

- Sustainability Management
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Data Section

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* To heighten the reliability of data, we have received assurance from an independent third party. The data most recently assured is noted with a ✓.



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Environmental Management

■ Environmental Targets

<Progress on The Fifth Environmental Targets>

| | 2020 | | 2021 | | 2022 | | 2023 | |
|--|--------|-----------------|--------|-----------------|--------|-----------------|---------------------|-----------------|
| | Result | Vs. FY2014 | Result | Vs. FY2014 | Result | Vs. FY2014 | Result | Vs. FY2014 |
| KPI (1) Reduction in CO ₂ emissions/Amount of sales | 13.2 | 32.8% Reduction | 12.3 | 37.8% Reduction | 12.3 | 48.9% Reduction | 11.4 ^{*1} | 52.4% Reduction |
| KPI (2) Reduction in water usage/Amount of sales | 0.183 | 11.4% Reduction | 0.16 | 22.8% Reduction | 0.165 | 34.5% Reduction | 0.142 ^{*2} | 43.6% Reduction |
| KPI (3) Reduction in waste generation/Amount of sales | 1.91 | 11.9% Reduction | 1.71 | 21.1% Reduction | 1.68 | 36.0% Reduction | 1.50 ^{*3} | 42.8% Reduction |

Coverage: ^{*1} MHI and 156 domestic and overseas Group companies
^{*2} MHI and 141 domestic and overseas Group companies
^{*3} MHI and 116 domestic and overseas Group companies
^{*4} Figures for consolidated net sales have been used for "amount of sales" since fiscal 2022.

Climate Change

■ GHG Emissions

<Direct GHG emissions (Scope 1)>

| | Unit | 2021 | 2022 | 2023 | 2024 |
|--|----------------------|-------|-------|-------|------|
| GHG Emissions* ¹ | kt-CO ₂ | 171 | 137 | 129 | 133 |
| (Third-party Assurance)* ² | | 118 | 82 | 75 ✓ | *4 |
| | | | | | |
| Other indirect GHG emissions* ³ | kt-CO ₂ e | | | | |
| CH ₄ | | 0.073 | 0.180 | 0.165 | |
| N ₂ O | | 0.261 | 0.086 | 0.072 | |
| HFCs | | 0.219 | 0.621 | 0.194 | |
| PFCs | | — | — | — | |
| SF ₆ | | 0.574 | 0.403 | 0.401 | |
| NF ₃ | | — | — | — | |

^{*1} Coverage: MHI and domestic and overseas Group companies (158 companies in FY2021, 163 companies in FY2022, 156 companies in FY2023, and 170 companies in FY2024 [accounting for 98% of net sales])
^{*2} Coverage: MHI and domestic Group companies (12 companies in FY2021, 11 companies in FY2022, 10 companies in FY2023, and 10 companies in FY2024)
^{*3} Coverage: MHI
^{*4} Under review to obtain assurance from an independent third party



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◁ Indirect GHG emissions (Scope 2) ▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|------------------------------|--------------------|------|------|-------|------|
| Location-based*1, 3 | kt-CO ₂ | 423 | 434 | 438 | 425 |
| (Third-party Assurance)*2, 3 | | — | 247 | 269 ✓ | *5 |
| Market-based*1, 4 | kt-CO ₂ | 382 | 377 | 402 | 384 |
| (Third-party Assurance)*2, 4 | | 225 | 224 | 277 ✓ | *5 |

*1 Coverage: MHI and domestic and overseas Group companies (158 companies in FY2021, 163 companies in FY2022, 156 companies in FY2023, and 170 companies in FY2024 [accounting for 98% of net sales])

*2 Coverage: MHI and domestic Group companies (12 companies in FY2021, 11 companies in FY2022, 10 companies in FY2023, and 10 companies in FY2024)

*3 For Japan, the national average of emission factors by electric power company (Ministry of the Environment, Ministry of Economy, Trade and Industry) is applied. For others, International Energy Agency (IEA) IEA Emission Factors average coefficients by country are applied.

*4 For Japan, emission factors by electric power company (Ministry of the Environment, Ministry of Economy, Trade and Industry) are applied. For others, IEA Emission Factors of the International Energy Agency (IEA) are applied when it is difficult to obtain emission factors provided by electricity suppliers.

*5 Under review to obtain assurance from an independent third party

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◀Other indirect GHG emissions (Scope 3)▶

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|--------------------|-----------|-----------|---------|---------|
| 1. Purchased goods and services*1 | kt-CO ₂ | 4,819 | 4,907 | 7,371 | 6,883 |
| 2. Capital goods*2 | | 385 | 477 | 650 | 615 |
| 3. Fuel- and energy-related activities (not included in Scopes 1 or 2)*2 | | 68 | 70 | 71 | 70 |
| 4. Upstream transportation and distribution*1 | | 13 | 17 | 14 | 12 |
| 5. Waste generated in operations*5 | | 17 | 14 | 18 ✓ | 15*7 |
| 6. Business travel*2 | | 10 | 10 | 10 | 10 |
| 7. Employee commuting*2 | | 36 | 35 | 36 | 36 |
| 8. Upstream leased assets ◀Included in Scopes 1 and 2▶ | — | — | — | — | — |
| 9. Downstream transportation and distribution*3 | — | N/A | N/A | N/A | N/A |
| 10. Processing of sold products*3 | — | N/A | N/A | N/A | N/A |
| 11. Use of sold products*6 | kt-CO ₂ | 1,573,000 | 1,231,000 | 842,000 | 877,000 |
| 12. End-of-life treatment of sold products*3 | — | N/A | N/A | N/A | N/A |
| 13. Downstream leased assets*4 | — | N/A | N/A | N/A | N/A |
| 14. Franchises*4 | — | N/A | N/A | N/A | N/A |
| 15. Investments*3 | — | N/A | N/A | N/A | N/A |
| Totals in the aggregate scope | kt-CO ₂ | 1,578,348 | 1,236,530 | 850,170 | 884,641 |

