

SUSTAINABILITY DATA BOOK 2024

April 1, 2023 to March 31, 2024

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Sustainability

Sustainability Management | Key Issues (Materiality) | Materiality KPI

Sustainability Management

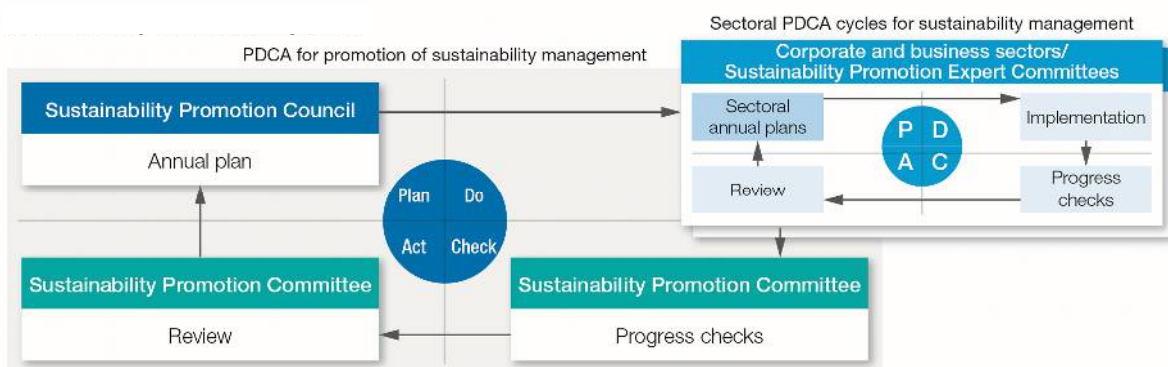
Sustainability Promotion Principle

The MGC Group contributes to realizing a harmonious and sustainable society that keeps growing, in accordance with its Mission of “Creating value to share with society.” The Group is deeply aware of its corporate responsibilities in the areas of the environment, society, and corporate governance and carries out its business activities in line with the MGC Corporate Behavior Guidelines.

MGC Corporate Behavior Principles

1. MGC will drive innovation to provide high-quality products and services that meet society’s needs in order to gain consumer satisfaction and trust and help customers resolve their problems and achieve sustainable growth
2. MGC will voluntarily and proactively address environmental issues and work to resolve them through all its business activities
3. MGC will comply with laws, regulations, and rules, and will conduct fair, transparent and open business activities, including appropriate transactions and responsible procurement
4. MGC will endeavor to ensure broad-ranging communication with society through its proactive, effective and fair disclosure of information
5. MGC will engage in business activities that are useful for society, and actively contribute to the development of society as a responsible corporate citizen
6. MGC will help its employees improve their competence and provide them with safe, healthful and rewarding working conditions to ensure that they may lead comfortable and productive lives
7. By closely monitoring changes in the environment of its corporate activities, MGC will continually review diversifying risks and develop ways to respond

Sustainability Promotion System



Sustainability Promotion Council

Chair	President (convener/approver)
Deputy Chair	Director in charge of the CSR & IR Division
Participants	Executive officers, Corporate Sector heads and others designated by the President. Auditors participate as observers.
Secretariat	Corporate Planning Division, CSR & IR Division
Meetings	Held at least annually
Objectives	(1) Deliberate and determine Company-wide policy (2) Deliberate and determine materiality and establish KPIs (3) Assess and finalize annual Sustainability promotion plan (4) Verify progress in Sustainability management (5) Build and put in place a Sustainability promotion system (6) Deliberate and determine policies involving individual projects (7) Issue recommendations for corrective actions (8) Information sharing

Sustainability Promotion Committee


Participating Divisions	The Corporate Planning, Administrative & Personnel, Finance & Accounting, Information Systems, CSR & IR, Research & Development, Intellectual Infrastructure Center, Purchasing & Logistics, Environment Safety & Quality Assurance, Production Technology, Internal Audit divisions, and Business Administrative and others as designated by the Secretariat
Secretariat	CSR & IR Division
Meetings	Held as needed depending on the agenda
Objectives	(1) Deliberate agenda items for submission to the Sustainability Promotion Council <ul style="list-style-type: none"> • Company-wide policy, materiality, annual Sustainability promotion plan, verification of progress with Sustainability promotion system, operational reviews, etc. (2) Establish expert committees


Key Issues (Materiality)








































Materiality Identification Process

Step 1	Identify “importance to the Company”	To implement management strategies with a grasp of our corporate philosophy, company policies, and long-term changes in the business environment, we identified 36 issues that need to be examined by making reference to the requirements of standards, such as the GRI Content Index, ISO 26000 and SASB, the Sustainable Development Goals (SDGs), survey items from international SRI/ESG institutions, and trends among other companies.
Step 2	Survey “importance to the economy, the environment, and society”	We conducted a survey among institutional investors, customers, business partners, employees, and general monitors regarding the Group’s business activities and their impact on the economy, the environment, and society. We confirmed the importance of the 36 issues identified in Step 1 from the perspectives of stakeholders.
Step 3	Evaluate importance	We evaluated the survey results in Step 2, created a materiality map using the two axes of “importance to the Company” and “importance to the economy, the environment, and society,” and determined the materiality that management should address.
Step 4	Confirm appropriateness by management	Materiality identified in Step 3 was deliberated by the Sustainability Promotion Council (composition: directors, outside directors, Audit & Supervisory Board members, outside Audit & Supervisory Board members) to confirm its appropriateness. Finally, the materiality obtained approval through resolution of the Board of Directors.
Step 5	Revise identified materiality	Materiality is subject to change in response to changes in societal imperatives and stakeholders’ needs and preferences. Materiality will accordingly be updated as needed in response to changes in society and/or the MGC Group’s business activities.

11 Materiality Issues

Materiality		Why it is material	Action plan
Category	Elements		
CSV	Contribution to solving social issues through business	Through business and products that balance economic and social value, we will realize our aim of “creating value to share with society.”	<ul style="list-style-type: none"> • Transform business portfolio • Commercialize products that balance social and economic value • Create new businesses that contribute to solving social issues
	Promotion of innovative R&D	<ul style="list-style-type: none"> • Achieve a more resilient business portfolio • Create new businesses for achieving carbon neutrality • Promote R&D through use of DX technology 	<ul style="list-style-type: none"> • Allocate management resources to differentiating businesses and new/next-generation businesses • Set solving climate change issues as a strategic research area • Develop DX human resources into MGC Group research personnel
	Related SDGs (targets) 		

E	Proactive response to environmental problems	Addressing environmental problems is imperative for all of humanity. Companies must proactively do so as a prerequisite for their existence and activities.	<ul style="list-style-type: none"> • Reduce GHG emissions in the manufacturing process • Develop and introduce new technologies to help reduce GHG emissions • Reduce supply chain GHG emissions
	Highly energy- and resource-efficient production	Companies have a responsibility to take countermeasures for environmental issues, and must engage proactively in such activities as they also contribute to increasing the competitiveness of their products.	<ul style="list-style-type: none"> • Stabilize equipment through improvement of control • Prevent accidents and issues
	Related SDGs (targets) 		
S	Cultivating a corporate culture of job satisfaction	An organizational culture that enables all employees to confidently give full play to their abilities over the long term while finding individualized meaning in their jobs is the foundation of corporate value creation.	<ul style="list-style-type: none"> • Cultivate and visualize a culture in which the Company values the human resources that it has developed • Examine various personnel systems (including welfare) and design systems suitable for an era of contributing to increased engagement
	Promotion of diversity and inclusion	Establishing a corporate culture through collaboration incorporating diverse values fosters a foundation for generating new ideas and technological innovation and creating corporate value.	<ul style="list-style-type: none"> • Diversify hiring formats (methods, human resources) • Conduct awareness-raising activities ingroup training • Create opportunities for interaction between different departments and offices through internal events, training, etc. (including use of MGC Commons)
	Respect for human rights	As entities conducting business activities, companies have a responsibility to avoid infringing on the human rights of others and rectifying any negative impact they have on human rights.	<ul style="list-style-type: none"> • Formulate human rights policy and fully accept responsibility for respecting human rights • Establish a human rights consultation desk to conduct appropriate remedial measures

	<p>Ensuring occupational safety and health / Process safety and disaster prevention</p>	<p>Safety is the foundation of business activities. Companies have a societal duty to ensure safety.</p>	<ul style="list-style-type: none"> • Share examples of accidents and disasters, and utilize this information for process risk assessment • Eliminate dangers and hazards by conducting occupational health and safety risk assessments and build comfortable workplaces 																				
	<p>Chemical/product quality and safety assurance</p>	<p>Chemical/product quality and safety assurance is required by stakeholders, and the Company is responsible for providing products and services with a high degree of safety and reliability.</p>	<ul style="list-style-type: none"> • Share information through the activities of the Environment and Safety Council and provide education and support to associates from our company • Promote Q-MGC Conducted companywide and throughout the Group 																				
	<p>Promotion of socially responsible sourcing</p>	<p>Companies have a societal responsibility to upgrade CSR compliance throughout their supply chains with respect to the environment, working conditions, human rights, etc.</p>	<ul style="list-style-type: none"> • Inform suppliers of the Company's basic approach to raw material procurement activities and its CSR procurement guidelines, and conduct regular questionnaires • Conduct evaluations based on questionnaires and multiple dialogues 																				
<p>Related SDGs (targets)</p> <table border="0"> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3.9</td> <td>4.4 4.7</td> <td>5.1 5.4 5.5</td> <td>8.5 8.7</td> <td>9.4 9.5</td> <td>10.2 10.3</td> <td>11.6</td> <td>12.2 12.4</td> <td>13.3</td> <td>16.2 16.3 16.10</td> </tr> </table>														3.9	4.4 4.7	5.1 5.4 5.5	8.5 8.7	9.4 9.5	10.2 10.3	11.6	12.2 12.4	13.3	16.2 16.3 16.10
																							
3.9	4.4 4.7	5.1 5.4 5.5	8.5 8.7	9.4 9.5	10.2 10.3	11.6	12.2 12.4	13.3	16.2 16.3 16.10														
<p>G</p>	<p>Strengthening governance and internal control/risk management/compliance</p>	<p>It is a system for developing disciplined ways to steadily execute strategies in order to bring business models to fruition and sustainably grow corporate value.</p>	<ul style="list-style-type: none"> • Conduct compliance education and awareness-raising activities • Identify risk of compliance infringement and conduct risk assessment • Improve awareness compliance throughout the entire MGC Group 																				
<p>Related SDGs (targets)</p> <table border="0"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>8.7</td> <td>10.2 10.3</td> <td>16.2 16.3 16.5 16.10</td> </tr> </table>							8.7	10.2 10.3	16.2 16.3 16.5 16.10														
																							
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Materiality KPI

CSV

KPIs	Reporting boundary	Results	Fiscal 2026 Targets	Fiscal 2030 Targets
Sales of MGC Group eco-friendly products	Mitsubishi Gas Chemical Group	¥204.3billion (Fiscal 2023)	¥270.0billion	¥500.0billion
Percentage of R&D cost contributing to increased resilience of business portfolio*1		67% (Fiscal 2023)	60% or higher	60% or higher
Percentage of research personnel contributing to solving climate change issues		31% (Fiscal 2023)	25% or higher	25% or higher
Percentage of DX human resources among research personnel (those who have taken DX fundamentals courses)		66% (Fiscal 2023)	75%	80%

*1 Percentage of total value of R&D expenditure in the differentiating business and new/next-generation business categories

E

KPIs	Reporting boundary	Result	Fiscal 2026 Targets	Fiscal 2030 Targets
Reduction in GHG emissions (compared to fiscal 2013)	Mitsubishi Gas Chemical Group	33% (Fiscal 2023)	33%	39%
Zero waste emission rate*2	Non-consolidated Domestic consolidated	0.8% (Fiscal 2023)	1.2%	1.0%
Energy usage reduction rate*3 (compared to fiscal 2023)	Mitsubishi Gas Chemical Group	- (Fiscal 2023)	-3.0%	-7.0%

*2 Amount of final disposal/total amount of industrial waste generated

*3 Reduction in energy usage resulting from energy-saving improvements (based on 100% capacity utilization)/average annual energy usage for fiscal 2021 to fiscal 2023

