

**Subject: Fighting Against Forced Labour and Child Labour in Supply Chains Act  
FY2023 Statement**

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**Company Name: Mitsubishi Electric Corporation**

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**Signed by: Seiji Oguro, Executive Officer, In charge of Sustainability,  
Vice President, Sustainability Innovation Group**

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**Effective Date: May 31 2024**

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**Next review: May 2025**

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**1 Mitsubishi Electric Group's Commitment to Forced Labor and Child Labor (FY2023)**

(1) This is the statement under the Fighting Against Forced and Child Labor in Supply Chains Act (the Law) of 2024.

These include our ongoing commitment to respect international standards on human rights, to respect the law, to act with the highest integrity, and to always act with respect for human rights.

(2) This statement is prepared for Mitsubishi Electric Corporation.

(3) This statement outlines the steps we have taken until FY2023 and will continuously take in FY2024 on-wards to address the risks of forced labor and child labor in our operations and supply chain in accordance with the Law.

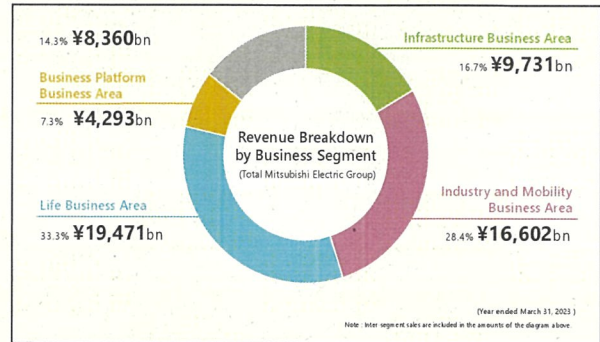
The fiscal year 2023 (FY2023) refers to the period from April 1, 2023 to March 31, 2024.

## 2 Basic Information on Mitsubishi Electric Corporation

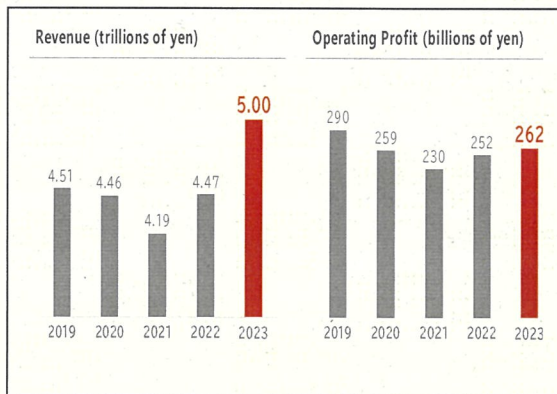
### (1) Corporate information

Head Office Location	Tokyo Building, 2-7-3 Marunouchi, Chiyoda-ku, Tokyo 100-8310, Japan
President & CEO	Uruma Kei
Foundation	February 1, 1921
Revenue	¥5,003,694 million
Paid-in Capital	¥175,820 million
Shares Issued	2,147,201,551 shares
Total Assets	¥5,582,519 million

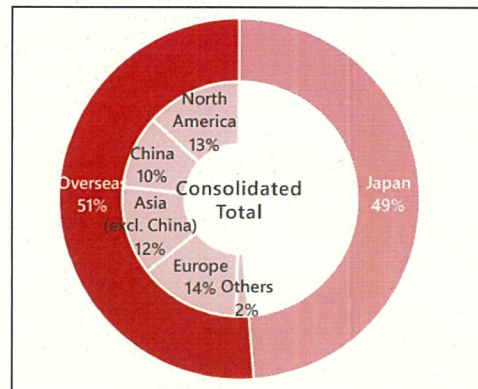
### Revenue Breakdown by Business Segment (FY2023)



