

# Intellectual Property

## Basic Policy

### ■ Respecting Intellectual Property Rights

The so-called intellectual property age has been under way for some time now, and, in recent years, not only conventional patents, know-how, and trademarks, but also data itself, has come to be recognized as having intrinsic value and an important form of intellectual property. Mitsubishi Chemical (MCC) regards all these forms of intellectual property as important management assets and strives to effectively utilize them to increase corporate value. Accordingly, MCC protects and utilizes these important management assets and takes appropriate measures when its own intellectual property rights are infringed upon by other parties. At the same time, the company endeavors to respect the valid intellectual property rights of other parties, maintaining an oversight framework and carrying out careful research and countermeasures to ensure that it does not infringe upon such rights.

### ■ Intellectual Property Strategy

MCC's intellectual property strategy is to create and utilize intellectual property as necessary to improve and maintain the intellectual property environment of each of its businesses.

Reflecting the increasing globalization of MCC's businesses, the company is working to create and utilize intellectual property from a global perspective that includes overseas locations.

Furthermore, to leverage the tide of digital transformation seen in recent years, we are proactively working to increase the efficiency and sophistication of our operations using digital technologies.

We not only utilize intellectual property data as part of our intellectual property strategy, but also proactively implement initiatives to make use of it in our businesses, R&D and management.

### ■ Intellectual Property Coordination

MCC actively promotes intellectual property coordination across the MCC Group as a whole. In addition to exchanging information, sharing their intellectual property enables MCC Group operating companies to accelerate business and technological development. We also engage in collaboration with third parties to guard against issues related to utilizing their intellectual property.

In line with this basic policy, MCC advances unified intellectual property activities chiefly through the Intellectual Property Department and in coordination with the business and R&D departments.

## Intellectual Property Training

MCC implements intellectual property training for business and R&D departments aimed at developing human resources who effectively make practical use of intellectual property—a management resource—in businesses and management. In addition to on-the-job training, we operate a rank-specific program covering everyone from new recruits to the leadership class. With an emphasis on ensuring that employees utilize the knowledge and skills gained through such training in their work, we implement practical education for business and R&D departments that goes beyond just legal knowledge.



## Intellectual Property

### Human Resource Development and Recruiting of Intellectual Property Department Staff

MCC believes that its Intellectual Property Department should be staffed by human resources who can advance intellectual property activities that contribute to MCC's businesses alongside business and R&D departments and who can contribute to the company's businesses and management from the perspective of intellectual property. Accordingly, we are developing human resources who have practical work execution, planning/strategy and organizational management abilities. Recognizing the importance of diverse experience, our human resource development includes overseas training, various forms of external training and work experience in areas other than intellectual property. In these ways, we aim to develop specialized intellectual property-related skills as well as the general business skills necessary for a business person.

To develop the kind of human resources described above, we assign new graduate hires to the Intellectual Property Department on an ongoing basis and proactively hire mid-career individuals with a view to finding diverse talent.

Through these recruitment and development efforts, we aim to maintain an Intellectual Property Department made up of diverse and unique individuals, and in which employees feel a sense of professional fulfillment and pride.

### Code of Research Conduct

MCC has established the Code of Research Conduct to ensure that its researchers' conduct, in all R&D activities, is always exemplary. To ensure that researchers carry out research responsibly, the Code includes provisions regarding the proposal of research topics and execution of related research, management of data, presentation of results, communication between researchers and procedures for addressing compliance problems.

MCC utilizes a variety of opportunities to implement education related to the Mitsubishi Chemical Holdings Group Charter of Corporate Behavior (the Mitsubishi Chemical Holdings (MCHC) Group's basic regulations concerning compliance) and the Code of Research Conduct to ensure that researchers act with an awareness of such rules as they carry out their duties. Reflecting these efforts, MCC's researchers bring a strong sense of ethics, sincerity and humility to their R&D work, seeking to live up to the trust and expectations of society by respecting both our own intellectual property and that of other parties while contributing to the growth and development of MCC and the MCHC Group as a whole on an ongoing basis.