S

KPIs	Reporting boundary	Result	Fiscal 2026 Targets	Fiscal 2030 Targets
Percentage of employees that feel satisfied at work	Non-consolidated	65% (Fiscal 2021)	70%	75%
Number of female managerial personnel	Non-consolidated	40 (Fiscal 2023)	60	90
Respect for human rights	Mitsubishi Gas Chemical Group	- (Fiscal 2023)	Human rights due diligence conducted 100%	Establish human rights management and ensure support for human rights policy by all stakeholders
Serious occupational accidents*4	Mitsubishi Gas Chemical Group	5*5 (Fiscal 2023)	0	0
Serious accidents*6		0 (Fiscal 2023)	0	0
Product liability incidents, serious*7 legal and regulatory violations, serious*7 quality issues	Mitsubishi Gas Chemical Group	0 (Fiscal 2023)	0 (Non-consolidated + Domestic consolidated companies)	0 (Mitsubishi Gas Chemical Group)

Percentage of suppliers in agreement with Company's basic approach to raw material procurement activities and its CSR procurement guidelines	Non-consolidated	- (Fiscal 2023)	80%	100%
Percentage of consolidated subsidiaries required to conduct CSR procurement activities	Mitsubishi Gas Chemical Group	- (Fiscal 2023)	60% (Domestic consolidated)	100% (Domestic and overseas consolidated)

*4 Accidents resulting in lost work days eligible for disability compensation, including death and permanent disability, or potential disability, and those with four or more lost work days

*5 Five incidents occurred within the consolidated Company

*6 Accidents that threaten third parties, including those resulting in environmental pollution involving the community or that cause damage to local residents, and other accidents involving serious damage

*7 Losses over ¥1.0 billion or more

G

KPIs	Reporting boundary	Result	Fiscal 2026 Targets	Fiscal 2030 Targets
Number of serious compliance violations	Mitsubishi Gas Chemical Group	0 (Fiscal 2023)	0	0

Responsible Care (RC)

Responsible Care Plan-Do-Check-Act (PDCA) | Responsible Care Promotion System | Safety Assessment
Process and Provision of Product Information
Responsible Care Medium-term Plan 2023

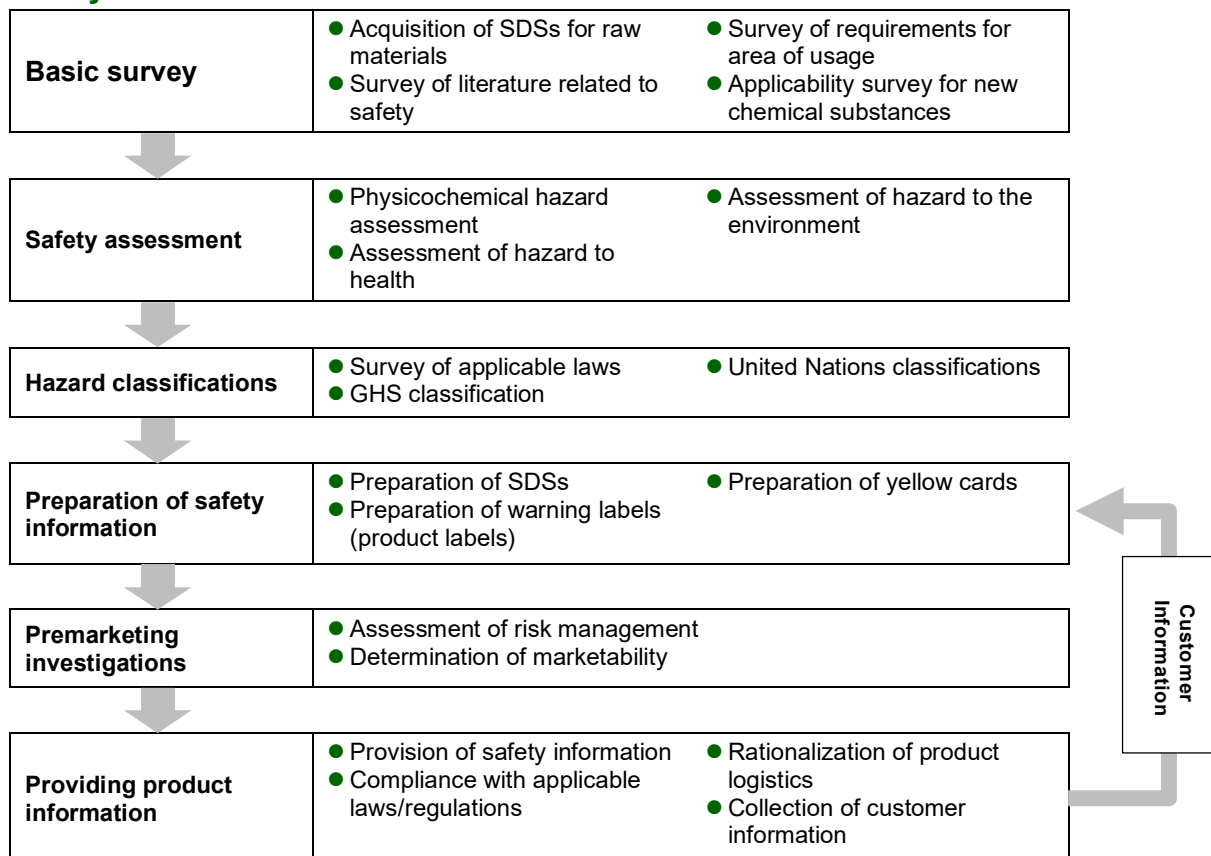
The Plan-Do-Check-Act (PDCA) Cycle in Responsible Care



Responsible Care Promotion System

At environment and safety meetings chaired by MGC’s president and attended by directors, Audit & Supervisory Board members, business sector heads, plant/laboratory heads and the general manager of the Production Technology Division, the attendees review and report on environment and safety policies, the Responsible Care Medium-term Plan and annual plans, the status of implementation, and important matters related to Responsible Care, the plans’ implementation status and audit findings.

Safety Assessment Process and Provision of Product Information



Responsible Care Medium-term Plan 2026 (2024-2026)

Category of Activities	Medium-term Plan (MGC Group*1)
Occupational Health and Safety	<ul style="list-style-type: none"> ○ Strive to eliminate occupational injuries at the worksites of the MGC Group and its partner companies. Evaluate and visualize the various factors that affect occupational health and safety and build foundations for comprehensive improvement measures. [Quantitative occupational health and safety targets until fiscal 2026] (1) Serious occupational injuries*2: 0 (2) Lost time injuries and non-lost time injuries requiring three or more doctor visits at MGC Group: 0 (3) MGC partner company frequency rate: 0.3 or lower; Severity rate: 0.003 or lower (4) MGC Group partner companies in Japan: Investigate setting quantitative targets for occupational injuries
Process Safety and Disaster Prevention	<ul style="list-style-type: none"> ○ Strive to eliminate accidents in the workplace. Evaluate and visualize the various factors that affect process safety and accident prevention and build foundations for comprehensive improvement measures. [Quantitative process safety and accident prevention targets until fiscal 2026] (1) Serious accidents*3: 0 (2) ICCA annual score: 0 (for MGC Group and partner companies)
Environmental Protection	<ul style="list-style-type: none"> ○ Strive to protect the natural environment and contribute to communities through business activities. From those results, improve MGC's reputation in society. [Qualitative and quantitative environmental conservation targets until fiscal 2026] (1) Reduce GHG emissions in fiscal 2026 by 33% compared to fiscal 2013 (MGC Group) Energy conservation improvement rate in fiscal 2026 compared to the reference year: 3.0% (MGC Group) (2) Zero emissions of waste Waste zero emissions rate*4: 1.2% or less (domestic MGC Group) Waste zero emissions rate*4: 0.2% or less (MGC) (3) Reduce waste plastic releases in fiscal 2026 by 10% compared to fiscal 2023 (MGC) (4) Water resource conservation Water reuse rate: 95% or higher (MGC) (5) Biodiversity conservation Implement measures for the establishment of "actual sites" of biodiversity (MGC)
Chemical and Product Safety	<ul style="list-style-type: none"> ○ Clarify the properties and handling methods of chemicals and products to protect the safety and health of all handlers and the environment. Perform safety evaluations in product development, risk assessment and risk management of handled products, and reliable implementation of and responses to the chemical management laws and regulations of each country. [Qualitative and quantitative chemical and product safety targets until fiscal 2026] (1) Conduct phased safety evaluations in product development (ongoing) Review new product launches and market development: 100% (percentage of number of products) (2) Ensure that applications and registrations are carried out in accordance with the chemical substance management laws and regulations of each country (ongoing) Chemical substance registrations under the systems for management of chemical substances in each country: 100% (percentage of number of products) (3) Reliably provide safety information (such as SDS) Preparation and delivery of safety information (such as SDS): 100% (percentage of number of products) (4) Respond to amendments of the chemical substance management laws and regulations of each country, standards, etc.
Safe Transport and Storage of Chemicals	<ul style="list-style-type: none"> ○ Strive to eliminate accidents and problems when transporting and storing chemicals. (1) Regularly analyze problems that occur at business sites when transporting and storing chemicals and distribute results to all relevant workplaces (2) Share information on the safe transport and storage of chemicals with the logistics departments of each group company (3) Closely monitor shipments of chemicals to final destinations and make improvements when necessary
Communication with Stakeholders	<ul style="list-style-type: none"> ○ Strive to develop an improved reputation among stakeholders and build trust.
RC Initiatives and Management	<ul style="list-style-type: none"> ○ Strive to promote environmental and safety activities across the entire MGC Group. Enhance and increase communications within the Group and promote occupational safety, process safety and accident prevention, and environmental management. ○ Make continuous improvements to responsible care management systems.

*1 MGC and consolidated subsidiaries

*2 Disability eligible for, or possibly eligible for disability compensation involving lost work accidents, fatal accidents and accidents resulting in permanent inability to work, and those involving four or more lost work days


*3 Accidents and major workplace accidents which threaten third parties, including localized environmental pollution and accidents affecting local residents

*4 Waste zero emissions rate: Final disposal of waste/waste generated

Environment

Production-related Inputs and Outputs | Raw Materials / Production Volume | Basic Approach to Climate Change Mitigation | Greenhouse Gas (GHG) Emissions | Basic Approach to Resource Use | Energy Management | Water Resources | Resource Recycling | PRTR Law Substances | Pollution Prevention | Environmental Accounting | Biodiversity Conservation Project Expenditures | Environment-related Accidents / Violations of Environmental Laws and Regulations | Status of External Certification

Production-related Inputs and Outputs (Non-consolidated)

Input			Output	
Raw materials	0.59Mt		Production volume	0.74Mt
Energy (as crude oil equivalent)	531ML		GHG emissions	0.959Mt-CO ₂ -e
Water withdrawal	28Mm ³		Water discharge	25Mm ³
			External waste discharge	14kt
			Recycling	23kt

Raw Materials / Production Volume (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Raw material input	kt	704	770	693	587
Production volume	kt	1,144	1,011	739	742

Basic Approach to Climate Change Mitigation

1. Formulate targets for reducing Scope 1 and 2*¹ GHG emissions and steadily reduce them through planning, execution, monitoring and reassessment.
2. Assess, manage, monitor and proactively disclose Scope 3*² GHG emissions and take action to reduce them in collaboration with suppliers.
3. Improve energy efficiency and raw materials' carbon cycle and promote energy transition toward realization of a zero-carbon society by 2050.
4. Contribute to solving energy and climate change challenges through business operations by deploying innovative process technologies and factoring whole-lifecycle GHG emissions into design and development processes.
5. Disclose information through climate change initiatives*³.

*1 Scope 1 emissions are GHG emissions directly generated by MGC. Scope 2 emissions are indirect GHG emissions associated with the use of energy (mainly electric power) purchased from external suppliers.

*2 Scope 3 emissions are indirect GHG emissions generated in supply chains through organizational activities such as raw material sourcing, manufacturing, distribution, sales and waste disposal.