* Figures may fluctuate due to revision of the scope and method of calculation
*1 Coverage: MHI and certain domestic Group companies
*2 Coverage: MHI and domestic and overseas Group companies
*3 Excluded from calculation due to lack of reference data
*4 Excluded from calculation due to being outside company business
*5 Coverage: MHI and domestic Group companies (9 companies in FY2021, 8 companies in FY2022, 7 companies in FY2023, and 7 companies in FY2024)
*6 Coverage: MHI and domestic and overseas Group companies. Emissions throughout the life cycle
*7 Under review to obtain assurance from an independent third party



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■ Energy Consumption

◁Energy consumption▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|--|------|-------|-------|-------|-------|
| Total energy consumption | GWh | 1,869 | 1,722 | 1,714 | 1,714 |
| Renewable energy consumption | GWh | 113 | 109 | 133 | 140 |
| Proportion of renewable energy consumption to total energy consumption | % | 6.0 | 6.4 | 7.8 | 8.2 |

Coverage: MHI and domestic and overseas Group companies (158 companies in FY2021, 163 companies in FY2022, 156 companies in FY2023, and 170 companies in FY2024 [accounting for 98% of net sales])

◁Electricity purchased▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|-----------------------|------|------|------|------|------|
| Electricity purchased | GWh | 954 | 976 | 997 | 983 |

Coverage: MHI and domestic and overseas Group companies (158 companies in FY2021, 163 companies in FY2022, 156 companies in FY2023, and 170 companies in FY2024 [accounting for 98% of net sales])

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■ Energy Use

◀Energy use results▶

| | Unit | 2020 | 2021 | 2022 | 2023 |
|-----------------------------|---------|------|------|-------|-------|
| Purchased electricity*1 | GWh | 598 | 539 | 568 | 615 ✓ |
| Heavy fuel oil A | ML | 3 | 4 | 3 | 2 ✓ |
| Heavy fuel oil B/C | kL | 0 | 0 | 0 | 0 ✓ |
| Gasoline | ML | 0.2 | 0.3 | 0.2 | 0.2 ✓ |
| Gas oil/Diesel oil | ML | 4 | 2 | 2 | 1.7 ✓ |
| Kerosene | ML | 2 | 2 | 0.5 | 0.4 ✓ |
| Jet fuel | ML | 0.7 | 0.8 | 1 | 0.8 ✓ |
| Steam coal | kt | 0 | 0 | 0.002 | 0 ✓ |
| City gas | M(m³)*2 | 29 | 38 | 24 | 24 ✓ |
| LPG | kt | 4 | 3 | 2 | 2 ✓ |
| LNG | kt | 0.7 | 1 | 1 | 1.5 ✓ |
| Natural gas (excluding LNG) | k(m³) | 0 | 0.9 | 0.7 | 0.6 ✓ |
| Petroleum hydrocarbon gas | k(m³) | 0.1 | 1.5 | 3.3 | 0.6 ✓ |
| Hot water | GJ | 20 | 21 | 21 | 15 ✓ |
| Cold water | TJ | 6 | 12 | 12 | 9 ✓ |
| Steam | TJ | 4 | 7 | 6 | 5 ✓ |

Coverage: MHI and domestic Group companies (15 companies in FY2020, 12 companies in FY2021, 11 companies in FY2022, and 10 companies in FY2023)
*1 Including renewable energy. In FY2020-FY2022, purchased energy.
*2 Unit: MNm³ for FY2020-FY2022



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Water Management

■ Water Usage

◁Water resource input▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|-------------------------------|-----------------------------|------|------|-------|------|
| Water intake*1 | ten thousand m ³ | 684 | 677 | 650 | 623 |
| (Third-party Assurance)*2 | | 506 | 476 | 492 ✓ | *7 |
| Breakdown of water intake | | | | | |
| Tap water | ten thousand m ³ | 274 | 276 | 268 | 265 |
| (Third-party Assurance)*2 | | 146 | 139 | 180 ✓ | *7 |
| Industrial water | | 233 | 231 | 224 | 217 |
| (Third-party Assurance)*2 | | 215 | 193 | 180 ✓ | *7 |
| Groundwater | | 175 | 169 | 157 | 141 |
| (Third-party Assurance)*2 | | 145 | 144 | 133 ✓ | *7 |
| Rivers, lakes, etc. | | 2 | 1 | 1 | 1 |
| Reused water usage*3 | ten thousand m ³ | 16 | 18 | 14 | |
| Ratio of reused water usage*3 | % | 2.4 | 4 | 3.5 | |

◁Water Discharge▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|---------------------------------|-----------------------------|------|------|------|------|
| Water Discharge*4 | ten thousand m ³ | 477 | 356 | 358 | 352 |
| Breakdown of water discharge | | | | | |
| Sewerage, etc. | ten thousand m ³ | 313 | 191 | 192 | 160 |
| Public waters (rivers, lakes)*5 | | 164 | 165 | 166 | 193 |

◁Water Usage▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|------------------|-----------------------------|------|------|------|------|
| Water Usage*1, 6 | ten thousand m ³ | 521 | 512 | 484 | 431 |

*1 Coverage: MHI and domestic and overseas Group companies (144 companies in FY2021, 143 companies in FY2022, 141 companies in FY2023, and 150 companies in FY2024 (accounting for 95% of net sales))
*2 Coverage: MHI and domestic Group companies (11 companies in FY2021, 10 companies in FY2022, 9 companies in FY2023, and 9 companies in FY2024)
*3 Coverage: MHI
*4 Coverage: MHI and domestic and overseas Group companies (79 companies in FY2021, 83 companies in FY2022, 70 companies in FY2023, and 70 companies in FY2024)
*5 Amount of wastewater purified in-house and returned to rivers, lakes, etc.
*6 Water usage = Water intake (tap water + industrial water + groundwater + rivers, lakes, etc.) - Wastewater purified in-house and returned to rivers, lakes and marshes
*7 Under review to obtain assurance from an independent third party



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Waste/Pollution

■ Waste Generation

◁Waste generation*1▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------------|------|------|------|------|
| Waste generation*2 | thousand t | 144 | 133 | 128 | 124 |
| (Third-party Assurance)*3 | | 30 | 26 | 28 ✓ | *6 |
| Recycling amount*2 | | 112 | 101 | 100 | 99 |
| Total disposal amount*2, 4 | | 32 | 32 | 28 | 26 |
| Landfill waste disposal amount*2 | | 9 | 10 | 9 | 9 |

