

## Training of Environmental Personnel

### Developing Personnel to Proactively Engage in Environmental Activities

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

We strive to foster a corporate culture in which each Mitsubishi Electric Group employee takes the initiative to create a new lifestyle in harmony with nature as an ordinary citizen. We also develop human resources who possess a high degree of expertise and who accept diverse values and proactively tackle environmental issues, on a continuous basis. Furthermore, in order to provide effective training, we employ various educational curricula in accordance with each employee’s role and expertise.

### Environmental Education System

Target	Lecture Name
Managerial Staff	<ul style="list-style-type: none"> <li>•Environmental Promotion Chief Administrator Training</li> <li>•Environmental Section Manager Training</li> <li>•New Environmental Section Manager Training</li> </ul>
Employees Involved in Environmental Business	<ul style="list-style-type: none"> <li>•MELCO Seminar Environmental Courses                             <ul style="list-style-type: none"> <li>- Waste Management   - Design for the Environment   - Environmental Audits</li> <li>- Energy Saving Law   - Biodiversity   - ISO 14001</li> <li>- Chemical Substances Management   - Environmental Regulations</li> </ul> </li> <li>•Key Environmental Personnel Liaison Meetings</li> <li>•Environmental Basic Guidance</li> <li>•Training Internal Auditors</li> </ul>
General Employees	<ul style="list-style-type: none"> <li>•Environmental Course for Employees Dispatched Overseas</li> <li>•e-Learning for All Employees, Mitsubishi Electric Group Environmental Management</li> <li>•Environmental Training Course by Age Group</li> <li>•Common Basic Training for New Employees</li> <li>•Activities to Foster Environmental Awareness                             <ul style="list-style-type: none"> <li>- Preserving Biodiversity at Business Sites</li> <li>- Satoyama Woodland Preservation Project</li> <li>- Mitsubishi Electric Outdoor Classroom</li> </ul> </li> <li>•Outdoor Classroom Leader Development/Regional Block Leader Meetings</li> </ul>

## Preventing Environmental Incidents

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

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

To achieve this, Mitsubishi Electric ensures that its entire workforce is fully familiar with the relevant laws and regulations, revises company rules to reflect any updates to such laws and regulations, and ensures these updates are made known throughout the Group. In the case of a problem (e.g., minor oversight) occurring, Mitsubishi Electric shares the cause and countermeasures throughout the entire Group to prevent it from reoccurring. Aiming to increase the awareness of environmental risk management, the Mitsubishi Electric Group’s offices and factories across Japan take measures such as watching internal training videos that introduce examples of problems and the establishment and renewal of important laws, thereby firmly instilling environmental management issues across a wider range of occupational levels. In addition, periodic facilities inspections are carried out at all Group bases, the results of which are compiled into necessary measures from time to time and utilized.

Environmental audits are also conducted at major affiliated companies overseas in an effort to uncover and prevent environmental risks.

### Responding to Soil and Groundwater Pollution

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

In fiscal 2021, we assessed survey results and countermeasures regarding the condition of soil and groundwater due to land utilization for a total of seven cases and have confirmed that all cases were handled appropriately.

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

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

Mitsubishi Electric conducts inspections at all bases that store PCB waste and/or handle devices containing PCBs at least once a year to confirm the status of PCB storage and usage.

With respect to high-concentration PCB waste, all relevant procedures were completed, including entering into a waste disposal contract with the Japan Environmental Storage & Safety Corporation (JESCO), a company that specializes in interim storage and environmental safety. In fiscal 2021, we processed 172 devices (1,397kg). Our affiliates in Japan also processed 714 devices (670kg).

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