*3 MGC proactively participates in various collaborative activities to mitigate climate change (climate change initiatives)

Basic Approach to Mitigation of Climate Change

The MGC Group recognizes responding to climate change as a universal global issue that surpasses national borders and requires unified initiatives between companies in Japan and overseas. In response to the rising global demand for decarbonization, in March 2022 the Group set a target of achieving carbon neutrality in the Mitsubishi Gas Chemical Group's GHG emissions by 2050. To achieve this target, we will strive to realize a decarbonized society through proactive measures including the use of low-carbon fuel and raw materials, promotion of energy saving, conversion to renewable energy, ultra-stable operation of production equipment, improvement of outputs through use of high-efficiency equipment, and transition to smart operations through the introduction of new technologies.

Furthermore, the Group is committed to upholding laws, regulations, and government policies related to climate change and reduction of energy usage at its companies in Japan and overseas, and responding appropriately to them (in the case of Japan, the relevant laws include the Act on Promotion of Global Warming Countermeasures and the Act on Rationalizing Energy Use).

Involvement with Industry Groups and Initiatives

The MGC Group announced its agreement with the basic concept of the GX (Green Transformation) League announced by the Ministry of Economy, Trade and Industry in March 2022, and has participated in the GX League since April 2023.

The GX League is an initiative to promote GX through companies that demonstrate leadership in resolutely striving to transition towards carbon neutrality.

Participating companies are required to autonomously disclose their reduction targets and progress, and to take initiatives to reach their targets.

MGC has participated in various meetings held by the GX League to gather information and share it internally with a view to bringing its climate change strategies in line with the League's position.

Furthermore, we confirm that the League's information is in alignment with our own position and approach, and in cases where there is a conflict, we discuss and make adjustments at the Carbon Neutrality Promotion Technical Committee, which is composed of members from the Production Technology Division, the Corporate Planning Division, the Business Administrative Division, and the Sustainability Promotion Department. Through this process, we match our climate change strategy with our activities with the GX League.

Greenhouse Gas (GHG) Emissions

Scope1+2 (Consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
		Consolidated	Consolidated	Consolidated	Consolidated
CO ₂ emissions from non-energy use	kt-CO ₂ -e	1,283	1,379	1,219	1,289
CO ₂ emissions from non-energy use	kt-CO ₂ -e	75	101	91	90
CH ₄	kt-CO ₂ -e	4	3	14	10
N ₂ O	kt-CO ₂ -e	1	0	1	5
HFCs	kt-CO ₂ -e	1	3	1	3
PFCs	kt-CO ₂ -e	0	0	0	0
SF ₆	kt-CO ₂ -e	0	0	0	0
NF ₃	kt-CO ₂ -e	0	0	0	0
Total	kt-CO ₂ -e	1,363	1,487	1,326	1,396
Scope1	kt-CO ₂ -e	653	770	743	715
Scope2 (market based)	kt-CO ₂ -e	709	717	583	682
GHG emissions intensity ratio per unit to sales	t-CO ₂ -e / million yen	2.3	2.1	1.7	1.7

Notes: 1. Due to rounding off figures, there are places where the sums for each item do not match the total.
2. Data for prior fiscal years were revised to reflect changes in the Group's composition and revision of calculation standards.
3. For the above table's reporting boundaries, see page 24-25.
4. We have reviewed past data and revised figures.

Scope 3 (Consolidated)

Category	Unit	FY2020	FY2021	FY2022	FY2023
		Consolidated	Consolidated	Consolidated	Consolidated
Purchased goods and services	kt CO ₂ -e	6,110	7,780	5,856	5,325
Capital goods	kt CO ₂ -e	109	161	179	230
Activities related to fuels and energy not includable in Scopes 1 and 2	kt CO ₂ -e	235	266	275	280
Transportation and distribution (upstream)	kt CO ₂ -e	642	703	301	337
Waste generated in operations	kt CO ₂ -e	6	5	9	8
Business travel	kt CO ₂ -e	1	1	1	1
Employee commuting	kt CO ₂ -e	1	1	1	1
Leased assets (upstream)	kt CO ₂ -e	7	7	3	3
Transportation and distribution (downstream)	kt CO ₂ -e	212	150	71	154
Processing of sold products	kt CO ₂ -e	—	—	—	—
Use of sold products	kt CO ₂ -e	—	75	419	277
End-of-life treatment of sold products	kt CO ₂ -e	2,530	3,841	2,963	2,647
Leased assets (downstream)	kt CO ₂ -e	26	1	2	2
Franchises	kt CO ₂ -e	0	0	0	0
Investments	kt CO ₂ -e	—	—	—	—
Total	kt CO ₂ -e	9,172	11,358	9,374	9,265

Notes: 1. Due to rounding off figures, there are places where the sums for each item do not match the total.
2. Data for prior fiscal years were revised to reflect changes in the Group's composition and revision of calculation standards.
3. For the above table's reporting boundaries, see page 24-25.
4. We have reviewed past data and revised figures.

GHG emissions per unit of sales (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
GHG emissions(Non-consolidated)	kt CO ₂ -e	780	812	725	696
GHG emissions per unit of sales	kt CO ₂ -e / million yen	0.0023	0.0019	0.0016	0.0017

GHG Emissions in Transportation Sector (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
By rail	kt CO ₂ -e	0.57	0.60	0.62	0.53
By ship	kt CO ₂ -e	9.9	11.5	10.4	9.3
By truck	kt CO ₂ -e	16.2	16.9	15.1	12.8

Basic Approach to Resource Use

The MGC Group promotes efficient utilization of fuel and other resources (including product raw materials) and development of innovative process technologies at its domestic and overseas production sites and contributes to reduction in GHG emissions.

Use of Resources

The MGC Group is promoting Carbopath™, a concept for a circular environmental platform. We have started examining commercialization of a process that uses catalyst development and synthesis technologies cultivated over many years to convert atmospheric CO₂ emissions and waste plastic into methanol, thereby recycling it for use in chemicals, fuel, and power generation applications. We will further accelerate collaboration with companies and local governments, aiming to transform society with a circular economy.

Energy Management

Energy Use (Ratio of grid power, renewable energy and self-generated energy)

(Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Total energy use	MWh	3,200,968	3,475,701	3,176,431	3,006,312
Ratio of grid power	—	9.7%	9.4%	9.6%	8.4%
Ratio of renewable energy	—	0.0%	0.0%	0.6%	1.0%
Total self-generated energy	MWh	243,556	260,992	243,480	236,937

Notes: 1. Calculated based on SASB standards

2. We have reviewed past data and revised figures.

Energy Use (Ratio of grid power, renewable energy and self-generated energy)

(Consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Total energy use	MWh	—	—	5,060,414	5,108,119
Ratio of grid power	—	—	—	17.5%	18.2%
Ratio of renewable energy	—	—	—	1.2%	1.5%
Total self-generated energy	MWh	—	—	264,238	254,802

Note: For the above table's reporting boundaries, see page 24-25.

Energy Use (Ratio of renewable/non-renewable energy) (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Nonrenewable fuels purchased and consumed (A) (nuclear power, coal, oil, natural gas, etc.)	MWh	2,607,820	2,820,676	2,592,443	2,488,961
Nonrenewable Electricity purchased (B)	MWh- purchased electricity	309,315	331,496	303,900	253,414
Steam, heat, cooling and other nonrenewable energy purchased (C)	MWh	345,762	392,187	342,541	331,193
Renewable energy purchased or generated. (D) (wind, energy solar, biomass, hydroelectric, geothermal etc.)	MWh	10	12	18,990	31,483
Non-renewable energy sold (E) (electricity, heating, cooling)	MWh	61,928	68,658	62,452	67,256
Total non-renewable energy consumed (A+B+C-E)	MWh	3,200,968	3,475,701	3,176,431	3,006,312

Note: We have reviewed past data and revised figures.

Energy Use (Ratio of renewable/non-renewable energy) (Consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Nonrenewable fuels purchased and consumed (A) (nuclear power, coal, oil, natural gas, etc.)	MWh	—	—	3,350,502	3,197,249
Nonrenewable Electricity purchased (B)	MWh- purchased electricity	—	—	887,187	930,644
Steam, heat, cooling and other nonrenewable energy purchased (C)	MWh	—	—	885,177	1,047,482
Renewable energy purchased or generated. (D) (wind, energy solar, biomass, hydroelectric, geothermal etc.)	MWh	—	—	60,824	79,876
Non-renewable energy sold (E) (electricity, heating, cooling)	MWh	—	—	62,452	67,256
Total non-renewable energy consumed (A+B+C-E)	MWh	—	—	5,060,414	5,108,119

Notes: 1. For the above table's reporting boundaries, see page 24-25.
2. We have reviewed past data and revised figures.

Energy Use (crude oil equivalent) (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Production and research divisions, Corporate Sector	ML-crude oil equivalent	359	380	347	322
Logistics division	ML-crude oil equivalent	10	10	10	9
Energy intensity (Logistic division)	KL/million-ton kilo	20	20	21	20

Note: We have reviewed past data and revised figures.

Energy Use (crude oil equivalent) (Consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Production and research divisions, Corporate Sector	ML-crude oil equivalent	—	—	633	640

Note: For the above table's reporting boundaries, see page 24-25.

Energy consumption per unit of sales (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Energy use	ML-crude oil equivalent	359	380	347	322
Energy consumption per unit of sales	ML-crude oil equivalent / million yen	0.00104	0.00089	0.00079	0.00080

Note: We have reviewed past data and revised figures.

Water Resources (Non-consolidated)

Water Resource Risk Management

MGC uses large quantities of water, both as a raw material of chemical products and for various other purposes, including steam-heating and cooling in chemical manufacturing processes, product refining and cleaning containers. To sustainably use water resources essential to manufacturing chemicals, MGC manages a variety of risks. Specifically, MGC monitors its actual water consumption and uses water efficiently by measuring water withdrawal, water discharge, water usage and water recycling. In drawing from water sources, MGC restricts its intake to permitted quantities in accord with applicable laws or agreements with municipalities. Additionally, MGC discharges wastewater into rivers, the sea or other public water bodies in compliance with effluent standards after treating it to filter out identified pollutants. Data on these water-related environmental impacts are presented in detail below.

Additionally, MGC maintains a sanitary water-use environment at all its sites to provide its workforce with access to properly functioning, safely managed sanitary facilities (wash service).

From a business continuity standpoint, MGC has identified production downtime due to drought or flooding of production facilities as a water-related risk, formulated a business continuity plan (BCPs) that addresses this risk and implemented measures to mitigate it. None of the areas in which MGC's plants are located has experienced either adverse impacts on production activities due to water stress or conflicts with stakeholders regarding use of water resources.

Meanwhile, MGC sees opportunities in businesses that provide solutions for issues surrounding the coolant water of air conditioning equipment and cooling systems. Such solutions include water treatment agents that maintain healthy coolant water quality by killing disease-causing legionella bacteria and a comprehensive water treatment system service offered through affiliate Día Aqua Solutions Co., Inc.

Going forward, MGC will set qualitative and quantitative targets for efficient water usage to more effectively preserve water resources.

Approach to water recycling

In the chemical industry, a large proportion of water is used as cooling water, and the water is usually circulated through cooling towers to reduce its temperature.

If this cooling water were to be used in one pass instead of being circulated, it would be possible to reduce the amount of electricity used by the pump, but the amount of water intake and discharge would increase by 100 times.

For this reason, we have set a goal of improving the water reuse rate and are working to reduce water intake.

Efficient Water Use

The MGC Group monitors water withdrawal, discharge, and recycling amounts to ascertain water consumption (water withdrawal - water discharge) and strives to use water efficiently.

At production sites that use particularly large amounts of water, we strive to efficiently use and reduce water withdrawal by aggressively recycling water through means such as use of circulating cooling water systems.

Results of Survey on Water Stressed Areas

Using the ENCORE tool recommended by the Taskforce on Nature-related Financial Disclosures, we conducted screening of MGC Group sites and identified sites that correspond to areas of high physical water risks (index 4) as sensitive locations. Considering the level of importance of material locations, we identify priority areas and promote responses to reduce risk and dialogue with local communities.

