentage of employees who responded that they had a good work-life balance"	66%	70%	Always 80%

**3 Average percentage of positive responses to the five questions in the annual employee attitude survey: "Pride in working for the Company", "Willingness to contribute", "Desire to change jobs", "Encouraging others to join the Company", and "Sense of achievement through work"

"Work Style Reforms"

■ "Work Style Reforms" - To the Next Stage -

Since fiscal 2017, Mitsubishi Electric has driven "Work Style Reforms" as one of its management policies. This reform aims to transform the corporate culture to more focus on results and efficiency and to reform the job attitude to stop praising excessively long working hours and create a work environment where everyone can work actively. In fiscal 2021, we will move to the next stage and deepen the initiatives, especially focusing on work style reform and work quality improvement, with the slogan, "Kaeru! MELCO (Kaeru is a Japanese word that, depending on how it is written, means both to make changes and to go home)."

Our slogan from fiscal 2021, "Kaeru! MELCO" means that Mitsubishi Electric will change (kaeru) the work style and the way of business operations to create new value and reduce working hours so that employees can go home (kaeru) early to enrich both

their business and private lives with an ultimate goal of creating a workplace where all the employees can work actively.

The activity policies under "Kaeru! MELCO" are to repeat a virtuous cycle of enriching both business and private lives by deepening workplace communication and by streamlining business operations and enhancing their quality.

The Mitsubishi Electric Group promotes creating a workplace with open communication where each employee can vigorously work, maintaining mental and physical health. The whole Group makes every effort toward this goal.



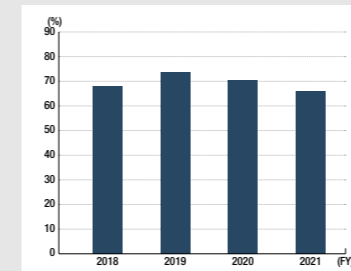
"Work Style Reforms" internal poster

■ Outcome of previous activities

We started the Work Style Reforms in fiscal 2017 and have promoted a variety of measures that contribute to reductions in working hours, proper working hours management, and work quality improvement.

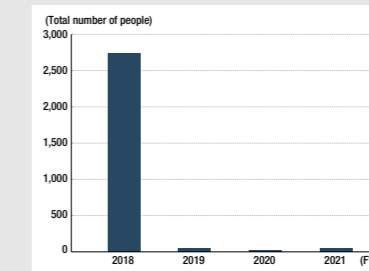
As a result, we reduced monthly overtime hours per employee by 14% from fiscal 2018, and the number of employees whose working hours exceeded 80 hours and were thus subject to health management was reduced by 99%. According to the employee attitude survey in fiscal 2021, the percentage of employees who responded that they had a good work-life balance has remained stable in the range of 60 to 70%. Mitsubishi Electric will continue to reduce working hours and to strive to realize better work-life balance.

● Percentage of employees who responded that they had a good work-life balance (Employee Attitude Survey)

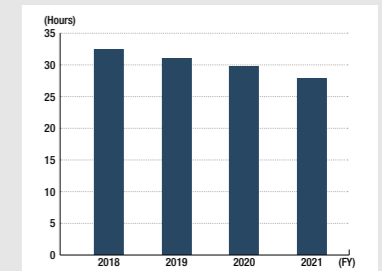


*Starting in FY2021, the rating scale was changed to a five-point scale to better assess the current state. Employees who responded that they had a good work-life balance are defined as people who rated their work-life balance as four or five on the five-point scale. (Until FY2020, this was defined as people who rated their work-life balance as three or four on a four-point scale.)

● Changes in the number of employees subject to health management due to working more than 80 hours of overtime a month (including managers)



● Changes in monthly overtime hours per employee (including managers)



● Initiatives to Prevent Recurrence of Work-Related Issues

The Mitsubishi Electric Group has experienced work-related issues that affected employees' lives or mental and physical health. Although the Group implemented prevention measures on each occasion, another work-related issue occurred in fiscal 2020. We took this seriously, deeply regretted that our past initiatives had not been sufficient, and are implementing preventive measures, including new initiatives.

After implementing all measures in the program, their impacts were verified through third-party assessments by experts. A Verification Committee comprised of representatives from the company, labor union, and external experts was consulted regarding the assessment results. Based on the recommendations, short-term priority measures (e.g., the adoption of the Five Joint Statements on Labor and Management and the introduction of 360-degree feedback) and long-term measures were implemented. To verify the effectiveness of these measures, assessment indicators and indicator monitoring will be implemented.

The Group continues to consider the prevention of recurrence of work-related issues as its top management priority, and as a whole, makes every effort to create a work environment where all the employees can maintain mental and physical health and work actively with a sense of security.

