

The period covered and scope of the report

Period Covered

April 1, 2015 to March 31, 2016

Depending on the content of information presented, this report also contains details of activities that occurred prior to April 1, 2015 and after March 31, 2016.

(Date of Issue: September 2016)

Scope of the Report

This report covers the activities of Mitsubishi Plastics, Inc. and its Group companies listed as follows. However, there are instances where the information provided falls outside the aforementioned scope. In each case, every effort has been made to identify the scope of coverage.

Manufacturing-Affiliated Companies in Japan:
17

Astro Corp.
Alpolic Corp.
Quadrant Polypenco Japan Ltd.
J-Film Corp.
Dia Molding Co., Ltd.
Dia Services Co., Ltd.
DIATEX Co., Ltd.
DiaPlus Film Inc.
Hokuryo Mold Co., Ltd.
Mitsubishi Plastics Agri Dream Co., Ltd.
Yuka Denshi Company Limited
Ryouei Co., Ltd.
Ryoukou Industrial Co., Ltd. [Now Nagahama J-Film, Inc.]
Ryoko Tekunika Co., Ltd.
Ryohsei Plastic Industries Co., Ltd. [Now Kannari J-Film, Inc.]
Ryobi Techno Inc.
Ryowa Logitem Co., Ltd.

Overseas Manufacturing-Affiliated Companies:
10

Mitsubishi Plastics Agricultural Film Technology Wuxi Co., Ltd. (China)
Mitsubishi Plastics Converting Film Wuxi Co.,Ltd. (China)
Mitsubishi Polyester Film Suzhou Co.,Ltd. (China)
PT. MC PET FILM INDONESIA (Indonesia)
Shanghai Baoling Plastics Co., Ltd. (China)
Tai-Young Film Co., Ltd. (Taiwan(R.O.C))
Hishi Plastics U.S.A., Inc. (U.S.A)
Mitsubishi Plastics Composites America, Inc. (U.S.A)
Mitsubishi Polyester Film, Inc. (U.S.A)
Mitsubishi Polyester Film GmbH (Germany)

Notes:

1. Company names are as of March 31, 2016
2. () Parenthesis enclose country names

A Message from the President

**Creating higher value and contributing
to the establishment of a better society
while helping to realize *KAITEKI***



Introduction

Since its founding in 2008, when the management policy known as “Accomplishing CSR Management” was established, the Mitsubishi Plastics Group has promoted continuous efforts by all employees that focus on the 5 pillars of: contributing to society, promoting compliance, a safe environment, managing risk, and promotion of human rights, through activities that reflect the interest of society, activities that minimize risk during the performance of our business, etc.

Realizing *KAITEKI*

The global environment is today burdened by a broad spectrum of issues including the growing incidence of desertification and greenhouse gas emissions, the depletion of natural resources, a biodiversity crisis as well as shortfalls in food and water attributable to the increase in worldwide populations. Resolving these issues is by no means an easy feat. The corporate sector must, however, address each issue head on. We consider efforts to help build a truly sustainable society as the principal means to fulfill our corporate social responsibilities and the underlying premise for our existence as a going concern.

Against this backdrop, Mitsubishi Chemical Holdings (MCHC) Group is expanding activities toward realizing *KAITEKI** as its goal, which focuses on Sustainability, Health and Comfort as the decision criteria for its corporate activities. In specific terms, the MCHC Group has incorporated a new direction into its management practices by adding its original Management of Sustainability (MOS) axis to existing criteria. At the same time, steps are being taken to set detailed targets while promoting the implementation of action plans. As a part of efforts to enhance MOS value, the Mitsubishi Plastics Group has independently selected "Comfort products" that are capable of contributing to the realization of a *KAITEKI* society and is working diligently to expand business activities in each product area.

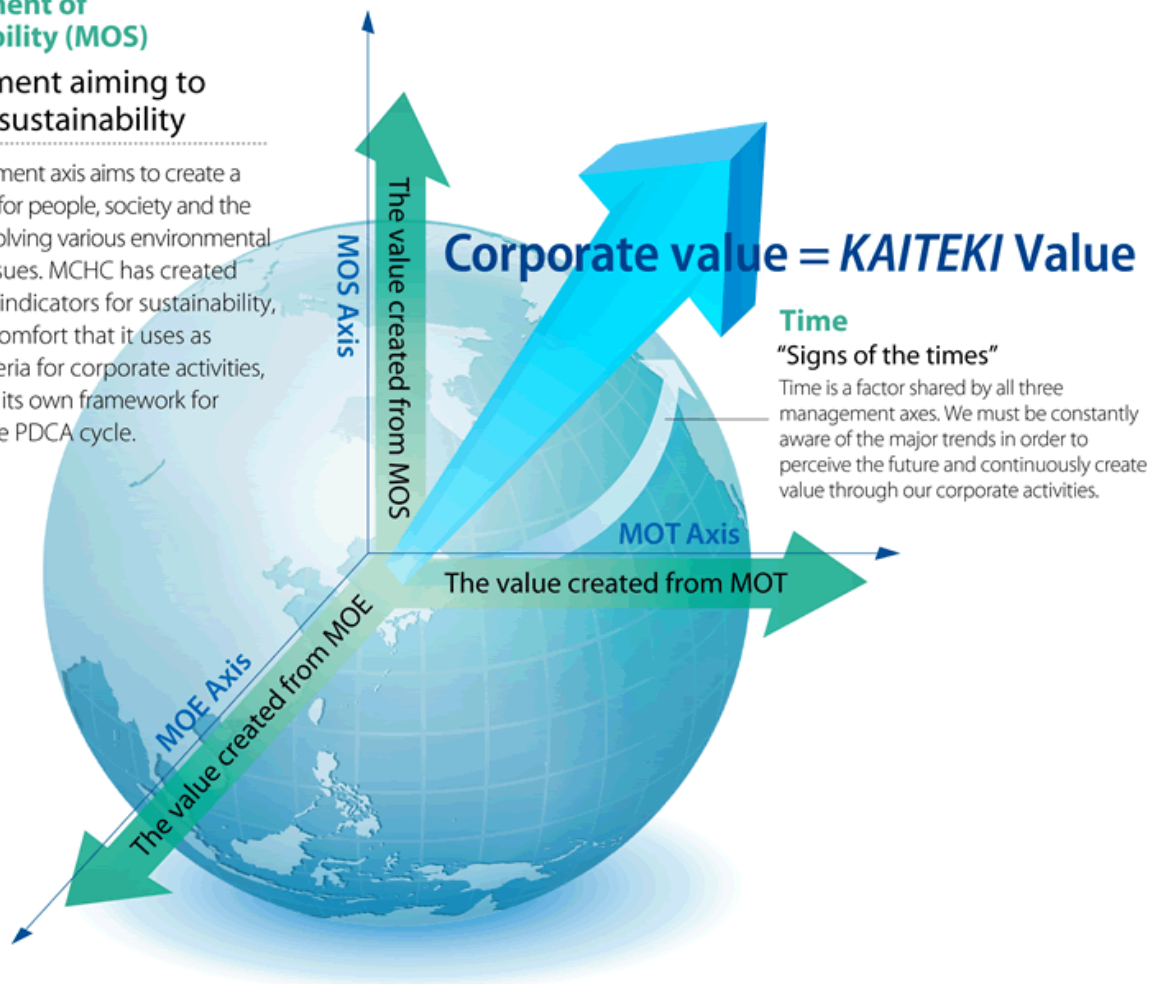
* *KAITEKI* , an original concept of the MCHC Group, means "a sustainable condition which is comfortable for people, society and the earth, transcending time and generations."

Note: Please refer to MCHC's "[KAITEKI Management](#)" for details regarding *KAITEKI*, and "[Sustainability](#)" for details regarding the MOS index.

Management of Sustainability (MOS)

Management aiming to improve sustainability

This management axis aims to create a better future for people, society and the planet by resolving various environmental and social issues. MCHC has created quantitative indicators for sustainability, health and comfort that it uses as decision criteria for corporate activities, and has built its own framework for engaging the PDCA cycle.



Management of Economics (MOE)

Management which focuses on capital efficiency

This management axis aims to increase profits and enhance economic value through the efficient allocation of capital, including personnel, assets and funds.

Management of Technology (MOT)

Management which strives to create innovations for society

This management axis aims to create innovations that lead to improvements in economic and social value through the development of new technologies and differentiate existing technologies. In addition to in-house development, this style of management emphasizes time-sensitive outcomes by building open and shared business models through alliances with other companies around the world.

CSR Activity Results

Thanks mainly to our energy conservation activities at production sites and successful efforts to raise combustion efficiency, we have been able to reduce CO₂ emissions by approximately 58,000 tons cumulatively through fiscal 2015 since fiscal 2011 in operations in Japan on a BAU case comparative basis (using estimated CO₂ emissions in the event measures are not implemented). We therefore achieved the goals of our previous medium-term management plan, APTSIS15 · Plus (FY2011-2015). Also, the company supports fund raising by employee goodwill, through the continuous operation of a matching gift system (affectionately "Plus-kun Bokin") which carries out donations to NGOs and NPOs. By fiscal year 2015 this system had raised a total of ¥7.3million JPY since its inception in fiscal year 2010. Furthermore, as the MCHC group we steadily advanced various CSR initiatives such as continuing to hold an event that invited children from the areas struck by the Great East Japan earthquake to Tokyo. In terms of risk management and safety conditions, we have expanded the scope of our activities globally to coincide with the globalization of our group. In addition, initiatives directed toward employee work-life balance and promoting diversity are taking even greater hold. In fiscal 2015, more pragmatic measures were introduced and spread throughout workplace. The achievements of these activities from last year are published on this website as "CSR Report 2016," so please feel free to take a look.

Contributing to the Establishment of a Better Society

The Mitsubishi Plastics Group has positioned efforts to create higher value and establish a more prosperous society at the heart of its corporate principles. Under the new medium-term management plan, "APTSIS20 · Plus" (FY2016-2020), which began in April 2016, we will focus on the "Environment," "Food," "Medical" fields. Through manufacturing innovations, we will strive to create the new value that will underpin our next stage of growth. Mitsubishi Plastics will be integrated with Mitsubishi Chemical and Mitsubishi Rayon under Mitsubishi Chemical Holdings and make a fresh start as Mitsubishi Chemical Corporation on April 1, 2017. Through the integration of the three companies, we will strengthen our competitive edge and further enhance our corporate value. At the same time, through the provision of innovative products and services, we will help to create a more prosperous society and will pour all our efforts into realizing the concept of *KAITEKI*.

Takumi Ubagai
President & CEO
September 2016

Mitsubishi Plastics Group products that play an active role in the Medical Field.

In the Mitsubishi Plastics Group, we contribute to the realization of a more comfortable society through our business activities, while aiming to implement of the KAITEKI ideal advocated by the Mitsubishi Chemical Holdings Corporation (MCHC) Group. In this feature, we will introduce some of our group’s products which contribute through business to solving the problems of patients and everyone engaged in medical care.

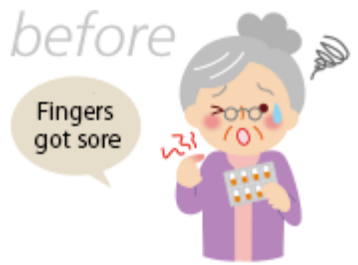
Note: Please refer to MCHC’s “KAITEKI Management” for details regarding KAITEKI index.

A multilayer sheet for tablet/capsule packaging that is easy to use

Issue

In recent years, with the increase of high-performance formulations beginning with orally disintegrating tablets, as well as skipping the secondary packaging, etc., the packaging for tablets/capsules (PTP*) is required to have a high barrier property. However, if the packaging is made thicker in order to improve the barrier property, the tablet becomes difficult to press out, and there were cases where elderly people hurt their fingers on the hard sheets each time they took their medicine.

*PTP : Press-Through-Pack






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Single-layer PVC (polyvinyl chloride) is primarily used for PTP, but through a 3 layer structure employing proprietary layering technology, Mitsubishi Plastics became the first in Japan to succeed in commercializing moisture-proof sheeting for tablet/capsule packaging that has both a high degree of barrier, and is just as easy to press pills through as single layer PVC. Through a resourceful combination of resin and layer structure, we achieved the highest level of barrier for a PVC/PVDC (polyvinylidene chloride) composite product in Japan*, while still preserving ease of extraction. In 2015, we worked to develop products that reduce the burden on pharmacists and elderly people, through creation of PVC/PCTFE (fluorocarbon-based material) composites, as well as a lineup of products with high barrier performance.



Moisture-proof sheeting for tablet/capsule VINYFOIL™ and SUPERFOIL™

*As of the end of June 2015.



High gas barrier tablet/capsule packaging that is also easy to press pills through!

High performance film that allows medical devices to be smoothly opened



The packing material for medical devices has high sealing performance to preserve quality, and strength is needed to open it. The issue is that, for medical personnel who use medical devices many times a day, this tough packaging puts a strain on hands, and work efficiency is poor.




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J-Film Corporation, which uses resin raw material to manufacture and sell packaging material, has developed easy peel films VMX™ and IMX™ through its proprietary design technology, which can be easily opened by hand. Due to the smooth way they can be opened, they are used as packaging for medical devices such as syringes and catheters. By providing packaging that anyone can easy open, it contributes to the improvement of work efficiency and reduces repetitive stress at medical sites.



Easy Peel Film VMX™ Film and IMX™ Film



Easily open packaging for medical devices !

Special container to increase work efficiency for dentists

Issue

In Japan it is common for dental hygienists to assist dentists, but overseas, particularly in Europe, in many cases there are no dental hygienists, and dentists must perform a variety of duties by themselves. For this reason, it was necessary for dentists to carry out preliminary work to make the dental cement used to treat teeth (tooth restoration).



Contribution from our product

after

I can do it all with just this.



Yuka Denshi Company Limited, which conducts R&D and sale of materials for electronics devices and injection molded products for medical use, leveraged its proprietary fabrication technology to develop a special container for tooth restoration material in cooperation with a dental materials manufacturer*. Pressing in the protruding portion of the container causes fissures to open up the internal partition between the liquid and powder stored separately inside the container, a few dozen seconds later cement can be made using the dedicated mixer. Moreover, cement can be administered directly to the affected area by squeezing it out through the pointed nozzle. Using this container not only saves the trouble of transferring the material to separate containers for weighing and application, but cement can be prepared with the prescribed physical properties, with a small amount of effort.



Special Container for Tooth Restoration Material

*Joint patent acquired

POINT

Dental cement can be made with a small amount of effort!

A plastic bottle that supports safety and prevents accidents at medical sites.

Issue

Glass bottles were highly valued as storage vessels in medical sites, but the bottles themselves were heavy, and there was danger of damage from impacts or contamination from broken bottles. Also, there was the risk of mistakes when adjusting dosage, so care was needed when handling.





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Through our proprietary DLC (Diamond Like Carbon) coating technology, Mitsubishi Plastics is developing* a DLC high gas barrier bottle for medical use with a high barrier property added to a shock resistant plastic, and a feature that suppresses absorption of the contents by the bottle itself. Not only is it lighter than a glass bottle, but due to the DLC coating, when compared with normal plastic bottles, it has a barrier property that is approximately 10 times greater for oxygen, 7 times greater for carbon dioxide, and 5 times greater for water vapor. By maintaining the quality of the contents, and preventing damage thanks to its light weight, these bottles contribute to the prevention of medical errors and the provision of a safe work environment for medical personnel.



High Barrier Bottle

* This product is under development for medical applications.

	<p>Prevent medical accidents by using plastic bottles with a high degree of barrier.</p>
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High performance film that contributes to safety and work efficiency at medical sites.

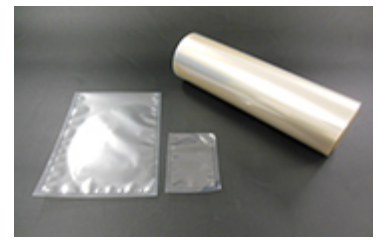


In order to preserve quality, aluminum foil is used for the external bags of pharmaceuticals and medical devices that require a high degree of barrier, but with poor visibility and the fact that metal detectors cannot be used, there is concern about foreign contaminants, etc. Also, for transfusions which require a high degree of barrier, conventional glass bottles and containers had to be used for storage, and the danger of damage, or the inclusion of foreign contaminants during preparation on-site was an issue.