Use of Water Resources (Non-consolidated)

Indicator		Unit	FY2020	FY2021	FY2022	FY2023
Water withdrawal	Tap water (Third party water source)	1000 m ³	1,521	1,613	1,543	1,476
	Surface water (fresh water such as lakes, rivers, etc.)	1000 m ³	30,980	33,296	30,016	26,769
	Ground water	1000 m ³	392	387	395	232
	Total	1000 m ³	32,893	35,296	31,954	28,477
Water discharge	Sewage system	1000 m ³	2,035	2,233	2,038	1,931
	Ocean/sea	1000 m ³	8,540	9,455	9,252	8,351
	River/lake(freshwater)	1000 m ³	18,264	19,585	16,686	14,847
	Other	1000 m ³	0	0	0	0
	Total	1000 m ³	28,839	31,274	27,976	25,130
Water consumption*		1000 m ³	4,054	4,022	3,978	3,347
Percentage of water recycled for use		1000 m ³	422,047	511,862	478,178	397,831
Ratio of water recycled for use		%	93	94	94	93

* Water withdrawal — Water discharge

Amount of water withdrawn per unit of sales (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Water withdrawal	1000 m ³	33,087	35,296	31,954	28,477
Amount of water withdrawn per unit of sales	1000m ³ /million yen	0.096	0.082	0.068	0.071

Note: We have reviewed past data and revised figures.

Water consumption per unit of sales (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Water consumption	1000 m ³	4,054	4,022	3,978	3,347
Water consumption per unit of sales	1000m ³ /million yen/	0.0118	0.0094	0.0085	0.0083

Note: We have reviewed past data and revised figures.

Water recycling achievement status (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Water recycling rate	%	93	94	94	93
Target: at least 95%	—	×	×	×	×

Resource Recycling (Non-consolidated)

Waste

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Volume of waste generation	Ton	79,115	84,046	79,130	85,486
Volume of waste to off-site	Ton	13,771	11,277	10,927	14,363
Volume of recyclable waste (Including waste that has been recycled after disposal)	Ton	24,913	26,131	21,891	23,219
Final disposal volume	Ton	388	231	199	113
Recycling rate	%	32	31	28	27

Note: We have reviewed past data and revised figures.

Harmfulness • specially controlled industrial waste

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Volume of Harmfulness and specially controlled industrial waste	Ton	—	—	—	63,365
Volume of Harmfulness and specially controlled industrial waste to off-site	Ton	—	—	—	9,108

Zero waste emission rate

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Amount of final disposal/total amount of waste generated	%	0.49	0.27	0.25	0.13
Target: at most 0.3%	—	×	○	○	○

PRTR Scheme Substances (Non-consolidated)

Number of notified substances subject to PRTR Scheme

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Number of substances	Substances	55	54	53	52

Emissions of PRTR Scheme Substances

Indicator		Unit	FY2020	FY2021	FY2022	FY2023
Emissions of PRTR Substances	Atmosphere	Ton	266	239	328	198
	Water bodies	Ton	11	11	10	10
	Soil	Ton	0	0	0	25
	Total*	Ton	277	250	338	233

* Due to rounding off figures, there are places where the sums for each item do not match the total.

High-emission Substances Notified under the PRTR Scheme

Government-designated number	Substance	Unit	FY2020	FY2021	FY2022	FY2023
296	1,2,4-Trimethylbenzene	Ton	152	111	206	—
691	Trimethylbenzene	Ton	—	—	—	97
186	Dichloromethane	Ton	77	68	56	40
213	N,N-Dimethylacetamide	Ton	0	0	0	27
65	Epichlorohydrin	Ton	1	1	1	15
80	Xylene	Ton	10	28	32	12
300	Toluene	Ton	12	13	18	12

Pollution Prevention (Non-consolidated)

Air Emissions

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Volatile organic compounds (VOCs)	Ton	338	298	379	247
SO _x	Ton	64	30	36	59
NO _x	Ton	508	368	407	398
Dust	Ton	31	8	12	8

Control of Water Discharge

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
BOD	Ton	47	38	25	21
COD	Ton	121	137	136	95
Total oxygen demand (BOD+COD)	Ton	169	175	161	116
Total nitrogen emissions	Ton	193	309	239	196
Total phosphorus emissions	Ton	51	56	49	50

Environmental Accounting (Non-consolidated)

Environmental Accounting

Breakdown			Unit	FY2020		FY2021		FY2022		FY2023	
				Amount invested	Expenses	Amount invested	Expenses	Amount invested	Expenses	Amount invested	Expenses
Onsite cost	Pollution prevention cost	Air pollution	Million yen	95	878	72	859	46	923	16	554
		Water pollution	Million yen	178	1,561	144	1,667	62	1,976	109	1,293
		Soil/noise pollution	Million yen	354	0	19	3	10	0	1	47
	Global environmental protection cost	Million yen	192	1,872	499	2,173	632	1,818	263	1,433	
	Resource recycling cost	Million yen	6	1,143	0	819	28	1,088	14	764	
Up or down stream cost			Million yen	0	40	4	112	9	0	14	6
Management activity cost			Million yen	41	547	1	1,391	6	1,496	1	399
R&D cost			Million yen	442	2,748	1,189	2,826	734	4,170	1,187	28
Social contribution cost			Million yen	0	7	0	5	0	4	0	16
Environmental damage cost			Million yen	0	71	0	75	0	48	0	58
Total*			Million yen	1,308	8,866	1,929	9,929	1,527	11,522	1,604	4,597

* Due to rounding off figures, there are places where the sums for each item do not match the total.

Economic Benefits Associated with Environmental Protection Measures

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Income	Million yen	48	8	61	22
Reduction of expenses	Million yen	111	74	242	225

Water Conservation Expenditure

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Water-related investment (CAPEX)	Million yen	178	144	62	109
Water-related expenses (OPEX)	Million yen	1,561	1,667	1,976	1,293

Biodiversity Conservation Project Expenditures (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Biodiversity conservation project investment (CAPEX)	Million yen	0	0	0	0
Biodiversity conservation project expenses (OPEX)	Million yen	108	85	91	88

Environment-related Accidents / Violations of Environmental Laws and Regulations (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Violations of environmental laws and regulations	Cases	1	2	0	1
Accidents/pollution with potential to cause environmental problems	Cases	1	1	0	1
Complaints regarding environmental problems	Cases	0	0	0	0
Total environmental fines/penalties	Thousand yen	0	0	0	0

Reporting Scope

Environmental Data, The Scope of Scope1+2,3, Energy

Japan

Company	Scope1+2,3	Energy
JSP Corporation	●	●
JAPAN FINECHEM COMPANY, INC.	●	●
TOHO EARTHTECH, INC	●	●
Japan U-PiCA Company, Ltd.	●	●
FUDOW COMPANY LTD.	●	●
MGC Terminal Company, Inc.	●	●
MGC Advance Co., Ltd.	●	●
MGC Woodchem Corporation	●	●
Polyols Asia Company, Inc.		
MGC ENERGY Company Limited		
KYOULDU KASANKASUIISO CORP.	●	●
MGC Filsheet Co., Ltd.	●	●
MGC Electrotechno Co., Ltd.	●	●
Yonezawa Dia Electronics Co., Inc.	●	●
MGC AGELESS Co., Ltd.	●	●
Mitsubishi Engineering-Plastics Corporation		
Global Polyacetal Co., Ltd.		
EIWA CHEMICAL IND. CO., LTD.	●	●
Toyo Kagaku Co., Ltd.	●	●
Mitsubishi Gas Chemical Trading, Inc.		
Ryowa Enterprise Co., Ltd.		

Overseas

Company	Scope1+2,3	Energy
SAMYOUNG PURE CHEMICALS CO., LTD.	●	●
Korea Polyacetal Co., Ltd	●	●
MGC PURE CHEMICALS TAIWAN, INC.	●	●
MITSUBISHI GAS CHEMICAL ENGINEERING- PLASTICS (SHANGHAI) CO., LTD.	●	●
TAIXING MGC LINGSU CO., LTD.	●	●
MGC PURE CHEMICALS SINGAPORE PTE. LTD.	●	●
MITSUBISHI GAS CHEMICAL SINGAPORE PTE. LTD.		
PT PEROKSIDA INDONESIA PRATAMA	●	●
THAI POLYACETAL CO., LTD	●	●
THAI POLYCARBONATE CO., LTD.	●	●
AGELESS (THAILAND) CO., LTD.	●	●
MGC ELECTROTECHNO (THAILAND) CO., LTD	●	●
MGC ADVANCED POLYMERS, INC.	●	●
MGC PURE CHEMICALS AMERICA, INC	●	●
MITSUBISHI GAS CHEMICAL AMERICA, INC		
MGC Specialty Chemicals Netherlands B.V.		

Status of External Certification

Status of External Certification (As End of March 2023)

Japan

Company	Business Sites	ISO 14001	ISO 45001	ISO 9001
MITSUBISHI GAS CHEMICAL COMPANY, INC.	Niigata Plant	●		●
	Mizushima Plant	●		●
	Yokkaichi Plant	●		●
	Kashima Plant	●		●
	Yamakita Plant	●		●
JAPAN FINECHEM COMPANY, INC.	Sakaide Factory	●		●
	Niigata Factory	●		●
	Hiratsuka Division	●		●
TOHO EARTHTECH, INC.	Factory	▲		●
	Construction Business Headquarters	●		●
MGC Woodchem Corporation	Hiratsuka Factory			
	Shimizu Factory			
	Mizushima Factory			
Japan U-Pica Company Ltd.	Shonan Factory			●
	Mine Factory	●		●
Fudow Company Limited	Fujinomiya Factory	●		●
	Hiratsuka Factory	●		●
	Gamagori Factory			●
	Tokai Office			●
KYODOU KASANKASUIISO CORP.	Factory			
MGC Filsheet Co., Ltd.	Tokorozawa Factory			●
	Osaka Factory			●
	Shirakawa Factory			●
MGC Electrotechno Co.,Ltd.	Factory	●		●
Yonezawa Dia Electronics Co., Inc.	Factory	●		●
MGC AGELESS Co.,Ltd.	Factory			●
EIWA CHEMICAL IND. CO., LTD	Kinuura Factory			●
	Ujitawara Factory			●
TOYO KAGAKU, INC.	Headquarters Factory	●		●
	Mitake Factory	●		●
	Mizushima Factory	●		●
Kashima Polymers Corporation	Factory	●		●

▲: EA21 (Environmental management system established by the Ministry of the Environment)

Asia

Company	Business Sites	ISO 14001	ISO 45001	ISO 9001
■ Korea				
Samyoung Pure Chemicals Co., Ltd	Cheonan Plant	•	•	•
	Ulsan Plants	•	•	•
KOREA POLYACETAL CO., LTD.	Wonju Plant			•
■ Taiwan				
MGC Pure Chemicals Taiwan, Inc.	Factory	•	•	•
■ China				
MITSUBISHI GAS CHEMICAL ENGINEERING-PLASTICS (SHANGHAI) CO., LTD.	Factory	•		•
Taixing Lingsu Specialty Materials Co., Ltd.	Factory			
■ Singapore				
MGC PURE CHEMICALS SINGAPORE PTE. LTD.	Factory	•	•	•
■ Indonesia				
PT PEROKSIDA INDONESIA PRATAMA	Factory	•	•	•
■ Thailand				
THAI POLYACETAL CO., LTD	Factory	•	•	•
THAI POLYCARBONATE CO., LTD.	Factory	•	•	•
AGELESS (THAILAND) CO., LTD.	Factory		•	•
MGC ELECTROTECHNO (THAILAND) CO., LTD	Factory	•		•

Americas

Company	Business Sites	ISO 14001	ISO 45001	ISO 9001
MGC ADVANCED POLYMERS, INC.	Factory	•		•
MGC PURE CHEMICALS AMERICA, INC	Arizona Factory	•	•	•
	Texas Factory	•	•	•
	Oregon Factory	•	•	•

Europe

Company	Business Sites	ISO 14001	ISO 45001	ISO 9001
MGC Specialty Chemicals Netherlands B.V.	Factory			

Notes: 1. Total 31sites (63%) of 49 production sites acquired ISO 14001 certification.
2. Total 11sites (22%) of 49 production sites acquired ISO 45001 certification.