Supply Chain Management (Procurement)

Procurement Policy and Supplier Criteria

The Mitsubishi Electric Group ensures fair and impartial selection and evaluation of business partners in Japan and overseas by providing an explanation of the Group's Purchasing Policy and CSR Procurement Policy (Sustainability Procurement Policy), and requesting business partners' understanding of these policies. By ensuring proper evaluation of suppliers based on selection and evaluation criteria established by the Group, procurement risks are also mitigated along the supply chain.

The Group's criteria for evaluating business partners include not only quality, cost, delivery schedules and services, but also initiatives in response to environmental regulations and sustainability initiatives. As a basic policy, the Group preferentially procures materials from suppliers who rank high in a comprehensive evaluation.

Framework for Promotion of Procurement Supply Chain Management

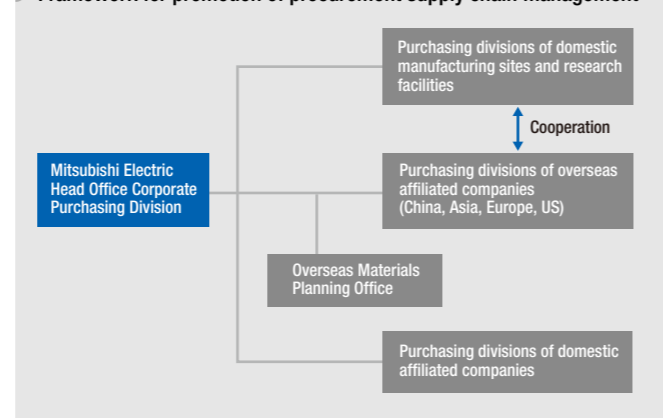
Under globally sustainable procurement, target costing and cost co-creation by enhancement of partnership (G-STEP) strategy toward strengthening the purchasing structure, the Mitsubishi Electric Group aims to achieve the lowest cost ratio ever starting in fiscal 2021. In this effort, we will develop and promote the following measures with the following aim: "We will contribute to the realization of sustainability through all corporate activities. By doing so, we will make further efforts to enhance economic and social value so as to raise our corporate value," which is the Group's business goal, through sustainable and stable procurement. In cooperation with the Materials Planning Office in regional corporate offices in China, Asia, Europe and the Americas, we implement purchasing strategies through conferences of procurement officers and other such meetings to promote optimal procurement activities suited to each region.

Priority activities

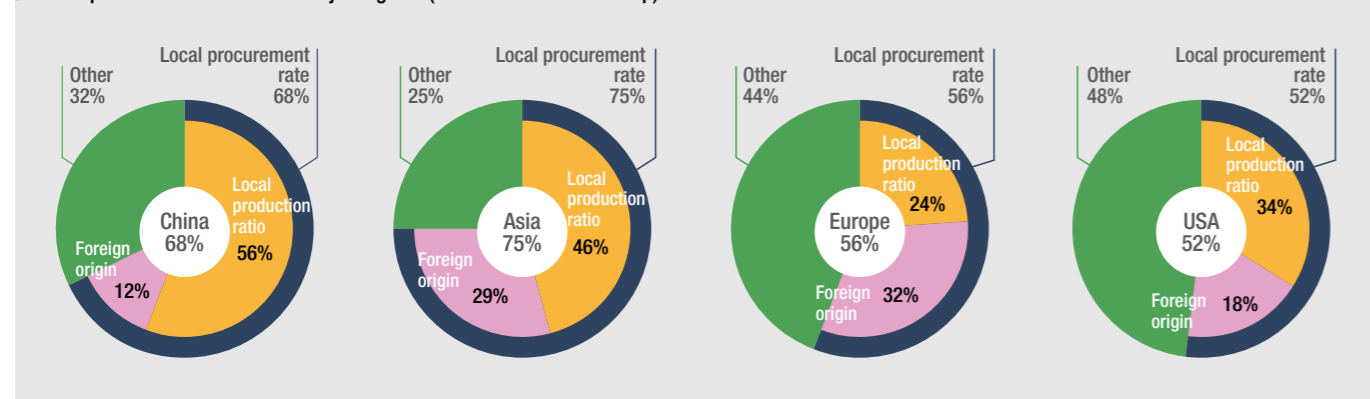
1. Establishing a framework for strengthening stable procurement
2. Further strengthening the cost planning activity
3. Expanding centralized purchasing
4. Strengthening procurement quality control
5. Strengthening a procurement platform for supporting relevant activities and measures
6. Strengthening global optimal procurement

In addition to this initiative, we will also promote activities to mitigate any perceived risks regarding a range of issues related to labor practices and environmental problems in the procurement supply chain and thereby strengthen our business continuity plan (BCP).

