

## Environmental Management System

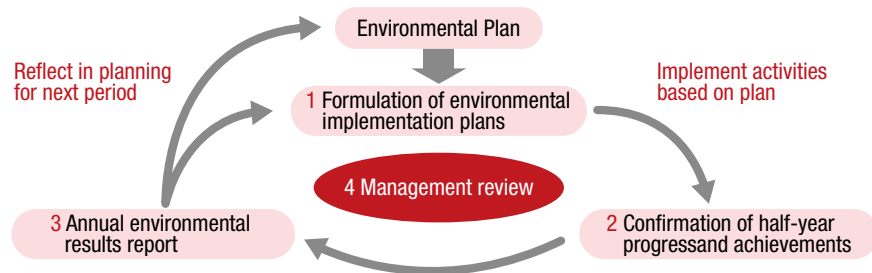
### Scope of Environmental Management

The Mitsubishi Electric Group operates an ISO 14001:2015 compliant environmental management system that covers Mitsubishi Electric and its major associated companies.

### PDCA Cycle for Environment-Related Targets and Measures

The Mitsubishi Electric Group formulates an environmental plan comprised of targets and measures for realizing its Environmental Sustainability Vision 2050. To achieve the targets of this environmental plan, each organization\* formulates and acts on a yearly environmental implementation plan.

\* The Mitsubishi Electric Group appoints environmental managers for each department in the head office area, each base such as manufacturing plants and branches outside the head office area, and each affiliated company in Japan and overseas. These entities are also responsible for formulating their respective environmental implementation plans.



PDCA cycle for environment-related targets and measures

#### (1) Formulation of environmental implementation plans

Based on the environmental plan, objectives and action plans are determined for that fiscal year.

#### (2) Confirmation of progress and achievements – (3) Annual environmental results report

The Sustainability Planning Division, which oversees environmental management at the Mitsubishi Electric Group, compiles environmental performance data and other relevant information and reports them to the Vice President of the Sustainability Innovation Group, who is responsible for environmental management. The Vice President of the Sustainability Innovation Group then conducts a review and modifies the environmental plan as necessary (e.g., when any significant change occurs in the business environment related to the Group).

#### (4) Management review

The Vice President of the Sustainability Innovation Group carries out the review of activity results and reconsiders environmental plans and/or the environmental plan for the next fiscal year if necessary.

Each organization works to enhance the activity level by checking on progress throughout the fiscal year and reconsidering the environmental plans as needed.

### Sharing Information with Environmental Managers in Each Organization

The Mitsubishi Electric Group has appointed environmental managers responsible for promoting environmental practices at each Mitsubishi Electric business site, as well as at associated companies in Japan and overseas. These managers work on providing information and raising awareness about priority themes and policies. In addition, these managers also share useful information such as best practices from each other's experiences and key points to consider on a regular basis to help improve overall management levels.

### ISO Certification

Mitsubishi Electric has obtained company-wide multi-site ISO 14001:2015 certification in order to strengthen compliance by the company as a whole and to further strengthen its contribution to the environment by ensuring that business operations are based on environmental plans.

Among all Group companies within the scope of this report, roughly 50% have acquired ISO 14001 certification.

[ISO 14001 Certificate of Registration \(Scope: Mitsubishi Electric\)](#)

### Environmental Audits

The Mitsubishi Electric Group combines the multiple types of environmental auditing shown below in order to carry out checks from various perspectives. These audits are performed at each business site to confirm their compliance with laws and regulations, the operational status of the environmental management system, and the progress of environmental implementation plans.

#### Overview of the four types of environmental audits

	Internal auditing at business sites	Mutual auditing between business sites	Auditing of associated companies	Auditing by the audit division
Implementing body	All Mitsubishi Electric business sites (head office, branches, works and R&D centers) and associated companies	All Mitsubishi Electric business sites (head office, branches, works and R&D centers)	Mitsubishi Electric (head office and works)	Mitsubishi Electric (head office audit division)
Subject	Other organizations within the same business site	Other business sites	Associated companies	Mitsubishi Electric and associated companies
Frequency	Once a year	Once a year	Once every two to three years	Once every three years

## Preventing Environmental Incidents

### Preventing Environmental Incidents through Information-Sharing and Equipment Inspections

The Mitsubishi Electric Group takes the following steps to prevent environmental incidents both in Japan and overseas, such as the leakage of substances that may result in water or soil pollution or have a negative impact upon the environment.