◁Hazardous waste generation▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|----------------------------|------------|------|------|------|------|
| Waste generation*2 | thousand t | 11 | 11 | 10 | 11 |
| (Third-party Assurance)*5 | | 6 | 7 | 7 ✓ | *6 |
| Recycling amount*2 | | 4 | 5 | 5 | 5 |
| Total disposal amount*2, 4 | | 7 | 6 | 5 | 6 |
| | | | | | |

*1 Including valuables
*2 Coverage: MHI and domestic and overseas Group companies (119 companies in FY2021, 116 companies in FY2022, 116 companies in FY2023, and 118 companies in FY2024 [accounting for 90% of net sales])
*3 Coverage: MHI and domestic Group companies (12 companies in FY2021, 11 companies in FY2022, 10 companies in FY2023, and 10 companies in FY2024). Excluding valuables and hazardous waste
*4 Total disposal amount = waste generation (total) minus recycling amount
*5 Coverage: MHI and domestic Group companies (12 companies in FY2021, 11 companies in FY2022, 10 companies in FY2023, and 10 companies in FY2024). Hazardous waste as defined by Japanese law related to waste
*6 Under review to obtain assurance from an independent third party

■ Volatile Organic Compound (VOC) Emissions

◁Volatile organic compound (VOC) emissions▷

| | Unit | 2021 | 2022 | 2023 | 2024 |
|-------------------|------|------|------|------|------|
| Emissions (total) | t | 558 | 585 | 597 | 540 |
| Toluene | | 237 | 227 | 242 | 206 |
| Xylene | | 217 | 229 | 237 | 197 |
| Ethylbenzene | | 104 | 129 | 118 | 136 |

Coverage: MHI and domestic Group companies (27 companies in FY2021, 25 companies in FY2022, 24 companies in FY2023, and 24 companies in FY2024 [accounting for 89% of net sales])



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Data Section/Society

Human Rights

■ Freedom of Association and Job Security

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|--|----------------|-------|--------------------|--------------------|--------------------|--------------------|
| Employees covered by collective bargaining agreements | Employee ratio | % | 92.6* ¹ | 93.3* ² | 90.1* ³ | 83.2* ⁴ |
| Number of labor union-management consultations* ⁵ | | Times | 47 | 24 | 28 | 20 |

Coverage: *1 MHI and seven major domestic Group companies (accounting for 43.3% of all consolidated employees)
*2 MHI and 15 domestic Group companies (accounting for 46.0% of all consolidated employees)
*3 MHI and 22 domestic Group companies (accounting for 48.5% of all consolidated employees)
*4 MHI and 37 domestic Group companies (accounting for 55.2% of all consolidated employees)
*5 MHI

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|---------|--|-------|------|------|------|------|
| Layoffs | Number of employees laid off | | 0 | 0 | 0 | 0 |
| | Number of labor union-management consultations | Times | 0 | 0 | 0 | 0 |

Coverage: MHI

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Diversity, Equity, and Inclusion

■ Data Related to Diversity and Equal Opportunity

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|--|---|--------|--------|--------|--------|--------|
| Number of employees | Consolidated total | | 77,991 | 76,859 | 77,697 | 77,274 |
| | Non-consolidated total | | 22,755 | 21,634 | 22,538 | 22,347 |
| | Number of males | | 20,571 | 19,637 | 20,461 | 20,256 |
| | Percentage of males | % | 90.4 | 90.8 | 90.8 | 90.6 |
| | Number of females | | 2,184 | 1,997 | 2,027 | 2,091 |
| | Percentage of females | % | 9.6 | 9.2 | 9.2 | 9.4 |
| Average length of service and age of employees | Average length of service | year | 18.5 | 18.8 | 19.0 | 18.9 |
| | Average age | age | 41.6 | 42.1 | 42.4 | 42.5 |
| | Average length of service for men | year | 18.6 | 19.0 | 19.1 | 19.0 |
| | Average length of service for women | year | 17.8 | 17.8 | 17.9 | 17.5 |
| | | | | | | |
| Executive*1 | Total | | 51 | 51 | 48 | 48 |
| | Number of males | | 49 | 49 | 45 | 44 |
| | Percentage of males | % | 96.1 | 96.1 | 93.7 | 91.7 |
| | Number of females | | 2 | 2 | 3 | 4 |
| | Percentage of females | % | 3.9 | 3.9 | 6.3 | 8.3 |
| | | | | | | |
| Manager*2 | Total | | 5,498 | 5,455 | 5,766 | 5,695 |
| | Number of males | | 5,336 | 5,298 | 5,608 | 5,536 |
| | Percentage of males | % | 97.1 | 97.1 | 97.3 | 97.2 |
| | Number of females | | 162 | 157 | 158 | 159 |
| | Percentage of females | % | 2.9 | 2.9 | 2.7 | 2.8 |
| | | | | | | |
| Differently abled people employment rate | Hiring rate | % | 2.34 | 2.45 | 2.55 | 2.69 |
| Number of employees rehired over retirement age (60 years) | Total | | 695 | 682 | 875 | 920 |
| Percentage of contract or temporary employees | Ratio | % | 8.3 | 8.9 | 9.3 | 10.1 |
| Wage equality*2,3 | Managers (base salary only) | Male | 1.05 | 1.05 | 1.06 | 1.05 |
| | | Female | 1 | 1 | 1 | 1 |
| | Managers (base salary + bonuses and other incentives) | Male | 1.03 | 1.03 | 1.03 | 1.06 |
| | | Female | 1 | 1 | 1 | 1 |
| | Non-managers | Male | 1.05 | 1.05 | 1.04 | 1.04 |
| | | Female | 1 | 1 | 1 | 1 |

Coverage: MHI
*1 Including executive officers
*2 Managers are defined as section managers and above
*3 The lowest of the average wages for men and women in each tier is 1.00, and the difference is displayed as an index

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■ Data Related to Diversity and Equal Opportunity

