

- 065 MITSUBA Group Human Rights and Labor Policy
- 066 Human Resource Development
- 071 Health and Productivity Management
- 078 Creating Rewarding Workplaces Toward the Realization of Diversity
- 083 Quality Assurance
- 089 Occupational Safety and Health
- 093 Respect for Human Rights
- 096 Social Contributions



Social Contributions

MITSUBA Group's codes of practices, "How We Should Act" stipulates that we "actively engage in social contribution activities in order to be a company that 'fulfills its role as a member of society." We value our founding spirit of "Contributing to Local Communities," and each of our Group companies engage globally in various social contribution activities.

Charity Concert

In November 2023, the 49th MITSUBA Charity Concert was held. This concert was started in 1972 by the MITSUBA Mutual Aid Society's Music Department, who, as members of the automobile industry, wished for an "accident-free automobile society." This time, more than 200,000 JPY was raised and used to donate to the Traffic Orphan Scholarship Association, a Public Interest Incorporated Foundation, and to donate equipment to the Kiryu Kosei General Hospital.

Forest Maintenance Volunteerism

MITSUBA has signed an "Forest Maintenance Activity Agreement" with Gunma Prefecture. Every year, volunteers from MITSUBA perform forest maintenance at Gunma Insect World. While maintaining good relationships with local communities, MITSUBA contributes to conservation of satoyama (woodland close to villages) and prevention of global warming.







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Social Contributions

Support Activities for Disaster-Stricken Areas

MITSUBA Group donated a total of 1,000,000 JPY to the Embassy of the Kingdom of Morocco in Japan and to the local area as relief funds for the devastating damage caused by the earthquake that occurred in the Kingdom of Morocco on September 8, 2023. We will continue to carry out support activities and pray for the earliest possible recovery of the affected people and region.

Blood Donation Activities

MITSUBA has been conducting blood donation activities for over 50 years since 1970 as a familiar social contribution. From 2006 to the present, 4,374 employees from both the Head Office and MITSUBA Research and Development Center have participated. Moreover, each of our plants and overseas Group companies in Asia, Europe, and other regions also conduct blood drives.





MITSUBA Head Office

MITSUBA Hungary

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PET Bottle Cap Collection Activity

AMCO Inc., a MITSUBA special subsidiary, has been collecting PET bottle caps since 2011 with the hope of "helping people in need around the world." The collected PET bottle caps will be delivered as vaccines to children around the world through "Japan Committee Vaccine for the World's Children", an authorized NPO, via collection companies. By FY 2023, we have donated a total of 611,690 vaccines, enough for approximately 711 people.



Examples of Social Contribution Activities of Overseas Group Companies

	Region	Company Name	Content of Activity
	America	MITSUBA do Brazil Ltda.	Provided food support and education to nearby childcare facilities
_	Europe	•	Provided donations for the Turkish NGO AFAD (Disaster and Emergency Management Agency) for the Kahramanmaras earthquake
-	Asia	P.T. MITSUBA Indonesia	Donation of masks and thermometers to public health centers





Providing food support to nearby childcare facilities



Donating medical supplies to health centers