Mitsubishi Plastics' transparent high gas barrier film TECHBARRIER™, is formed SiOx layer on the base film of PET or nylon to create a deposition film, and has excellent durability and a degree of barrier comparable to aluminum foil. So it is employed in packaging for medical devices and pharmaceuticals.




Transparent High Gas Barrier Film TECHBARRIER™

On the other hand, the multilayer co-extruded film DIAMIRON™ has a structure consisting of multiple layers made from multiple raw material resins. Because various features can be customized, for instance, choosing a high degree of barrier, or inhibiting absorption of chemical solutions multiple drugs can be combined into a single solution. It is used in infusion bags that simplify mixed injection* work and prevent contamination by bacteria or foreign substances. Also, by leveraging this functionality, it can also be employed as film for deep drawn packaging used as sterile medical packaging material. Through these products, we are contributing to the improvement of safety and work efficiency at medical sites.



Multilayer Co-extruded Film DIAMIRON™

*Mixing two or more medicines as a solution prepared for injection



Medical devices and pharmaceuticals are easy to see, and easy to use!

Special materials for medical use which reduce the burden on patients who use artificial joints



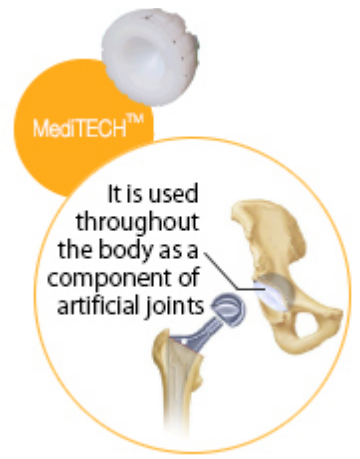
Artificial joints are a treatment strategy for severe joint pain. They not only need to be lightweight and shock resistant, but must be manufactured with thorough quality control. Also, because replacements take a heavy toll on patients, increased service life is desired.






after

MediTECH™, a special material for medical use developed by the Quadrant group, which carries out manufacture and sale of engineering plastic products and composite products, is lightweight, has excellent durability, and uses ultra-high molecular weight polyethylene which has self-lubricating characteristics. It is being used in countries all over the world beginning with artificial joints, surgical trays, and equipment at medical sites. Artificial joints sometimes require replacement as a result of deterioration. MediTECH™ helps to minimize oxidation and deterioration thus ensuring dimensional stability over a long period. By extending service life, MediTECH™ eases the strain on patients while allowing people in need of medical attention to lead increasingly comfortable lives.



 <p>POINT</p>	<p>Increases service life to reduce the burden on patients!</p>
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Towards realizing a society that is friendly to everyone involved in medical care

The Mitsubishi Plastics Group is engaged in developing new products by applying the characteristic technology platforms of each company and business. In the medical field, we advance the development of products that improve convenience for all, such as through protecting contents (medicine) by imparting high gas barrier, providing advanced multi-functionality to packaging materials via a multi-layer structure that utilizes material design and processing technology, etc.

We focus our attention daily on product development and business expansion while striving for group-wide cooperation, so that through our products we might realize a society in which people in various settings from the home to the hospital find it easy to live. Please look forward to hearing more about our activities in the medical field in the future.



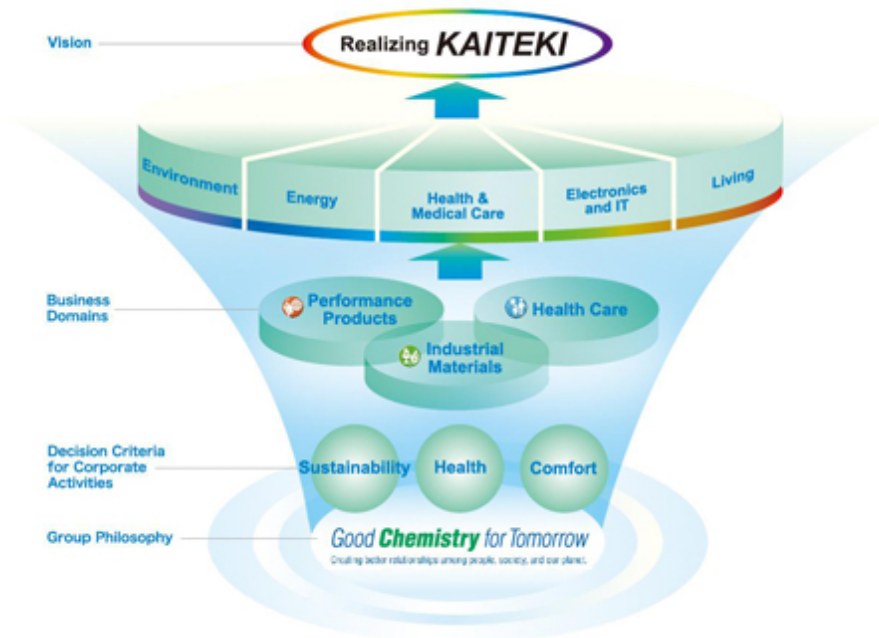
Yoshinori Sato
Supervising Research & Development Division

Toward the Realization of *KAITEKI*

As a member of the Mitsubishi Chemical Holdings (MCHC) Group, the Mitsubishi Plastics Group is dedicated to realizing *KAITEKI*.

MCHC's Aspiration

By contributing to resolving environmental and social issues, we will build a sustainable society together with stakeholders toward the realization of *KAITEKI*.



► Note: Please refer to the "[KAITEKI Management](#)" page on MCHC's website for details regarding *KAITEKI* and the MOS index.

Group Philosophy and the decision criteria for corporate activities

The word "chemistry" has a secondary meaning, referring to the compatibilities, relationships and connections between objects, between people and between people and objects. The MCHC Group includes these meanings in the Group's philosophy of Good Chemistry for Tomorrow, and it promotes corporate activities to create better relationship among people, society, and our planet. Based on this philosophy, the MCHC Group has debated "What is Good Chemistry that the future requires?" In other words, the MCHC Group discussed what businesses it needs to develop for the future. The MCHC Group therefore set Sustainability, Health and Comfort as its decision criteria for corporate activities.

Business domains of the MCHC Group

The MCHC Group is a corporate Group comprising the following operating companies: Mitsubishi Chemical, Mitsubishi Tanabe Pharma, Mitsubishi Rayon, Life Science Institute and TAIYO NIPPON SANJO.

With its operations spread over three business domains, Performance Products, Industrial Materials and Health Care, the Group operates businesses in five segments: Electronics Applications, Designed Materials, Chemicals, Polymers and Health Care.

Realizing KAITEKI through our corporate activities

KAITEKI, an original concept of the MCHC Group, means "a sustainable condition which is comfortable for people, society and the earth, transcending time and generations."

Through our corporate activities, we realize KAITEKI by proposing new value that contributes to resolving environmental and social issues in various fields including environment, energy, health and medical care, electronics and IT and living. This is the corporate ideal that the MCHC Group seeks to realize.

Harmonious relationships with stakeholders

The MCHC Group considers its stakeholders to include all the people who support our corporate activities: our customers, shareholders and investors, communities, employees and business partners, as well as society, and even the Earth, which is the foundation of our lives. Through dialogue and disclosure to our stakeholders, we jointly identify issues and set targets for the short, medium and long term, and gear our corporate activities to their fulfillment. As part of such activities, MCHC declared our commitment to the United Nations Global Compact in May 2006.

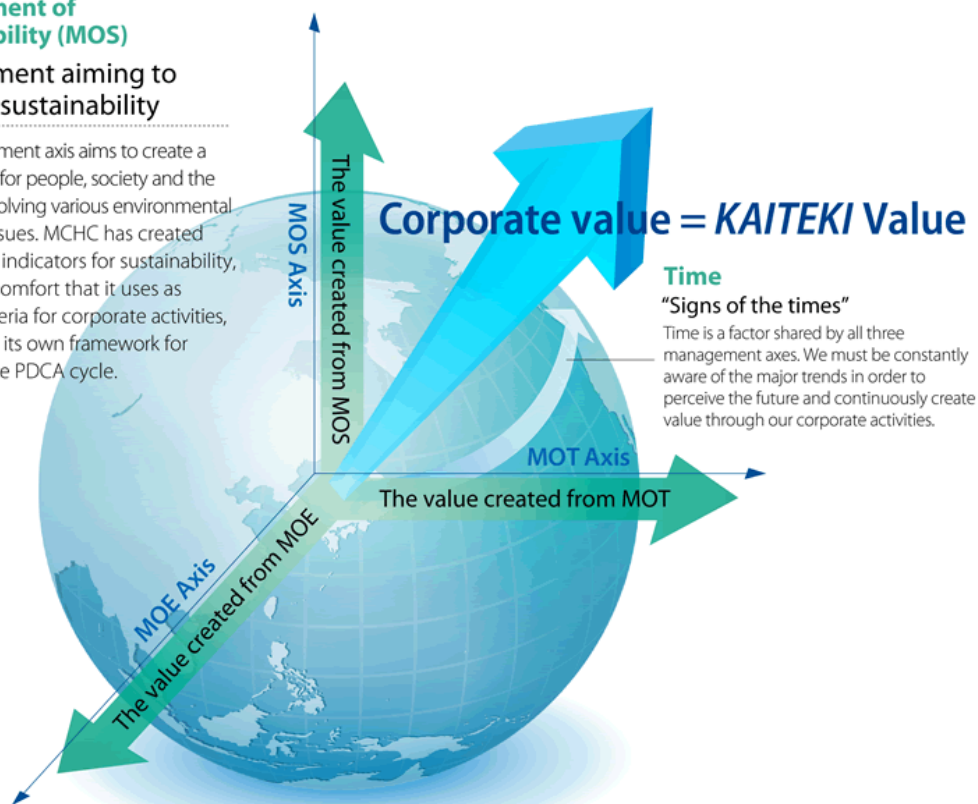
Philosophy Regarding Enhancing Corporate Value

Viewing corporate value as the sum total of value created through our three core management perspectives, we promote KAITEKI Management in order to raise corporate value.

Management of Sustainability (MOS)

Management aiming to improve sustainability

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MCHC Group's concept of corporate value

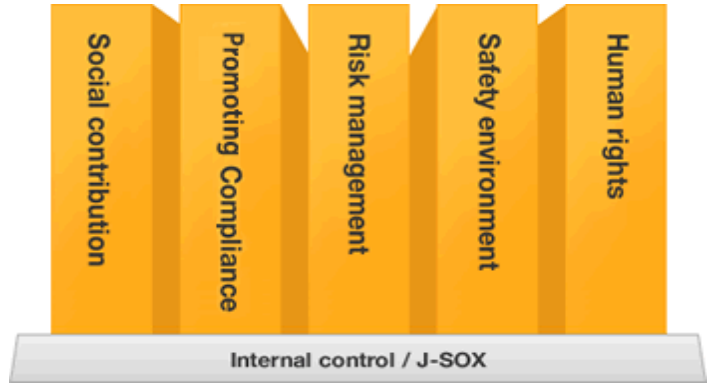
The MCHC group is pursuing an original management method known as *KAITEKI* that widely increases corporate value, while being mindful of large contemporary trends including those of time and timeliness. This is done by implementing the 3 keys of: "Management of Economics" which aims to increase economic value by focusing on capital efficiency, "Management of Technology" which aims to foster innovation that leads to higher economic and social value, and "Management of Sustainability" which aims to enhance social value through improvements in sustainability.

The MCHC Group defines corporate value as the sum total of value created through the three axes of *KAITEKI* Management, a broader meaning than the traditional definition of corporate value that focuses on economic value. We refer to this as *KAITEKI* Value, and all of the MCHC Group's corporate activities target enhancement of *KAITEKI* Value. We are committed to advancing corporate activities toward the realization of *KAITEKI*, or the creation of a sustainable condition for people, society and the planet.

CSR Management

The Five Core Pillars of CSR Management

"MPI Group always creates higher values and contributes to establish better society" is the fundamental corporate philosophy of the Mitsubishi Plastics Group. Guided by this philosophy, we have positioned the promotion of CSR management at the heart of our management policies. As we work toward achieving this goal, we engage in activities based on the Five Core Pillars of social contribution, compliance, risk management, safety environment, and human rights. Through CSR management, we are striving to become a corporate group that is trusted by its customers and the wider society.



* J-SOX : A law mandating that all publicly listed companies put in place an internal control system that ensures financial reporting reliability.

CSR Promotion Structure and Systems

Chaired by the president and chief executive officer, Mitsubishi Plastics has established the CSR Committee to ensure the promotion of CSR management. The CSR Committee deliberates on basic policies as they relate to the Five Core Pillars of CSR (social contribution; compliance; risk management; safety environment, and; human rights). In addition, the Mitsubishi Plastics Group is working to strengthen its CSR activities through the establishment of five subordinate committees to individually address each of the aforementioned five core pillars.



CSR Committee

The chairperson of each committee is in principle appointed from among the Group's directors.



Compliance

Promotion of Compliance

The Mitsubishi Plastics Group recognizes the word “Compliance” as a corporate behavior with high ethical standards and social realms, not staying at basic legal adherence. Moreover, we have published the Mitsubishi Plastics Group Compliance Guidelines in a brochure format which is distributed to every employee within the Group. This brochure helps to ensure that each and every employee adheres strictly to the Group's compliance requirements while promoting a commonly shared understanding and awareness.

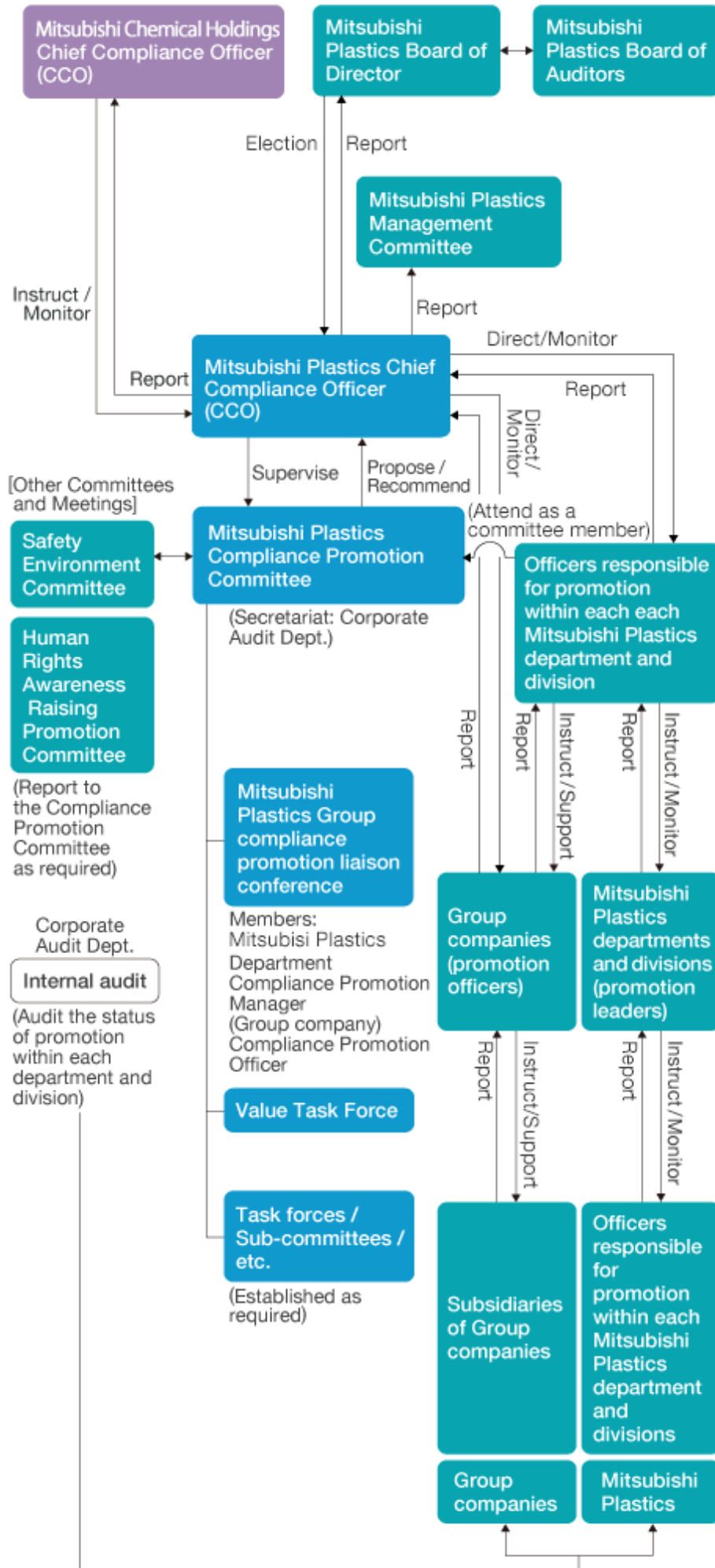
Promotion structure

We established the Compliance Promotion Committee under the supervision of a Chief Compliance Officer. In addition to Mitsubishi Plastics Group compliance promotion liaison conferences, we appoint officers, leaders and staff responsible for promoting compliance and establish a promotion secretariat within each department and division. Also, we have established a hotline within the Group and our law office, as a point of contact that Mitsubishi Plastics Group employees can use for consultation and reporting related to compliance.