### Revenue & Operating Profit









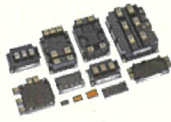


### Revenue by Location of Customers (FY2023)



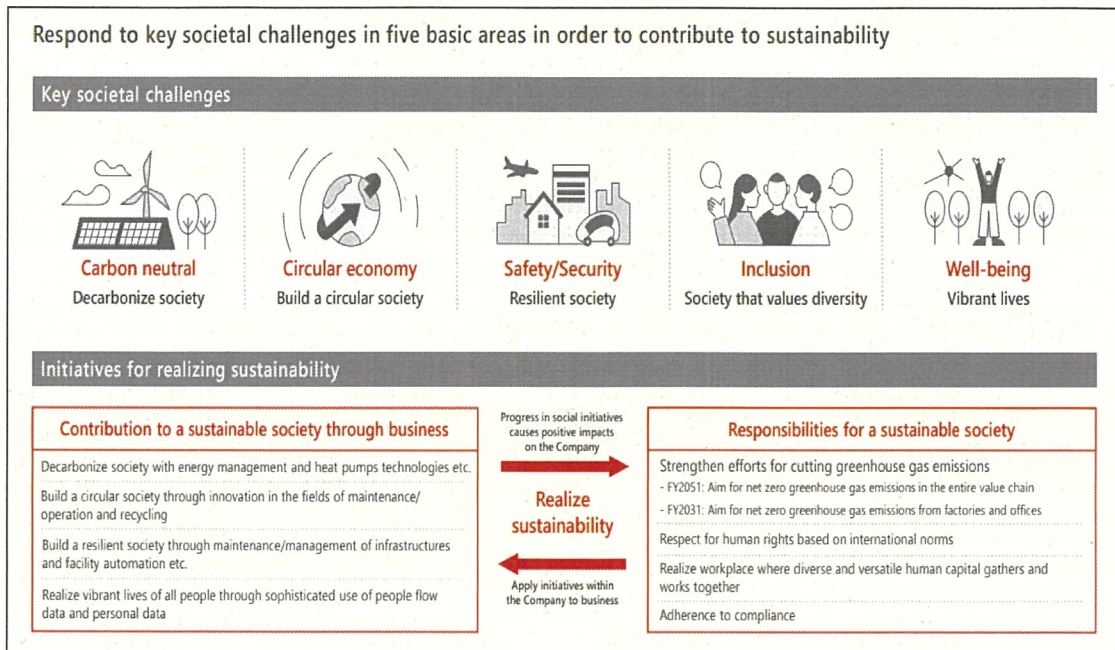
### (2) Business Area

The Mitsubishi Electric Group is engaged in the manufacturing, sales, and service of Energy and Electric Systems, Industrial Automation Systems, Information and Communication Systems, Electronic Devices, Home Appliances and more.

 Public Utility Systems	 Energy & Electric Systems	 Defense & Space Systems	 Factory Automation Systems	 Automotive Equipment
 Building Systems	 Air Conditioning & Home Products	 Information & Communication Systems/Services	 Semiconductors & Devices	



### (3) Sustainability Management



### 3 Mitsubishi Electric Group Human Rights Activities Structure

- (1) The Mitsubishi Electric Group promotes continuous improvement activities based on the PDCA cycle in order to promote human rights due diligence and other initiatives in accordance with international norms such as “the UN Guiding Principles on Business and Human Rights”. The Sustainability Committee, which is commissioned by the Executive Officers’ Meeting, formulates policies and plans for human rights initiatives, checks their performance, and receives approval from higher-level organizations, etc..
- (2) In FY2022, a permanent "Human Rights Subcommittee" was established as a subordinate organization of the Sustainability Committee in order to promptly improve the content of human rights-related initiatives and resolve issues. Since issues related to human rights cover a wide range of areas, we will address them after clarifying the divisions responsible for each area. The Human Rights Subcommittee determines the direction of discussions on cross-divisional issues. Progress and results are reported to the Sustainability Committee, which in turn reports them to the Executive Officers’ Meeting and the Board of Directors, where they receive guidance and supervision from the Executive Officers and Directors.
- (3) In FY2023, the Human Rights Subcommittee was held 3 times and the Human Rights Working Group, which is a subordinate body of the Human Rights Subcommittee and consists of operational members, was held 11 times.

### 4 Mitsubishi Electric Group Human Rights Policy and Process

- (1) In 2017, the Mitsubishi Electric Group formulated and published “the Mitsubishi Electric Group Human Rights Policy”. We regard it as our responsibility to support and respect the protection of internationally agreed-upon human rights as a precondition for our corporate activities, and to ensure that we ourselves are not complicit in human rights abuses. The Mitsubishi Electric Group recognizes that international standards on human rights, such as “the International Bill of Human Rights” and “the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work”,

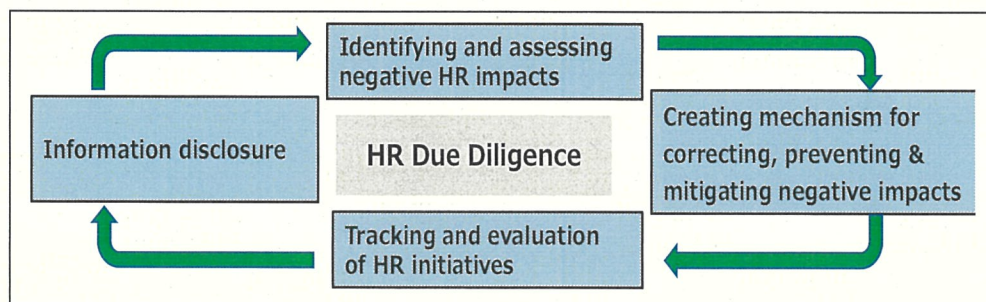


are minimum standards to be observed. Based on this recognition, we declare that we will appropriately understand the laws, regulations, and rules of each country and region in which we operate, and that we will respect human rights.