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|-----------------------------------|----------------------------|------|-----------|-----------|-----------|-----------|
| Ratio of Females in Each Position | All employees | | 13.4 | 13.8 | 13.5 | 13.8 |
| | Non-managers | | 15.3 | 16.1 | 15.9 | 16.2 |
| | Managers*1 | % | 4.7 (4.5) | 4.6 (4.5) | 4.5 (4.4) | 5.3 (5.0) |
| | General managers*1 | | 3.4 (3.7) | 3.4 (3.6) | 3.3 (3.5) | 2.6 (3.5) |
| | Executives*2 | | 4.5 | 4.2 | 4.3 | 6.3 |
| | Profit center managers*1,3 | | 4.4 (4.1) | 4.2 (4.0) | 3.9 (3.7) | 4.3 (4.1) |

Coverage: MHI Group (accounting for 89.8% of consolidated employees in FY2021, 91.3% in FY2022, 90.0% in FY2023, and 92.2% in FY2024)

*1 Aggregate figures including higher positions in parentheses

*2 Including executive officers

*3 Profit center is defined as a non-corporate organization

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Human Resources Development

■ Chief Engineer and Master Technician

| | | 2021 | 2022 | 2023 | 2024 |
|--|-------------------|------|------|------|------|
| Number of newly certified Chief Engineer and Master Technician | Chief Engineer | 4 | 6 | 1 | 5 |
| | Master Technician | 3 | 4 | 3 | 2 |

Coverage: MHI

■ Training Hours and Training Costs

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|---|------------------------------|---------------------|-----------|-----------|-----------|-----------|
| Training hours | Total training hours | Hours | 703,521 | 766,933 | 972,284 | 932,549 |
| | Training hours per employee | Hours/ Employees | 13.6 | 16.0 | 20.6 | 19.8 |
| Training costs | Total costs | Thousands of yen | 1,326,638 | 1,881,621 | 1,778,634 | 1,924,085 |
| | Training costs per employee | Yen/ Employees | 25,708 | 39,228 | 37,681 | 40,922 |
| Scope of calculation (MHI and domestic Group companies) | Number of eligible employees | | 51,605 | 47,966 | 47,203 | 47,018 |
| | Employee coverage ratio | % | 66.2 | 62.4 | 60.8 | 60.8 |

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Talent Attraction and Retention

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|--|--|------|------|------|------|-------|
| Employee performance appraisal*1 | Management by objectives | | 62.9 | 62.9 | 62.7 | 62.5 |
| | Multidimensional performance appraisal | % | 37.1 | 37.1 | 37.3 | 37.5 |
| New hired*1 | Total | | 361 | 478 | 737 | 1,467 |
| | Male | | 316 | 437 | 641 | 1,296 |
| | Percentage of males | % | 87.5 | 91.4 | 87.0 | 88.3 |
| | Female | | 45 | 41 | 96 | 171 |
| | Percentage of females | % | 12.5 | 8.6 | 13.0 | 11.7 |
| Number of mid-career hires*1 | All employees | | 54 | 123 | 196 | 572 |
| | Male | | 42 | 112 | 168 | 506 |
| | Percentage of males | % | 77.8 | 91.1 | 85.7 | 88.5 |
| | Female | | 12 | 11 | 28 | 66 |
| | Percentage of females | % | 22.2 | 8.9 | 14.3 | 11.5 |
| Percentage of open positions filled through internal recruitment*1 | Total | | 98.8 | 97.8 | 98.0 | 95.5 |
| | Male | % | — | 98.6 | 98.0 | 95.5 |
| | Female | | — | 97.7 | 98.0 | 95.5 |
| Total turnover rate*2 | Total | | 4.1 | 5.6 | 4.6 | 3.8 |
| | Male | % | 3.8 | 5.5 | 4.6 | 3.8 |
| | Female | | 7 | 6.1 | 4.9 | 3.8 |
| Voluntary turnover rate*2 | Total | | 1.8 | 1.6 | 1.4 | 1.2 |
| | Male | % | 1.5 | 1.5 | 1.3 | 1.2 |
| | Female | | 4.4 | 2.9 | 2.5 | 1.7 |

*1 Coverage: MHI
*2 Coverage: MHI for FY2021, MHI and domestic Group companies for FY2022 and FY2023 (6 companies in FY2022; 14 companies in FY2023, and 27 companies in FY2024 (accounting for 52.0% of consolidated employees))



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■ Employee Engagement

| | | Unit | 2021 | 2022*1 | 2023 | 2024*2 | Goal |
|------------------|--|------|------|--------|------|--------|-------------------------------------|
| Awareness survey | Percentage of highly engaged employees | % | — | 57 | — | 63 | Higher than world average by 2030*3 |
| | (valid response rate) | | — | 75 | — | 79 | |

*1 Coverage: MHI and 170 domestic and overseas Group companies (accounting for 88% of consolidated employees)
*2 Coverage: MHI and 192 domestic and overseas Group companies (accounting for 92% of consolidated employees)
*3 World average: 72% (as of FY2024 survey)

■ Data on Workstyles and Support for Work-life Balance

| | | Unit | 2021 | 2022 | 2023 | 2024 |
|---|--|----------|--------|--------|--------|--------|
| Use of work-life balance support system | Number of employees taking Childcare leave*1 | Male | 245 | 268 | 261 | 340 |
| | | Female | 92 | 94 | 70 | 69 |
| | Percentage of employees taking Childcare leave | Male*2 | 24.2 | 69.0 | 85.8 | 90.2 |
| | | Female*3 | 98.9 | 96.9 | 94.5 | 98.6 |
| | Number of employees using Short-time work for Childcare | Male | 348 | 417 | 604 | 682 |
| | | Female | 559 | 531 | 538 | 530 |
| | Number of employees using Child-planning (infertility treatment) leave | | 2 | 5 | 3 | 10 |
| | Number of employees using Family care leave | | 11 | 9 | 19 | 11 |
| | Number of employees using Short-time work for family care | | 30 | 38 | 58 | 66 |
| | Rate of return to work after Childcare leave | % | 98.9 | 99.6 | 100 | 99.2 |
| Achievements regarding workstyles | Rate of retention after Childcare leave | | 96.9 | 96.0 | 98.7 | 96.0 |
| | Annual leave uptake rate | % | 73.7 | 77.0 | 81.5 | 77.7 |
| | Number of employees working from home | | 12,186 | 12,655 | 11,723 | 10,852 |