Employees attending a Mitsubishi Plastics Group compliance promotion liaison conference

The Mitsubishi Plastics Group Compliance Promotion Structure



Upgrading and expanding compliance education and training

Beginning with new employees, the Group conducts a wide range of career status and job-based education and training programs for section managers and group leaders, as well as various online training programs for all employees Group-wide. Furthermore, each year in November, as the month for bolstering compliance, the Chief Compliance Officer (CCO) delivers a message intended to raise the awareness of employees throughout the Group. At this time, we welcome a visiting lecturer to speak not only on legal compliance but also on compliance and related issues in general. With a particular emphasis on management, a large number of employees including the presidents and executives of Mitsubishi Plastics and Group companies participate in these lectures.



[Lecture]
Akihisa Shiozaki, Partner,
Nagashima Ohno & Tsunematsu
Title: Crisis Response to Protect the
Company: Improving Initial
Response Sensors

The fundamentals of compliance

The Mitsubishi Plastics Group Compliance Guidelines are distributed to every member of the Group in an effort to promote and ensure Group-wide compliance. Under these guidelines, members are required to observe five fundamental obligations.

Obligations of Group members

- 1** Group members must fully understand and observe all work-related statutory and regulatory requirements, the Uniform Code of MPI Group Compliance, company guidelines, rules, regulations, standards, and the provisions stipulated under various manuals in the conduct of their daily duties.
- 2** Group members must endeavor to enhance their awareness of and sensitivity to compliance on a daily basis, and participate actively in the Company's lectures and training.
- 3** Group members must take steps to confirm the existence or otherwise of any compliance issues when forming opinions and carrying out their daily duties. If a question regarding compliance should arise, Group members must immediately suspend their activities and consult with or report to Company.
- 4** When Group members become aware of conduct that is in breach of compliance requirements (both actual and potential), steps must be taken to consult with or report to the Company using the relevant hotline service or consulting / reporting systems.
- 5** Group members must not use the following reasons to justify a breach of compliance requirements:

- 1) Ignorance of the relevant compliance requirements
- 2) A lack of intent
- 3) Desire to generate benefits to the Company

Risk Management

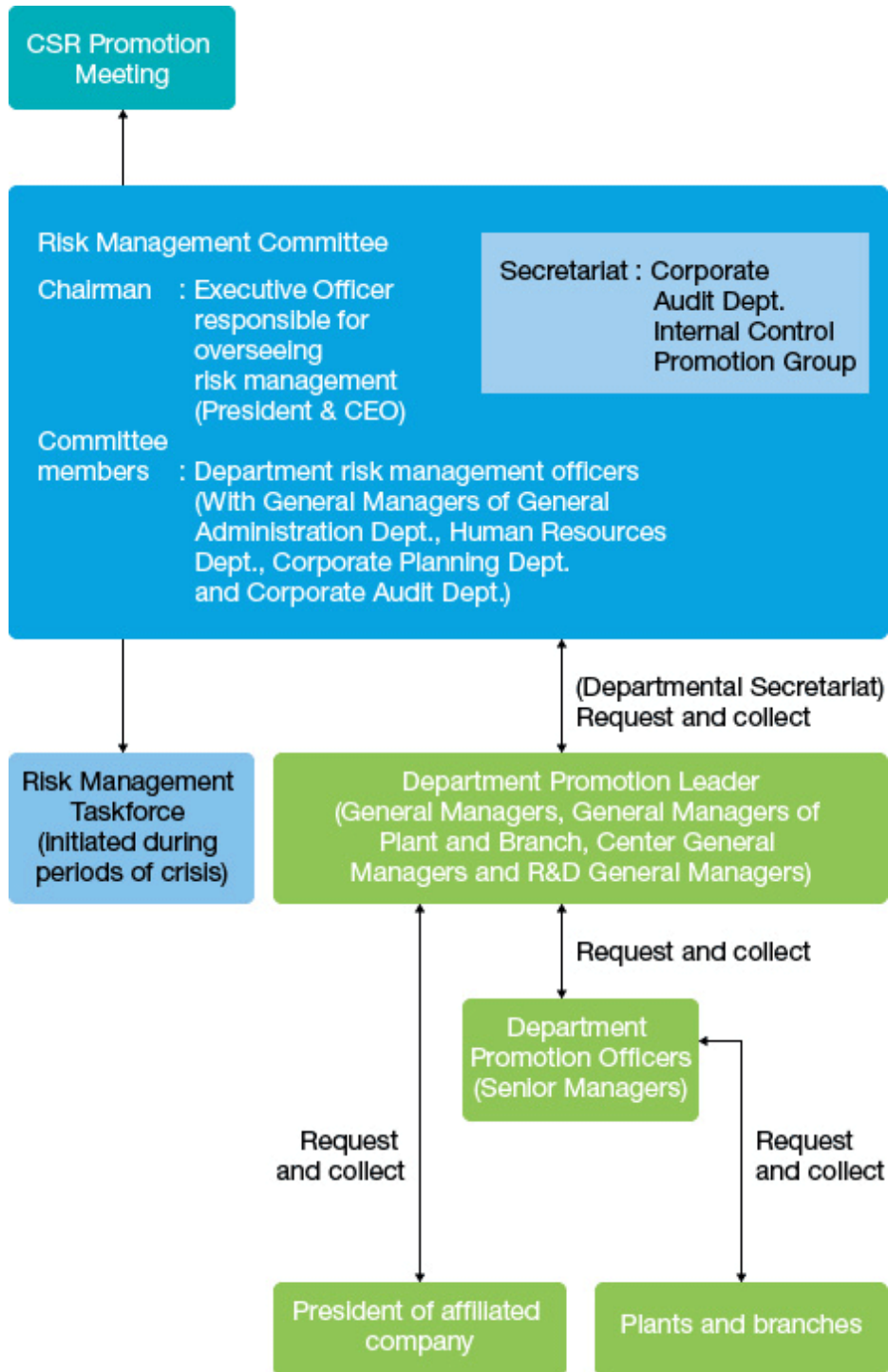
Adhering Strictly to Risk Management under a Designated Committee

The Mitsubishi Plastics Group established Mitsubishi Plastics Group Risk Management Rules and practices thorough risk management across the group, in order to fulfill its social responsibility and to maintain and improve its corporate value. Additionally, it has established a Risk Management Committee as an organization to manage risk. Each department identifies, analyzes, and assesses existing and latent business risks, in response to which they plan and put into action countermeasures. The Risk Management Committee strives to prevent serious risks from arising and to minimize human, economic, and social damage by preparing just in case a risk does arise.

Evaluating risk

The Risk Management Committee, which is headed by the President as the Chief Risk Management Officer, instructs each department to identify, assess, and reconsider the ranking of risks once a year. The departments must report their risk management goals as well as the measures needed to minimize those risks, including risk reduction measures to the Committee. Furthermore, the operation of an appropriate and smooth risk management system is ensured through regular internal audits by the Corporate Auditing Department.

Structure of the Risk Management Committee



Proposing and confirming the status of countermeasure progress

In fiscal 2015, 2,707 risk items were uncovered. This was higher than the 2,629 items identified in fiscal 2014. In addition to the growing number of risk items, the nature of each risk is becoming increasingly complex. This is largely attributable to changes in the Group's operating environment. As a result, the Mitsubishi Plastics Group has put in place a mechanism under which each department formulates and carries out countermeasures for each identified risk while implementing detailed action plans to address "serious risks" and "most serious risks." The Risk Management Committee regularly confirms the progress of these countermeasures and action plans through monitoring.

Risk reporting meetings

The Risk Management Committee works diligently to raise the awareness of all Group members toward risk management. To this end, the Committee implements a system of risk reporting meetings for the general managers, managers, and group leaders of plants, branch offices, and Group companies.


In Partnership with Society

As it strives to earn the trust and affinity of society, the Mitsubishi Plastics Group places considerable emphasis on activities that contribute to society, one of five core pillars of its CSR management endeavors. In this context, the Group works diligently to systematically and continuously contribute to society underpinned by the following overarching philosophy.

Social Contribution Activity Philosophy

The Mitsubishi Plastics Group actively engages in social contribution activities based on the philosophy of creating a better society.

Employee Initiatives




The Eco-cap campaign and matching gift system are examples of activities in which all employees participate.

Activities in the Local Community



In addition to its clean-up activities, the Mitsubishi Plastics Group undertakes wide-ranging initiatives such as plant tours in an effort to contribute to the local community.

Other Initiative



In addition to the aforementioned, the Group actively engages in a wide range of social contribution activities.

Supporting Areas Devastated by the Great East Japan Earthquake



We are engaged in support directed toward the rehabilitation and reconstruction of the affected areas through supply of products and volunteer activities.

Employee Initiatives

Across its nationwide network of bases and the Group companies, the Mitsubishi Plastics Group is working to contribute to society through such initiatives as the matching gift (in-house donation) system and the Eco-cap campaign.

The Matching Gift System "Plus-kun Bokin" (Plus-kun Fund-raising)

The Mitsubishi Plastics Group introduced an intranet-based matching gift system (affectionately referred to as "Plus-kun Bokin" in support of the various activities of NGOs and NPOs as a part of its social contribution activities.

Under this system, when an employee makes a donation voluntarily to a designated NPO or NGO, the company makes its own contribution by matching the amount donated by the employee. This initiative therefore provides the framework for both employees and the company to support the social contributions of these organizations. This initiative strives to raise much needed funds while at the same time raising the awareness of the Group employees toward the wide spectrum of social issues that continue to confront us both in Japan and overseas and ensuring that employees adopt a more global perspective. The Mitsubishi Plastics Group currently supports four NPOs and NGOs in Japan and overseas. Donations totaling ¥1,292,400 were made to these four organizations in fiscal 2015.


Plus-kun Bokin — The Mitsubishi Plastics Group Matching Gift System —

List of funds	
OISCA (Public Interest Incorporated Foundation)	Environmental conservation and agricultural village development support through human resource development
JOICFP (Public Interest Incorporated Foundation)	Support of delivery and child rearing in developing countries
Peace Winds Japan (Authorized NPO)	Emergency humanistic support in conflict and disaster-stricken areas
Florence (Authorized NPO)	Offering services of sick child care and support of compatible child rearing and work

The Eco-cap Campaign

The Eco-cap campaign uses the profits made from recycling (plastic bottle) caps to help support areas struck by disaster inside and outside of Japan, people with disabilities, and developing countries. The Mitsubishi Plastics Group endorsed this Eco-cap campaign, set up cap collection boxes, and is engaged in its implementation. 372,099 caps were collected in fiscal 2015.



Head Office



The Nagahama and Azai plants



The Santo Plant



The Hiratsuka Plant

Activities in the Local Community

In addition to its clean-up activities, the Mitsubishi Plastics Group undertakes such wide-ranging initiatives as plant tours in an effort to contribute to the local community.

Clean-up Activities

At each location, we are engaged in clean-up activities for the surrounding area.



Head Office
Clean-up around Tokyo Station



Nagahama and Azai plants
Coordinated clean-up of Lake Biwa



Santo Plant
Clean-up of the areas surrounding the plant



Hiratsuka Plant
Shibuta river clean-up activities



Kansai Branch
Urban area clean-up activities



Kansai Branch
Osaka Marathon Clean-up Volunteers



Kyushu Branch
Participation in NPO sponsored clean-up activities

Nurturing the Next Generation (Cooperation with Extracurricular Learning)

We support the development of the next generation by embracing company visits and factory tours for local elementary, junior high and high schools.



Head Office
Mitsubishi Plastics welcomes local junior high school students to its head office



Nagahama and Azai Plant
Local junior high school students participating in greenery management activities as a part of a workplace experience program



Asai Plant
Local elementary school students participating in a tour of the plant



Hiratsuka Plant
Inviting local senior high school students to tour the plant



Ueda plant
Summer parent-child field trips



Mitsubishi Plastics Composites America, Inc.
Local junior high school students participating in a tour of the plant

Cooperating with the Local Community

We cultivate interaction with local residents by participating in, and lending out our grounds for, local events.



Head Office
Participation in the Chiyoda-ku
"Welfare Festival" social welfare
activity



Head Office
Participating in conservation of
nature



Nagahama Plant
Providing a local kindergarten for
use during sports festivals with
access to the Plant's grounds and
facilities



Hiratsuka Plant
Local elementary school students
collecting acorns within the Plant's
grounds



Koriyama Plant
Providing local little league baseball
teams with access to the Plant's
grounds and facilities



Hokkaido Branch
Participation in planting activities at
neighborhood parks

TOPICS

The Hiratsuka Plant's Environmental Report Wins Prize for Excellence Two Years Running

Like the year before, the Hiratsuka Plant's "2015 Environmental Report" won the prize of excellence at the "19th Environmental Communication Awards" sponsored by the Ministry of the Environment and the Global Environmental Forum. These awards are a commendation system intended to encourage businesses to engage in environmental management and environmental communication and to improve its quality by publically recognizing environmental reports. The Hiratsuka Plant publishes an environmental report every year as a site report in an effort to clearly communicate to community members its day-to-day responsible care initiatives. The judges this year highly praised the report for its comprehensive content, which was produced with a table for comparison with the Environmental Reporting Guidelines 2012, the effort made to ensure the report's reliability through the inclusion of third-party opinions, and the plant's establishment and use of an Environmental Checklist Management Guide for conducting environmental assessments when investing in equipment, as part of its efforts to preserve biodiversity.



Ryoichi Yamamoto, Chairperson of the Evaluation Committee, and Mr. Suzuki (right), Senior Manager of Environment, Safety & Quality Assurance Dept. at Hiratsuka Plant at the awarding ceremony.

Other Initiatives

The Mitsubishi Plastics Group engages in a wide variety of other social contribution activities.

Blood Donation Activities

The Mitsubishi Plastics Group cooperates in blood donation campaigns as a part of efforts to contribute to society both in Japan and overseas.



Head Office



Hiratsuka Plant



Mitsubishi Polyester Film, Inc. (Americas)

Sponsorships

The Mitsubishi Plastics Group supports a variety of local community events as a part of ongoing efforts to promote culture, the arts, and interaction with the community.



Nagahama Plant
 Helping to preserve local historical and cultural facilities
 Mitsubishi Plastics opened the gardens of its Taiko Ryo to the general public for a limited period



Nagahama Plant
 Conducting onsite classes in support of events held by the SHIGAKEN KODOMOKAI RENGOUKAI

■ Activities conducted through the Mitsubishi Public Affairs Committee



The Mitsubishi Public Affairs Committee has continued to engage in activities that help raise literacy rates among children. At the same time, the Committee has held the Mitsubishi Asian Children's Enikki Festa since 1990 inviting children in Asia to create enikki (illustrated diaries) in the hope that enikki can be a very effective means of promoting cultural exchange among children. Submissions are solicited in 24 Asian countries, including Japan. The best work in each country/region is chosen and awarded a grand prize. In the 12th festa (2015-2016), over 50,000 submissions were received. Mitsubishi Plastics supports this initiative as a member of the Committee.



Exhibition held in Chiyoda-ku, Tokyo in 2014



Examples of winning submissions in the 12th festa (2015-2016)

Supporting Areas Devastated by the Great East Japan Earthquake

In the aftermath of the Great East Japan Earthquake that struck Japan on March 11, 2011, the Mitsubishi Plastics Group undertook a wide range of support activities. In addition to the supply of the Group's products as emergency supplies, Mitsubishi Plastics introduced a gift matching system with proceeds donated to support recovery efforts. Working closely with non-profit organizations, the Group's employees also participated in various volunteer activities. Particular emphasis was placed on the Group's product supply initiatives, with products delivered on a priority basis as a part of efforts to ensure the earliest possible recovery of affected areas. Currently, the Group continues to support restoration and reconstruction efforts through such initiatives as the provision of products, technologies, and land.

