

Main target initiatives in fiscal 2023



Realize a sustainable global environment

Reduce CO₂ emissions related to the usage of new products (Improvement of more than **1%** by the end of FY2024)

Reduce CO₂ emissions from production (Reduction of more than **30%** compared to FY2014 by the end of FY2024)

Use recycled plastics (Rate of more than **10%** in terms of the volume of molding and packaging materials by the end of FY2024)



Realize a sustainable global environment

Safety/Security

Promotion of products, services, and solutions that contribute to minimizing damage due to natural threats, including prevention of natural disasters

Inclusion

Promotion of products, services, and solutions that reduce the impact of physical limitations (age, disability, etc.) and environmental limitations such as residential areas

Well-being

Promotion of products, services, and solutions that contribute to realizing more comfortable and healthy living



Respect for all people

Grasp the improvement statuses of human rights initiatives based on the FY2023 Human Rights Impact Assessment (Implementation rate of **100%**)

Employee Awareness Survey	Goal	Increase the ratio of women among new recruits	Target
Percentage of employees who are proud and motivated to work for the Company	80% or more	Increase the ratio of women among new recruits	1.2* ¹
Percentage of employees who responded that they had a good work-life balance	80% or more	Increase the ratio of women in managerial positions	2* ²

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



Strengthen corporate governance and compliance a sustainable basis

Realize a highly independent composition in the board of directors (Over **50%** independent outside directors)

Conduct quality audits and promote improvements once a year at all manufacturing facilities and plants (Implementation rate of **100%**)

Rate of attendance in e-learning programs about the Code of Conduct (maintain a rate of **100%**)

Information security activities to protect important information
Eradication of major information leakage incidents (**Zero** incidents)



Create a sustainability-oriented corporate culture

Strengthen the management system to realize sustainability management that integrates the promotion of sustainability

Report to the Executive Officers' Meeting and the Board of Directors at least three times **Business divisions participating in the Sustainability Committee**

Improve understanding on the relationship between business operation and sustainability

More than 80% understanding on the new management policy and more than 75% understanding on the operation of business in line with the management policy, according to the results of an employee awareness survey

For results of fiscal 2022, please refer to the following:



Management Related to Materiality
https://www.MitsubishiElectric.com/en/sustainability/reports/pdf/2022/Sustainability_report_2022_4.pdf#page=23