

### Employee engagement / Occupational health and safety

	FY2019
Degree of actively engaged employees*	3.81
Occupational illness frequency rate	0.00296
Number of tier 1 process safety events per million hours worked	0

\* We measure employee engagement on a scale of 1 to 5, with 5 as the maximum (best) possible score. Employees' results are an average value of the scores (1-5) with which they respond to the survey. The survey consists of 6 questions.

### Customer satisfaction

	FY2019
Satisfied customers (%)	78

### Public policy

Spending for public policy (million yen)	FY2016	FY2017	FY2018	FY2019
Interest representation or similar	72	90	115	121
Political contributions	31	30	31	25
Trade associations	0	0	0	0
Others	0	0	0	0

Spending by issues (million yen)	Description	FY2019
<b>Circular economy</b>	Mitsubishi Chemical Holdings Corporation supports activities towards circular economy through organizations such as the World Business Council for Sustainable Development.	27.8
<b>Industry 4.0</b>	We support activities that contribute the fourth industrial revolution through organizations such as the World Economic Forum.	22.2
<b>Climate change</b>	We engage in various activities that could indirectly influence public policy on climate change through organizations such as the World Business Council for Sustainable Development.	13.9
<b>Other sustainability issues</b>	We engage in a range of sustainability issues other than climate change and circular economy through some organizations.	1.1

**Status of voting rights**

as of March 31, 2020

Category	Number of shares	Number of voting rights
Non-voting shares	—	—
Share with restricted voting right (treasury shares)	—	—
Share with restricted voting right (others)	—	—
Voting shares (treasury shares)	(Treasury shares) Common shares: 83,046,400	—
	(Crossholding shares) Common shares: 175,100	—
Voting shares (others)	Common shares: 1,420,270,800	14,202,708
Shares less than one unit	Common shares: 2,795,807	—
Total number of issued shares	1,506,288,107	—
Total number of voting rights	—	14,202,708

Note 1: Shares less than one unit includes 18 common shares as treasury shares and 67 common shares as crossholding shares (Mitsubishi Chemical Corporation: 50 common shares, Mitsubishi Pharma Corporation: 17 common shares).

Note 2: Voting shares (others) includes 36,800 common shares and 368 voting rights in the name of Japan Securities Depository Center. Shares less than one unit includes 80 common shares in the name of Japan Securities Depository Center.

Note 3: Voting shares (others) includes 3,183,600 common shares within the executive compensation BIP (Board Incentive Plan) trust. Shares less than one unit includes 48 common shares within the executive compensation BIP (Board Incentive Plan) trust.

**Remuneration by gender\***

		Ratio (Female / Male)
Management	Base salary	0.91
	Total remuneration	0.91
Non-management employees		0.90

\* The compensation system is the same for male and female employees and the differences are accounted for by age and rank distributions.