- (2) The Mitsubishi Electric Group signed “the Ten Principles of the United Nations Global Compact” on Human Rights, Labor, Environment and Anti-Corruption in 2018. The entire Mitsubishi Electric Group is committed to implementing policies and procedures consistent with its moral and ethical obligation to end modern-day slavery.
- (3) In order to implement the contents of the Human Rights Policy, the Mitsubishi Electric Group has conducted Human Rights Impact Assessments in 2018, 2021, and 2023 to identify risks of human rights violations, including forced labor and child labor, and to correct, prevent, and mitigate negative impacts based on the identified results.
- (4) The Mitsubishi Electric group is committed to promoting human rights due diligence as part of our human rights policy. The Human Rights Subcommittee, consisting of the heads of related divisions, determines the direction of cross-divisional human rights issues. The progress of human rights respect initiatives is reported to the Sustainability Committee and the Executive Officers' Meeting, and under the guidance and supervision of executive officers and directors, we continuously verify the effectiveness of the PDCA cycle of human rights due diligence.

## 5 Mitsubishi Electric Group Human Rights Due Diligence Approach

- (1) To address the various risks of modern-day slavery, the Mitsubishi Electric Group has adopted a human rights due diligence approach as outlined in “the UN Guiding Principles on Business and Human Rights” and “the OECD Due Diligence Guidelines”. The Mitsubishi Electric Group's human rights due diligence is fundamentally based on deploying the processes and tools of the Responsible Business Alliance (RBA), which we joined in February 2022, within the Group and to our supply chain. A new Group-wide activity was initiated in FY2023, actively utilizing the expertise of external third-party organizations.



- (2) Activities in each step of the Mitsubishi Electric Group’s human rights due diligence

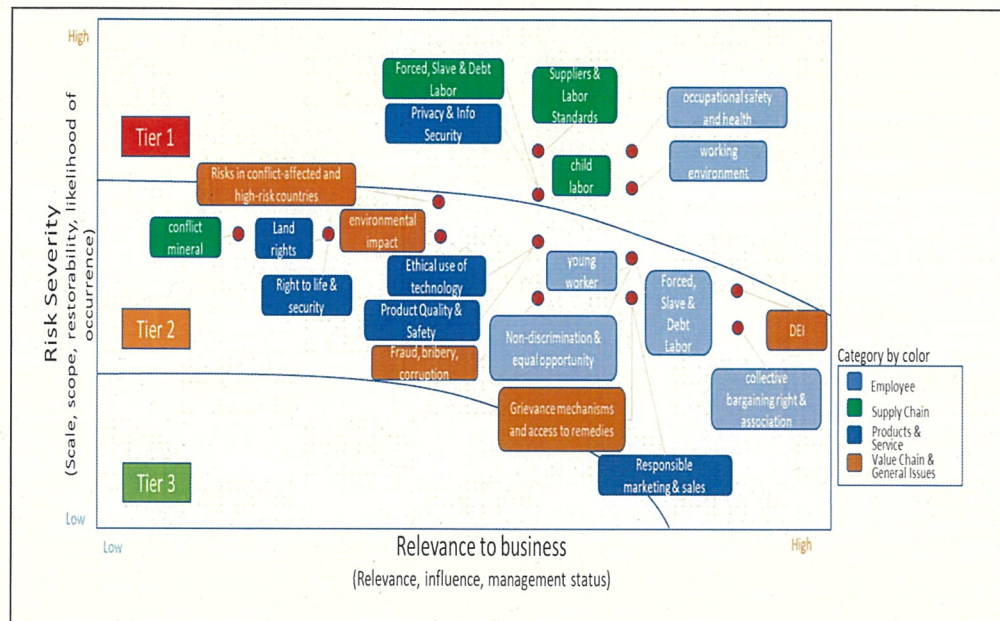
### A. Identifying and assessing negative human right impacts

