



Company Data (Social)

Employee Composition

Employees Working at Mitsubishi Chemical

By gender		By employment type		By age group	
Male	12,574	Open ended	13,683	29 or younger	2,311
Female	2,014	Fixed term (rehired retirees, contractors)	825	30 to 39	3,344
		Other (part-time, etc.)	80	40 to 49	4,407
				50 to 59	3,774
				60 to 69	744
				70 to 79	2

Total: 14,588

As of April 2020

Employees Employed by Mitsubishi Chemical

By gender		By employer		Average age
Male	15,637	Mitsubishi Chemical	14,382	43.3
Female	2,641	Group companies	3,896	
		Auxiliary organizations		

Total: 18,278

As of April 2020

Managers Employed by Mitsubishi Chemical

Male	4,847 (93.3%)
Female	349 (6.7%)
Total	5,196

As of April 2020

Total Working Hours

Average total annual working hours	2,008
Average monthly overtime pay	¥51,055

Year ended March 31, 2020

New Hires to Mitsubishi Chemical New Graduate Hires

	Professional career group	Career group
Male	176 (92.6%)	188 (84.7%)
Female	14 (7.4%)	34 (15.3%)
Total	190	222

Paid Time Off Usage

Paid time off usage rate		72.6%
Employees who used maternity leave		75
Employees who used child care leave	Male	52
	Female	145

Year ended March 31, 2020 (except for the paid time off usage rate, which is for the year ended December 31, 2019)

Mid-Career Hires

	Professional career group	Career group Management positions
Male	148 (75.5%)	99 (80.5%)
Female	48 (24.5%)	24 (19.5%)
Total	196	123

Individuals hired from April 2, 2019 to April 1, 2020

Employee Union Membership Rate

68.1% (As of March 31, 2020)

Employment of People with Disabilities

Full-time positions held by employees with disabilities	426
Total number of employees used to calculate the percentage of employees with disabilities	18,711.5
Percentage of employees with disabilities	2.28%

As of June 1, 2020