※In the interest of continuity, we also cover activities up through fiscal 2015.

Support for Reconstruction at Each Site

Leasing of land and rooftop space on grounds of Koriyama Plant as sites for photovoltaic power generation businesses

An underutilized site and part of the factory building roof at the Koriyama Plant are being leased to outside photovoltaic (PV) power generation businesses.

The site is being leased to Mitsui & Co., Ltd. and has had 11,466 photovoltaic panels installed covering approximately 48,000 m². At a scale of approximately 3,160 MWh, the expected amount of power generated per year is equivalent to the annual power consumption of approximately 880 households. Power sales were commenced in November 2014.

The roof of the factory building is being leased to ORIX Corporation, and 2,639 photovoltaic panels have been installed on an area of approximately 6,000 m². At a scale of about 663 MWh, the expected amount of power generated per year is equivalent to the annual power consumption of approximately 185 households. Power sales were commenced in January 2014.

In addition to the power generated, all the electric power is sold to Tohoku Electric Power Co., Inc., thereby resolving the power supply problems in the local area.



A solar panel from Mitsui & Co., Ltd.



A solar panel from ORIX Corporation

Providing Products to Assist in Reconstruction and Recovery Efforts

Mitsubishi Plastics Infratec Co., Ltd. continues to provide a variety of products, including civil engineering and construction supplies as well as construction equipment to assist in reconstruction and recovery efforts.

Water storage tank HISHITANK™

In order to quickly conduct inspections and carry out repairs together with all other necessary work to prevent leaks and repair water storage tanks damaged by the earthquake, steps were taken to increase the number of personnel in the Tohoku area and to make use of borrowed warehouse facilities in Sendai City to put in place an onsite shipping structure. In addition, priority was given to the delivery of products to ensure the prompt provision of safe and reliable water supplies to people living in temporary housing facilities.

Water storage tanks provide an essential lifeline and source of water during emergency situations such as earthquake disasters. Looking ahead, every effort will be made to actively promote the growing use of water storage tanks on a nationwide basis from a disaster prevention perspective.



Water storage tank HISHITANK™

Flexible container DIATAINER™

Flexible containers are generally used in the transportation and storage of plastic and industrial chemical products. Due to their outstanding airtight and waterproof properties, flexible containers are also used for the decontamination (transportation and storage) of soil contaminated with radioactivity. Decontaminated soil that has been packed into flexible containers is then transported to interim storage facilities and stored over the long term.



Flexible container DIATAINER™

Block mat for prevention of soil erosion GOBIMAT™

In the wake of the 2011 earthquake, a large number of waterways were destroyed by the subsequent tsunami. Considerable damage also occurred as the water could not be removed from surrounding areas due mainly to ground subsidence. In the ensuing period, mats to prevent soil erosion have been applied across rivers, waterways, regulating reservoirs, and storage reservoirs for agriculture as a water control countermeasure. Block mats for prevention of soil erosion, when laid directly on the bank surface, help to prevent banks from collapsing and flowing outward by stopping soil and water from contacting each other directly. The mats are also beneficial for quick restoration and protection of flood control and irrigation functions as well as subsequent maintenance of a green environment.



The Kawauchisawa River where GOBIMAT™ was laid.

Employee Volunteer Activities

Hosting of Tohoku reconstruction support event

The Mitsubishi Chemical Holdings Group has partnered with the specified nonprofit corporation Good Neighbors Japan※ each year since 2012 as part of its reconstruction support activities for the Tohoku region. Elementary school students and their parents from Kamaishi city and Otsuchi town in Iwate prefecture, which suffered enormous damage from the tsunami that accompanied the Great East Japan earthquake, are invited to visit Tokyo for sightseeing and the “Let’s go to Tokyo” event held in the science experiment classroom at our headquarters. In fiscal 2015 a total of 70 people were invited. And as well as giving the children a momentary change of pace, it provides an opportunity to get them interested in science.

※ The specified nonprofit corporation Good Neighbors Japan, is a member of Good Neighbors International, an international NGO, which carries out activities for emergency assistance, humanitarian aid and development assistance, and educational assistance in over 20 countries worldwide.



Group photo



Science experiment classroom

In October and November 2015, with the cooperation on its local specialty shops in Fukushima, Miyagi and Iwate prefectures, the Mitsubishi Chemical Holdings Group held a “Tohoku Tri-prefectural Product Exhibition” at the Head Office in the Palace Building. On the day of the event, many employees purchased special products and made the event a big success.



The product exhibition was bustling with visitors.

Manufacturing charity goods for the affected areas


In November 2014, company volunteers held an event at the Head Office in the Palace Building, using needles and thread to make elephant-shaped towels. These towels were donated to the “CHIYODA VOLUNTEER CLUB” administered by the Chiyoda-ku Social Welfare Council. The club utilizes the profits from the sales of these towels at social contribution events to support reconstruction of areas affected by the Great East Japan Earthquake.



Making elephant-shaped towels


In Partnership with the Global Environment

Responsible Care (RC) Activity Plan




We aim to realize our environmental management by improving RC activities.

Minimizing Our Environmental Footprint



The Mitsubishi Plastics Group is promoting a wide range of environmental activities including resource conservation and zero emissions.


Environmental Accounting Data



Year	Cost (1000 million yen)
2015	3220
2016	3884

We measure costs relating environmental influence and disclose them to the public.

Reducing CO2 emissions



The Mitsubishi Plastics Group is working to reduce carbon dioxide emissions in an effort to help prevent global warming.

Products that contribute to the environment



The Mitsubishi Plastics Group is actively engaged in the development and sale of products that contribute to the environment.

Responsible Care (RC) Activity Plan

Responsible Care (RC) Activity Plan

The Mitsubishi Plastics Group is aggressively undertaking responsible care (RC) activities*, based on safety and health activities, in order to carry out environmental management and engage in eco-friendly manufacturing as well as technology development. Positioned as an important year for achieving our targets, we undertook each of these activities in fiscal 2015 — the final year of our previous medium-term management plan, APTSIS15·Plus (2011-2015).

* Responsible care (RC) activities: Voluntary management activities and measures that reflect our commitment to protecting the environment and ensuring safety throughout the entire product lifecycle, from development through manufacture to use and disposal.

Safety and environment activities

As an RC activity plan in our previous medium-term management plan, APTSIS15·Plus (2011- 2015), the Mitsubishi Plastics Group has set "creating a safe and secure *KAITEKI* workplace" as our basic policy. In order to realize the ideal we have by 2025, we have set goals for each year and are carrying out activities to meet them.

Responsible Care (RC) Activity Plan

Field	Item	Task	Fiscal 2015 Target	Fiscal 2015 Results	Status	Fiscal 2016 Target
Strengthening of environmental management activities	Promotion of sustainability activities	Promote ongoing zero emission activities	Zero-emission rate: 0.3%	Zero-emission rate: 0.16%	○	Zero-emission rate: 0.16% or less
		Promote environmental protection activities	Biodiversity: Expansion to each plant	Implement initiatives to increase biodiversity in each location	○	Continue activities at each location, and activities taken part in as Mitsubishi Chemical Holdings
			LCA: Level at which external verification can be received	Activities implemented as Mitsubishi Chemical Holdings	○	Execute LCA evaluation in accordance with customer request
	Management of environmental management systems	Thorough local verification checks of intermediate industrial waste treatment contractors	Local verification rate: 100%	Local verification rate: 100%	○	Local verification rate: 100%
		Thorough local verification checks of recyclable resource recycling contractors	Local verification rate: 100%	Local verification rate: 100%	○	Local verification rate: 100%
		Strengthen soil pollution management	Continued soil pollution monitoring	Conducting continued soil pollution monitoring	○	Continued soil pollution monitoring
		Promote activities to prevent environmental accidents	Environmental accidents: 0	Achieve 0 environmental accidents by conducting perimeter patrols, etc.	○	Environmental accidents: 0
		Strengthen the system of management for notifying administrative agencies	Zero corrective items	Failures: 1	△	Failures: 0
		Strengthening of environment-related substance management	Build an environment-related substance management system	Construct environmental substance management system	Considering environmental substance management system	△
	Management of the MOS index(S-1)	SOx, NOx, VOC, soot dust, PRTR, Total nitrogen	Maintain/continue current indices while expanding business	Maintain/continue indices equivalent to previous year	○	Maintain/continue current indices

Field	Item	Task	Fiscal 2015 Target	Fiscal 2015 Results	Status	Fiscal 2016 Target
Promotion of the wider acceptance of safety activities	Improvement of Group-wide safety performance	Zero accident	Achieve no lost work-time injury throughout the year	Lost work-time accidents: 4	×	Achieve no lost work-time injury throughout the year
		Eliminate the incidence of restricted work case	Eradicate accidents caused by "putting hands into operating machine"	No lost work-time accidents or higher 2 out of 7 accidents due to meddling with equipment	×	Eradicate accidents caused by "putting hands into operating or rotating machine"
	Strengthening of safety activities	Strengthen New Safety Patrol activities	Average for all departments B+ or higher	Average for all departments B (3.8)	△	Average for all departments B+ or higher
		Continue and make more rigorous safety assessment for new or modified equipment	B and higher are all targets for full inspection	255 incidents implemented All are judged B or higher	○	B and higher are all targets for full inspection
		Promote wider acceptance and reenergize G7 activity (Activity of 7 management standards)	Total Average 3.5 or above Objective achievement rate 90% or above	Total Average 3.6 Objective achievement rate 89%	○	Objective achievement rate 90% or above [Total Average 3.5 or above]
		Establish a culture of carrying out decisions once they have been made; promote a greater awareness toward danger	Summer Safety Activity Enhancement Period Chorus together safe action rules Continue self-check of safety ability and sensibility Continue staff safety training	Implement Summer Safety Activity Enhancement Period Implement Chorus together safe action rules Implement self-check of safety ability and sensibility Implement continue staff safety training	○	Promote Summer Safety Activity Enhancement Period Implement Chorus together safe action rules Continue self-check of safety ability and sensibility Continue staff safety training

An image of where we would ideally like to be in fiscal 2025 with respect to safety and environment

The Mitsubishi Plastics Group has put in place a policy that emphasizes the development of a system that is capable of ensuring the stable delivery of eco-friendly products in a safe and comfortable workplace environment. This policy serves as the cornerstone of efforts to realize the image of where we would ideally like to be in fiscal 2025.

The Image of Where We Would Ideally Like to be (2025)

Field	Item	The Image of Where We Would Ideally Like to be in 2025
Efforts to strengthen eco-friendly manufacturing	Reduction in emissions of substances that impact the environment	Hold CO ₂ emissions resulting from business expansion to 20%(compared with inevitable increase) Maintain emission of other substances that have an impact on the environment at current levels(NO _x , SO _x , soot dust, total nitrogen drainage, VOCs)
	Promotion of environment management	Achieve zero-emissions
	Strengthening of environmental management systems	Establish across the Group as whole including overseas bases
	Strengthening of environment-related substance management	Establish a chemical substance management system
Wide acceptance of safety and health activities	Improvement of Group-wide safety performance	Achieve zero incident and accident
	Establishment and maintenance of a genuinely effective safety management structure and systems	Put in place and maintain an irrevocably safe workplace environment by ascertaining objective levels of safety utilizing fundamental evaluation indices based on RA*1

*1 RA (Risk Assessment) : Evaluation of the level of impact utilizing evidence-based data at the time a crisis occurs

Minimizing Our Environmental Footprint

Promoting Eco-friendly Business Activities

The Mitsubishi Plastics Group places considerable emphasis on resource conservation, zero-emission activities, and other eco-friendly business activities in the conduct of its manufacturing operations. In steadfastly implementing initiatives aimed at achieving these objectives, we strive diligently to expand and deepen our environmental management in such areas as waste disposal.

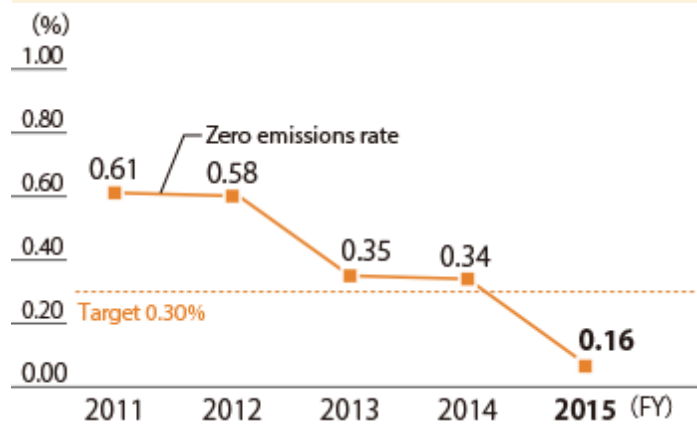
* The scope of activities is manufacturing-related companies in Japan. Please refer to the appropriate period and scope information for details.

Pursuing zero-emissions

In its previous medium-term management plan (APTSIS15·Plus), the Mitsubishi Plastics Group set a zero emission target rate* of less than 0.3% to be achieved across all of its plants by fiscal 2015. Working toward this target, we have taken steps to reduce the volume of landfill and incineration. As a result we achieved our target with a zero emissions rate of 0.16% in fiscal 2015. Moving forward, the Mitsubishi Plastics Group as a whole will adhere strictly to a policy of waste sorting management, strengthen collaborative ties with waste treatment companies and review its list of outsourcers. Having achieved a zero emissions target rate of 0.16%, we will continue to promote activities to further reduce emissions, with a goal of 0.16% or less in fiscal 2016.

* Zero emissions rate = (Landfill + simple incineration) / the total volume of waste

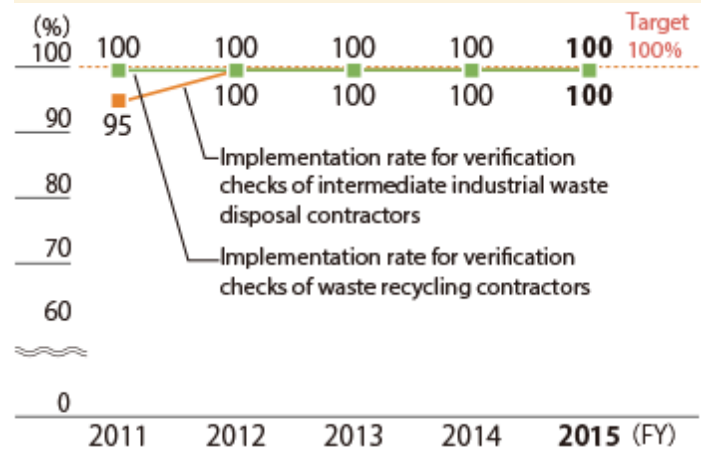
Trends in Zero Emission Rates



Local verification checks of waste disposal contractors

Mitsubishi Plastics strives to conduct annual verification checks of its waste treatment and recycling contractors as a part of efforts to adhere strictly to a policy of appropriate waste treatment and recycling. In fiscal 2015, the rate for local verification checks of intermediate industrial waste treatment contractors was 100% (checks completed for 85 out of a total 85 companies, for 4 years in a row). In addition, the rate for local verification checks of recyclable resource recycling contractors was 100% (checks completed for 57 out of a total of 57 companies, for 5 years in a row), unchanged from the previous year. Looking ahead, the Mitsubishi Plastics Group will continue activities that target maintaining its 100% local verification check rate for both industrial waste treatment and recyclable resource recycling contractors while broadening the scope of the local verification checks to encompass collection and transport contractors.

Implementation Rates for Verification Checks of Industrial Waste Treatment Contractors and Recyclable Resource Recycling Contractors



Recycling initiatives

The rate of material conversion into other resources was 99.8% in fiscal 2015, an improvement on the previous fiscal year. The rates of thermal recycling for use as heat energy and material were 14.8% and 85.0%, respectively, in fiscal 2015.

The Mitsubishi Plastics Group also collects used products that we have manufactured and sold through affiliated organizations and strives to recycle them. For example, ALPOLIC™, aluminum composite material, has been accredited by Japan's Minister for the Environment as a recyclable waste material. We are actively engaged in the nationwide collection of ALPOLIC™ waste and our recycling.

