

3	Chapter 1 Our Vision
22	Chapter 2 Sustainable Growth Strategy
56	Chapter 3 Strengthening ESG Activities
95	Chapter 4 Financial/Non-Financial Information
96	11-Year Financial Summary
97	Financial/Non-Financial Highlights
101	Overview of Business Domains Summary
103	Overview of Business Domains Results by Segment
105	Shareholder Information
106	Consolidated Financial Statements
112	Non-Financial Information
	• Environmental Data/Social Data
	• Independent Assurance Report

Non-Financial Information

Environmental Data

☑ Indicators with this icon have been assured by KPMG AZSA Sustainability Co., Ltd. for fiscal 2022.

Boundary of data aggregation

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

Energy consumption/Greenhouse gas (GHG) emissions*1	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
☑ GHG emissions (Scope 1 + Scope 2) (thousand metric tons-CO ₂ e)*2	16,629	15,325	16,079	14,369
☑ Scope 1	8,455	7,786	7,829	6,685
☑ Scope 2	8,174	7,540	8,250	7,685
☑ Scope 3*4	51,820	51,930	53,637	48,976
☑ Energy consumption (GWh)*3	49,110	47,335	48,425	43,190

Environmental impact	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
☑ NOx emissions (thousand metric tons)	8.28	7.94	7.91	6.81
☑ SOx emissions (thousand metric tons)	3.39	3.23	3.08	2.31
☑ COD (thousand metric tons)*5	1.80	1.68	1.70	1.48
☑ Total nitrogen load (thousand metric tons)*5	5.67	4.87	4.85	4.40
☑ Total phosphorous load (thousand metric tons)*5	0.11	0.10	0.09	0.04

Water use	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
☑ Water withdrawal (Million m ³) (excluding seawater)	204	216	222	212

*1 Based on the GHG Protocol, energy used to produce electricity and steam sold externally and the resulting CO₂ emissions are not excluded. 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 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.

*5 COD, total nitrogen load, and total phosphorous load each show total quantity of pollutants discharged into rivers, lakes, and oceans. Pollutants discharged into sewage systems and off-site wastewater treatment plants are excluded.

Non-Financial Information

Social Data

☑ Indicators with this icon have been assured by KPMG AZSA Sustainability Co., Ltd. for fiscal 2022.

Constitution of employees (Mitsubishi Chemical Group)	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of employees (consolidated)	69,609	69,607	69,784	68,639
Number of employees by district				
Japan	40,732	40,774	40,289	39,297
Outside Japan	28,877	28,833	29,495	29,342

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	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022
☑ Number of employees	23,116	23,147	22,739	22,325
☑ Number of employees by gender				
Male	19,444	19,429	18,934	18,545
Female	3,672	3,718	3,805	3,780
☑ Percentage of female employees (%)	15.9	16.1	16.7	16.9
☑ Percentage of female managers (%)				
Assistant manager level or above	8.9	9.3	10.2	10.6
Manager level or above	—	—	5.4	5.6
Pay gap between male and female employees (full-time) (%)	—	—	77.4	77.4
Childcare leave utilization rate (%) ^{*6}				
Male	—	—	45.0	65.0
Female	—	—	100.0	100.0
☑ Paid leave utilization rate (%) ^{*7}	70.8	71.0	73.8	77.3
☑ Lost-time injury frequency rate (LTIFR) ^{*8, *9}	1.09	1.18	1.23	0.89

^{*6} The childcare leave utilization rate is calculated using the formula: Number of employees who started childcare leave ÷ People who gave birth (spouse gave birth) x 100. The number of employees who started childcare leave is counted based on the start date of the leave, and those who gave birth (spouse giving birth) are counted based on the date of birth, so the childcare leave take rate may exceed 100%.

^{*7} 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.

^{*8} Boundary of data aggregation: 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.

^{*9} The LTIFR is the number of lost-time injuries and fatalities per million hours worked.

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