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## **Sustainable and Inclusive Transformation Guided by the 2050 Vision**

By integrating its global 2050 Environmental Sustainability Vision into all business processes, Mitsubishi Electric aims to create long-term value. In line with this approach, the company addresses its impact on nature and its biodiversity strategy within a holistic framework. Shaping its efforts around a “Nature Positive” approach, Mitsubishi Electric positions nature not only as an area to be protected, but also as a strategic focus where technological innovation and sustainable growth can advance together.

### **Sustainable Steps Across Operations in Türkiye**

In Türkiye, Mitsubishi Electric contributes to sustainable transformation in the markets it serves through environmentally friendly products and advanced technology solutions. With AI-enabled systems, the company supports businesses in improving efficiency. In factory automation, the e-F@ctory concept and MAISART (Mitsubishi Electric’s AI creates the state-of-the-ART in technology) convert production data into intelligent decision mechanisms—supporting digitalization while helping reduce carbon footprints.

Mitsubishi Electric’s Gemini 3D digital twin technology has been developed to meet the requirements of efficient operational processes. The technology enables manufacturing processes to be simulated before any physical investment takes place. Production flows, robot layouts, and cycle times can be tested in a virtual environment, allowing potential issues to be identified at an early stage. This helps prevent resource waste and unnecessary energy consumption—delivering a meaningful sustainability gain.

In air conditioning, Mitsubishi Electric offers a broad range of products and services—from residential and commercial air conditioners to City Multi VRF centralized systems; from multi-purpose units to heat pump systems; and from chillers to rooftop units, air handling units, ventilation, control, and heating solutions. AI-enabled 3D i-See Sensor technology, advanced filtration systems, and long-life coating technologies reflect Mitsubishi Electric’s sustainable solutions. The next-generation MELCloud Home remote control platform further supports comfort and energy savings by ensuring systems operate only with the energy required.

Placing sustainability at the core of its operational processes, the company has reduced paper consumption to its lowest level in the past six years by simplifying internal approval mechanisms and strengthening its digital culture. The share of hybrid vehicle usage has increased, while the use of fuel-powered vehicles has been restricted.

### **People-Centered Management and Workplace Culture**

In addition to environmental responsibility, Mitsubishi Electric also positions employee rights and ethical supply chain management among the core pillars of its sustainability approach. In line with its people-centered management vision, the company implements strategies to retain talented employees, while accelerating efforts to increase the share of women employees and leaders.

At Mitsubishi Electric Türkiye, women represent 32% of employees, reflecting an increase of approximately 25% over the last four years. In critical departments such as finance, human resources, and ERP, the proportion of women employees has reached 50% and above.