Framework for promotion of procurement supply chain management



Local procurement rate in the major regions (Mitsubishi Electric Group)



*1 Local procurement rate: Materials, parts, etc. (regardless of country of origin) that are procured by overseas production sites at their own discretion
 *2 Local production ratio: Among all locally procured items, the procurement ratio of items produced in the country of the overseas site
 *3 Foreign origin: Among all locally procured items, the procurement ratio of items produced in countries other than the country of the overseas site

Mitsubishi Electric Group Policies for Responsible Minerals Procurement

The Mitsubishi Electric Group aims for transparency in its procurement supply chain to avoid any affiliation with armed groups that trade in conflict minerals¹ as their source of funding. We also recognize the possibilities of human rights violations occurring in the severe labor conditions in cobalt mining sites as a major problem. The Group adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas², and removes certain minerals from the procurement supply chain in situations where their procurement encourages or contributes to serious human rights violations or environmental destruction.

*1 Conflict minerals refers to gold, tin, tantalum, tungsten, and other minerals that have been determined by the U.S. State Department to be a source of support for armed groups when mined in the countries referred to above.

*2 OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (PDF:1.6MB)
<https://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>

Quality

Basic Policy

The Mitsubishi Electric Group conducts business under the Purpose, "We, the Mitsubishi Electric Group, will contribute to the realization of a vibrant and sustainable society through continuous technological innovation and ceaseless creativity." This Purpose inherits the principles outlined in the Keys to Management (in Japanese, Keiei no Yotei) set out when Mitsubishi Electric was established with regard to "our contribution to social prosperity," "quality improvement," and "customer satisfaction," and forms the basic spirit of our relationship with society and our customers.

To give concrete shape to this basic spirit, employees perform their work according to "Our Values," which teach us to develop relationships based on strong mutual trust, ensure the satisfaction of society and customers by providing products and services of the best quality, and provide society with new value by enhancing our technology and onsite capabilities.

Based on these values, we constantly strive to increase customer satisfaction and contribute to social prosperity in all aspects of our business, from the production of high-quality, easy-to-use products to our after-purchase support, response to major issues, and product disposal.

Product Safety-related Principles

Based on the "Purpose" and "Our Values," the Mitsubishi Electric Group promotes initiatives to ensure product safety under the following principles:

Product Safety-related Principles

1. We will not only comply with the laws related to product safety, but also work on offering safe and reliable products to our customers.
2. We will prevent product-related accidents by indicating cautions and warnings to help customers use our products safely.
3. We will work actively to collect information about product-related problems, disclose them appropriately to our customers, and report them quickly to the government and other bodies as required under the law.
4. If any serious accidents occur resulting from product-related problems, we will take appropriate measures to avoid further damage.
5. We will investigate the cause of product-related accidents and work to prevent any recurrence.
6. We will make continuous efforts to improve our product safety promotion system.

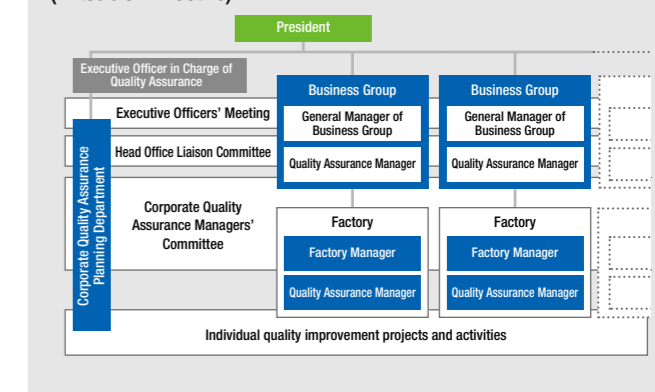
Particularly in regard to consumer products, Mitsubishi Electric is committed to preventing serious hazards that could result in death, injury, fire, or other damage, by subjecting all products to a quantitative risk assessment at the development stage, while also designing and developing products in consideration of their end-of-life management (to ensure safety even at the stage where products are prone to break or be discarded).

At the same time, our Service Call Center and Customer Relations Center in Japan operates 24 hours a day, 365 days a year to gather information on product-related issues and enable prompt response. Furthermore, we disclose accident information, including information on the status of ongoing investigations, on our Japanese official website.