Mitsubishi Electric revises company rules to reflect updates in the relevant laws and regulations and ensures that its entire workforce is fully familiar with such updates through e-learning and other methods. In the case of a problem (e.g., minor oversight) occurring, Mitsubishi Electric shares the cause and countermeasures throughout the entire Group to prevent it from recurring. Aiming to increase the awareness of environmental risk management, e-learning programs are provided to Group companies in Japan, introducing examples of problems and the establishment and renewal of important laws. This serves to firmly instill awareness of environmental management issues across a wider range of occupational levels. In addition, periodic equipment inspections are carried out at all Group bases, the results of which are compiled into necessary measures from time to time and utilized.

Environmental audits are also conducted in an effort to uncover and prevent environmental risks.

Owing to its efforts, the Group received no administrative punishments or penalties for any environmental violation in fiscal 2024.

### Responding to Soil and Groundwater Pollution

As stated in our internal rules, the Mitsubishi Electric Group's business sites (works, R&D centers, etc.) conduct environmental assessments such as when there is a change in land characteristics. These assessments are based on a survey method that complies with relevant laws and regulations, and the necessary countermeasures or solutions are implemented in accordance with the state of pollution.

In fiscal 2024, we assessed survey results and countermeasures regarding the condition of soil and groundwater due to land utilization for a total of 17 cases and have confirmed that all cases were handled appropriately.

Regarding areas that were recognized as having groundwater or soil pollution problems in the past, we purify the land using methods compliant with laws and regulations, and continue to regularly report the results of our monitoring to relevant government organizations.

### Appropriate Storage and Processing of PCB Waste and Devices Containing PCBs

The Mitsubishi Electric Group conducts inspections at all bases in Japan that store PCB waste (waste containing polychlorinated biphenyl) and/or handle devices containing PCBs at least once a year to confirm the status of PCB storage and usage.

With respect to low-concentration PCB waste and devices containing PCBs, Mitsubishi Electric disposed of approximately 17 tons of devices and 260 tons of contaminated soil in

fiscal 2024, while its associated companies collectively disposed of approximately 10 tons of devices.

Customers can confirm whether or not an electrical device manufactured by a Mitsubishi Electric Group company in Japan contains PCB by referring to a list available on the corporate website.

[PCB-related information \(in Japanese\)](#)

## Training of Environmental Personnel

### Developing Personnel to Proactively Engage in Environmental Activities

The Mitsubishi Electric Group recognizes "nurturing human capital" as one of its key activities in accordance with the action guideline to "challenge to develop business innovations for future generations," as set forth in the environmental management vision, "Environmental Sustainability Vision 2050."

We strive to foster a corporate culture in which each Mitsubishi Electric Group employee takes the initiative to create a new lifestyle in harmony with nature as an ordinary citizen. To this end, all employees participate in an annual e-learning program, "Mitsubishi Electric Group Environmental Management." We also develop human resources who possess a high degree of expertise and who accept diverse values and proactively tackle environmental issues, on a continual basis. Furthermore, in order to provide effective training, we employ various educational curricula in accordance with each employee's role and expertise.

#### Environmental education system

Target	Lecture Name
Employees Having Environmental Responsibilities	<ul style="list-style-type: none"> <li>• Environmental Manager Training</li> <li>• Environmental Section Manager Training</li> <li>• New Environmental Section Manager Training</li> <li>• MELCO Seminar<sup>*1</sup></li> </ul>
General Employees	<ul style="list-style-type: none"> <li>• e-Learning for All Group Employees,<sup>*2</sup> Mitsubishi Electric Group Environmental Management</li> <li>• Training for Specific Ranks</li> <li>• Training for New Section Chiefs</li> <li>• Common Basic Training for New Employees</li> <li>• Environmental Course for Employees Dispatched Overseas</li> <li>• Initiatives to Live in Harmony with Nature and Foster Environmental Awareness</li> <li>• Preserving Biodiversity at Business Sites</li> <li>• <i>Satoyama</i> Woodland Preservation Project</li> <li>• Mitsubishi Electric Outdoor Classroom</li> <li>• Outdoor Classroom Leader Development/ Promotion meetings for <i>Satoyama</i> Woodland Preservation Project and Mitsubishi Electric Outdoor Classroom</li> </ul>