- a. Human Rights Impact Assessment (self-assessment) - Previous Activities

In FY2021, we conducted self-assessments using Mitsubishi Electric's unique format to 417 sites, including domestic and overseas affiliates of the Group, to investigate the existence of human rights risks and the status of initiatives to respect human rights at each site.



b. Human Rights Impact Assessment (third-party evaluation) - New Activities  
 In FY2023, we conducted a new "Human Rights Impact Assessment" in collaboration with a third-party organization, Business for Social Responsibility (BSR). As a result, we have identified 21 human right risks that may affect different rights holders (employees, supply chain workers, consumers, customers, and surrounding communities) in the Mitsubishi Electric group's value chain. These include forced labor and child labor. BSR presented 86 recommendations for the Mitsubishi Electric Group's corporate activities (including supply chain) as proposed measures to prevent the occurrence of the 21 identified human right risks.



**B. Creating mechanism for correcting, preventing & mitigating negative impacts**

- Each site is responsible for promoting improvement activities for risks identified in the "self-assessment" conducted in FY2021.
- For the 86 items recommended by BSR in the "third-party evaluation" conducted in FY2023, each division in charge has formulated an improvement plan with the goal of completing improvement measures by the end of FY2026, and has started activities. (for details, please refer to section 8)

**C. Tracking and evaluation of human right initiatives**

a. Tracking and evaluation within the Mitsubishi Electric Group

- We have been checking the status of improvement at each site in FY2022 and FY2023 with regard to the risks identified in the "self-assessment" conducted in FY2021. We plan to continue checking the status in FY2024.
- We will also annually check the status of improvement implementation for the 86 recommendations presented by BSR in FY2023.
- In addition, from FY2024 onward, the RBA's Self Assessment Questionnaire (SAQ) will be used to confirm whether the risk of forced labor, child labor, etc. is being reduced at each Mitsubishi Electric Group site. Operation will begin at domestic sites in FY2024 and will be expanded to domestic and overseas group sites in FY2025.



b. Tracking and evaluation in the supply chain

- The Mitsubishi Electric Group uses “CSR Procurement Guidelines” and “CSR Questionnaire” to check the status of human rights initiatives in its supply chain, and is preparing to shift these activities to conform to the RBA process from FY2024. (for details, please refer to Sections 7 & 8.)

**D. Information disclosure**

- We disclose our activities in our Sustainability Report and Integrated Report every year.

**6 Mitsubishi Electric Group Grievance Mechanism**

- (1) The Mitsubishi Electric Group accepts inquiries and complaints from all stakeholders in the Mitsubishi Electric Group's global value chain 24 hours a day, 365 days a year through the following two contact points.
- (2) In addition, each Mitsubishi Electric Group site has its own contact point for handling various types of harassment, as well as a contact point based on the Whistleblower Protection act..
- (3) The Mitsubishi Electric Group has not received any reports of forced labor or child labor at the multiple contact points it has established.

Point	User	Contents (What, Who)	Language
(1) Sustainability Inquiries desk	All the stakeholders (Everyone in Value chain including Mitsubishi Electric Group employee)	Inquiries about the sustainability of Mitsubishi Electric Group (including Human Rights) and various other inquiries about the corporate activities	Japanese English
(2) External desk on Human Right (operated by JaCER)	Everyone in Supply chain (others can if they wish)	Consultation desk for Human Rights violations mainly in the supply chain of the Mitsubishi Electric Group	Japanese English Chinese

**7 Supply Chain**

**(1) Identification and remediation of risks of serious human rights violations (forced labor, child labor) in the supply chain**

Every three years, the Mitsubishi Electric Group obtains responses to a survey from suppliers representing the top 80% of its purchases in order to verify suppliers' efforts to meet the requirements of “CSR Procurement Guidelines”. Through this survey and the confirmation of the survey responses, we identify high-risk suppliers by individually determining whether there is a particularly serious risk of human rights violations, such as forced labor and child labor, and if we do identify a risk, we continuously seek to correct it through dialogue with the supplier. In the latest survey in FY2022, we have not identified any suppliers with such serious human rights violation risk concerns. In addition, we have also included the reduction of excessive working hours and the right to minimum wages in our guidelines and are in the process of confirming this in the survey form.



## **(2) Transition to RBA compliant initiatives**

In FY2022, we used the current “CSR Procurement Guidelines”, but in FY2023, we established a new “Mitsubishi Electric Group Supplier Code of Conduct” in compliance with the RBA Code of Conduct and are working to obtain written confirmation of agreement to the Code of Conduct from all suppliers. In addition, we are working to implement SAQ provided by the RBA for the top 80% of suppliers in terms of purchases.