Coverage: MHI
*1 Number of employees on childcare leave
*2 Number of employees who started childcare leave or took spouse's childbirth / number of employees who had childbirth(before FY2021, number of employees who started childcare leave/number of employees who hadchildbirth)
*3 Number of employees whostartedchildcare leave / number of employees who have finishedmaternity leave and are now eligible for childcare leave



▼ Data Section

- Environment
- Society
- > Human Rights
 - > Diversity, Equity, and Inclusion
 - > Human Resources Development
 - > Talent Attraction and Retention
 - > Occupational Safety and Health
 - > Product Safety/Innovation
 - > Supply Chain Management/ Social Contribution Activity
- Governance
- Third-party Assurance

Data Section/Society

Occupational Safety and Health

■ Data on Occupational Safety and Health

| | | | Unit | 2021*1 | 2022*2 | 2023*3 | 2024*4 |
|---|---|--------------------------------|-----------------|-------------|-------------|---------------|---------------|
| Goals for reducing industrial accidents | Working hours (employees + contractors) | Total working hours | Hours | 194,327,660 | 175,730,576 | 168,934,525 ✓ | 162,880,792*6 |
| | Number of fatal accidents/ serious accidents | Goal | Number of cases | 0 | 0 | 0 | 0 |
| | | Result | | 0 | 1 | 0 | 3 |
| | Number of work-related fatalities | Employees | | 0 | 0 | 0 ✓ | 0*6 |
| | | Contractors | | 0 | 1 | 0 ✓ | 3*6 |
| | Number of industrial accidents | Employees | Number of cases | 32 | 28 | 33 ✓ | 33*6 |
| | | Contractors | | 34 | 25 | 23 ✓ | 31*6 |
| | Lost-time industrial accidents frequency rate*5 (employees + contractors) | Goal | — | 0.26 | 0.33 | 0.35 | 0.32 |
| | | Result | — | 0.34 | 0.30 | 0.33 ✓ | 0.39*6 |
| | | Manufacturing industry average | — | 1.31 | 1.25 | 1.29 | 1.24 |
| | | Employees | — | 0.26 | 0.23 | 0.28 ✓ | 0.28*6 |
| | | Contractors | — | 0.47 | 0.48 | 0.46 ✓ | 0.69*6 |

*1 Coverage: MHI and 56 Group companies (accounting for 77.4% of consolidated employees)
*2 Coverage: MHI and 56 Group companies (accounting for 77.5% of consolidated employees)
*3 Coverage: MHI and 51 Group companies (accounting for 71.1% of consolidated employees)
*4 Coverage: MHI and 49 Group companies (accounting for 72.3% of consolidated employees)
*5 Lost-time industrial accidents frequency rate is the number of casualties due to occupational accidents per 1 million cumulative actual working hours, and represents the frequency of accidents. Number of casualties due to work-related accidents resulting in absence of one day or more ÷ total number of actual working hours x 1,000,000
*6 Under review to obtain assurance from an independent third party

Sustainability Management

Environment

Society

Governance

▼ Data Section

Environment

Society

- > Human Rights
- > Diversity, Equity, and Inclusion
- > Human Resources Development
- > Talent Attraction and Retention
- > Occupational Safety and Health
- > Product Safety/Innovation
- > Supply Chain Management/
Social Contribution Activity

Governance

Third-party Assurance

Data Section/Society

■ Indicators and Results for Health Management Promotion

| | | Goal | Unit | 2020 | 2021 | 2022 | 2023 |
|-----------------------------------|---|---|------|------|------|------|------|
| Health management promotion | Regular medical examination rate*1 | 100 | % | 99.5 | 99.2 | 99.5 | 99.4 |
| | Comprehensive medical examination rate*1 | over 50% | % | 35.0 | 57.2 | 59.4 | 61.5 |
| | Smoking rate*1 | Less than 23% | % | 23.7 | 22.6 | 22.0 | 21.4 |
| | Rate of follow-up attendance at medical institution after regular medical examination*1 | Compared to the previous year +10 Points | % | 46.6 | 48.0 | 50.6 | 45.4 |
| | Blood glucose improvement program participation rate*2 | 15 | % | 12.0 | 9.0 | 6.9 | 7.76 |
| Medical examination data*3 | Proper weight maintenance rate*1 | BMI between18.5 and less than 25 | % | 63.4 | 66.1 | 65.9 | 65.8 |
| | Blood pressure risk rate*1 | Systolic blood pressure of 180mm Hg or higher, or diastolic blood pressure of 110 mm Hg or higher | % | 0.4 | 0.2 | 0.4 | 0.3 |
| | Poor diabetes management rate*1 | HbA1c of 8.0 or higher | % | 0.9 | 0.5 | 0.8 | 0.7 |
| | Stress check examination rate*4 | — | % | 97.3 | 96.0 | 92.1 | 94.6 |
| Injury and sickness leave, rate*4 | Rate of injury and sickness leave (cases) | — | — | 3.98 | 4.61 | 8.57 | 3.67 |
| | Rate of injury and sickness leave (days) | — | — | 0.8 | 0.82 | 0.91 | 0.73 |

*1 MHI and Group company employees whose health is managed by MHI Health Management Department
*2 Employees insured by the MHI health-insurance union
*3 Excerpt from data submitted to Ministry of Economy, Trade and Industry Health Management Survey
*4 Coverage: MHI



- Sustainability Management
- Environment
- Society
- Governance

▼ Data Section

- Environment
- Society
 - > Human Rights
 - > Diversity, Equity, and Inclusion
 - > Human Resources Development
 - > Talent Attraction and Retention
 - > Occupational Safety and Health
 - > Product Safety/Innovation
 - > Supply Chain Management/ Social Contribution Activity
- Governance

