

Material Issues Initiatives and Progress in FY2024

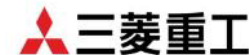
三菱重工業株式会社

Company-wide goals	Progress Monitoring Indicator (KPI)	Scope	Initiatives and Progress in FY2024
Reduce the CO₂ emissions of MHI Group Achieve Net Zero CO ₂ emissions from its operation by 2040 (Scope 1 and 2)	Reduce total CO ₂ emissions from business activities (Scopes 1 and 2) by 50% by 2030 (compared to 2014 levels), and achieve net zero by 2040	MHI Group (Global)	<ul style="list-style-type: none"> Forecasting a reduction in 2024 CO₂ emissions of 47% compared to 2014 levels (includes estimated figures). At Mihara Machinery Works, which has pioneered initiatives to reduce CO₂ emissions, MHI Group is making ambitious efforts to consolidate and implement carbon neutral solutions, and achieve carbon neutrality in a phased manner, expanding efforts to transform the facility into Carbon Neutral Transition Hub Mihara.

Company-wide goals	Progress Monitoring Indicator (KPI)	Scope	Initiatives and Progress in FY2024
Contribution to society throughout the value chain by 2040 Achieve Net Zero CO ₂ emissions from its entire value chain by 2040 (Scope 3 + reduction through CCUS)	Reduce CO ₂ emissions across the entire value chain (Scope 3 + CCUS contribution for CO ₂ reduction) by 50% by 2030 (compared to 2019 levels) and achieve net zero by 2040	MHI Group (Global)	<ul style="list-style-type: none"> Forecasting a reduction in 2024 CO₂ emissions (Scope 3 Category 11) of 36% compared to 2019 levels (includes estimated figures).
	Develop products and services that contribute to decarbonization of the energy supply by 2040 (Energy Transition)	MHI Group (Global)	<ul style="list-style-type: none"> At Takasago Hydrogen Park, started a 100% hydrogen-firing demonstration using a small- to mid-sized H-25 Series gas turbine. In addition, started operation of a test module of the Solid Oxide Electrolysis Cell (SOEC), a next-generation high-efficiency hydrogen production technology. Completed and started operation of first CO₂ capture plant in Europe with the KM CDR Process™(*), for Eni in Italy. To enhance capabilities in Japan's growing CCUS market, expanded partnerships, including concluding a general license agreement with Chiyoda Corporation. Mostly completed the basic design for the Advanced Light Water Reactor "SRZ-1200," with various demonstration tests for permits and licenses progressing smoothly. To improve regulatory predictability, began exchanging views with Japan's Nuclear Regulation Authority (NRA) on new regulations. In addition, for the demonstration fast reactor and HTGR (high-temperature gas-cooled reactor) demonstration reactor projects promoted by the Japanese government, moved forward with the conceptual design as the core company for design and development.
	Develop products and services that contribute to conservation, decarbonization, and automation of the energy use by 2040 (Smart Infrastructures)	MHI Group (Global)	<ul style="list-style-type: none"> Renewed the product lineup for the compact CO₂ capture system "CO₂MPACT™" series, and launched "CO₂MPACT™ Full-Module," which maximizes standardization and modularization to enable reduced construction costs and a shorter construction period. For business development in the electrification and data center fields, established and strengthened structures to provide one-stop solutions integrating MHI Group's power, cooling, and control systems.
	Develop and prove new products and services that contribute to the carbon cycle	MHI Group (Global)	<ul style="list-style-type: none"> Conducted demonstration tests for biowaste treatment and utilization (hydrolysis), and pursued development of technologies that enable production of carbon-neutral fuels at high efficiency and low cost, such as sustainable aviation fuel (SAF).

