

Company Data (Social)

Employee Composition

Employees Working at Mitsubishi Chemical

By gender		By employment type		By age group	
Male	12,459	Open ended	13,726	29 or younger	2,319
Female	2,092	Fixed term (rehired retirees, contractors)	760	30 to 39	3,313
		Other (part-time, etc.)	65	40 to 49	4,216
				50 to 59	3,982
				60 to 69	708
				70 or older	12

Total: 14,551

As of April 2021

Employees Employed by Mitsubishi Chemical

By gender		By employer		Average age
Male	15,574	Mitsubishi Chemical	14,351	43.5
Female	2,696	Group companies	3,919	
		Auxiliary organizations		

Total: 18,270

As of April 2021



Company Data (Social)

Managers Employed by Mitsubishi Chemical

Male	4,809 (92.9%)
Female	370 (7.1%)
Total	5,179

As of April 2021

Total Working Hours

Average total annual working hours	2,002
Average monthly overtime pay	¥51,553

Year ended March 31, 2021

New Hires to Mitsubishi Chemical New Graduate Hires

	General employees	Percent of total
Male	273	80%
Female	68	20%
Total	341	100%

Leave Taken

Rate of annual paid leave taken		73.5%
Maternity leave taken		82
Employees who took childcare leave	Male	105
	Female	144

Year ended March 31, 2021
(Except for the period for annual paid leave, which is from January 1, 2020 to December 31, 2020)

Mid-Career Hires

	General employees	Management positions	Total	Percent of total
Male	208	35	243	86%
Female	31	8	39	14%
Total	239	43	282	100%

Individuals hired from April 2, 2020 to April 1, 2021

Employment of People with Disabilities

Full-time positions held by employees with disabilities	453
Total number of employees used to calculate the percentage of employees with disabilities	18,687.5
Percentage of employees with disabilities	2.42%

As of June 1, 2021

Employee Union Membership Rate

68.3% (As of March 31, 2021)