

## Non-Financial Information

## Environmental Data

Indicators with this icon have been assured by KPMG AZSA Sustainability Co., Ltd. for fiscal 2020.

## Scope of data aggregation

The data covers the four operating companies (Mitsubishi Chemical, Mitsubishi Tanabe Pharma, Life Science Institute and Nippon Sanso Holdings) and their domestic and overseas Group companies.

Energy consumption/Greenhouse gases (GHG)*1	FY2017	FY2018	FY2019	FY2020
GHG emissions (Scope 1 + Scope 2) (1,000 metric t-CO <sub>2</sub> e)*2	14,815	14,187	16,629**4	15,325
Scope 1	7,470	6,787	8,455	7,786
Scope 2	7,345	7,400	8,174	7,540
Scope 3**5	49,640	49,260	51,820	51,930
Energy consumption (GWh)*3	40,977	39,126	49,110	47,335

\*1 Based on the GHG protocol, energy used to produce electricity and steam sold externally and the resulting CO<sub>2</sub> emissions are not excluded. Since fiscal 2019, the data has included half of energy consumption and GHG emissions by the joint operation.

\*2 For the calculation of emissions in Japan, the base emission factors of individual electric power companies specified in the Act on Promotion of Global Warming Countermeasures are used in principle, with an alternative emission factor used in cases where the specific emission factor is unavailable. GHG emissions that are not subject to reporting under the Act are mostly calculated based on the mass balance of chemical reactions. Overseas Scope 1 emissions are calculated with the emission factors specified in the Act on Promotion of Global Warming Countermeasures, and overseas Scope 2 emissions are calculated with power company-specific emission factors or country level emission factors for electricity published by the IEA.

\*3 The unit higher heating values for fuels specified in the Act on the Rational Use of Energy are used.

\*4 In fiscal 2019, the expanded scope of measurement under the medium- to long-term basic management strategy KAITEKI Vision 30 resulted in the additional inclusion of one joint operations company. Given the additional effect of expansion due to acquisitions in previous years, the total of Scope 1 + Scope 2 emissions showed an increase of 2,442 thousand metric t-CO<sub>2</sub>e from fiscal 2018 to 16,629 thousand metric t-CO<sub>2</sub>e. Excluding these effects, however, emissions fell by 54 thousand metric t-CO<sub>2</sub>e compared to fiscal 2018.

\*5 See page 3 of the non-financial data sheet on the Company's website for the calculation method for Scope 3 GHG emissions.

Environmental impact	FY2017	FY2018	FY2019	FY2020
NOx emissions (1,000 metric tons)	8.12	7.54	8.28	7.94
SOx emissions (1,000 metric tons)	4.42	4.07**7	3.39**7	3.23
COD emissions (1,000 metric tons)*6	2.08	1.84	1.80	1.68
Total nitrogen emissions in water discharged (1,000 metric tons)*6	6.04	5.64	5.67	4.87
Total phosphorous emissions (1,000 metric tons)*6	0.07	0.10	0.11	0.10

\*6 COD emissions, total nitrogen emissions and total phosphorous emissions each show total quantity of emissions discharged into rivers, lakes and oceans. Emissions into sewage systems and off-site wastewater treatment plants are excluded.

\*7 Emissions for fiscal 2018 and fiscal 2019 have been adjusted following a revision of the calculation method for SOx emissions at certain sites.

Water use	FY2017	FY2018	FY2019	FY2020
Water withdrawal (Million m <sup>3</sup> ) (excluding seawater)	193	189	204	216

## Social Data

Constitution of employees (MCHC Group)	FY2017	FY2018	FY2019	FY2020
Number of consolidated employees	69,230	72,020	69,609	69,607
Number of employees by district				
In Japan	43,406	43,709	40,732	40,774
Outside Japan	25,824	28,311	28,877	28,833

## Aggregation period

Each fiscal year from April 1 to March 31, or as of March 31

## Scope of data aggregation

The figures show those employed by Mitsubishi Chemical, Mitsubishi Tanabe Pharma, Life Science Institute and Taiyo Nippon Sanso (including those seconded to other companies but excluding those seconded from other companies).

Diversity/Work-life balance/Occupational safety	FY2017	FY2018	FY2019	FY2020
Number of employees	21,770	22,064	23,116	23,147
Number of employees by gender				
Male	18,440	18,578	19,444	19,429
Female	3,330	3,486	3,672	3,718
Percentage of female employees (%)	15.3	15.8	15.9	16.1
Percentage of female managers (%)**8	8.0	8.6	8.9	9.3
Paid leave utilization rate (%)**9	65.4	71.1	70.8	71.0
Lost-time injury frequency rate (LTIFR)**10, **11	0.26	0.99	1.09	1.18

\*8 Percentage of female employees out of all employees at assistant manager level and above.

\*9 The denominator is the number of days newly granted and the numerator is the number of days acquired in the reporting fiscal year. The denominator does not include the number of days carried over from the previous fiscal year.

\*10 Scope of data aggregation: The data for fiscal 2017 covers the figures from domestic operations of the four operating companies (Mitsubishi Chemical, Mitsubishi Tanabe Pharma, Life Science Institute and Taiyo Nippon Sanso) and their Group companies with operating divisions active within Japan. The data for fiscal 2018 covers these four operating companies and their domestic and overseas Group companies with operating divisions active. From fiscal 2020, the scope of the LTIFR includes the staff of Mitsubishi Tanabe Pharma's Head Office, branches, and sales offices in Japan.

\*11 The LTIFR is the number of lost-time injuries and fatalities per million hours worked.