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「Transform society through AI and digitalization」



Company-wide goals	Progress Monitoring Indicator (KPI)	Scope	Initiatives and Progress in FY2024
Expand lineup of useful and sustainable AI/digital products meeting needs of customers and users	Advanced AI and digital solutions for solving customer issues (Optimizing the operation of energy supply and demand facilities, etc.) Step up the number of new developments (Services, Products, R & D)	MHI Group (Japan and Overseas)	<ul style="list-style-type: none"> Conducted advanced R&D, and shared results across Strategic Business Units (SBUs) to support the development of solutions such as AI and digital products/services at SBUs. Began horizontal application and use of products related to logistics automation, integrated monitoring, and energy management.
Creating an Environment for Creating Creative AI and Digital Products	Creative time for employees; Raising environmental awareness	MHI Group (Japan and Overseas)	<p>MHI is pursuing the following measures to establish a creative environment:</p> <ul style="list-style-type: none"> MHI Group plans to develop 22,000 Digital Innovation (DI) personnel across the corporate group. Various training programs were implemented for 14,000 people, 60% of the target. A trial environment was established for the creation of AI and digital products to facilitate the execution of proof of concept (PoC). Promoted transformation of customer contact points and employee operations through digitalization. Results were standardized, and provided to four Strategic Business Units (SBUs).

Material Issues

「Build a safer and more secure world」

Company-wide targets	Progress Monitoring Indicators (KPI)	Scope of initiatives	Initiatives and Progress in FY2024
Making products, businesses, and infrastructure more resilient	Evaluating the impact of disasters and promoting the development and practical application of designs and technologies that pursue the development of designs and technologies that pursue resilience.	MHI Group (Japan and Overseas)	<ul style="list-style-type: none"> Formulated a product and service concept able to provide value in normal times and in the event of disaster from the standpoint of three types of resilience (energy, data, and supply chain), and began making proposals to customers. Began considering the development of disaster risk assessments utilizing disaster preparedness simulations, such as for tsunamis, typhoons, torrential rains, and storm surges, and providing them as a service for customer facilities and local governments. Started initiatives for BCM (Business Continuity Management) at overseas facilities.
Unmanned and Man-Saving Products, Businesses, and Infrastructure	Remote/Automatic Operation and Remote/Automatic Inspection and Inspection of Products, Businesses, and Infrastructure Technology Development and Practical Application MHI Group (Japan and Overseas)	MHI Group (Japan and Overseas)	<ul style="list-style-type: none"> Pursued development of logistics intelligent solutions. Pursued development of energy saving automation systems for data centers. Pursued development of unmanned aerial vehicles for defense applications. Pursued development of actual system and functionality improvements for remote monitoring and operation support system (MaiDAS) for waste incineration plants (operating at 11 plants in Japan and 1 plant overseas). Pursued development of intelligent operation system for paper converting machinery. Pursued development of a platform for collaborative robots designed for manufacturing sites.
Continuous cyber security of all MHI products Deepening of countermeasures	Cybersecurity technology Promoting development and commercialization	MHI Group (Japan and Overseas)	<ul style="list-style-type: none"> Continued to conduct cybersecurity-related R&D. Continued to provide security technologies such as InterSePT and Netmation Protect Pack for key business operations such as defense and energy. Evaluation and verification of network security detection equipment conducted at Sagamihara, YHH, Komaki-kita, and other locations to enhance security resistance of in-house plants. Incident training conducted for management and product personnel. Conducted security assessments of the software used in products and control systems.

