

Non-Financial Information

Environmental Data

☑ Indicators with this icon have been assured by KPMG AZSA Sustainability Co., Ltd. for fiscal 2021.

Boundary 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	FY2018	FY2019	FY2020	FY2021
☑ GHG emissions (Scope 1 + Scope 2) (1,000 metric t-CO ₂ e)*2	14,187	16,629*4	15,325	16,079
☑ Scope 1	6,787	8,455	7,786	7,829
☑ Scope 2	7,400	8,174	7,540	8,250
☑ Scope 3*5	49,260	51,820	51,930	53,637
☑ Energy consumption (GWh)*3	39,126	49,110	47,335	48,425

Environmental impact	FY2018	FY2019	FY2020	FY2021
☑ NOx emissions (1,000 metric tons)	7.54	8.28	7.94	7.91
☑ SOx emissions (1,000 metric tons)	4.07	3.39	3.23	3.08
☑ COD (1,000 metric tons)*6	1.84	1.80	1.68	1.70
☑ Total nitrogen emissions (1,000 metric tons)*6	5.64	5.67	4.87	4.85
☑ Total phosphorous emissions (1,000 metric tons)*6	0.10	0.11	0.10	0.09

Water use	FY2018	FY2019	FY2020	FY2021
☑ Water withdrawal (Million m ³) (excluding seawater)	189	204	216	222

*1 Based on the GHG Protocol, energy used to produce electricity and steam sold externally and the resulting CO₂ emissions are not excluded. Since fiscal 2019, the data has included half of the energy consumption and GHG emissions of joint operations in Japan.

*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 boundary of data aggregation under our 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 fiscal years, the total of Scope 1 + Scope 2 emissions showed an increase of 2,442 thousand metric t-CO₂e from fiscal 2018 to 16,629 thousand metric t-CO₂e. Excluding these effects, however, emissions fell by 54 thousand metric t-CO₂e compared to fiscal 2018.

*5 See page 3 of the non-financial data sheet on the Mitsubishi Chemical Group Corporation's website for the calculation method for Scope 3 GHG emissions.

*6 COD, 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.

Non-Financial Information

Social Data

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Constitution of employees (Mitsubishi Chemical Group)	FY2018	FY2019	FY2020	FY2021
Number of consolidated employees	72,020	69,609	69,607	69,784
Number of employees by district				
Japan	43,709	40,732	40,774	40,289
Outside Japan	28,311	28,877	28,833	29,495

Aggregation period

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

Boundary 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 and workers in fixed-term employment).

Diversity/Work-life balance/Occupational safety	FY2018	FY2019	FY2020	FY2021
☑ Number of employees	22,064	23,116	23,147	22,739
☑ Number of employees by gender				
Male	18,578	19,444	19,429	18,934
Female	3,486	3,672	3,718	3,805
☑ Percentage of female employees (%)	15.8	15.9	16.1	16.7
☑ Percentage of female managers (%) ^{*7}	8.6	8.9	9.3	10.2
☑ Paid leave utilization rate (%) ^{*8}	71.1	70.8	71.0	73.8
☑ Lost-time injury frequency rate (LTIFR) ^{*9, *10}	0.99	1.09	1.18	1.23

^{*7} Percentage of female employees out of all employees at assistant manager level and above.

^{*8} 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.

^{*9} Boundary of data aggregation: From fiscal 2018, the data covers the four operating companies and their domestic and overseas Group companies with operating divisions active. From fiscal 2020, the boundary of the LTIFR includes the staff of Mitsubishi Tanabe Pharma's Head Office, branches, and sales offices in Japan.

^{*10} The LTIFR is the number of lost-time injuries and fatalities per million hours worked.