

Mitsubishi Chemical's Measures to Combat Novel Coronavirus

Following the Japanese government's lifting of its COVID-19 state-of-emergency declaration, restrictions on working at company premises have steadily been relaxed, while the public have started to go out more. Nonetheless, it remains crucial to stay on high alert with regard to COVID-19 and maintain measures to prevent infection in order to minimize the impacts on citizens' way of life and the activities that sustain society.

Mitsubishi Chemical Corporation (MCC) is ensuring the health and safety of its employees as it maintains its corporate activities in conformity with the "new normal" way of life advocated by the government. We will continue contributing to society as a chemical company that plays a key role in infrastructure and daily lives worldwide. In line with this approach, we are pursuing the measures described below to prepare not only for a potential new surge of COVID-19 infection, but also for other eventualities including as-yet-unknown infectious diseases, or major natural disasters.

1. Employee Workstyles, and Health and Productivity Management

(1) New MCC Workstyle Guidelines

MCC is now lifting its existing ban on work at company premises for employees in Tokyo and the other prefectures subject to special precautions against COVID-19. However, in line with guidelines issued by the government and Keidanren (the Japan Business Federation), we are continuing to recommend teleworking for a wide range of work types, while the work norm from now on will entail fewer employees working at company premises and fewer face-to-face encounters. We will base our approach on our own new workstyle guidelines and respond flexibly, revising the guidelines according to actual circumstances at individual operating sites whenever there are changes in the infection rate, or in national or local government plans and requirements.

MCC Workstyle Guidelines (Excerpt)

- Work environment: Prevent infection by consistently monitoring employees' health through temperature measurement and other means, as well as ventilating and disinfecting workspaces, adjusting the layout of work and rest areas, and installing partitions on meeting room tables and work desks
- On-site work: Control the number of employees working at company premises by using teleworking and flex-time to stagger working hours
- Conferences, events, and training: Whether internal or external, these should in principle be held online; if held face-to-face, minimal participant numbers and mask-wearing are strongly recommended
- Business trips: MCC is not imposing a blanket ban on business trips within Japan, but overseas business trips remain banned
- Meetings with business partners and customers: Carefully consider the necessity for any meeting that involves visitors coming to MCC premises; if such meetings are held, minimal participant numbers and mask-wearing are strongly recommended. In principle, social gatherings and meals in groups are to be avoided

- Consideration for human rights: Respect for human rights and protection of personal information should be understood and taken into consideration. No violation of human rights on the basis of COVID-19 will be tolerated, including unjustified discrimination, prejudice, or harassment



A work desk with a panel to prevent infection via airborne droplets, made using MCC's acrylic sheet

(2) Further Advancing KAITEKI Health and Productivity Management

Under the KAITEKI Health and Productivity Management, MCC formulated 30 declarations including promotion of teleworking, which it refers to collectively as "[Mitsubishi Chemical Has Decided](#)." These declarations are aimed at creating work environments that can accommodate diversity in terms of human resources and workstyles. We will continue to focus on the pillars of health support and workstyle reforms as we strive to ensure employees' safety and physical and mental health, alongside further enhancing productivity.

- Regular employee questionnaires and feedback: We endeavor to stimulate communication within the Company and improve working environments by actively listening to what employees tell us about their workstyles and health
- Supporting employee health: Industrial physicians and public health nurses support the Company's decision-making by providing their medical perspectives. We are also taking steps to provide physical and mental healthcare, having set up points of contact for health consultations with medical staff. Meanwhile, employees are encouraged to continue KAITEKI exercises even when they are teleworking.
- Communication via the intranet and internal social media: We set up forums to provide information and enable dialogue relating to ideas for new ways of working, and independent learning while on standby at home. We also encourage interaction among employees by, for instance, providing details of MCC Group products that are contributing to the effort to contain COVID-19, and streaming videos of chemistry experiments made for family viewing by employees
- Pursuing personnel system reform: We are currently reviewing options with a view to introducing a new personnel system to accommodate diverse workstyles in line with the "new normal" way of life
- Increasing work efficiency: We will bolster our IT infrastructure, reinforce our teleworking setup by providing IT system-related information to support employees, and use digital technologies to streamline work processes and make them paperless
- Support for prospective employees: In addition to providing opportunities for communication via social media and online meetings, we are planning to offer financial support to enable prospective employees to

use the time until they join the Company more productively. We are also considering assistance with IT setups.

2. Contributing through MCC Group Products

MCC Group products relate to a wide range of industries and play key roles in socioeconomic activity in Japan and overseas. We collaborate with our business partners and affiliated companies to ensure business continuity and reliable supplies, as well as risk management throughout the supply chain. At our plants, in particular, we are making the utmost effort to strictly monitor individuals entering the premises and to prevent infection through use of personal protective equipment and other means.

In addition to the products we were already supplying for use in medical settings and for food packaging, we are also offering partitions made of acrylic sheet, as well as soft PVC film, that can be used to prevent airborne droplet dispersion at front desks and during face-to-face work. Other products we are donating and commercially supplying to local governments and medical settings include plastic gowns and face shields, and laundry bags made of water-soluble film. We will continue to work in unison with other MCC Group companies to build supply frameworks to provide these products quickly and reliably to those who need them.



Acrylic sheet with MOSMITE™ antireflective film bonded on both sides for partitions



Plastic gown



Laundry bag

Furthermore, MCC has joined the [Open COVID-19 Declaration](#), a pledge not to assert any patent right, utility model right, design right, or copyright against the development, manufacture, sale, or other related activity whose purpose is to stop the spread of COVID-19.

We will continue to work together with government bodies, industry groups, and other parties as we dedicate ourselves to developing and proposing new products that can contribute to preventing the spread of COVID-19. To that end, we will call upon our employees to also submit their ideas as we find new ways to combine our diverse array of products and technologies.

MCC will take the necessary measures in accordance with the action plans of the national and local governments, as well as continuing to enact its own response based on gathering information promptly from all quarters to accurately keep track of the situation as it changes from day to day. The latest information on measures taken by MCC can be found on the Company's website.