Social

Employees | Diversity | Human Resource Development | Work-life Balance | Respect for Human Rights |
Employee Health | Occupational Health and Safety / Process Safety and Disaster Prevention | Ensuring the Quality and
Safety of Chemicals and Products | Socially Responsible Sourcing | Communication with Stakeholders |
Social Contribution Activities | Participation in External Initiatives

Employees (Non-consolidated)

* Unless otherwise noted, data are current as of March 31 of each fiscal year and include MGC personnel seconded to other companies.

Average Age, Average Length of Service

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
Average age	Male	Years old	42.0	42.2	42.2	42.3
	Female	Years old	38.8	38.7	38.2	37.8
	Overall	Years old	41.7	41.8	41.8	41.8
Average length of service	Male	Year	19.0	19.1	19.1	19.0
	Female	Year	15.5	15.3	14.5	13.9
	Overall	Year	18.6	18.7	18.7	18.5

Full-time Employees

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
Overall	Male	People	2,503	2,542	2,516	2,503
	Female	People	270	274	287	303
	Total	People	2,773	2,816	2,805	2,806
	Ratio of females	%	9.7	9.7	10.2	11.0
By age	20s and under	People	474	477	465	475
	30s	People	704	721	745	751
	40s	People	808	781	742	703
	50s	People	774	811	818	851
	60 and over	People	13	26	35	26

Managers

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
Overall	Male	People	904	918	922	923
	Female	People	22	26	31	40
	Total	People	926	944	953	963
	Ratio of females	%	2.4	2.8	3.3	4.2

Temporary and Contract Employees

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
Number of temporary employees*		People	0	0	0	0
Contract employees	Male	People	34	27	20	25
	Female	People	96	103	110	107
	Total	People	130	130	130	132

* Average number per year

Employees (Consolidated)

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
Overall	Male	People	7,449	7,925	7,936	6,428
	Female	People	1,956	2,105	2,158	1,953
	Total	People	9,405	10,030	10,094	8,381
	Foreign national employees	People	—	—	—	903
	Ratio of Non-full-time employees	%	9.5	9.7	7.3	8.0
Management personnel	Male	People	1,735	1,775	1,779	1,508
	Female	People	126	123	123	91
	Total	People	1,861	1,898	1,902	1,589

Notes: 1. Personnel (including contract employees and personnel seconded to MGC) employed as of March 31 of each fiscal year, including temporary and part-time employees.
2. The number of foreign employees indicates the number of employees who are not Japanese nationals (calculated since FY2023)
3. For the reporting boundaries of the data in the table below, see page 39-40.

Diversity (Non-consolidated)

Basic Approach to Hiring

The MGC Group respects individual human dignity and human rights. Our hiring is based on suitability and ability, and does not discriminate on any grounds, including but not limited to pedigree, nationality, race, ethnicity, thoughts, beliefs, religion, gender, sexual orientation, age, disability, educational attainment, language, economic background and political views.

New Employees

Indicator	Category	Unit	FY2020	FY2021	FY2022	FY2023
New Employees (new graduates) *1	Male	People	63	77	70	67
	Female	People	13	14	14	16
	Total	People	76	91	84	83
	Ratio of females	%	17.1	15.4	15.8	19.2
New Employees (mid-career hires) *2	Male	People	20	22	10	29 [1]
	Female	People	2	4	13	10
	Total	People	22	26	23	39
	Ratio of females	%	9.1	15.3	56.5	25.6
Mid-career hires' share of total (first disclosed October 2021)		%	22.4	22.2	21.5	32.0

Note: [] is the number of people who joined the company through the comeback system*3.

*1 Number of people who joined the company in April of each fiscal year

*2 Number of people who joined the company from April to March of the following year

*3 Comeback system: A system in which employees who have retired from the company (3 years or more of service, less than 10 years since retirement) are reemployed after a prescribed screening process.

Ratio of Employees with Disabilities

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Number of employees with disabilities	People	51	53	55	52
Ratio of employees with disabilities*	%	2.27	2.45	2.51	2.3
(Statutory minimum rate)	%	2.20	2.3	2.3	2.3

* Data as of June 1 of each fiscal year

Re-employment of retired employees

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Re-employment of retired employees	People	22	29	48	46
Ratio of re-employment of retired employees	%	81	83	74	79

Human Resource Development (Non-consolidated)

Performance review and career development

Target and performance interviews are held once every six months for employees (full-time employees and retired employees who have been rehired) and reviews are conducted. Additionally, career interviews are held once a year for non-managerial staff to review their career training and development.

Average Training Hours

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Average training and development hours per full-time employee	Hours	24.9	26.1	26.2	26.2

Training Programs (FY2023)

Training purpose	Content	Target audience
Training for all employees	Compliance/internal control education, D&I promotion education, human rights awareness education, sustainability education	All employees
Level-specific education and training	Organizational management training, mid-level management training, new management training	Managerial level
	Managerial candidate training, mid-career employee training, course selection training	Mid-career employee level
	Young employee training, new employee follow-up training, new employee training	Young employee level
Job-specific education and training	Logical communication training, problem-solving ability training, negotiation training, facilitation training, coaching skills training, design thinking training, overseas short-term training	Mid-career/young employees
Job-based education and training	Patent training, marketing education, DX education, HAZOP training, engineer planning training	Mainly research and technical staff

Note: Indicates training conducted company wide. Job-specific training and OJT are implemented at each office.

Work-life Balance

Basic Approach to Wages and Working Hours

The MGC Group complies with local minimum wage laws and regulations in the countries/regions in which it operates and pays wages to its employees based on fair evaluations to ensure that employees enjoy a standard of living that is at or above a certain level.

The Company also applies the concept of paying the same wage for the same job to employ a compensation system that does not provide a difference due to gender or other attributes for workers in the same position.

In addition to also complying with local laws and regulations on working hours, the Group endeavors to enable employees to have a healthy work-life balance through appropriate labor management to avoid onerous and excessive work schedules.

Work-life Balance Data (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023	
Total annual average working hours (excluding managers)	Hours	1,858.2	1,859.2	1,851.0	1857.6	
Average monthly overtime/holiday work (excluding managers)	Hours	12.9	14.6	14.8	14.4	
Annual paid vacation days available	Days	19.4	19.3	19.3	19.5	
Annual paid vacation days taken	Days	15.0	15.6	16.5	17.5	
Ratio of taking annual leave	%	77.6	80.9	85.4	89.6	
Employees who started maternity leave*1	People	8	13	10	19	
Employees who started parental leave	Male	People	31	31	48	75
	Female	People	14	14	11	17
Return to work rate after taking maternity/childcare leave	Male	%	100	100	100	100
	Female	%	100	100	100	100
Employees who took shortened working hours for childcare	Male	People	0	0	2	4
	Female	People	36	36	45	42
Employees who started taking nursing care leave	People	3	0	3	1	
Voluntary retirement*2	People	24	30	40	49	
Retired due to company reasons	People	0	0	0	0	
Total retirees	People	24	30	40	49	
Rate of employee turnover	%	0.9	1.1	1.4	1.7	
Rate of employee turnover due to voluntary retirement	%	0.9	1.1	1.4	1.7	
Employee turnovers within three years*3	People	8	3	1	0	
Rate of employee turnover within three years	%	10.5	3.3	1.2	0	

*1 Does not include those who are still on leave that started in the previous fiscal year.

*2 Does not include transferees to other Group companies. Including those who have completed the period of leave of absence.

*3 Number of employee turnovers within three years from among new graduate hires in each fiscal year.

Programs to Promote Work-Life Balance (Non-consolidated)

Purpose of the system	Program	Description
A system that allows for a variety of ways to use your work time	Flextime	Introduced a super flextime system with no core time throughout the company (to regular day-shift workers only)
	Teleworking	Company-wide implementation.; employees may work from home up to three days per week
	Shortened work schedule for caregivers	Employees with young children (up to third grade) or other family members requiring care can work a shortened schedule (up to six hours per day in 30-minute units)
A system that allows for a variety of ways to take time off	Annual paid leave by "half-day"	Employees can take a half-day leave up to 30 times per year
	Accumulating annual leave	Employees can accumulate up to 40 unused paid leave from prior years for emergency use (e.g., personal illness/injury, family illness, natural disaster, fertility treatment)
	Volunteering leave	Employees who volunteer to assist with emergency disaster relief can take up to three (paid) days per year to do so
	Medical donors leave	Employees can take up to three (paid) days per year for bone marrow donation, including registration, screening and extraction
	Nursing leave for children	Employees can take up to 20 personal days per year to care for children not yet of school age
	Nursing leave	Employees can annually take five days per family member requiring care, up to a maximum of 10 days if two or more family members require care
	Refresh leave	Upon turning 50 years old, employees are granted five days of special (paid) vacation and paid a one-time bonus
A system that allows you to take the necessary time off with peace of mind during life events	Parental leave	Employees unable to secure childcare can take leave until child is two years old
	Paternity leave	Employees can take five days of (paid) leave when spouse gives birth
	Nursing leave	Employees can take one year of leave per family member requiring care; the year can be split into up to three intervals
	Leave to accompany spouse overseas	Employees can take a leave of absence for up to three years to accompany their spouse working overseas.

Respect for Human Rights

Basic Approach to Human Rights

The MGC Group supports international human rights standards such as the UN Global Compact, UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises.

The MGC Group respects everyone's dignity and rights. It does not discriminate on any grounds, including but not limited to pedigree, nationality, race, ethnicity, beliefs, religion, gender, sexual orientation, age, disability, personal interests, educational attainment, pregnancy, language, economic background and political views.

Promotion of Respect for Human Rights

The Human Rights Expert Committee comprises members from the Administrative & Personnel, Purchasing & Logistics, Production Technology, and Environmental Safety & Quality Assurance Divisions, the Green Energy & Chemicals Business Sector, the Specialty Chemicals Business Sector, and the Sustainability Promotion Department. The Human Rights Expert Committee manages human rights-related activities in the MGC Group, plans and executes human rights due diligence, and works to identify, prevent, mitigate, and remedy negative impacts on human rights in the supply chain.

Deliberation and decisions on addressing human rights and other sustainability key issues are conducted in the Sustainability Promotion Council, chaired by the President and primarily made up of all directors, including outside directors, with Audit & Supervisory Board members also attending.

Particularly important items among these are resolved by the Board of Directors.

Initiatives for Respecting Human Rights

The MGC Group expects all of its stakeholders to respect human rights and works to ensure this through the creation of guidelines such as the Mitsubishi Gas Chemical Group Human Rights Principle and the Mitsubishi Gas Chemical CSR Procurement Guidelines.

We also conduct appropriate training for all employees and strive to promote understanding for all stakeholders affected by the MGC Group's business activities.

Basic Approach to Rights to Organize and to Collectively Bargain

The MGC Group respects basic labor rights, including workers' rights to organize and collectively bargain.

Freedom of Association*1 (non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Union members*2	People	1,885	1,902	1,888	1,892
Ratio of union members*3	%	100	100	100	100

*1 Includes some affiliates

*2 Data is as of March 31 for each fiscal year

*3 Number of union members / number of eligible people (excluding management level and others stipulated by agreement)

Employee Health (non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Ratio of employees receiving regular health checkups*	%	99	99	100	100
Ratio of employees receiving stress checks	%	98	98	98	98

* Employees on temporary retirement excluded

Ensuring the Safety of, and Providing Medical Support for, Employees Traveling or Posted Overseas

By engaging an outside consultant for security and medical assistance, and receiving advice based on analysis of threats to safety by country, we are able to promptly acquire accurate information, and, when necessary, provide that information to employees posted, or traveling on business, overseas, as well as using it to determine whether it is advisable to travel or not, and on appropriate safety measures for travel.

In terms of medical care, we have established a comprehensive support system for employees posted, or traveling on business, overseas, including referrals to local hospitals, telephonic consultations with doctors in Japanese, preventive advice on local infectious diseases, and arrangement of medical transport in case of emergencies.

Occupational Health and Safety / Process Safety and Disaster Prevention

Occupational Health and Safety / Process Safety and Disaster Prevention Policies

In accord with its Safety Philosophy and Safety Philosophy Behavior Guidelines, MGC conducts safety activities aimed at completely eliminating occupational injuries with the participation of all personnel, including partner companies' employees working at MGC sites in addition to MGC employees. Every MGC site also conducts their own safety activities spearheaded by front-line personnel. Additionally, MGC conducts company-wide improvement activities through its cross-organizational LINK program. MGC systematically maintains its facilities and is stepping up TPM* (total productive maintenance) activities at production plants as an effective means of not only preventing accidents but also reducing equipment breakdowns and production downtime.