- Governance
- Third-party Assurance



Data Section/Society

Product Safety

■ Safety Control of Radiation

| | | | Unit | 2020 | 2021 | 2022 | 2023 |
|-------------------------------------|---|--|-----------|--------|--------|--------|--------|
| MHI Nuclear Development Corporation | Radioactive waste (solid waste) | Storage capacity | | 3,293 | 3,293 | 3,293 | 3,293 |
| | | Volume of radioactive waste stored | 200L drum | 2,555 | 2,610 | 2,689 | 2,723 |
| | | Volume of radioactive waste generation | | 16 | 55 | 79 | 34 |
| | Radiation exposure of employees with radiation-related jobs (average)*1 | | mSv/year | 0.02 | 0.07 | 0.04 | 0.06 |
| Mitsubishi Nuclear Fuel Co., Ltd. | Radioactive waste (solid waste) | Storage capacity | | 17,053 | 17,053 | 17,053 | 17,053 |
| | | Volume of radioactive waste stored | 200L drum | 14,747 | 16,108 | 16,102 | 15,915 |
| | | Volume of radioactive waste generation | | 1,344 | 1,361 | -6*2 | -187*2 |
| | Radiation exposure of employees with radiation-related jobs (average)*1 | | mSv/year | 0.01 | 0.01 | 0.02 | 0.08*3 |

*1 ICRP Recommendations 2017 and related Japanese laws stipulate the dose limit for occupational exposure is 100 mSv per 5 years and 50 mSv per year in effective dose.
*2 Result when the volume of radioactive waste reduced exceeds the volume generated
*3 Primarily due to increased production volume.

Innovation

| | | Unit | 2020 | 2021 | 2022 | 2023 |
|--|-------------|------|-------|-------|-------|-------|
| R&D expenditure | Billion Yen | | 1,257 | 1,136 | 1,274 | 1,783 |
| | % of sales | | 3.4 | 2.9 | 3.0 | 3.8 |
| Employees in R&D positions (round numbers) | | | 1,460 | 1,460 | 1,460 | 1,500 |

Coverage: MHI Group

| | | Unit | 2020 | 2021 | 2022 | 2023 |
|------------------------|---------------|-----------------|--------|--------|--------|--------|
| Number of patents held | | | 25,968 | 25,654 | 25,771 | 26,158 |
| (by region) | Japan | Number of cases | 15,081 | 14,368 | 14,432 | 14,917 |
| | United States | | 4,494 | 4,658 | 4,829 | 4,838 |
| | Europe | | 3,193 | 3,259 | 3,189 | 3,095 |
| | China | | 3,200 | 3,369 | 3,321 | 3,308 |

Coverage: MHI Group

▼ Data Section

Environment

- Society
- > Human Rights
 - > Diversity, Equity, and Inclusion
 - > Human Resources Development
 - > Talent Attraction and Retention
 - > Occupational Safety and Health
 - > Product Safety/Innovation
 - > Supply Chain Management/
Social Contribution Activity

Governance

Third-party Assurance

Data Section/Society

Supply Chain Management

| | Unit | 2020 | 2021 | 2022 | 2023 |
|---|-----------|------|-------|-------|-------|
| Number of business partners provided with sustainability and CSR education (total number of participants) | Companies | 701 | 1,332 | 1,682 | 2,521 |

Social Contribution Activity

■ Social Contribution Activity KPI Items

| | | Unit | 2020 | 2021 | 2022 | 2023 |
|--|---|-----------------|-------|---------|---------|---------|
| Focus area (1) Fostering the next generation | Number of children participating in MHI science lessons (total attendance) *1 | | 892*2 | 7,171*2 | 8,966*2 | 11,147 |
| Focus area (2) Local community contribution | Number of occasions when MHI provided community support following a natural disaster or similar event*1 | | 3 | 4 | 3 | 3 |
| | Value of donations and support*1 | Millions of yen | 10 | 5 | 5 | 17 |
| Focus area (3) Environmental protection | Support for Tanegashima loggerhead turtle protection survey activities | | | | | |
| | Employee volunteer applications (participants) | | —*3 | —*3 | —*3 | 70 (32) |
| | Number of surveys carried out | | 7 | 8 | 8 | 8 |
| | Number of individual mother turtles identified during egg-laying | | 15 | 28 | 27 | 15 |

*1 Coverage: MHI Group

*2 In FY2020, FY2021, and FY2022, the science lesson program was held on a reduced scale due to COVID-19.

*3 In FY2020, FY2021, and FY2022, the recruitment and participation of employee volunteers was discontinued due to COVID-19 and employees instead supported the survey activity of the staff of a local non-profit organization.



Sustainability Management

Environment

Society

Governance

▼ Data Section

Environment

Society

- > Human Rights
- > Diversity, Equity, and Inclusion
- > Human Resources Development
- > Talent Attraction and Retention
- > Occupational Safety and Health
- > Product Safety/Innovation
- > Supply Chain Management/
Social Contribution Activity

Governance

Third-party Assurance



Data Section/Society

Social Contribution Activity

| | | Unit | 2020 | 2021 | 2022 | 2023 |
|---|----------------------------|-----------------|-------|-------|-------|-------|
| Social contribution activity cost input | | | 1,205 | 1,060 | 1,172 | 1,385 |
| (by area) | Academic research | Millions of yen | 131 | 105 | 101 | 103 |
| | Education | | 591 | 554 | 608 | 590 |
| | Local communities | | 71 | 53 | 169 | 184 |
| | Health, medicine and sport | | 53 | 61 | 65 | 81 |
| | Other | | 359 | 287 | 229 | 427 |

Coverage: MHI Group

| | | Unit | 2020 | 2021 | 2022 | 2023 |
|----------------------|-----------------------|-----------------|-------|-------|-------|-------|
| Type of contribution | | | 1,205 | 1,060 | 1,172 | 1,385 |
| (by type) | Cash donations | Millions of yen | 585 | 548 | 588 | 656 |
| | Contributions of time | | 68 | 48 | 88 | 128 |
| | Donations in kind | | 53 | 18 | 3 | 132 |
| | Overheads | | 499 | 446 | 493 | 469 |

Coverage: MHI Group

Sustainability Management

Environment

Society

Governance

▼ Data Section

Environment

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Governance
> Compliance

Third-party Assurance



Data Section/Governance

Compliance

■ Compliance

| | Unit | 2020 | 2021 | 2022 | 2023 |
|---|--------|--------|--------|--------|--------|
| Number of people taking compliance training (Approx.) | People | 90,300 | 82,000 | 80,000 | 81,000 |

Coverage: All employees of MHI and Group companies (including directors, re-hired employees, and part-time, contract, and temporary workers)

| | Unit | 2020 | 2021 | 2022 | 2023 |
|--|-------|------|------|------|------|
| Number of whistle-blowing reports | | 139 | 128 | 144 | 163 |
| (by type) | | | | | |
| Labor and the work environment | | 83 | 68 | 75 | 87 |
| Overall discipline and breaches of manners | | 12 | 6 | 20 | 27 |
| Transaction-related laws | Cases | 5 | 8 | 26 | 35 |
| Consultations and opinions | | 3 | 1 | 4 | 1 |
| Other | | 36 | 45 | 19 | 13 |

Coverage: MHI Group

Sustainability Management

Environment

Society

Governance

▼ Data Section

Environment

Society

Governance

Third-party Assurance

Third-party Assurance

■ Assurance on Materiality Disclosures



LR Independent Assurance Statement Relating to Mitsubishi Heavy Industries, Ltd.'s Materiality disclosure

This Assurance Statement has been prepared for Mitsubishi Heavy Industries, Ltd. in accordance with our contract but is intended for the readers of this report.

