

Main target initiatives in fiscal 2022



Realize a sustainable global environment

Decrease the amount of CO₂ emitted when using the product compared to previous models

1% or more

Reduce CO₂ emissions during production

by **9% or more** compared to FY2017 by the end of FY2024

Percentage of recycled plastics used (amount of molding materials and packaging materials procured)

10% or more by the end of FY2024



Realize a safe, secure, and comfortable society

Study goals and indicators that contribute to the resolution of social issues through business, including contribution to the SDGs/promotion of initiatives.

Improve development and design quality by establishing company-wide design guidelines for individual component technologies.

Determine the true causes of major defects, and develop company-wide measures to prevent recurrence.

Once a month



Respect for all people

Identify human rights issues by conducting human rights impact assessments, and grasp the statuses of initiatives at each office.

[Conduct assessments at **100%** of relevant departments].

Employee awareness survey	Target	Promotion of diversity	Target
Percentage of employees who are proud and motivated to work for the Company	80% or more	Increase the percentage of newly hired woman	1.2times ^{*1}
Percentage of employees who responded that they had a good work-life balance	80% or more	Increase the percentage of woman in management	2times ^{*2}

*1 Compared to the average from FY2017 to FY2021
*2 Compared to FY2021



Strengthen corporate governance and compliance on a sustainable basis

Carry out proper reporting and discussions at the appropriate time among the board of directors, and conduct regular analysis and evaluation of the board of directors' effectiveness

Maintain a 100% attendance in e-learning programs on compliance.

Maintain rate of **100%**

Enhancement comprehensive cybersecurity countermeasures:

1. Technical measures,
2. Through document management,
3. Framework upgrading



Create a sustainability-oriented corporate culture

Promote sustainability on a management level.

- Add "Contribute to realizing sustainability through all of our activities" to the management policy.
- Establish a Sustainability Promotion Department. (April 2021)

For results of fiscal 2021, please refer to the following:



Management Related to Materiality
https://www.MitsubishiElectric.com/en/sustainability/csr/management/management/materiality_progress/