

# Compliance

MC has established various internal regulations based on the Three Corporate Principles, MC's guiding philosophy. These include the Corporate Standards of Conduct and Code of Conduct. When engaging in business, officers and employees are obligated to make compliance their top priority. MC also introduced the post of Compliance Officer and appointed one to each Business Group. These officers are responsible for ensuring compliance in daily business operations.

As of the fiscal year ended March 2010, all company officers and employees have been required to take e-learning courses, which include case studies on the Code of Conduct. Following these courses, they must sign an agreement stating that they understand and will adhere to the rules at all times. These protocols have since been introduced at MC's subsidiaries and affiliates. Additional steps that have been taken throughout the MC Group include holding Compliance Discussions to encourage personnel to discuss compliance issues in each work place by using case studies (i.e. possible violations in view of the office's operations) and seminars, and distributing Compliance Case Study Booklets to employees. These measures will ensure ongoing learning and development, not only by employees and officers at MC, but by those at MC's subsidiaries and affiliates as well. More recently, MC released the "Mitsubishi Corporation Anti-Corruption Guideline" with the aim of further improving our efforts to prevent corruption, and launched the New Global Whistleblowing System ("LUKS"), which makes it easier for employees of MC and its subsidiaries to report compliance issues related to antitrust law and anti-bribery law.

MC's actions are all based on this spirit of compliance; it remains an essential factor in raising consolidated corporate value and we remain committed to continuously upgrading and reinforcing our compliance initiatives.