Company-wide goals	Progress Monitoring Indicator (KPI)	Scope	Initiatives and Progress in FY2024
Project new value through participation of diverse human resources	Increase the ratio of women on the Board of Directors to at least 30% by 2030	MHI	<ul style="list-style-type: none"> Continued our training program for potential future executive candidates in collaboration with each business unit. Expanded various employee support systems with consideration to childcare and caregiving in order to enable employees to continue their careers. Working to build a workplace environment and organizational culture allowing for a balance of professional and private life.
	Double the ratio of women in management positions by 2030 (compared to FY2021)	MHI Group (Global)	
	In accordance with the MHI Group Human Rights Policy, raise awareness of diversity among Group employees through education and other efforts	MHI Group (Global)	<ul style="list-style-type: none"> About 67,000 employees of the MHI Group, including overseas employees, participated in the educational content (e-learning) on "Respect for Human Rights in the MHI Group," which was enhanced based on the results of the first session.
Ensure safe and comfortable workplaces	Reduce the number of serious accidents to zero	MHI Group (Japan)	<ul style="list-style-type: none"> there were 3 fatal accidents of cooperating employees due to crashes. A thorough implementation of crash prevention measures (handrails and main ropes) and the use of equipment for preventing crashes was made.
	Maintain a labor (work absence) accident frequency at a rate that is equal to or lower than the industry average		<ul style="list-style-type: none"> The rate of lost-worktime injuries was the same as the industry average. Implemented AI-based method for detecting signs of potential industrial accidents, and analysis of root causes. Established process and procedures of collecting safety management data from overseas group companies.
Improve our environment that maximizes employee performance, and develop human resources who are healthy, energetic and able to contribute to society	Raise the employee awareness survey's "engagement" score above the global average by FY2030	MHI Group (Global)	<ul style="list-style-type: none"> The 5th MHI Group Employee Survey was undertaken in January 2025. President's Town Meeting was held at two sites in Japan. Announced pulse survey tool to all MHI Group and continuing operational improvement.

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「Enhance corporate governance」

Company-wide goals	Progress Monitoring Indicator (KPI)	Scope	Initiatives and Progress in FY2024
Further enhance deliberations by the Board of Directors	Maintain the ratio of Independent Outside Directors on the Board of Directors at 50% or more	MHI	<ul style="list-style-type: none"> Maintained the percentage of independent outside directors at 50% (6/12) and worked to speed up decision-making processes and strengthen oversight functions.
	Assess the effectiveness of the Board of Directors annually to ensure and improve it		<ul style="list-style-type: none"> Engaged in the following initiatives to evaluate the effectiveness of the Board of Directors in FY2024. <ul style="list-style-type: none"> Conducted questionnaires to all members of the board. Discussed the results of these evaluations in meetings of independent outside directors and reported the same to Board of Directors meetings. Established policies based on the results of the effectiveness evaluation and finalized the draft of disclosure, both by the resolutions of the Board of Directors. Also started planning the agenda schedule for FY2025.
Promote legal compliance and honest and fair business practices	Maintain the number of serious laws/regulation violations at zero	MHI Group (Global)	<ul style="list-style-type: none"> There were no serious laws/regulation violations. Case studies related to compliance were published monthly to raise awareness within the company. Compliance information tailored to each region was shared with Group companies outside Japan in an effort to prevent compliance issues. Ensuring that overseas group companies set up hotlines for reporting on compliance issues.
	Continue activities that promote an open organizational culture		<ul style="list-style-type: none"> Implemented the following compliance training for employees both within and outside Japan. <ul style="list-style-type: none"> Japan: e-learning, discussion-based training, graded training Outside Japan: e-learning
Further promote responsible (CSR) procurement in the global supply chain	Promote sustainability and CSR procurement activities with partners to build a sustainable supply chain	MHI Group (Global)	<ul style="list-style-type: none"> Implemented a CSR questionnaire for Japanese and overseas partner companies with a certain amount of regular orders from MHI, and obtained their agreement to the MHI Group Supply Chain Sustainability Promotion Guidelines.
	Offer continuous educative information to suppliers/ business partners in order to establish and maintain sustainable supply chain		<ul style="list-style-type: none"> Delivered educational materials on CSR procurement when sending the periodical CSR questionnaire for partner companies, and confirmed widespread understanding within each company. Performed CSR procurement education at business briefings and meetings with partners.
Create opportunities to explain non-financial information	Conduct Sustainability briefings to investors at least once a year	MHI Group (Global)	<ul style="list-style-type: none"> Organized a factory tour of Nuclear Power business in March 2025 and explained our aim to contribute to the realization of Carbon Neutrality through our products, technologies and services.