Terms of engagement

Lloyd's Register Quality Assurance Limited (LR) was commissioned by Mitsubishi Heavy Industries, Ltd. (MHI) to provide independent assurance on its materiality disclosure identified in 2020 (Released in 14 October 2020, hereafter ("the report")), against the assurance criteria below to a moderate assurance and at the materiality of the professional judgement of the verifier using AA1000 ASSURANCE STANDARD v3 TYPE 1 ASSURANCE – ADHERENCE TO THE ACCOUNTABILITY PRINCIPLES.

Our assurance engagement covered the operations and activities of MHI and its consolidated subsidiaries in Japan and overseas and specifically the following requirement:

- Verifying conformance with AA1000 ACCOUNTABILITY PRINCIPLES 2018

Our assurance engagement excluded the data and information of MHI's suppliers, contractors and any third-parties mentioned in the report.

LR's responsibility is only to MHI. LR disclaims any liability or responsibility to others as explained in the end footnote. MHI's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of MHI.

LR's Opinion

Based on LR's approach nothing has come to our attention that would cause us to believe that MHI has not conformed with AA1000 ACCOUNTABILITY PRINCIPLES 2018 in all material aspects. The opinion expressed is formed on the basis of a moderate assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated information rather than physically checking source information at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LR's approach

LR's assurance engagements are carried out in accordance with AA1000 ASSURANCE STANDARD v3 TYPE 1 ASSURANCE – ADHERENCE TO THE ACCOUNTABILITY PRINCIPLES. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Reviewing MHI's process for identifying and determining stakeholders to confirm that all the related stakeholders are captured.
- Assessing MHI's process for identifying and determining material issues to confirm that the right issues were included in their Report.
- Reviewing MHI's approach to stakeholder engagement process to confirm that engagement related to issues raised by stakeholders is implemented.
- Verifying MHI's KPI determination process and information disclosure methodologies to confirm that sustainability performances to impact on environment and social are monitored and disclosed.
- LR did these through interviews with the key people in charge of sustainability and reviewing documents and associated records. By implementing MHI's "No Visitor" policy due to the global infection spread of COVID-19, the interview was executed remotely via Microsoft Teams.

Observations

Further observations and findings, made during the assurance engagement, are:

Page 1 of 2



- Inclusivity:**
We are not aware of any key stakeholder groups that have been excluded from MHI's stakeholder engagement process. MHI identifies multi stakeholders comprehensively and the top management expresses commitment for the stakeholders. We believe that future reports should explain further stakeholder identification process.
- Materiality:**
We are not aware of any material issues concerning MHI's sustainability performance that have been excluded from the report. It should be noted that MHI reviewed and determined the materiality in 2020 to address social issues related to sustainability. In this process, MHI identified the material issues in reference to key sustainability initiatives and determined the materiality from the both aspects from MHI and the stakeholders.
- Responsiveness:**
MHI has process to capture issues raised by stakeholders and to respond them. MHI has dialogues with intellectuals and various stakeholders frequently. Materiality has been determined through the review of the feedback from stakeholders in the materiality revision process in 2020. We believe that future reports should explain further engagement process with multi stakeholders.
- Impact:**
MHI establishes the system to account and disclose information related to sustainability performance. MHI discloses the information via integrated reports and ESG data books and has third-party assurance to the indicators interested by stakeholders. MHI proceeds to determine KPI for material indicators based on the materiality reviewed in 2020.

LR's standards, competence and independence

LR implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021-1 Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part 1: Requirements that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LR ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

LR is the MHI's certification body for ISO 9001, ISO 14001, ISO 45001. The verification and certification assessments are the only work undertaken by LR for MHI and as such does not compromise our independence or impartiality.

Dated: 2 March 2021

Signed

Takashi Odamura

LR Lead Verifier

On behalf of Lloyd's Register Quality Assurance Limited

10th Floor, Queen's Tower A, 2-3-1, Minatomirai, Nishi-ku, Yokohama, Japan

LR reference: YKA4005601



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Third-party Assurance

Assurance on Environmental Data



LRQA Independent Assurance Statement
Relating to Mitsubishi Heavy Industries, Ltd.'s Environmental Data for the fiscal year 2023

This Assurance Statement has been prepared for Mitsubishi Heavy Industries, Ltd. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Mitsubishi Heavy Industries, Ltd. ("the Company") to provide independent assurance on its environmental data ("the report") for the fiscal year 2023, that is, from 1 April 2023 to 31 March 2024, against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using ISO 14064 - Part 3 and GX League third party verification guideline for greenhouse gas data and ISAE 3000 (Revised) for other environmental data.

Our assurance engagement covered the operations and activities of the Company and its subsidiaries in Japan and specifically the following requirements:

- Verifying conformance with the Company's reporting methodologies and GX League Calculation, Monitoring and Reporting Guidelines for the selected datasets;
- Evaluating the accuracy and reliability of data for only the selected indicators listed below:

Environmental¹

- Scope 1 GHG emissions (tonnes CO₂ and kilo-tonnes CO₂)^{2,3}
- Scope 2 GHG emissions [Market-based and Location-based] (tonnes CO₂ and kilo-tonnes CO₂)³
- Scope 3 GHG emissions (Category 5) (kilo-tonnes CO₂)⁴
- Energy use (Units are based on energy type)⁵
- Water intake (includes breakdown) (ten thousand m³)⁵
- Waste generation (thousand tonnes)⁵
- Hazardous waste generation (thousand tonnes)⁵

Our assurance engagement excluded the data and information of the Company's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to the Company. LRQA disclaims any liability or responsibility to others as explained in the end footnote. the Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of the Company.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements of the criteria listed above
- Disclosed accurate and reliable environmental data as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance⁶ and at the materiality of the professional judgement of the verifier.