* TPM activities: activities that continuously improve productivity and contribute to profits by eliminating all types of losses that exist in production systems.

- **Safety Philosophy**

Ensuring safety is the top priority of our business activity

- **Safety Philosophy Behavior Guidelines**

- (1) Fostering a safety culture
- (2) Thorough education and drills
- (3) Confirming and abiding by safety rules
- (4) Promoting preventive safety measures

- **Safety Slogan**

Build a safety culture together through keen awareness and certain knowledge.

Occupational Health and Safety(non-consolidated)

Indicator		Unit	FY2020	FY2021	FY2022	FY2023
Lost work accident	Employees	Cases	1	2	1	0
	Partner*1	Cases	5	8	1	6
Work-related fatalities	Employees	People	0	0	0	0
	Partner*1	People	0	0	0	0
Lost-time injury frequency rate*2	Employees	—	0.28	0.45	0.28	0
	Partner*1	—	1.38	1.73	0.25	1.83
Lost-time injury severity rate*3	Employees	—	0.008	0.001	0.004	0
	Partner*1	—	0.068	0.023	0.000	0.061
Occupational illness frequency rate (per one million hours worked)	Employees	—	0.56	0.83	0.28	0.85
	Partner*1	—	1.38	1.35	1.73	3.04
Number of violations of occupational health and safety regulations and codes		Cases	0	0	0	0

*1 Including contract employees

*2 Total number of deaths and injuries caused by labor accidents per one million actual hours worked

*3 Total number of working days lost per 1,000 working hours

Note: We have reviewed past data and revised figures.

Comparison of Lost-time injury severity rate

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Our Company employees	—	0.28	0.45	0.28	0
Manufacturing industry	—	1.21	1.31	1.25	1.29
Chemical Industry	—	0.93	1.07	1.16	1.04

Occupational Health and Safety (consolidated)

Indicator		Unit	FY2020	FY2021	FY2022	FY2023
Lost work accident	Employees	Cases	5	4	8	10
	Partner*	Cases	2	1	2	3
Work-related fatalities	Employees	People	0	0	0	1
	Partner*	People	0	0	0	0

* Including contract employees

Note: For the reporting boundaries of the data in the table below, see page 39-40.

Performance monitoring and management of health and safety (non-consolidated)

KPI indicator		Unit	Targets	FY2020	FY2021	FY2022	FY2023
Serious occupational accidents* ¹	Cases	Cases	0	1	1	1	0
	achievement status	—	—	×	×	×	○
Serious accidents* ²	Cases	Cases	0	0	0	0	0
	achievement status	—	—	○	○	○	○

*¹ Accidents resulting in lost work days eligible for disability compensation, including death and permanent disability, or potential disability, with four or more lost work days

*² Accidents that pose a threat to third parties, such as local environmental pollution or damage to local residents, and accidents involving serious industrial accidents

Occupational safety and health management system

The Environment and Safety Committee is chaired by the president. The members of the Environment and Safety Committee are directors, auditors, those in charge of the Research & Development, those in charge of the Basic Chemicals Business Sector, those in charge of the Specialty Chemicals Sector, the Plant Managers, the General Manager of the Production Engineering Division, the General Manager of the Purchasing & Logistics Division, and other persons appointed by the President.

The Environmental Safety Committee report the status of implementation of Responsible Care*, the results of Responsible Care audits, the results of environmental safety inspections, and the occurrence of occupational accidents and abnormal phenomena.

* Responsible Care

Voluntary improvement activities that consider "health, safety, and the environment" throughout the entire life cycle of chemical substances, from development to manufacturing, distribution, use, final consumption, and disposal, and harmonize business activities with global environmental protection. "Health, safety, and the environment" here refers to a global concept encompassing occupational health and safety, process safety and disaster prevention, environmental protection, chemical and product safety, logistics safety, and communication with society.

Note: Environment, Safety

It encompasses all of occupational health and safety, process safety and disaster prevention, environmental protection, chemical and product safety, and logistics safety. Environmental conservation includes both local environmental issues (pollution) and global environmental issues.

Occupational Safety and Health Promotion System

MGC has set out its Safety Philosophy and Safety Principle, and formulated its Responsible Care (RC) activity targets and plans based on the MGC Group Basic Policy on Environment and Safety. We are conducting safety activities aimed at completely eliminating occupational injuries with the participation of all personnel, including partner companies' employees working at MGC sites in addition to MGC employees.

Every MGC site also conducts daily safety activities and their own safety activities spearheaded by front-line personnel. Additionally, MGC conducts company-wide safety activities and aims to strengthen its safety foundation and cultivate a culture of safety. Business sites hold accident-prevention consultation meetings and other meetings with partner companies to share information. The status of these activities is checked each year during internal audits, which confirm the progress of our initiatives.

We also hold the Environment and Safety Manager Meeting, a gathering of the heads of environmental and safety departments of each workplace, to report on and discuss the status of RC measures, as well as meetings of the LINK Leaders Conference, which discusses LINK activities at each workplace, multiple times each year.

MGC Group companies hold the MGC Group Environment and Safety Council meetings three times a year. Each company reports and exchanges opinions on matters such as annual plans for environmental and safety activities, PDCA on the results of activities, and the status of accidents and disasters. In this way, we aim to improve the level of our environmental and safety activities.

At environment and safety meetings, which are chaired by the President and held annually, activities are reviewed, plans for the following year are discussed, and the PDCA cycle is implemented to continuously enhance the level of activities.

Procedure for Handling Labor Standard Violations

When the MGC Group is contacted by authorities about a violation, the matter is referred to concerned staff in the Environment, Safety & Quality Assurance Division and Administrative & Personnel Division and reported to senior management. Said staff decide how to rectify the violation, set a timeline for doing so in consultation with each other and oversee the rectification process until completed. MGC endeavors to also raise awareness and prevent recurrence by sharing examples of nonconformance with its entire workforce.

Occupational Safety and Health Committees, Management Council Meetings and Management Briefings

MGC has established Occupational Safety and Health Committees comprising representatives of labor and management at all of its sites. The committees thoroughly research and discuss basic safeguards to prevent workplace hazards and protect workers' health (including identification of causes of occupational accidents and recurrence prevention measures) among other important matters.

Additionally, representatives of management (President, as well as Directors who are appointed by President) and labor unions regularly gather together at management council meetings and management briefings to discuss operations in general and occupational safety and health matters.

Role of the Occupational Safety and Health Committee

The Occupational Safety and Health Committees of each business site carry out occupational safety and health initiatives, including occupational safety and health risk management.

Unions and companies discuss and exchange opinions on occupational safety and health at the Central Environmental Safety and Health Conference.

Selected Initiatives

With safety as its top priority, MGC proactively pursues initiatives aimed at zero accidents and zero injuries.

Intensification of everyday safety activities	MGC is stepping up workplace safety activities, including hazard prediction, finding near-miss incidents, pointing and calling, 5S activities and supervisor patrols.
Augmentation of education	MGC is augmenting its educational programs, including by installing operator training simulators and hiring an external organization to conduct process risk assessment (HAZOP) training.
Workplace improvement presentations	MGC aims to encourage workplace safety activities by sharing and commending outstanding activities at workplace and company-wide improvement presentations.
Accident recurrence prevention	MGC endeavors to prevent recurrence of accidents similar to ones that have occurred at its sites or at Group companies by sharing and analyzing case studies of the accidents. Additionally, its plants actively share information on their occupational safety and disaster prevention activities with each other through LINK activities in the aim of upgrading their independent process-safety capabilities to a high level and ensuring safe operations.
Disaster prevention support for partner companies	MGC strengthens communications with partner companies through such means as holding disaster prevention conferences and providing information on accidents that occurred at other plants/companies. Additionally, it supports partner companies' safety activities by, e.g., making internal educational facilities available for them.
Safety awards	MGC's president presents awards to plants without any occupational injuries for a certain period of time. Two sites received such awards in 2022.
Safety consciousness-raising through, e.g., posters	MGC's Safety Philosophy, and MGC Group Basic Policy on Environment and Safety Policies are displayed on banners and posters at every workplace. Additionally, MGC promote safety consciousness by having all personnel carry a Safety Slogan card while on the job.
Adoption of new technologies	MGC is preparing to adopt state-of-the-art testing/inspection technology and upgrading its facilities management technologies.

Process Safety and Disaster Prevention

• Process Safety Incidents(non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Total count of process safety incidents (PSIC)	Cases	2	4	8	5
Process safety total incident rate (PSTIR)	—	0.1	0.1	0.2	0.1
Process safety incident severity rate (PSISR)	—	0.1	0.2	0.3	1.1

Note: We have reviewed past data and revised figures.

Process Safety Assessments for New Processes

Plants/laboratories mitigate the risk of accidents in the course of their operations by identifying workplace hazards, assessing risks by type and frequency of occurrence and devising and implementing measures to avert any intolerable risks.

Process Safety Assessments for Existing Processes

When installing new capacity or modifying existing facilities, plants/laboratories mitigate the risk of accidents by assessing process safety, implementing necessary safeguards and subsequently reassessing/updating on a regular basis.

Response after disaster

After the anomalous phenomenon subsides, the site that caused the disaster will investigate the cause and take measures to prevent recurrence in order to resume business.

Once the abnormal phenomenon has subsided, if the plant manager deems it necessary, an accident countermeasures committee will be established to investigate the cause and take measures to prevent recurrence. If the scale of the accident is large and the officer in charge of Environment Safety and Quality Assurance Division deems it necessary, an accident response committee will be established at the head office.

Reporting Scope

Social

Japan

Company	Employees	Occupational Health and Safety
JSP CORPORATION		●
JAPAN FINECHEM COMPANY, INC.	●	●
TOHO EARTHTECH, INC	●	●
Japan U-PiCA Company, Ltd.	●	●
FUDOW COMPANY LTD.	●	●
MGC Terminal Company, Inc.	●	●
MGC Advance Co., Ltd.	●	●
MGC Woodchem Corporation	●	●
Polyols Asia Company, Inc.	●	
MGC ENERGY Company Limited	●	
KYOULDOU KASANKASUIISO CORP.		
MGC Filsheet Co., Ltd.	●	●
MGC Electrotechno Co., Ltd.	●	●
Yonezawa Dia Electronics Co., Inc.	●	●
MGC AGELESS Co., Ltd.	●	●
Mitsubishi Engineering-Plastics Corporation	●	
Global Polyacetal Co., Ltd.	●	
Kashima Polymers Corporation	●	
EIWA CHEMICAL IND. CO., LTD.	●	●
Toyo Kagaku Co., Ltd.	●	●
Mitsubishi Gas Chemical Trading, Inc.	●	
Ryowa Enterprise Co., Ltd.	●	
SHINSANSO KAGAKU CO.*		●
MGC Farmix Co.,Ltd.*		●

* Equity method affiliate

Overseas

Company	Employees	Occupational Health and Safety
SAMYOUNG PURE CHEMICALS CO., LTD.	●	
Korea Polyacetal Co., Ltd	●	
MGC PURE CHEMICALS TAIWAN, INC.	●	●
mitsubishi gas chemical engineering- PLASTICS (SHANGHAI) CO., LTD.	●	●
TAIXING MGC LINGSU CO., LTD.	●	
MGC PURE CHEMICALS SINGAPORE PTE. LTD.	●	●
MITSUBISHI GAS CHEMICAL SINGAPORE PTE. LTD.	●	
PT PEROKSIDA INDONESIA PRATAMA	●	●
THAI POLYACETAL CO., LTD	●	●
THAI POLYCARBONATE CO., LTD.	●	
AGELESS (THAILAND) CO., LTD.	●	●
MGC ELECTROTECHNO (THAILAND) CO., LTD	●	●
MGC ADVANCED POLYMERS, INC.	●	●
MGC PURE CHEMICALS AMERICA, INC	●	●
MITSUBISHI GAS CHEMICAL AMERICA, INC	●	
MGC Specialty Chemicals Netherlands B.V.		

