

## Company Data (Social)

### Employee Composition

#### Employees Working at Mitsubishi Chemical

By gender		By employment type		By age group	
Male	11,491	Open ended	12,459	29 or younger	1,890
Female	1,834	Fixed term (rehired retirees, contractors)	767	30 to 39	3,276
		Other (part-time, etc.)	99	40 to 49	4,180
				50 to 59	3,237
				60 to 69	729
				70 to 79	4

Total: 13,325

As of April 2018

#### Employees Employed by Mitsubishi Chemical

By gender		By employer		Average age
Male	14,527	Mitsubishi Chemical	13,105	43.5
Female	2,366	Group companies	3,788	
		Auxiliary organizations		

Total: 16,893

As of April 2018

### Managers Employed by Mitsubishi Chemical

Male	4,730 (94%)
Female	303 (6%)
Total	5,033

As of April 2018

### Total Working Hours

Average total annual working hours	1,995 hours
Average monthly overtime pay	¥44,988

Year ended March 31, 2018

### New Hires to Mitsubishi Chemical

Male	241 (87%)
Female	36 (13%)
Total	277

Individuals hired during the regular annual hiring period, whose employment began April 1, 2018 (includes individuals other than new college graduates).

### Paid Time Off Usage

Paid time off usage rate	68.5%	
Employees who used maternity leave	77	
Employees who used child care leave	Male	13
	Female	151

Year ended March 31, 2018 (except for the paid time off usage rate, which is for the year ended December 31, 2017)

### Employment of People with Disabilities

Full-time positions held by employees with disabilities	356.0
Total number of employees used to calculate the percentage of employees with disabilities	17,119.5
Percentage of employees with disabilities	2.08%

As of June 1, 2018

### Employee Union Membership Rate

65.4% (As of March 31, 2018)