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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					
CH ₄	kt-CO ₂ e	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}		423	434	438	425
(Third-party Assurance)* ^{2,3}	kt-CO ₂	—	247	269 ✓	*5
Market-based* ^{1,4}		382	377	402	384
(Third-party Assurance)* ^{2,4}	kt-CO ₂	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		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	kt-CO ₂	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(m ³)*2	29	38	24	24 ✓
LPG	kt	4	3	2	2 ✓
LNG	kt	0.7	1	1	1.5 ✓
Natural gas (excluding LNG)	k(m ³)	0	0.9	0.7	0.6 ✓
Petroleum hydrocarbon gas	k(m ³)	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		144	133	128	124
(Third-party Assurance)*3		30	26	28 ✓	*6
Recycling amount*2	thousand t	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		11	11	10	11
(Third-party Assurance)*5		6	7	7 ✓	*6
Recycling amount*2	thousand t	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)		558	585	597	540
Toluene	t	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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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	2,077	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
Rate of retention after Childcare leave		96.9	96.0	98.7	96.0	
Achievements regarding workstyles	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



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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

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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 between 18.5 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

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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/Society

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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.



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

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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	Cases	12	6	20	27
Transaction-related laws		5	8	26	35
Consultations and opinions		3	1	4	1
Other		36	45	19	13

Coverage: MHI Group

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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:



- **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)⁴
- 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 - 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.

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

Dated: 25 October 2024

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

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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		
	Tap water	492 ten thousand m ³
	Industrial water	180 ten thousand m ³
	Ground water	180 ten thousand m ³
	Waste generation (excluding hazardous waste)	133 ten thousand m ³
	Hazardous waste generation	28 kt
		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 – 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.

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

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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