## **(3) Promoting Responsible Mineral Procurement Activities**

- The Mitsubishi Electric group adheres to “the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas”, and will eliminate minerals involved in serious human rights abuses and environmental destructions from our procurement supply chain.
- Mitsubishi Electric takes part in “the Responsible Minerals Trade Working Group” of the Japan Electronics and Information Technology Industries Association (JEITA), and collaborates with other industry organizations to address restrictions on conflict minerals. Surveys are conducted using the survey forms (CMRT\*<sup>1</sup> and EMRT\*<sup>2</sup>) which are commonly used in the automobile, electric, and electronic industries. In FY2023, surveys were carried out on 1,178 suppliers, and responses in survey form were obtained from 927. As a result of the survey, 349 smelters were identified. Of the identified smelters, 219 were RMAP\*<sup>3</sup> compliant. We will continue to promote RMAP compliance among smelters through industry activities.

\*1 Conflict Minerals (tin, tantalum, tungsten, and gold) Reporting Template issued by the Responsible Minerals Initiative

\*2 Extended Minerals (Cobalt and Mica) Reporting Template issued by the Responsible Minerals Initiative

\*3 Responsible Minerals Assurance Process: A program in which a third party certifies that the minerals processed by a smelter come from sources that are not complicit in conflicts or human rights abuses

## **8 Process for identifying and assessing the risk of forced labor and child labor in operations and supply chain, and corrective actions**

### **(1) Identification and assessment of risks to the Mitsubishi Electric Group**

Forced labor and child labor within the company and in the supply chain were identified as one of the key potential human right risks which require continued attention in the Human Rights Impact Assessment (third-party assessment) conducted in FY2023. For human rights risks identified in the Impact Assessment, we have designated a division in charge, which is responsible for correcting, preventing, and mitigating negative impacts.

At this time, there is no evidence of forced labor or child labor at any Mitsubishi Electric Group site or in the Group's supply chain.

### **(2) Risk assessment and measures taken in the supply chain**

In our supply chain, we carry out a due diligence process for risk assessment and verification as part of our CSR procurement activities.

- a. We hold briefing sessions for our suppliers to provide an opportunity to explain the Mitsubishi Electric Group's sustainability initiatives and social trends surrounding business and human rights.

b. We request suppliers to sign a form confirming their agreement to our "Group CSR Procurement Guidelines".

c. We confirm the risk of our suppliers through CSR questionnaires and request improvements based on the evaluation results.

The use of the RBA tool in the guidelines and CSR questionnaire implemented from FY2023 is expected to improve the objectivity and accuracy of risk management for forced labor and child labor in the supply chain.

d. If we identify a high-risk supplier, we will evaluate compliance and consider a more detailed verification process to remedy the violation.

e. All of the above procedural controls are regularly reviewed to ensure that robust processes are in place to minimize the risk of Modern-day slavery in our operations and supply chain.

## **9 Training for employees on forced labor and child labor**

(1) Mitsubishi Electric corporation conducts an annual e-learning program on "Sustainability in the Mitsubishi Electric Group," which includes education on human rights. The number of participants in FY2023 was 40,213 for Mitsubishi Electric Corporation (including contract and temporary employees) and 52,596 for 71 domestic affiliates.

(2) In conjunction with World Human Rights Day, we deployed awareness materials to all Mitsubishi Electric group sites and affiliate companies in Japan and overseas to raise awareness of human rights among all Group employees and promote the materiality of "Respect for all People".

## **10 Effectiveness of assurance that forced labor and child labor are not used in Business activities and supply chain**

(1) The Mitsubishi Electric Group currently uses the following process to assess the risk of human rights violations, including child labor and forced labor, within the Group and its suppliers to ensure the accuracy and objectivity of the results.

•within the Mitsubishi Electric group:

We periodically conduct human rights impact assessments with the support of an external human rights specialist organization to objectively evaluate the Group's initiatives to respect human rights and implement continuous improvement activities based on the results.

•Suppliers:

We request suppliers to sign a form confirming their agreement to the "Mitsubishi Electric Group Supply Chain Code of Conduct" and responses to a survey form (RBA-SAQ) to confirm that there is no risk of human rights violations, including forced labor and child labor, in our supply chain. We believe that by utilizing the tools of the RBA, which are international standards, we can better ensure effectiveness.



Approved by :

A handwritten signature in black ink, appearing to read 'S. Oguro', is written over a solid horizontal line.

**Seiji Oguro,**  
**Executive Officer, In charge of Sustainability,**  
**Vice President, Sustainability Innovation Group**  
**Mitsubishi Electric Corporation**