<sup>\*1</sup> A measure for supporting skills development for employees who want to improve their own specialties and would like to contribute to management

<sup>\*2</sup> Executives and all employees who have a contract of employment with the Mitsubishi Electric Group are eligible

## Environmental Plan

### Environmental Plan 2023

Environmental Plan 2023 (FY2022–2024) is the first environmental plan formulated based on Environmental Sustainability Vision 2050. In order to achieve “carbon neutrality” and a “circular economy,” we will promote innovation in development and accelerate the reduction of our products’ environmental impact through their entire lifecycles. Since implementing this plan, we have also started to track progress towards the target rate of effective use of plastic waste.

The targets of Environmental Plan 2023 and the results for fiscal 2024 are as shown in the chart below.

Although the usage rate of recycled plastics fell short of the target, we will continue to make improvements by internally sharing examples of products made with recycled plastic waste. All other targets were achieved.

#### Environmental Plan 2023: Targets and results

Activity	KPIs	Target set in Environmental Plan 2023	FY2024 result
Environmental contribution through products and services			
Expanding our contribution to CO <sub>2</sub> emission reduction with new products	Improvement rate of new products over previous models	1% or more in FY2024	2.5%
Improving the usage rate of recycled plastics	Usage rate of recycled plastic (molding materials)	10% or more in FY2024	8.3%
Reduction of the environmental impact of our business activities			
Reducing CO <sub>2</sub> emitted from the Group	CO <sub>2</sub> emission (Scopes 1 and 2)	Reduction of 30% or more compared to FY2014	36% reduction
Improving the effective usage rate of plastic waste	Effective usage rate of plastic waste (in Japan)	90% or more	95%
Using water effectively	Water consumption per unit of sales in high-risk sites	Reduction of 4% or more compared to FY2020	34% reduction
Publicizing and sharing new values and lifestyles			
Promoting the Mitsubishi Electric Outdoor Classroom and <i>Satoyama</i> Woodland Preservation Project	Number of areas where activities are held	39 areas	39 areas

### Environmental Plan 2025

Environmental Plan 2025, covering the fiscal 2025–2026 period, sets greenhouse gas emissions reduction targets for the period ending March 31, 2026 to achieve the Group's net-zero target at factories and offices by March 31, 2031. In addition, it specifies simplified calculations for LC-CO<sub>2</sub>\*1 emissions contributing to both carbon neutrality and the circular economy, which are social issues Mitsubishi Electric is focusing on, as well as nature-positive targets\*3 contributing to the “30by30”\*2 initiative.

\*1 Life cycle CO<sub>2</sub>: All CO<sub>2</sub> emissions throughout the entire life cycle of products and services

\*2 A target to effectively conserve at least 30% of land and sea as healthy ecosystems by 2030

\*3 To halt and reverse biodiversity loss

#### Environmental Plan 2025: KPIs and targets

Areas	KPIs	Targets
Carbon neutrality	Greenhouse gas emissions (Scope 1 and 2)	Reduction of 53% or more compared to FY2014**
	Greenhouse gas emissions (Scope 3)	Reduction of 17.5% or more compared to FY2019
Circular economy	Simple LC-CO <sub>2</sub> emissions calculation	Calculation of Mitsubishi Electric's new models (final products) for FY2025–2026
	Effective usage rate of plastic waste (in Japan)	92% or more
Nature positivity	Water consumption per unit of sales sites in high-risk	Reduction of 6% or more compared to FY2020
	Contributing to nature positivity	Registration of functional greenery*5 at production sites in Japan as symbiosis sites*6

\*4 Calculation including carbon offset

\*5 Functional greenery at Mitsubishi Electric

\*6 Japan's 30by30 Roadmap (Ministry of the Environment)