The Rate of Material Conversion into Other Resources



The Status of Material Balance

INPUT			
Raw Materials	Energy / Water	Packaging Materials	Fuels
Plastics:173,329 tons Metals:40,840 tons Chemicals:69,857 tons (Total:284,076 tons)	Purchased electricity:571 GWh Heavy Oil A:3 kL Kerosene:254 kL LNG:20,831 km ³ Others:16,871kL (Crude oil equivalent:188,096kL) Tap:96km ³ Industrial water:9,793km ³ Ground water:71km ³ (Total water:9,960km³)	Cardboard:4,354 tons Papers:8,625 tons Plastics:3,117 tons Woods:3,513 tons Metals:20 tons (Total:19,629 tons)	Gasoline:123kL Light diesel oil:8,401kL



OUTPUT				
Products	Air	Chemical Substances	Waste	Discharged Water
250,000tons	Co2:333,000 tons-CO2 NOx:62 tons SOx:0 tons Soot dust:5 tons	Substances subject to PRTR:6 tons	Amount of materials converted for other uses:34,116 tons Amount of simple incineration:29 tons Amount of landfill:2 tons Total amount of waste:34,146 tons	10,045km ³

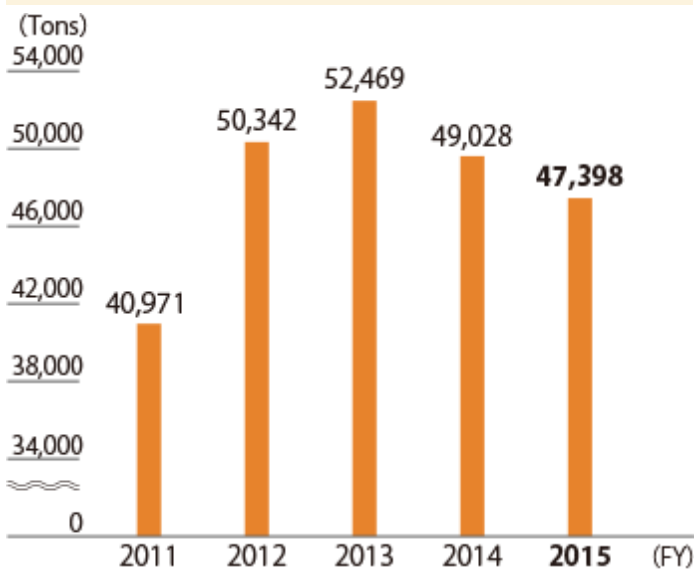
* Mitsubishi Plastics data (non-consolidated)

* Excluding products whose weight calculations are difficult

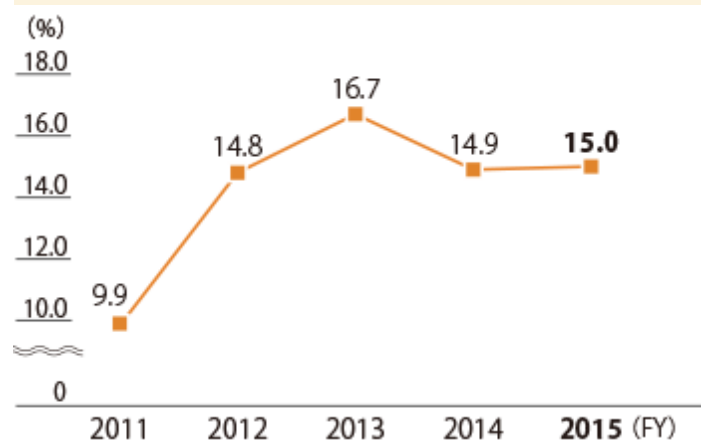
Reduction of the total waste

In fiscal 2012, the total amount of waste and basic unit of waste generated increased substantially compared with fiscal 2011 due mainly to the impact of business reorganization. However, the total amount of waste in fiscal 2015 was less than in fiscal 2014, revealing a continual trend of decrease since fiscal 2013.

Trends in the Total Amount of Waste



Trends in the Basic Unit of Waste Generated

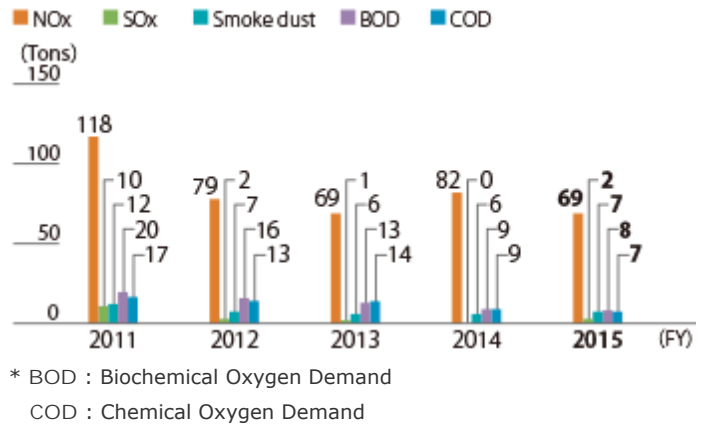


* Basic unit of waste generated = (Total amount of waste / Volume of production output) × 100

Reduction of environmental load substances in the emission

Business expansion invariably results in an increase in substance emissions that impact the environment. Accordingly, each of the Group's plants engages in a wide range of activities in an effort to address this dilemma. As one example, the Santo Plant switched from heavy oil C to natural gas as a fuel source. In addition to the energy conservation benefits, this initiative resulted in a reduction in SOx emissions originating from fuels of approximately 10 tons in fiscal 2012. In fiscal 2015, we kept emissions of substances that impact the environment at the previous fiscal year's levels.

The Emission of Substances that Impact the Environment



Environment-related substance management

Mitsubishi Plastics manages substances that impact the global environment and humankind. Every effort is made to prevent the use of potentially harmful substances in the manufacture of its products and to consistently reduce the amount of environmentally impactful substances. Not only do we endeavor to comply with various statutory requirements in Japan, including the Act on the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc. and the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (commonly referred to as the PRTR Law), significant emphasis is placed on addressing relevant overseas registration and notification requirements. In addition to European REACH regulation, Mitsubishi Plastics is responding to the requirements of such Asian countries as China and Taiwan. Moreover, we are building a system to control and manage chemical substances present in raw materials and are currently progressing with efforts to address JAMP*1 and JIPS*2 requirements.

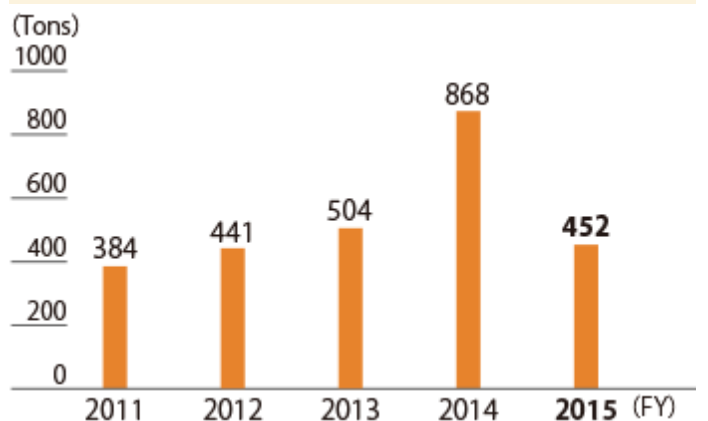
*1 JAMP (Joint Article Management Promotion-consortium) : An organization and its activities as a cross-industrial activity promotion entity. The purpose is to ensure proper management of information on chemical substances contained in articles (parts and final products) and popularize a concrete mechanism for smooth disclosure and transmission of such information in supply chains.

*2 JIPS (Japan Initiative of Product Stewardship) : A voluntary initiative, led by the Japan Chemical Industry Association to minimize the risk of the chemical products in the whole supply chain through the disclosure of information on safety, risks, and management method as well as to conduct risk evaluations by corporations for the chemical products and proper risk-based management.

PRTR substance management

The Mitsubishi Plastics Group strictly adheres to a policy of proper PRTR* substance management. The amount of PRTR substances released and transferred in fiscal 2014 showed a temporary increase compared with the previous fiscal year due to an increase in the production of special brands using PRTR substances. But at 452 tons, the amount for fiscal 2015 was even lower than that of fiscal 2013. From here out, we will make every effort to curtail the use of hazardous substances as much as possible.

Trends in the Amounts of PRTR Substances Released and Transferred



* PRTR : Pollutant Release and Transfer Register

PRTR No	Name	Amount Handled	Quantity Consumed (Products)	Amount of Valuable Substances (Recycle Substances)	Amount released into the atmosphere	Amount released into water and soil	Amount released as waste	Release and transfer amount		
								2015	2014	Difference
1	Zinc compounds (water-soluble)	6.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
31	Antimon and Antimon compound	8.4	6.5	0.0	0.0	0.0	1.9	1.9	1.9	0.1
53	Ethylbenzene	67.5	44.1	0.0	0.1	0.0	23.3	23.4	23.1	0.3
76	ε-caprolactam	3367.8	3,166.7	18.7	0.5	0.0	182.0	182.5	143.1	39.4
80	Xylene	152.8	124.4	0.0	0.2	0.0	28.2	28.4	25.6	2.8
88	Chromium (IV) compounds	2.1	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
207	2,6-di-tert-butyl -4-cresol	7.1	6.7	0.4	0.0	0.0	0.0	0.0	0.0	0.0
239	Organic tin compounds	107.4	98.4	8.9	0.0	0.0	0.1	0.1	0.2	0.0
240	Styrene	616.6	615.2	0.0	0.7	0.0	0.7	1.4	1.3	0.1
296	1,2,4-trimethylbenzene	35.6	23.8	0.0	1.2	0.0	10.6	11.8	5.8	6.0
297	1,3,5-trimethylbenzene	8.9	5.6	0.0	0.1	0.0	3.2	3.2	1.4	1.8
298	Methyl-1,3-phenylene =diisocyanate	9.8	9.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
300	Toluene	1560.4	1,384.9	4.3	111.2	0.0	59.9	171.2	651.3	-480.1
302	Naphthalene	3.8	2.7	0.0	0.1	0.0	1.1	1.1	0.0	1.1
305	Lead Compounds	34.6	32.8	0.6	0.0	0.0	1.1	1.1	1.1	0.0
354	Di-n-butyl phthalate	15.2	15.2	0.0	0.0	0.0	0.1	0.1	0.0	0.1
355	Bis (2-ethylhexyl) phthalate	3517.9	3,376.8	131.0	1.4	0.0	8.7	10.1	1.9	8.2
356	Butyl benzyl phthalate	12.7	11.5	0.0	0.0	0.0	1.2	1.2	7.9	-6.8
374	Hydrogen fluoride and its water-soluble salts	1.8	0.0	0.0	0.0	0.0	1.8	1.8	2.0	-0.3
392	N-hexane	1.4	1.2	0.0	0.2	0.0	0.0	0.3	2.5	-2.3
411	Formaldehyde	1.1	0.7	0.0	0.0	0.0	0.4	0.4	0.0	0.4
413	Phthalic anhydride	3.1	3.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
448	Methylenebis (4,1-phenylene) diisocyanate	11.6	10.7	0.0	0.5	0.0	0.4	0.9	1.0	-0.1
453	Molybdenum and Molybdenum compound	1.2	0.6	0.0	0.0	0.0	0.0	0.6	0.0	0.0
460	Tritolyl phosphate	13.8	11.5	2.3	0.0	0.0	0.0	0.0	0.0	0.0
461	Triphenyl phosphate	5.3	5.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
243	Dioxins (Unit: mg-TEQ)	4638.2	329.5	0.0	0.8	0.0	4307.9	4,308.7	3,289.4	1,019.3
Total		9574	8966	166	116	0	325	442	870	-429

* Total data rounded down.

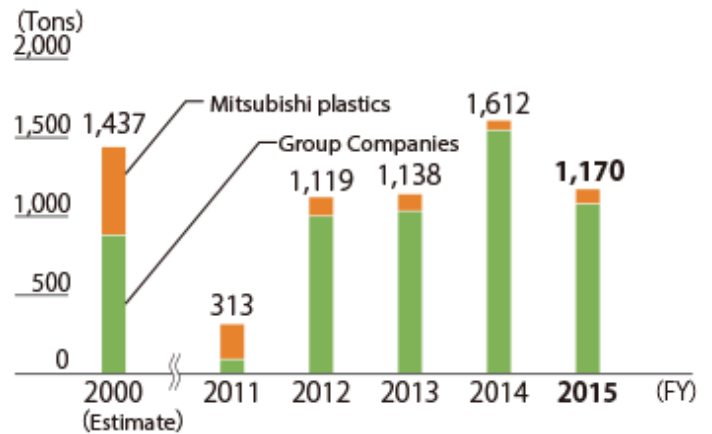
* Tally of substances where the annual amount handled is one ton or more (0.5 tons or more for carcinogenic substances) in accordance with the PRTR Law.

Reducing volatile organic compound (VOC) emissions

The Mitsubishi Plastics Group installed VOC* treatment facilities at its Nagahama Plant and the Kannari Plant of Ryohsei Plastic Industries Co., Ltd. (Now Kannari J-Film, Inc., Kurihara, Miyagi Prefecture) in 2008 and 2009, respectively. With this initiative, the Mitsubishi Plastics Group has ensured that all of its facilities that emit VOCs now comply with statutory requirements. This measure has also helped to substantially reduce the amount of emissions. However because 2 companies were newly added to the Mitsubishi Plastics group in fiscal 2012 increasing number of target products, VOC emissions increased overall. Despite temporarily increasing during the previous fiscal year, we were able to reduce emissions to normal levels during fiscal 2015. Hereafter, we will coordinate each company to continue activities that reduce VOC emissions.

*VOC (Volatile Organic Compound) : Organic substances such as toluene, xylene, and ethyl acetate that evaporate into the air.

Trends in VOC Emissions



From the Production Frontline

The Hiratsuka Plant is situated amidst the rich nature of the Shonan region. Based on our RC (Responsible Care) policy, we actively promote social and environmental conservation through continual improvement of our environmental management system. Also, as well as strengthening environmental conservation through regular measurement and observation of air and water quality, we disseminate environmental information widely by compiling environmental reports and introducing other activities that reduce the burden on the environment. We are also working to anticipate risks and minimize secondary disasters by carrying out periodic training and establishing emergency response capability in anticipation of earthquakes or storm and flood damage.



Storm and flood damage training

Sewage and wastewater measurement



Voice

In the interest of preventing environmental pollution and decreasing their environmental burden, the Hiratsuka Plant has established independent standards for air and water quality, noise, and vibration which are even stricter than government standards. We also carry out regular measurement and observation. Also, with the aim of being symbiotic with the local community, we actively share information, clean the adjacent Shibuta river, conduct factory tours for schools and other groups, and take part in local community planning. From here out, we aim to maintain a "plant that delivers safety and peace of mind" to both employees and local residents.



I sao Suzuki
Senior Manager of Environment, Safety & Quality Assurance Dept., Hiratsuka Plant

Environmental Accounting Data

The Mitsubishi Plastics Group engages in environmental conservation work in order to fulfil our responsibilities to society concerning the environment. In order to efficiently and effectively promote this work, we have introduced environmental accounting as an environmental management method to link economic activity to environmental activity. In this way we can gain a quantitative understanding of our environmental burden, the cost of environmental conservation and its effectiveness.

* The scope of activities is manufacturing-related companies in Japan. Please refer to the appropriate report period and scope information for details.

Overall Environmental Cost

(Millions of yen)

Category	Principal Details	2014		2015			Increase / Decrease	
		Investment	Expense Amount	Investment	Expense Amount	Cost Ratio	Investment	Expense Amount
Business Area Costs	Pollution prevention	409	461	519	997	21.84	110	537
	Global environment protection	244	1,279	192	1,287	28.20	-51	8
	Resource procurement	263	1,046	292	817	17.89	29	-229
	Subtotal	916	2,774	1,001	3,102	67.95	85	328
Upstream / Downstream Costs	Collection of waste materials and other	5	137	55	176	3.86	50	39
Management Activity Costs	Environmental systems; environmental education and training	3	487	8	377	8.25	5	-110
Research and Development Costs	Development of eco-friendly products	3	905	1	860	18.83	-2	-45
Social Activity Costs	Tree planting and beautification; information disclosure	0	5	0	20	0.45	0	15
Environmental Damage Costs	Purification of soil following contamination	0	36	0	26	0.57	0	-10
Total		927	4,348	1,060	4,566	100.00	133	218

Environmental Protection Benefits (Business Area Benefits)

Benefit Details	Unit	2014	2015	Increase / Decrease
NOx Emissions	Tons	85	69	-16
SOx Emissions	Tons	0	2	1
Smoke Dust Emissions	Tons	8	7	-1
BOD Emissions	Tons	9	8	0
COD Emissions	Tons	9	7	-2
CO ₂ Emissions	KTons	412	382	-29
Electricity Consumption	GWh	601,243	580,448	-20,795
Fuel Consumption	Tons	13,301	11,742	-1,558
Steam Consumption	Tons	391,049	335,501	-55,548
Water Consumption	km ³	12,508	11,520	-988
Waste Generated	Tons	49,028	47,398	-1,630
Simple Incineration / Landfill Disposal Volume	Tons	182	75	-107

* Includes data for J-Film Corp. and DIATEX Co., Ltd.