Ensuring the Quality and Safety of Chemicals and Products (non-consolidated)

Policy on Chemical and Product Safety

Under its Safety Philosophy and Safe Behavior Guidelines, the MGC Group's basic policy is to ensure the safe handling, use and disposal of chemical products.

System for Promoting the Safety of Chemicals and Products

The MGC Group promotes responsible care (RC) in all divisions in accordance with the MGC Group Policies on Environment and Safety. It establishes RC medium-term and annual plans, and progress with those plans is reported to the Environment and Safety Council, chaired by the president, at a meeting held in December of each year. One approved, the plans ensure continuous improvements through a PDCA cycle.

Chemical and Product Safety Activities

At MGC, we conduct basic surveys and safety assessments at the product development stage.

When products correspond to new chemical substances, we first conduct safety testing and then classify the products according to whether they do or do not come under applicable regulations, as well as according to their degree of hazard under standards such as GHS*, before preparing safety information such as safety data sheets (SDSs). Based on these, we perform risk assessments (based on hazards of the substances themselves and hazards related to exposure) for every stage of a product, from manufacture to disposal. Products are offered once this screening (premarketing investigation) is complete.

Many of MGC's products are chemicals, and potential product-related accidents include fires and chemical burns. We present hazard information about chemicals with SDSs, product labels, and yellow cards given to customers and others concerned to ensure that products are handled safely. Hazard information is also provided for products aimed at overseas markets, via translated SDSs and other means.

* GHS: The Globally Harmonized System of Classification and Labelling of Chemicals.

Chemical hazards are classified under fixed standards and are indicated clearly with pictograms on labels and through SDS documentation. Ultimately, the information contributes to accident prevention and to protecting human health and the environment.

Chemical Safety Information Management

MGC manages chemical safety information to help customers, employees, partner companies' employees and other concerned parties better understand chemicals' hazardous/toxic properties, promote proper handling of chemicals and, in turn, prevent occupational injuries and pollution due to chemicals.

MGC manages chemical safety information on hazardous/toxic properties of all chemicals it supplies (including chemicals sourced from external vendors) and all chemicals involved in the process of manufacturing or prototyping its products (including products in development, prototypes and intermediates).

For safety information on end products, products in development, prototypes, raw materials, intermediates, byproducts, waste products and reagents, MGC stores certain safety information in an environmental and safety database accessible via its intranet site. Information in the database includes reports on internally and externally conducted safety assessments/tests, Safety Data Sheets in multiple languages and warning labels in multiple languages.

Product Risk Assessments

MGC performs risk assessments on all existing products, as well as improvements to existing products, new materials, and application developments for existing materials. We also reassess risks whenever applicable laws, regulations or standards are revised or new scientific knowledge becomes available.

Safety Assessment

When commencing production using a newly developed chemical or using an existing chemical for a new application, MGC assesses (1) physical and chemical hazards, (2) human health toxicity and (3) environmental toxicity. When assessing a chemical's safety, MGC also factors in the chemical's compatibility with applicable laws and both domestic and international regulations. In the case of new products, MGC analyzes and assesses risks at every stage of the product's lifecycle from manufacturing, sales and distribution to usage/consumption and disposal, fully taking into account how the product foreseeably could be used, prospective users' characteristics, usage environments and other relevant factors. When a product requires regulatory approval as a new chemical substance, MGC formally seeks such approval from competent authorities.

Quantitative Chemical/Product Safety Targets Through

Indicator	Unit	FY2023
Pre-/post-marketing investigations of new products	% Of products	100
Substances registered in compliance with local chemical substance controls	% Of products	100
SDS (safety information) prepared and distributed	% Of products	100

Safety Pre-Evaluation for New Plant Expansion

- Stage 1: Collect and prepare the necessary materials for conducting a safety pre-evaluation for the plant. At this stage, we give consideration to basic safety design when preparing materials such as process system diagrams, process equipment lists, types of safety equipment, and their installation locations.
- Stage 2: Using a diagnostic list, conduct a qualitative evaluation of plant safety. If the result shows any points that need to be improved to ensure plant safety, we make changes to the design, and so forth.
- Stage 3: Conduct a quantitative evaluation of overall plant safety based on five points: materials, element (equipment) capacity, temperature, pressure, and operation. This evaluation involves a simultaneous evaluation of the likelihood of an accident and the size of an accident if it were to occur. It is made by quantifying the above five points using a weighted average to create a hazard ranking.
- Stage 4: Identify latent hazards using an appropriate safety evaluation method based on the hazard ranking of stage 3 and the inherent characteristics of each process, and determine safety measures.
- Stage 5: Based on the process safety evaluation result of stage 4, conduct a check of equipment measures. Then organize and confirm the safety measures taken by the plant overall for latent hazards such as runaway reactions and abnormal increases in pressure that could cause equipment damage. Also examine countermeasures to prevent the spread of an accident if one were to occur due to unforeseen circumstances.

Environmental Evaluation of New and Existing Business Investments

MGC has introduced an environmental management system based on ISO 14001, and recognizes the impact of its business activities on the environment and society.

When making capital investments, we require the submission of a Deliberation Summary Sheet on Environmental Safety Measures. The summary sheet contains a risk assessment covering 1) relevant laws and regulations, 2) environmental impact, 3) chemical substances handled, 4) chemical safety, 5) prior evaluation of safety, and 6) environmental safety measures, to grasp the impacts on the atmosphere, water resources, ecosystems, and biodiversity.

Socially Responsible Sourcing (non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Share of total purchases* sourced from suppliers that completed CSR questionnaires	%	90	99	99	99

* Purchases by Purchasing & Logistics Division

Basic Approach to Human Rights

Under the Mitsubishi Gas Chemical CSR Procurement Guidelines, MGC calls upon its suppliers (including contractors or agents) to prohibit discrimination, inhumane treatment, forced labor and child labor. MGC is proactively endeavoring to gain suppliers' understanding of and cooperation with the Guidelines.

Basic Approach to Rights to Organize and to Collectively Bargain

The MGC Group respects basic labor rights, including workers' rights to organize and collectively bargain. Even in raw material supply chains, MGC respects workers' rights to organize and collectively bargain as a means of negotiating their wages, working conditions, working environment and other such matters with management.

Approach to Water Use and Biodiversity in Socially Responsible Sourcing

MGC complies with local environmental laws and regulations, including those pertaining to water withdrawals, wastewater discharges, industrial sewage and emissions, in the countries/regions in which it operates. It also sets voluntary standards in pursuit of further improvement.

MGC uses materials conducive to preserving biodiversity, discloses its progress in reducing emissions, effluents, soil contamination, resource usage and waste usage for the sake of environmental protection. It also carries out initiatives to improve in the areas.

Approach to Working Hours in the Supply Chain

We abide by the statutory working hours in the countries and regions where we conduct business activities, and reduce excessive working hours. Also, we appropriately manage the working hours, holidays, and leave of employees.

Approach to Appropriate Wages in the Supply Chain

We abide by the statutory minimum wage in the countries and regions where we conduct business activities, and provide incomes that enable workers to enjoy a standard diet in that country or region. Also, we do not unfairly reduce wages.

Use of CSR Surveys

The MGC is working to promote CSR procurement with new and ongoing suppliers. As part of this, we conduct surveys of both new and existing suppliers regarding important raw materials using the CSR Procurement Self-Assessment Tool (SAQ) created by the Supply Chain Working Group of the Global Compact Network Japan.

In this way, we are working with our suppliers to increase awareness of environmental, social, and governance issues in the supply chain and to avoid risks.

Involvement in Initiatives for Promotion of CSR Procurement

MGC strives to give consideration to society and the environment in its supply chain, from raw materials procurement to manufacturing and sales. We participate in EcoVadis, a platform that aims to share information regarding the Company's environmental and social practices in its supply chain in order to improve them.

In April 2022, we published Partnership Building Declaration in support of the aims of the Council on Promoting Partnership Building for Cultivating the Future. The council consists of the Chairman of the Keidanren, Chairman of the Japan Chamber of Commerce and Industry and President of the Japanese Trade Union Confederation as well as related government ministers (from the Cabinet Office, Ministry of Economy, Trade and Industry, Ministry of Health, Labour and Welfare, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Land, Infrastructure, Transport and Tourism). We aim to build new partnerships by establishing mutually beneficial relationships with business partners and value-creating companies involved in the supply chain.

The Company supports the United Nations Global Compact (UNGC), and has participated in various working groups of the Global Compact Network Japan (GCNJ) since fiscal 2019. In the Supply Chain Working Group, we coordinate with other participating companies to promote initiatives and information gathering to improve the sustainability of procurement in supply chains.

Communication with Stakeholders (Non-consolidated)

Stakeholder	Communication philosophy	Main means of communication	Frequency
Customers	MGC offers a wide range of products. To respond to customer expectations and the trust they place in our products, MGC incorporates customer requests and feedback in product development and in improving its services.	Direct contact by sales staff	Daily
		Incoming phone calls, website contacts	Daily
		Survey requests from customers	Daily
		Responses to CDP climate change questionnaires	Once yearly
		Responses to CDP water security questionnaires	Once yearly
Shareholders / Investors	MGC conducts a broad range of communication activities and ensures shareholders and the investment community have a correct understanding of MGC; we strive to disclose information timely in a fair and transparent manner.	Earnings briefings	Twice yearly
		IR inquiries/responses	As necessary
		Information disclosure in compliance with laws or securities exchanges' regulations	Timely
		IR section of website	Daily
		General Meeting of Shareholders	Once yearly
		Reports to shareholders	Twice yearly
Business Partners	We consider supporting suppliers' CSR activities to be an important factor in this regard. In this way, we endeavor to build a supply chain that takes into account regulatory compliance, the environment and safety.	Communication through purchasing activities	Daily
		Inquiries about product sourcing	Daily
		Responses to CSR surveys	As necessary
Local communities	We encourage community interaction and contribute to their development through participation in local festivals, blood drives, and traffic safety campaigns in Japan, as well as through participation in local activities outside of Japan.	Incoming phone calls, website visits	Daily
		Local community activities (disaster relief, litter pickup, tree-planting, traffic safety, etc.)	As necessary
		Scholarships for foreign students through Mitsubishi Gas Chemical Memorial Foundation	Applications accepted twice yearly
		Support for education of next generation (distribution of chemistry experiment kits, etc.)	Periodically
		Community meetings at plants	As necessary
		Plant tours	As necessary
		Participation in local events	As necessary
Employees	MGC aims to create dynamic workplace environments where all employees know their respective roles, give full play to their creativity, produce impressive results and find meaning in their jobs.	Training programs, interviews	Periodically
		Management conferences/briefings (labor-management talks)	Periodically
		Personnel System Review Committee for joint labor-management discussion	Periodically
		Collective bargaining	As necessary
		Internal newsletter	Quarterly
		Intranet	Daily
		Consultation desk, whistleblower hotline	Daily
		Occupational Safety and Health Committee meetings	Periodically

Social Contribution Activities

Main Donations

Recipient
In-kind donation of emergency food stocks to Second Harvest Japan
Mitsubishi Memorial Foundation for Educational Excellence
Important Cultural Property Conservation Activities
Second Harvest Japan In-kind benefit of disaster stockpile
international friendship exchange

Main Social Contribution Activities

Activity
Hosting of plant/laboratory tours
Promotion of communication with production plants' local communities
Sponsorship of community youth sports
Provision of instructors for university courses
Internship program (for university/technical college students)
Donation of science experiment kits to middle schools

Social Contribution Activity Expenditures (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Social contribution activity expenditures	Million yen	230	206	185	191
Of which, total donations	Million yen	210	177	164	179
Of which, other expenditures	Million yen	17	29	17	12

Priorities for Activities to Contribute to Society

- Contributions to local communities

MGC engages in community activities like sponsoring sporting events and participating in public gatherings, mainly in communities around its plants and other sites. MGC places priority on reciprocal communication and partnerships with local communities. It also values coexisting in harmony with local communities and contributing to society through employees' participation on their own initiative. MGC supports employees' community/societal activities.