System for Quality Assurance and Improvement Activities

Based on the Four Basic Quality Assurance Principles, we ensure compliance with quality assurance legislation and standards, and we have established a system for quality assurance and improvement throughout the entire Group, including the appointment of a quality assurance manager at all business group headquarters. We have also formulated quality assurance guidelines and are further developing our quality improvement activities. Moreover, at the Executive Officers Meetings, we regularly report our quality status to senior executives.

Promotion of Quality Assurance and Improvement Activities (Mitsubishi Electric)



Worldwide manufacturing bases take responsibility for the quality assurance of each product and are implementing concrete improvement initiatives in relation to quality assurance measures for business processes, from market surveys through to development and design, manufacturing, distribution, maintenance and servicing after shipping and product disposal.

In addition, in operating our Quality Management System (QMS), we regularly check our PDCA cycle with reference to ISO and other international certification standards, seeking to realize ever higher quality by process improvement.

Response to Inappropriate Conduct Related to Quality

1. Information concerning Mitsubishi Electric's car audio for the European Union market

Mitsubishi Electric found that a part of its car audio products manufactured at the company's Sanda Works and a Mitsubishi Electric subsidiary were shipped to the EU market with specifications that did not comply with the European Radio Equipment Directive (RED). The products in question are only sold to certain car manufacturers, not consumers, and Mitsubishi Electric has already reported the situation to the car manufacturers who purchased the affected products. Although the receivers may cause noise when receiving AM radio in Europe, Mitsubishi Electric has confirmed that there is no safety problem and the receivers will not cause any peripheral equipment to malfunction. Mitsubishi Electric took this matter of shipping non-conforming products seriously and investigated the cause and announced recurrence prevention measures. At Sanda Works, where the products are designed, the Quality Assurance Department now manages declarations of compliance and compliance assessment tests, and multiple departments now participate in joint reviews whenever relevant laws or regulations are enacted or revised.

2. Recurrence prevention measures for inappropriate conduct, etc. in quality control

In addition to item 1 above, in order to realize a culture that gives top priority to quality and that does not cause or allow inappropriate conduct, we continue to provide ethics education for engineers to all employees and managers as well as to provide quality lectures at Quality Assurance Managers' Committee meetings as recurrence prevention measures for the inappropriate conduct in quality control that has been identified. We have also strengthened the quality control system at each site, and on-site inspections of quality data are conducted during internal audits to ensure effective checks and balances.

Philanthropic Activities

Philosophy and Policies

The Mitsubishi Electric Group shares a common Philosophy and Policies based on its Purpose and Our Values, and carries out a variety of activities accordingly.

Philosophy

As a corporate citizen committed to meeting societal needs and expectations, the Mitsubishi Electric Group will make full use of the resources it has at hand to contribute to creating an affluent society in partnership with its employees.

Policies

- We shall carry out community-based activities in response to societal needs in the fields of social welfare and global environmental conservation.
- We shall contribute to developing the next generation through activities that support the promotion of science and technology, culture and arts, and sports.

Community Contributions and Human Resource Development Activities

The Mitsubishi Electric SOCIO-ROOTS Fund matching-gift program supports such beneficiaries as social welfare facilities through donations, with the Company making contributions equivalent in value to the donations of employees. The “Satoyama” Woodland Preservation Project focuses on restoring the natural environment in the vicinity of operational sites with the help of employee volunteers.

The Mitsubishi Electric Science Workshop invites children to experience the fun of science with the aim of nurturing future engineers. In the Mitsubishi Electric Outdoor Workshop, employees lead children in discovering more about ecology and the relationships between different kinds of life through hands-on experiences in nature along with local residents. In addition to these key activities undertaken by Mitsubishi Electric, employees at Group affiliates in Japan and overseas are strongly committed to philanthropic activities, participating in various volunteer activities and supporting local social welfare organizations and sports teams.

Foundations

The Mitsubishi Electric America Foundation and Mitsubishi Electric Thai Foundation, both founded in 1991, also carry out various activities in the spirit of the Mitsubishi Electric Group’s Philosophy and Policies. The Mitsubishi Electric America Foundation, with the cooperation of its branches in the United States, helps young people with disabilities to become employed and participate more fully in society. The Mitsubishi Electric Thai Foundation, in addition to providing scholarships to university students and supporting a school lunch program for grade school students, has been promoting employee-involved volunteer activities that support education and environmental protection.



Supporting social welfare facilities through the Mitsubishi Electric SOCIO-ROOTS Fund



Supporting facilities that provide job opportunities for people with disabilities (the United States)



“Satoyama” Woodland Preservation Project



Science workshop held by a local Group company (Thailand)



Mitsubishi Electric Outdoor Workshop



Supporting the Special Olympics (Mitsubishi Electric Europe B.V. Italian Branch)