Environmental Protection Economic Benefits (Business Area Benefits)

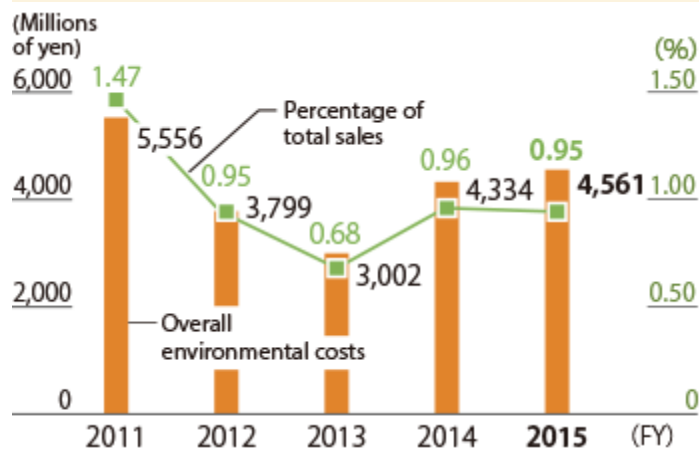
(Millions of yen)

Benefit Details		2014	2015	Increase / Decrease
Earnings	Sales of valuables through recycling	892	904	12
Cost Savings	Reduction in raw materials expense	453	292	-161
	Reduction in energy conservation expense	264	309	45
	Reduction in water expense	0	0	0
	Reduction in waste disposal expense	507	28	-479
	Savings in costs aimed at addressing environmental damage	0	0	0
	Other cost savings	4	2	-2
	Subtotal	1,229	632	-597
Total		2,121	1,536	-585

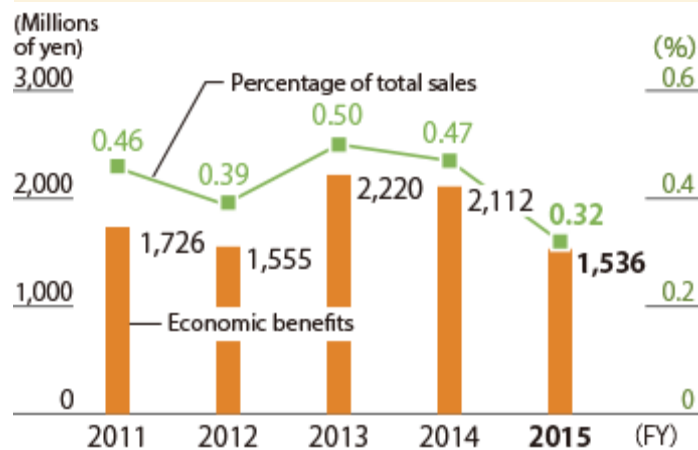
Capital investment and environment ratio

Item	Unit	2014	2015	Increase / Decrease
Total Capital Investment	Millions of yen	7,449	10,917	3,468
Environmental Investment	Millions of yen	927	1,067	141
Environment Ratio	%	12	10	-3

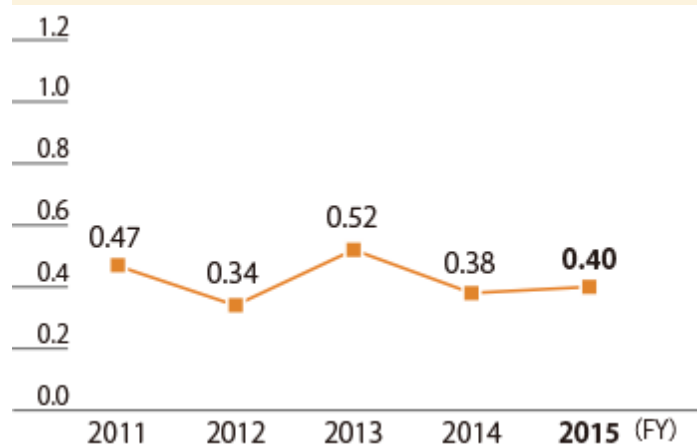
Overall environmental costs as a percentage of total net sales



Environmental protection economic benefits as a percentage of total net sales



Overall environmental cost economic benefit ratio

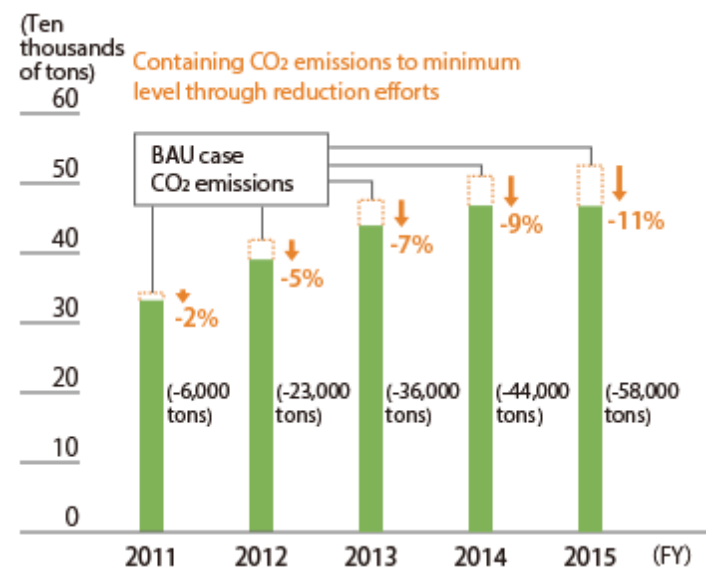


* Overall environmental cost economic benefit ratio = Environmental protection economic benefit amount / Overall environmental cost

Reducing CO2 Emissions

The Mitsubishi Plastics Group strives actively to reduce its CO2 emissions as a part of ongoing efforts to prevent global warming. Through its previous medium-term management plan (APTSIS15-Plus), the Group also aggressively promoted efforts to conserve energy through adoption of highly efficient equipment and to continually improve productivity. In specific terms, we set a target to reduce CO2 emissions from domestic operations on a BAU case comparative basis (using estimated CO2 emissions in the event measures are not implemented) by 47,000 tons by fiscal 2015. In addition to gradually advancing energy visualization at plants that utilize large amounts of energy, all staff at each plant participated in energy conservation activities to reduce energy loss. As a result, cumulative CO2 emissions for fiscal 2015 have been cut by approximately 58,000 tons since fiscal 2011 compared to a BAU case.

CO2 Emission Reduction Targets



Cogeneration facilities installed at the Nagahama plant
Energy output reduction and private power generation during emergency disasters, etc.

TOPICS①

Power Consumption Rate Greatly Improved through Energy Visualization

The Sakaide Plant manufactures MAFTEC™, polycrystalline alumina fiber, used in insulation for heating furnaces in steelworks and the support mats for honeycomb-style automotive catalytic converters. The alumina fiber production process uses a lot of electric power. So energy conservation through power reduction is an important issue. To address this, an electric power monitoring system was installed in fiscal 2015. As well as visualizing energy expenditure for each production line and piece of machinery to devise improvements in energy loss, we brought about a large improvement of approximately 10% in the power consumption rate* by introducing energy saving equipment.

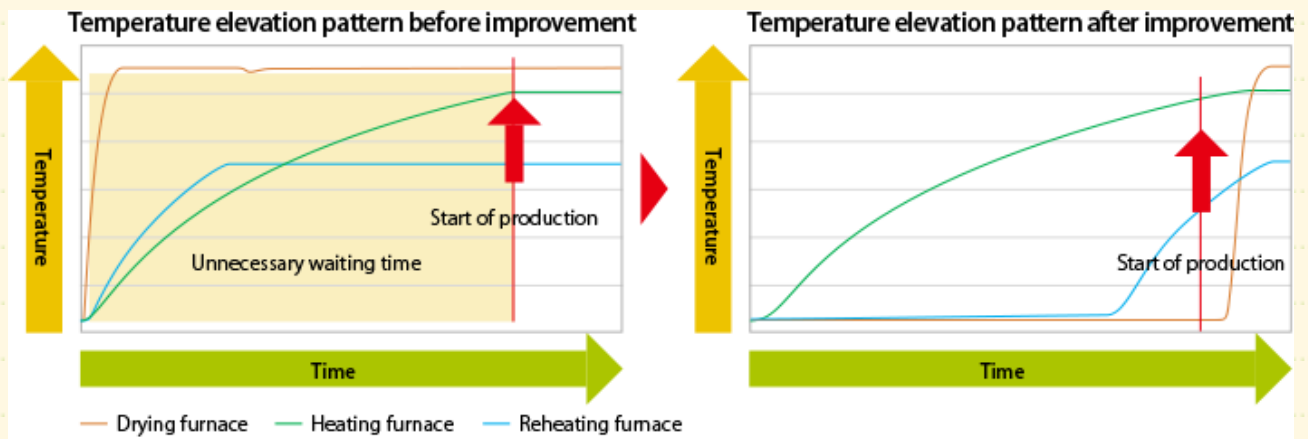


MAFTEC™ Production Line Turbo Chiller

*Power consumption rate (unit energy consumption) : The amount of power consumption needed to produce 1 ton of product

Improvements in Energy Conservation Focused on Temperature Elevation Pattern

The ALSET section of the functional material production department at the Hiratsuka Plant, which produces the plastic film-metal sheet composite coil, ALSET™, heats raw material metal plates and laminates them with plastic film. The electric furnace is used for heating, and reducing the energy it uses had become a major energy conservation issue. Accordingly, attention was given to the temperature elevation pattern of each heating furnace as energy conservation improvements for fiscal 2015. Until now multiple heating furnaces had been heated simultaneously. We addressed this by changing the time we began heating each furnace at start up. Because each furnace had a different heating speed and set temperature, there had been unnecessary waiting time. We succeeded in curtailing power use by correctly setting the temperature elevation pattern. Furthermore, by automating the temperature elevation pattern settings, it was possible to maintain high efficiency. And we were able to obtain an annual energy saving effect of approximately 1.7% for the furnaces targeted for improvement.



From the Production Frontline

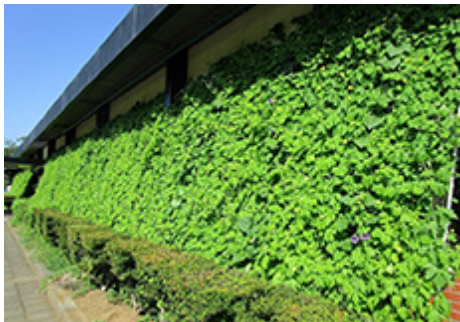
The Tsukuba Plant, Plant Center, Manufacturing & Engineering Technology Group, Manufacturing & Engineering Technology Department, Mitsubishi Plastics Agri Dream Co., Ltd., located on the grounds of the Mitsubishi Plastics Tsukuba Plant, uses an exhaust gas treatment facility to detoxify and discharge exhaust gas from organic solvents generated during production. These facilities were updated in 2015 due to age-related deterioration. The updated facilities are very energy efficient contributing to an annual energy use reduction equivalent to 603 kL of crude oil (a more than 90% reduction), and 1,140 tons of CO₂ emissions.



At the Tsukuba Plant, we are working to reduce energy consumption and CO₂ emissions to help prevent global warming. Since fiscal 2010, we have grown "green curtains" of morning glories and bitter melon on the South and West faces of the office building. The green curtain blocks direct sunlight from heating the building interior. It also decreases the load on air conditioning equipment by lowering the temperature of the external walls, greatly reducing energy use. For two years in a row, since fiscal 2014, this green curtain has received the award for excellence in the development division (organizational division) of the "Ibaraki green curtain contest" sponsored by the Ibaraki Environmental Conservation Conference.



Kazuhisa Miyashita
Administration Group,
Administration Dept.,
Tsukuba Plant



The green curtain on the office building



"Ibaraki Green Curtain Contest" Awards Ceremony

Products that Contribute to the Environment

SiGuided by a corporate philosophy that places the utmost importance on consistently creating higher value while helping to establish a better society, the Mitsubishi Plastics Group makes every effort to develop a variety of products that contribute not only to society's growth, but also rich and abundant lifestyles. Through this constant stream of products and our ongoing business activities, we are confident in our ability to contribute to society. In this context, we work diligently to develop and manufacture eco-friendly products that meet the Group's internal standards with respect to such wide-ranging criteria as energy efficiency and the use of sustainable raw materials. In this section, we introduce a selection of products that contribute to the environment.

DIAWRAP™ SUPER — Polyolefin, Multilayer co-extrusion Film for Food Packaging

Made from polyolefin materials, DIAWRAP™ SUPER does not emit chlorine gas when incinerated. Among a host of positive attributes, DIAWRAP™ SUPER is thinner and lighter than commonly used vinyl chloride wraps. 20%* lighter than conventional products, DIAWRAP™ SUPER helps to conserve resources and reduce the amount of waste.

* Compared with our products



Film for Agricultural Use

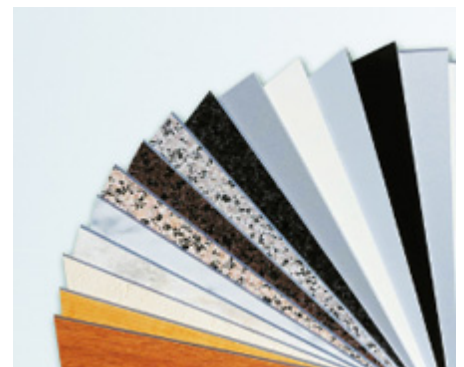
As a member of the agricultural film recycling promotion association in Japan, Mitsubishi Plastics Agri Dream Co., Ltd., a Mitsubishi Plastics Group company, works actively to promote the recycling of agricultural plastic films. Made from essentially the same materials, agricultural plastic films are more easily recycled after collection and boast a recycling rate of approximately 75%.

*Source: "The State of Agricultural Film Recycling", Nouguyouyoufilm Recycle Acceleration Council



ALPOLIC™ — Aluminum Composite Material

In accordance with the Ministry of the Environment's National Permit System, a nationwide campaign has been initiated to collect and recycle ALPOLIC™ aluminum composite waste materials. Waste materials are separated into metallic surface substances and core resins. The metallic surface materials are remelted and rolled for reuse as ALPOLIC™ surface materials. Core resin materials are crushed and reused as raw materials.