¹ GHG quantification is subject to inherent uncertainty.
² Only energy-derived CO₂ is covered.
³ Mitsubishi Heavy Industries, Ltd. and its consolidated operating companies in Japan (11 companies in total).
⁴ Mitsubishi Heavy Industries, Ltd. and its consolidated operating companies in Japan (8 companies in total).
⁵ Mitsubishi Heavy Industries, Ltd. and its consolidated operating companies in Japan (10 companies in total).
⁶ The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



LRQA's Approach

LRQA's assurance engagements are carried out in accordance with ISAE 3000 (Revised), ISO 14064-3:2019 and GX League third party verification guideline. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification.
- Interviewing with those key people responsible for compiling the data and drafting the report.
- Sampling datasets and traced activity data back to aggregated levels;
- Verifying the historical data and records for the fiscal year 2023; and
- Visiting HQ Marunouchi, Nagasaki Shipyard & Machinery Works Nagasaki Plant and Kobe Shipyard & machinery Works Kobe Plant to confirm the data collection processes, record management practices, and to physically check emission sources.

Observations

Further observations and findings, made during the assurance engagement, are:

- We look forward to continued high levels of data aggregation and calculation.


LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021-1 Conformity assessment - Requirements for bodies providing audit and certification of management systems - Part11. Requirements that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

LRQA is the Company's certification body for ISO 9001, ISO 14001 and ISO 45001. We also provide the Company with a range of training services related to management systems. The verification and certification assessments, together with the training, are the only work undertaken by LRQA for the Company and as such does not compromise our independence or impartiality.

Signed



Kazuyori Yukinaka
LRQA Lead Verifier
On behalf of LRQA Limited
10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN
LRQA reference: YKA4005601

Dated: 25 October 2024

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Table 1. Summary of Mitsubishi Heavy Industries Group's Environmental Data for FY2023:

| スコープ | |
|--|---------------------------------|
| Scope 1 GHG emissions | 74,910 tCO ₂ |
| | 75 ktCO ₂ |
| Scope 2 GHG emissions (Location-based) | 268,540 tCO ₂ |
| | 269 ktCO ₂ |
| Scope 2 GHG emissions (Market-based) | 276,958 tCO ₂ |
| | 277 ktCO ₂ |
| Scope 3 GHG emissions | |
| Category 5 | 18 ktCO ₂ |
| Energy use | |
| Heavy fuel oil A | 2 ML |
| Heavy fuel oil B/C | 0 KL |
| Gasoline | 0.2 ML |
| Gas oil / Diesel oil | 1.7 ML |
| Kerosene | 0.4 ML |
| Jet fuel | 0.8 ML |
| Steam coal | 0 kt |
| City gas | 24 M(m ³) |
| LPG | 2 kt |
| LNG | 1.5 kt |
| Natural gas (excluding LNG) | 0.6 k(m ³) |
| Petroleum hydrocarbon gas | 0.6 k(m ³) |
| Hot water | 15 GJ |
| Cold water | 9 TJ |
| Steam | 5 TJ |
| Industrial steam | 0 GJ |
| Electricity | 615 GWh |
| Water intake | 492 ten thousand m ³ |
| Tap water | 180 ten thousand m ³ |
| Industrial water | 180 ten thousand m ³ |
| Ground water | 133 ten thousand m ³ |
| Waste generation (excluding hazardous waste) | 28 kt |
| Hazardous waste generation | 7 kt |

Third-party Assurance

■ Assurance on Social Data



LRQA Independent Assurance Statement Relating to Mitsubishi Heavy Industries, Ltd.'s Social data within its SUSTAINABILITY DATABOOK 2024 for the fiscal year 2023

This Assurance Statement has been prepared for Mitsubishi Heavy Industries, Ltd. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Mitsubishi Heavy Industries, Ltd. (hereby "the Company") to provide independent assurance on its social data within its SUSTAINABILITY DATABOOK 2024 ("the report") for the fiscal year 2023, that is 2023/04/01 - 2024/03/31, against the assurance criteria below to a limited level of assurance and professional judgement of the verifier using "ISAE3000(Revised)".

Our assurance engagement covered Mitsubishi Heavy Industries, Ltd.'s and its consolidated subsidiaries' operations and activities in Japan¹ and specifically the following requirements:

- Verifying conformance with the Company's reporting methodologies for the selected datasets:
- Evaluating the accuracy and reliability of data for only the selected indicators listed below:
 - Occupational fatalities of employees
 - Occupational fatalities of contractors
 - Lost-worktime injuries frequency rate of employees
 - Lost-worktime injuries frequency rate of contractors
 - Number of lost-worktime injuries of employees
 - Number of lost-worktime injuries of contractors
 - Total working hours of employees and contractors

Our assurance engagement excluded the data and information of the Company's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to the Company. LRQA disclaims any liability or responsibility to others as explained in the end footnote. The Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of the Company.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements of the criteria listed above
- Disclosed accurate and reliable social data and information

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

¹ The boundary consists of 50 entities in Japan and the Company.

² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



LRQA's Approach

LRQA's assurance engagements are carried out in accordance with ISAE3000(revised). The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification;
- Interviewing with those key people responsible for compiling the data and drafting the report;
- Sampling datasets and traced activity data back to aggregated levels; and
- Verifying the historical data and records for the fiscal year 2023.

Observations

Further observation made during the assurance engagement, is:

Company is expected to continuously improve their data management systems and maintain the accuracy and comprehensiveness of their data.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO/IEC 17021-1 *Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part1: Requirements* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The verification is the only work undertaken by LRQA for the Company and as such does not compromise our independence or impartiality.

Signed

Shotaro Kawabata

Dated: 05/07/2024

Shotaro Kawabata
LRQA Lead Verifier
On behalf of LRQA Limited
10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN

LRQA reference: YKA4005601

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Mitsubishi Heavy Industries, Ltd.

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