※ Products that contribute to the environment (products that contribute to the environment and products that take into consideration environmental concerns)

● Products that contribute to the environment

The lineup of products that are capable of contributing to the environment and comply with new standards established in 2011

In addition to incorporating existing environmentally friendly product standards, products that also fall within the scope of device components that utilize natural energy

No.	Category	Standard
1	Use of recycled materials	Use of 30% or more of recycled materials
2	Resource conservation	30% or more improvement in resource savings compared with existing products
3	Recovered energy	Use of 30% or more of recovered energy compared with existing products
4	Waste reduction	30% or more reduction in waste compared with existing products
5	Energy conservation	30% or more improvement in energy savings compared with existing products
6	Water conservation	30% or more improvement in water resource savings compared with existing products
7	Potential for extended use	Potential for extended use by a factor of 1.5 or more compared with existing products
8	Recyclable / Reusable	Potential for repeated use(two or more times); refillable, collectable and reusable
9	Recyclable	Containing no more than 50% composite materials; recyclable
10	Easy processing and disposal	Easily processed upon disposal
11	Use of plant-derived raw materials	Degree of biomass plastic:25% or more
12	Biodegradable / photodegradable	Substances that decompose and can be absorbed into the environment
13	Compostable	Materials that are easily compostable and absorbed into the natural environment
14	EcoMark-certified product	EcoMark-certified product
15	Internet posted eco product	Internet posted eco product
16	Industry association certified product	Industry association certified product

● Products that take into consideration environmental concerns

The lineup of environmentally friendly products that comply with standards established by Mitsubishi Plastics in 2002 that is included in products that contribute to the environment in a broad sense

No.	Category	Standard
1	Environmental pollution reduction	Designated substances comply with stipulated standards
2	Resource conservation	30% or more improvement in resource savings compared with existing products
	Energy conservation	30% or more improvement in energy savings compared with existing products
3	Use of plant-derived raw materials	Degree of biomass plastic:25% or more
4	Potential for extended use	Potential for extended use by a factor of 1.5 or more compared with existing products
5	Reusable	Potential for repeated use(two or more times); refillable, collectable and reusable
6	Recyclable	Containing no more than 50% composite materials; recyclable
7	Use of recycled materials	Use of 30% or more of recycled materials
8	Easy processing and disposal	Easy processing upon disposal

In Partnership with Employees

▶ Safety and Health Activities



Bolstering safety and health activities in an effort to realize zero disabling injury frequency rates

▶ Respect for Human Rights



Promoting an environment in which employees maintain a mutual respect for human rights and a highly satisfying workplace under the guidance of our basic philosophy concerning human rights

▶ Work-Life Balance



Striving to build a comfortable workplace where each and every employee's individuality is respected and where anyone can work with peace of mind

▶ Human Resources Development



Building a comprehensive system from the employment of staff through to education and training. Promoting the development of human resources and fostering a corporate culture in which all employees participate

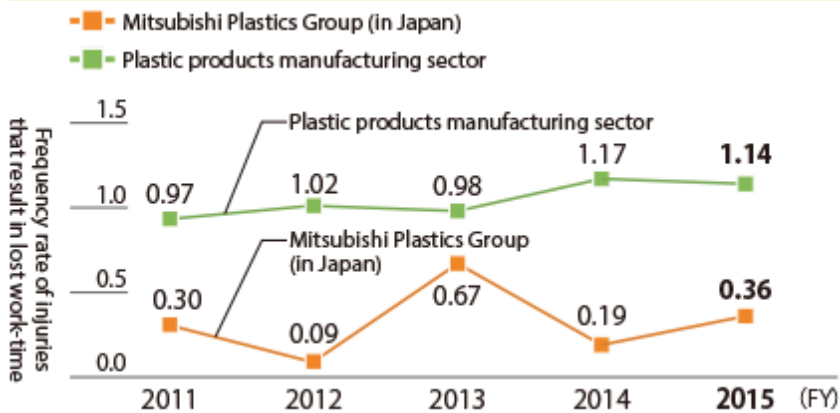
Safety and Health Activities

Aiming to Achieve "Zero Lost Work-Time Injuries"

Mitsubishi Plastics Group is expanding unified health and safety activities for all companies, including partner companies that are permanently stationed inside plants. In fiscal 2013 we had the worst work-related accident record in the Mitsubishi Plastics Group (within Japan) (7 lost work-time injuries, and lost time injury frequency* of 0.67). In a complete turn-around, safety activities centered around measures to prevent serious accidents in fiscal 2014 succeeded in reducing the total number of accidents, including minor incidents, to 12 (2 lost work-time injuries, and lost time injury frequency of 0.19), achieving a new work-time accident record. Continuing these efforts in fiscal 2015, the first half of the year set the pace by dropping lower than the same period of the previous year. But the second half of the year saw a concentration of work-related accidents, resulting in a rebound with a total number of accidents for the year to 20 (4 lost work-time injuries, and lost time injury frequency of 0.36). Under these conditions it is clear that we will need to redouble our efforts in fiscal 2016.

* Lost Time Injury Frequency : The number of casualties to occupational accidents per one million working hours.

Trends of the Lost Time Injury Frequency (Domestic)



* From the summary of the results of the Ministry of Health, Labour and Welfare "2015 industrial accidents survey (survey of enterprises (enterprises with 100 or more employees) and the general construction industry)"

Hardware side measures aimed at promoting safety

At Mitsubishi Plastics Group, we have established "Safety Design Standards for Equipment" as a foundation for hardware side (facility) measures, and in accordance with these procedures, are advancing safety through the operation of a system of "Safety Assessment for New or Modified Equipment" and a "New Safety Patrol"^{*1}. By deepening these activities from fiscal 2011, we expanded the scope of the new safety patrol to include non-steady-state activities (e.g. startup work, trouble management work). From fiscal 2014, department managers checked on workers, including daily work that is difficult to perform. In 2015, by thorough preparation before patrols, they advanced discovery of unsafe work practices and unsafe areas in their departments. As a result, the entire Mitsubishi Plastics Group^{*2} was able to increase the safety of facilities by newly identifying a total of 4,768 items in fiscal 2015, and completing improvements for 4,495 items (including items identified the previous year). Altogether, in addition to regularly reviewing and revising the "Safety Design Standards for Equipment" which are the basis of our activities, we carried out training targeting the design and production departments to ensure the procedures permeate and become common knowledge throughout the organization. Unfortunately, even though we were promoting activities aimed at "eradicating accidents caused by putting hands into operating machine", there were three during fiscal 2015. For this reason, we are endeavoring to deepen tangible measures, such as finding locations prone to meddling beforehand, and carrying out more thorough patrols.

^{*1} New Safety Patrol: : Patrol all our equipment in order to point out all risks which we can touch and improve them so that no one can touch them.

^{*2} Includes the Quadrant group from fiscal 2015.



The new safety patrol at the Azai Plant.



The new safety patrol at the Santo Plant.

Software side countermeasures

Regarding intangible measures taken, Mitsubishi Plastics Group is advancing "Activity of 7 management standards (G7)" It is self-management activities in which we decide and implement rules that allow us to work more "safely", "comfortably", "efficiently" and "reliably". Specifically, we make a habit of "following the rules", by preparing, implementing, and maintaining the management standards needed in our workplace, and centered around the 7 management standards below. Moreover, in fiscal 2015, we ensured that this commitment to "establish and follow the rules" would continue and permeate the workplace. To do so, we turned to leadership and mutual communication by section heads to promote the continuation and spread of activities by workers on the plant floor. In fiscal 2016 as well, we will strive for steady spread of this attitude, while regularly checking results. We will also provide focused guidance to group companies that need to raise standards.

G7 Activity (Activity of 7 management standards)

1. Control standard for storage location
2. Control standard for temporary placement
3. Control standard for temporary use
4. Control standard for placement when not in use
5. Control standard for shelf numbering
6. Control standard for snake hoses
7. Control standard for interlock facilities



G7 Activities of Nagahama Plant



G7 Activities of Santo Plant

Human side measures initiatives

Regarding human side measures, from the fact that it is necessary to consider the culture and history of each group company, until now activities were primarily conducted by each group company or manufacturing base. But from fiscal 2011 the entire Mitsubishi Plastics Group began a "Self-check of safety ability and sensibility"^{*3}, and in fiscal 2015, a total of 4,845 employees participated. Additionally, because of the work related accidents that have occurred in recent years, we decided that human aspect measures for preventing work-related accidents during the uncomfortable season (May - September) were needed. By implementing a "Summer Safety Activity Enhancement Period"^{*4}, we were able to greatly reduce serious work-related accidents. We continued these activities in fiscal 2015, and by increasing safety awareness toward preventing accidents caused by "putting hands into operating or rotating machine", as well as stopping equipment when there is trouble and preventing unsafe operation; we worked to achieve zero work-related accidents during the summer. As a result, we achieved large reductions in work-related accidents during this period. In light of last year's results, fiscal 2016 includes a preparatory period for the Summer Safety Activity Enhancement Period to prevent accidents in the first half of May. Also, the entire Mitsubishi Plastics Group began "Chorus together safe action rules" from fiscal 2015, as a good method for getting into a working mindset before starting work. In fiscal 2016 as well, based on the activities of each group company and manufacturing base, we will continue to strengthen human aspect measures in combination with group-wide activities.

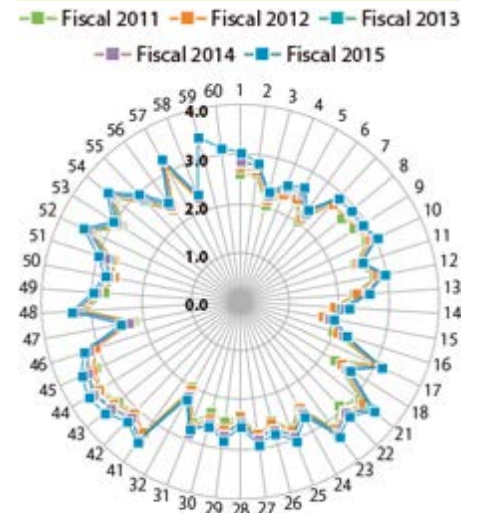
^{*3} Self-check of safety ability and sensibility : A system that allows us to gain an understanding of strengths and weaknesses to assist and improve each activity, by having each employee, from workers on the front lines of the plant up to managers, evaluate themselves against a total of 50 questions concerning "knowledge/skills", "awareness", and "conduct" related to health and safety; and by aggregating those data at a workplace, manufacturing base, and company-wide level.

^{*4} Summer Safety Activity Enhancement Period : Activities wherein the responsible staff post messages and hang posters in the plant, so that every employee at each company or manufacturing base maintains an awareness of safe conduct.

Trend in the Number of work-related accidents during "Summer Safety Activity Enhancement period (May-September)"

	2013	2014	2015
Lost Work-time	7	2	1
No Lost Work-time	2	1	0
Minor	1	5	6
Total	10	8	7

Self-check of safety ability and sensibility
(Results for the Mitsubishi Plastics Group)



Fiscal 2011: Total number of respondents: 4,762; aggregate average: 2.64 (66.0/100)

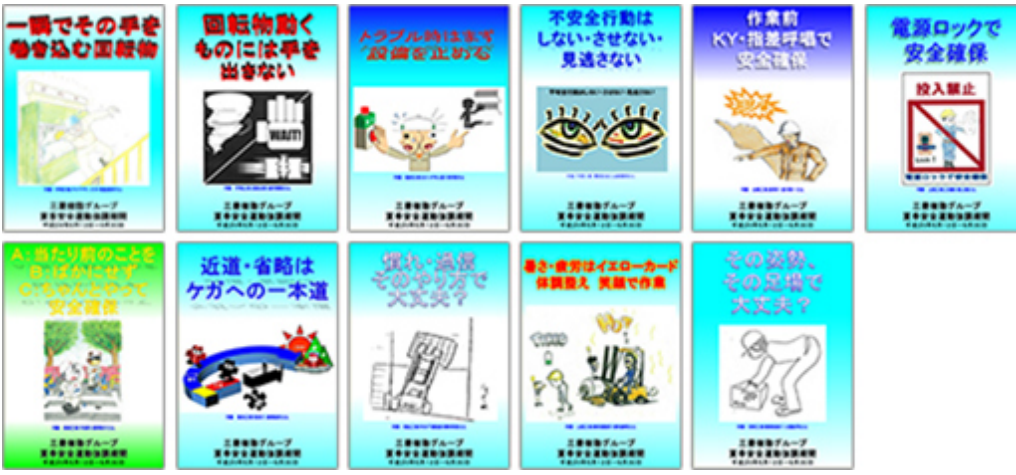
Fiscal 2012: Total number of respondents: 4,631; aggregate average: 2.69 (67.1/100)

Fiscal 2013: Total number of respondents: 4,598; aggregate average: 2.79 (69.8/100)

Fiscal 2014: Total number of respondents: 4,660; aggregate average: 2.81 (70.4/100)

Fiscal 2015: Total number of respondents: 4,845; aggregate average: 2.90 (72.6/100)

Posters of "Summer Safety Activity Enhancement Period "



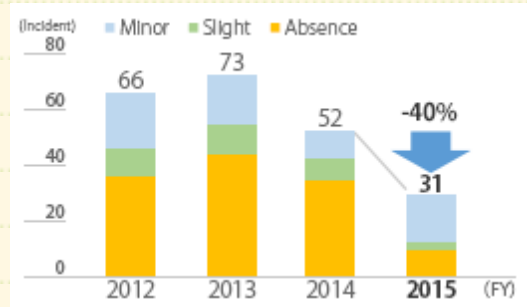
Greeting Activity, Chorus together safe action rules of "Summer Safety Activity Enhancement Period "



■ Sharp reduction of work-related accidents by the Quadrant Group

Since fiscal 2014, the Global Safety, Health and Environment Department manager for the Quadrant Group — which carries out the manufacture and sale of engineering plastic products and composite products — has visited each location in the group alongside a representative from Mitsubishi Plastics, and carried out explanation, training, and trial runs, in order to implement Mitsubishi Plastics' "New Safety Patrols" as a new safety measure. Full-scale implementation at each location in Europe and the United States began from fiscal 2015. And it has expanded to 26 of the 28 total overseas production bases of the Quadrant Group. In the past, the Quadrant Group has had many work-related accidents, but in fiscal 2015 that number was reduced by 40% compared to the previous year (lost work-time accidents decreased to one third). Full-scale implementation of the new safety patrol seems to have been the primary factor for this decrease in work-related accidents.

And, one of the group members, the Quadrant EPP USA, Inc. Wytheville Facility, received star certification in the Voluntary Protection Program (VPP) promoted by the Virginia Occupational Safety and Health Administration (OSHA). VPP is a system in which businesses, employees and OSHA cooperate to promote continual safety and health management, in order to prevent work-related accidents, promote employee health, and create a comfortable workplace. This plant has been completely free of work-related accidents for five years, and from lost work-time injuries for eleven years. The plant added the New Safety Patrol to its existing safety activities, and as a result of their united efforts, acquired star certification as one of the exemplary bases (about 2,100) out of all the manufacturing bases in the United States (about 9 million).



Result of work-related accidents in the Quadrant Group



Members of the Quadrant EPP USA, Inc. Wytheville Facility with the star flag

■ Initiatives at each Mitsubishi Plastics Group bases



Mitsubishi Polyester Film GmbH
Thorough specification of walking paths on the grounds (above)
Check status of ladder and stepladder management (below)

In the five months between June and November 2015, Mitsubishi Polyester Film, Inc., which produces and sells polyester film in the USA, experienced seven work-related accidents. In response, the period from December until the end of March 2016 was designated a period of special vigilance in order to review the safety system. During this time efforts were made to improve concrete issues (accident review, work safety instructions, improvement feedback and review of information transfer methods), improve employee safety awareness/check safety behavior, improve understanding of safe work procedures, and implement a limited-time safety bonus system. As a result, there were no accidents during the six months between December 2015 and May 2016.

Also, at Mitsubishi Polyester Film GmbH in Germany, which manufactures and sells polyester film and aluminum composite material, new initiatives such as: "clarification and visualization of protective gear" (displaying photos, etc. to be understood at a glance), thoroughly specifying the walking paths inside and outside of the building, "review of work standards using video", and a "ladder/stepladder management project" (all ladders and stepladders are thoroughly managed to ensure safe use) were added to existing activities. Moreover, various safety management information was exchanged through a safety exchange with the Quadrant Group.

Also, in Asian, the new production lines established at Mitsubishi Plastics Converting Film Wuxi Co., Ltd. in China, and PT. MC PET FILM INDONESIA (KTF line) in Indonesia, were transitioned to safe startup conditions through "Safety Assessment for New Equipment and New Safety Patrols" thereafter. They have continued to operate without accidents. And Mitsubishi Plastics Shanghai Co., Ltd. in China, is helping to support straightforward safety activities, like new safety patrols, by group companies in China.

Proactive initiatives to prevent work-related accidents are expected to continue at each base in fiscal 2016.



From the Safety Management Frontline

We are engaged in reducing work-related accidents through actively expanding the three main pillars of safety activities such as a new safety patrol for the hardware side, G7 activity (activity of 7management standards). For the software side, and summer safety activity enhancement period and chorus together safe action rules for the human side. Hereafter, we will promote safety activities that lead to the improvement of on-site strength and the realization of KAITEKI for manufacturing with safety, stability, and peace of mind.



Kazuo Taniguchi
Senior Manager,
Safety Group,
Environment &
Safety Dept.

Respect for Human Rights

Create a Bright and Satisfying Workplace

Guided by its basic approach toward human rights education, the Mitsubishi Plastics Group will not only respect human rights and individuality, but also, strive to create fair workplace without discrimination on the basis of race, gender, religion, national origin or any other legal aspects on discrimination.

Basic philosophy

The Mitsubishi Plastics Group has established the following basic philosophy and works diligently to engage in activities that raise employees' awareness and understanding of human rights.

All people should have equal freedom and rights, and we respect their individual dignity and rights. The Mitsubishi Plastics Group will not engage in any acts that discriminate on the basis of race, gender, religion, national origin or any other legal aspects on discrimination. We are committed to offering a pleasant work environment that is spiritually fulfilling, fosters strong ties of mutual trust and a deep respect for each individual's distinct personality and sense of value, and is free from discrimination.

Promoting employment of people with disabilities

We constructed a greenhouse plant production system with solar light inside the Nagahama plant in 2014, and have been promoting the employment of local people with disabilities. The greenhouse plant production system is a system for cultivating vegetables which starts by raising seedlings in the "Naeterasu™", a completely closed seedling system utilizing artificial light, and then transferring these seedlings to an agricultural house called "Napperland™", a system for hydroponic cultivation for leaf vegetables. By leveraging the system features of comparatively easy, systematic, and stable cultivation, we are providing an opportunity to work for local people with disabilities.

▶ [Greenhouse plant production system with solar light Product Page](#)



Greenhouse plant production system with solar light in the Nagahama Plant

Striving to Reach My Potential in both Work and Life

I entered the Company in April 2011. I've handled mainly expense reports related to overseas business trips, and have created various documents in the Human Resources Dept. I have severe visual impairment which makes it difficult to read and write, but through the use of assistive devices such as scanners, text-to-speech software, etc., and the support of those around me, I am able to carry out my duties. And in fiscal 2015, together with utilizing my own experiences to provide consultation to employees as a working counselor for people with disabilities, I conducted "lectures of understanding people with disability" as training for all employees, which introduced the features of disability and provided working examples with the goal of creating an environment that is easy to work in, even with a disability.

In the meantime, in terms of work-life balance, I do swimming for recreation, and am participating in competitions in Japan and overseas, with the goal of competing in the paralympic games. In the Asia paralympic games held in the fall of 2014, I got the bronze medal in the 50 meter freestyle. And although I failed to make the qualifying time needed to participate in the Rio Paralympics by 0.3 seconds, I did beat my personal record. It's difficult to be successful in both Work and Life, but even though I have a disability, I will continue to strive to reach my full potential in both spheres.



Tomomi Ishiura
Human Resources
Dept.

Education and training aimed at promoting human rights

The Mitsubishi Plastics Group conducts human rights education and training to increase awareness and understanding of human rights through general manager meetings as well as combined training sessions at each company. In fiscal 2015, we held a total of 56 seminars, in which a total of 3,743 employees participated. The Group participates in various human rights committees including the committee comprised of Mitsubishi group companies and the Shiga conference of companies on anti-discrimination to gather information and train officers responsible for human rights to gain an overall understanding of all pertinent matters and to exchange opinions with external third parties.

The Mitsubishi Plastics Group has outlined its policy on harassment in its compliance guidelines. In addition, the Group issued its harassment prevention guidelines in fiscal 2012. Every effort is being made to promote increased awareness among employees in order to establish a motivating, fulfilling and comfortable workplace environment.



Human rights training

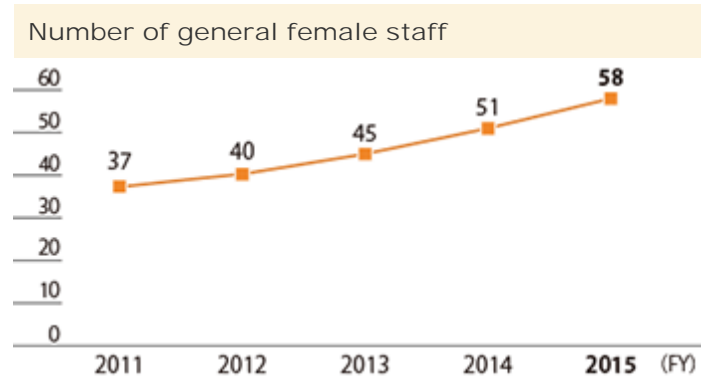
Work-Life Balance

Promotion of Work-Life Balance

Mitsubishi Plastics strives diligently to prize the individuality of each and every employee and to provide a workplace environment that is free from anxiety by implementing various in-house systems that incorporate concerns for maintaining work-life balance.

Providing equal employment opportunities

Mitsubishi Plastics actively employs people with disabilities as well as women seeking a long-term career. Equal emphasis is also placed on providing a pleasant and comfortable workplace for a wide range of employees.



Various leave systems

Mitsubishi Plastics recognizes the importance of providing its employees with a strong sense of security as they go about their duties. Of equal significance is a workplace environment that allows each individual to realize his or her full potential. With this in mind, the Company makes every effort to support its employees in achieving optimal balance between their work and private lives. As a part of this endeavor, Mitsubishi Plastics puts in place and promotes a wide range of vacation systems including maternity, child care, nursing care, volunteer and special incentive leaves.

Statistical Data on the Take Up of Each Leave System

Fiscal Year	Maternity Leave	Child Care Leave	Nursing Care Leave
2011	17	12	0
2012	16	15	0
2013	12	12	1
2014	10	12	0
2015	11	19	0

Diversity promotion

Since fiscal 2014, we have been proactively promoting diversity, one of our management policies. As an initial step, we executed management proposals with the aim of remaining a company where diverse employees can achieve job satisfaction in active participation and establishing a "Diversity Promotion Committee".. In fiscal 2015 we started the " Diversity and work-life balance Promotion Committee" to help diversity initiatives penetrate into the workplace as a practical issue, based on the issues and conditions at each workplace.

Aiming to Promote the Efforts of Women

As members of the "Diversity Promotion Committee", we are working to realize a favorable working environment from the standpoint of promotion of women's efforts by analyzing the present conditions to uncover practical needs, and implemented a management proposal in June 2015. After lots of discussions, we realized that the following 2 points were essential to "promote the efforts of women". The first is that company executives, managers, and female employees themselves must each change their ways of thinking. The second is that establishment of a structure for on-the-job personnel training and forming career plans for ambitious female employees, is indispensable. Although there were lots of difficult discussions among members with diverse values when implementing this project, everyone cooperated to overcome these challenges and create a proposal we believe is sustainable and incorporates many new ideas. At present the company has taken measures to implement our proposals by redefining expert career track jobs, holding workshops, etc. We are excited to see how the culture of the company, and consciousness of employees will change going forward.



Tanna Sen
Central Research
Institute
Business&Fundamental
Research Center

Preventing impairment to health due to long hours of sustained work

Following deliberations with the labor union and completion of all appropriate procedural requirements, Mitsubishi Plastics is engaging in prudent labor management. At the same time, health checking by an occupational physician is mandated for all employees who work over a predetermined standard number of hours. This is one of several measures aimed at preventing impairment to employees' health due to excessive work.

Employee Data

Number of employees	2,569
Average years of service	18.4
Number of employees rehired post-retirement	128
Average number of overtime working hours	15.6 hours per month

Labor-management relations

A labor union has been formed to represent the interests of Mitsubishi Plastics' employees. Every effort is made to promote the mutual exchange of information through constant dialog between labor and management. At the same time, steps are taken to hold business deliberation meetings on two occasions each year. These meetings provide the forum for sharing information with respect to the status of operations and issues, and for aligning management aspirations with labor needs.

Data regarding Mitsubishi Plastics' Labor Union

Fiscal Year	Number of Employees	Average Age	Years Of Service
2011	1,860	36.7	14.3
2012	1,887	36.5	14.7
2013	1,859	37.2	15.1
2014	1,889	38.2	16.0
2015	1,873	38.7	16.4

* Including employees seconded from other companies

Abundant employee welfare benefits

Mitsubishi Plastics is working consistently to improve its welfare systems for the benefit of its employees. Among a host of benefits, the Company maintains a corporate pension plan while providing housing including dormitory accommodation as well as financial assistance when purchasing a home.

Health management initiatives

In 2016 the president of Mitsubishi Plastics announced the "Declaration of health and productivity management". Previously, health support was conducted with occupational health staff, such as occupational physicians or occupational health nurses, taking a central role. But now we aim for each employee to maintain and promote their own general health such that they can bring energy and activeness to their work and private life for their entire lives. To this end we are implementing environmental improvements and support for proactive efforts to promote their own health. Specifically Mitsubishi Plastics is expanding health promotion by emphasizing 4 initiatives: "Mental health measures," "Improvement of lifestyles," "Countermeasures against smoking" and "Health management of middle-aged and older employees."

With "Mental health measures" we provide comprehensive assistance for the individual and organization through prevention and early detection of mental health disorders, and support for time off. We also conduct stress checks and various position-based training for all employees in order to improve employee wellbeing. And the workplace, occupational health staff and the Human Resources department work in unison to support employees returning to work, from the beginning of absence until after return.

In "Improvement of lifestyles" we provide programs and health information that assist each employee in re-examining their own lifestyle and moving it in a better direction. We've also begun a group walking competition and are holding various health classes to motivate employees to re-consider their lifestyles.

In "Countermeasures against smoking" we not only reconsider smoking areas to separate smokers from non-smokers, but provide support to those trying to quit smoking.

Finally, with "Health management of middle-aged and older employees" we provide various health seminars and programs geared towards the needs of older employees. We carry out training that provides opportunities for these employees to become aware of their physical ability.

At the same time we continue, as always, to emphasis on medical checkups and aftercare activities. We have also established internal standards regarding health screening (interviews) to accompany long periods of work, so that employees can reliably participate in medical checkups.



Occupational health staff who support employee well being



Mitsubishi Plastics has been certified as a company that supports child-rearing by employees, and acquired a symbol, "Kurumin Mark", according to the Act on Advancement of Measures to Support Raising Next-Generation Children put forth by the Ministry of Health, Labour and Welfare Tokyo Labour Bureau in fiscal 2015. At the same time, and from the same ministry, we also acquired the "Tomonin Mark", a symbol given to companies that endeavor to promote the provision of a working environment favorable for balancing work with long-term care. We plan to continue to proactively advance efforts toward realizing a work-life balance.



"Kurumin Mark"(left), "Tomonin Mark"(right)

Human Resources Development

Advancing the Ability to Extend Individual Personalities and Attributes

Mitsubishi Plastics positions human resources development as an important platform from which it can secure growth. In addition to putting in place a comprehensive framework that extends from the recruiting of employees through to their education and development, the Company strives to nurture human resources that both think for themselves and acts for themselves. Through these means, we work to foster a corporate culture in which all Group members participate.

Basic human resources development policies

Recognizing that employees are the source of Mitsubishi Plastics' growth, the Company maintains a deep respect for each and every individual's personality. Through a host of opportunities, we strive diligently to develop our human resources. From shared ownership of our corporate principles and vision through to our corporate culture, we provide a wide menu of systematic training programs. Focusing on building an education and training system that helps each employee reach his or her full potential, we are working to secure ongoing corporate growth.

Human Resources Development Conceptual Diagram



Various training systems

Tier training on a career status basis

Mitsubishi Plastics conducts tier training on a career status basis for general staff focusing mainly on the first ten years of employment. Training consists of a systematic seven-step program that provides employees with the necessary knowledge, skills, etc. to carry out their business work at a high level. At the same time, this training program helps to foster the corporate philosophy and vision, as well as teamwork.

In addition, training is designed to not only provide opportunities for each employee to realize the importance of pursuing personal growth, but also for managers, who serve as lecturers, to share with employees their thoughts in their own words.



Tier training on a career status basis

Training for new employees

Before new employees are assigned to their respective places of work, they undergo a one and a half month induction training period from April each year as well as additional training in July at the time of their formal employment.

This induction training helps individuals assimilate as members of society. Training includes the use of honorific speech, how to make business telephone calls and write letters for use both within and outside the Company. In addition to learning the rudiments of life as a member of society, and gaining practical experience in basic manners and communication, training includes gaining wide ranging skills in manufacturing through shift work. With hands-on training such as walk rallies which allows participants to gain knowledge in how to formulate and execute shift schedules and plans, Mitsubishi Plastics strives to provide its new recruits with a sense of accomplishment and a feel for the importance of basing their opinions and actions on realistic facts. In addition to the aforementioned, recruits participate in a preparatory period prior to commencing on-the-job training. This period is used to provide new recruits with a better understanding of the Group's business as well as compliance training.



A training session for new employees

Technical training

More than ever, Mitsubishi Plastics has been holding technical training sessions as a forum for improving MONOZUKURI (manufacturing) capabilities and passing on techniques. Having worked on enhancements to the training content, the Company revised the curriculum in fiscal 2013. By adopting a style of its own in appointing an in-house instructor, the newly launched training represents valuable content as a forum for passing on techniques that become possible precisely because Mitsubishi Plastics is a MONOZUKURI(manufacturing) company. The training is divided into three courses: a basic course to learn broadly the knowledge necessary as technical-related employees working at Mitsubishi Plastics Group companies; a specialist course that examines the content of the basic course in more depth; and a management course that aims to pass on the knowledge and experience necessary for managers on their way to becoming heads of departments and leaders. The training sessions were attended by a total of 820 employees in fiscal 2015.



Technical training (Management course)

Group employee training

In fiscal 2013, Mitsubishi Plastics launched training workshops for the Group employees. Aimed at management-level employees assigned to the Mitsubishi Plastics Group, employees in different posts from a variety of companies gathered to undertake the training tasks a total of four times. In fiscal 2015, 23 employees from 17 companies participated. The training involved learning hints on how to conduct business, including methods for resolving problems, marketing, and communication. Over the course of the training, the networks of the trainees expanded and bonds were strengthened. Based on the concept of group management, Mitsubishi Plastics will continue to hold these training sessions in the years to come.



Group employee training (Walk rally training / team presentations)

Global training

We conduct a Shuttle Learning Program (SLP) in which staff in Japan and East Asia gather together to study the basis of global business by visiting each other's countries for discussion and shared recognition of business styles and cultures. In 2015 it was held in conjunction with the Mitsubishi Chemical Holdings Corporation (MCHC) group company, and allowed participating members to experience the globalization of the MCHC group through visits to overseas offices, exchange between domestic and overseas members, etc.



SLP training

YUYAKE (sunset) lectures

Since fiscal 2010, the Mitsubishi Plastics Group has invited lecturers from both inside and outside of the company, and conducted a series of internal lectures "YUYAKE (sunset) lectures" which any group member can attend. The lectures are conducted several times a year and by fiscal 2015 there had been 24 lectures with a total of 1,400 attendees. The themes range over a great diversity of topics from the familiar to things that are useful in business. Lectures start in the evening and are followed by an informal mixer with refreshments joined by the lecturer. As a space for communication beyond the workplace, they give employees opportunities to expand their network that they do not get from the work.



YUYAKE lectures

Correspondence course

As part of its support for personal development, the Mitsubishi Plastics Group offers correspondence courses twice a year (June and December). There are over 400 various courses offered, but courses are changed out each year in order to meet learning needs. We use a system by which the company will partially subsidize the course tuition fees if the course is completed within the prescribed time period, and every year many employees take courses. There are particularly many participants taking language related courses, and who are engaged in improving their linguistic abilities by taking advantage of the TOEIC® exams and language courses held within the Company.



Online guide to correspondence courses

Maintenance, upgrade and expansion of training facilities

Mitsubishi Plastics maintains training facilities called "CS Center", at its production locations: the Hiratsuka and Nagahama plants. Here, many seminars are held throughout the year, including technical training and training for different levels. These training facilities are also where new employees take their first steps as members of society.



Top left: CS Center (Hiratsuka City, Kanagawa Prefecture)

Bottom right: Nagahama CS Center "Taishikan" (Nagahama City, Shiga Prefecture)



From the Human Resource Development Frontline

The HR Development Dept. is responsible for recruiting as well as personnel education and training. A large number of employees participate in a variety of activities including company information sessions and factory tours at recruitment, technical training and tier training on a career status basis, etc., imparting their knowledge, experience, and thoughts along the way. From a training perspective, we provide opportunities for employees from different workplaces and areas to interact, communicate, and discuss a wide range of topics. The different perspectives helps to uncover new ideas and issues warranting attention, while also providing opportunities for participants to expand their professional network. Through these initiatives, the Company as a whole is working to support the growth of employees. At the same time, every effort is being made to foster a positive corporate culture that encourages lively discussion between fellow employees.



Yoshihito Ooki
General Manager,
HR Development
Dept.