- Initiatives for the Next Generation

MGC host student visits to Japan and internships involving local junior high schools, high schools, technical junior colleges, and universities. We have also continued to provide chemistry experiment kits to junior high schools near our facilities since 2008, with the aim of helping students to realize that chemistry is useful in everyday life and preventing a declining interest in science. The kits help students learn about the oxidation of iron by making pocket heating pads. Through these and other initiatives, we are stimulating interest in chemistry among children and students who represent the next generation.

- Support for promising talent and chemistry/chemical engineering research

Developing elite human resources who will shoulder the next generation is essential for sustained growth of society. At MGC as well, people are our most important asset from the standpoint of continuing to operate in perpetuity. Companies have a responsibility to contribute to society by supporting research and providing learning environments for self-motivated students. The Mitsubishi Gas Chemical Memorial Foundation provides scholarships to undergraduate and graduate students majoring in chemistry or chemical engineering, particularly foreign students from ASEAN countries who attend Japanese universities.

- Business-related contributions

As a company that develops and disseminates chemical technologies, MGC dispatches its researchers to speak at universities on topics such as product (new material) development at a chemical company, technological development programs, regulation of chemicals, and chemical industry developments based on their own practical experience.

Participation in External Initiatives (Non-consolidated)

Main External Initiatives

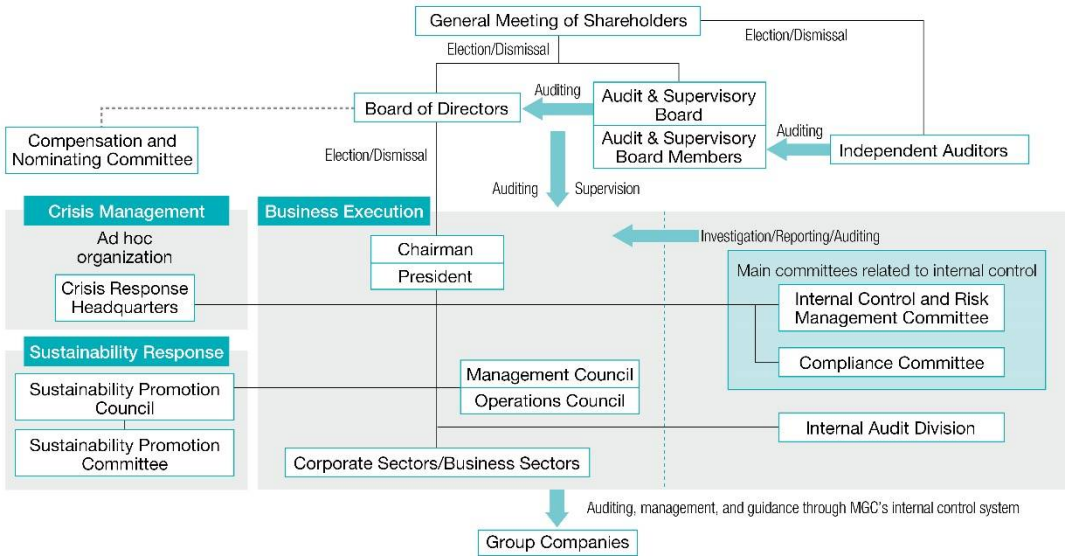
Entity
Japan Business Federation
Japan Business Federation’s Committee on Nature Conservation
Japan Chemical Industry Association
Japan Petrochemical Industry Association
United Nations Global Compact
Task Force on Climate-related Financial Disclosures (TCFD)
Zero-Emission Challenge (Japan Business Federation)
Tokyo Zero-emission Innovation Bay (Ministry of Economy, Trade and Industry)
Japan Hydrogen Association
Responsible Care Global Charter
Japan Chemical Industry Association’s Responsible Care Committee
Global Compact Network Japan

Governance

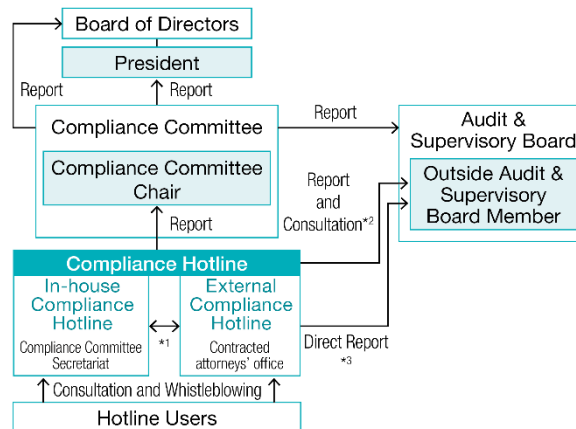
Management System | Governance Structure | Number of Major Meetings and Attendances | Officer Remuneration | Legal/Regulatory Violations | Compliance Violations | Internal Audits
Compliance Consultation Desk | Approach to Prevention of Corruption | Prevention of corruption training
Approach to Tax Governance | Political Contributions | Categories of Shares Issued

Management System

Corporate governance and risk management organization chart

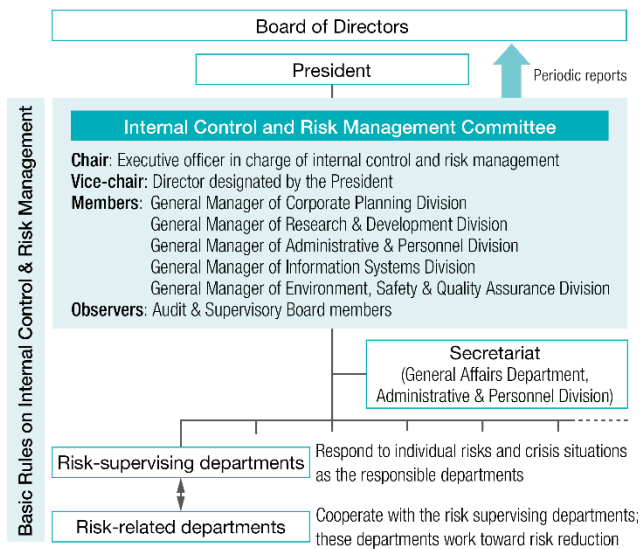


Compliance Consultation Structure



- *1 Coordinated response depending on the case
- *2 The Outside Audit & Supervisory Board Member is consulted for matters related to MGC officers
- *3 If a report received by External Compliance Hotline is deemed to be a serious problem related to MGC's management or management personnel, or if the response by the Compliance Committee, etc. is inadequate and an appropriate response cannot be expected, or if the Hotline user refuses to provide information to the Compliance Committee Secretariat, a direct report can be made to the Outside Audit & Supervisory Board Member.

Risk Management Promotion System



Governance Structure

Indicator	Scope		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Directors	Inside directors	Male	People	8	8	8	8	8
		Female	People	0	0	0	0	0
		Total	People	8	8	8	8	8
	Outside directors (independent)	Male	People	3	3	3	2	2
		Female	People	1	1	1	2	2
		Total	People	4	4	4	4	4
	Altogether		People	12	12	12	12	12
Average term			Year	3y7m	3y7m	4y9m	4y6m	-
Ratio of independent outside directors (actual)			%	33	33	33	33	-
Ratio of female directors			%	8	8	8	16	16
Executive directors			People	8	8	8	8	8
Audit & Supervisory Board Members	Inside Audit & Supervisory Board members	Male	People	2	2	2	2	2
		Female	People	0	0	0	0	0
		Total	People	2	2	2	2	2
	Outside Audit & Supervisory Board members	Male	People	2	2	2	2	2
		Female	People	0	0	0	0	0
		Total	People	2	2	2	2	2
	Altogether		People	4	4	4	4	4
Average term			Year	5y9m	5y0m	4y0m	4y6m	-
Ratio of independent outside Audit & Supervisory Board members (actual)			%	50	50	50	50	-
Ratio of female Audit & Supervisory Board members			%	0	0	0	0	0

Note: Data as of the conclusion of the General Meeting of Shareholders held each fiscal year

Number of Major Meetings and Attendances

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Board meetings	Times	12	12	12	13
Average attendance of directors at board meetings	%	100	100	100	100
Average attendance of Audit & Supervisory Board members at board meetings	%	100	100	100	100
Audit & Supervisory Board meetings	Times	14	14	14	14
Average attendance at Audit & Supervisory Board meetings	%	98	100	100	100

Note: Data from April to March of each fiscal year

Officer Remuneration

Indicator	Scope	Unit	FY2020	FY2021	FY2022	FY2023
Directors (excluding outside directors)	Total remuneration	Million yen	444	464	482	483
	Number of officers*	People	11	9	9	10
Audit & Supervisory Board Members (excluding outside Audit & Supervisory Board members)	Total remuneration	Million yen	53	52	52	52
	Number of officers*	People	3	3	2	3
Outside officers	Total remuneration	Million yen	70	75	75	75
	Number of officers*	People	6	7	7	7
Total		Million yen	567	593	611	612

* Above number of Directors and Audit & Supervisory Board members, remuneration, etc. include remuneration for officers who resigned at the close of the General Meeting of Shareholders.

There is no Officer Remuneration, etc. received by outside officers from our subsidiaries.

Legal/Regulatory Violations

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Cease and desist orders from JFTC	Cases	0	0	0	0
Suspension of operations due to, e.g., scandal	Cases	0	0	0	0
Compliance-related criminal indictments	Cases	0	0	0	0
Price-fixing	Cases	0	0	0	0
Bribery	Cases	0	0	0	0
Other violations	Cases	0	0	0	0

Compliance Violations

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Number of reports to the Compliance Consultation Desk	Cases	27	25	20	23
Number of reports to the Human rights Consultation Desk	Cases	-	-	-	0
Legal actions received for anti-monopoly/anticompetitive practices (cases under investigation)	Cases	0	0	0	0
Fines charged and settlement fees for anti-monopoly/anticompetitive practices	Thousand yen	0	0	0	0
Confirmed corruption incidents (cases under investigation)	Cases	0	0	0	0
Fines charged and settlement fees for corruption	Thousand yen	0	0	0	0
Other incidents related to compliance (excluding environmental)	Cases	0	1	1	1
Fines charged and settlement fees for other compliance-related incidents (excluding environmental)	Thousand yen	0	1,188	11,182	0
Reported cases of discrimination	Cases	0	0	0	0
Reported human rights violations	Cases	0	0	0	0
Reported cases of child labor	Cases	0	0	0	0
Reported cases of forced labor	Cases	0	0	0	0
Reported cases of infringement of rights of indigenous peoples	Cases	0	0	0	0

Note: For the reporting boundaries of the data in the table below, see page 54-55.

Internal Audits

MGC has established an Internal Audit Division, an internal organization that is dedicated exclusively to internal auditing and reports directly to MGC's president. As one activity to monitor internal controls, the Internal Audit Division conducts audits separate from the Audit & Supervisory Board and independent auditor's respective audits. It audits every facet of MGC and Group companies' business execution.

Internal audits verify whether internal controls are implemented and functioning properly from multiple standpoints, including maintaining operational effectiveness and efficiency, ensuring the reliability of financial reporting, abiding by laws and regulations applicable to business activities and deterring compliance violations such as prevention of corruption, embezzlement and bribery, and protection of assets, all to enable MGC to achieve its management objectives. The Internal Audit Division audits all business units (MGC's divisions, other organizational units equivalent thereto and consolidated subsidiaries) at roughly three-year intervals. Internal audit findings are periodically reported to the Board of Directors and Audit & Supervisory Board by the director in charge of the Internal Audit Division.

Compliance Consultation Desk

The MGC Group has established a Compliance Consultation Desk accessible both internally and externally (via a law office) to enable prompt detection of and responses to actual or potential situations that cannot be dealt with through normal organizational channels, including legal/regulatory violations (e.g., bribery, other acts of corruption, harassment), misconduct and human rights infringements.

All parties connected with the MGC Group can consult with or report information to the Compliance Consultation Desk, including not only Group personnel inclusive of temp and contract workers but also their family members and the Group's suppliers, customers and collaborators.

As a general rule, the Compliance Consultation Desk allows individuals to consult with or report to it by telephone or in-person conversation in addition to by self-documenting means such as email, fax or letter. It allows individuals to also consult/report anonymously if they so wish and protects the privacy of those who reveal their identity. The Compliance Consultation Desk never divulges names or reported facts to anyone beyond a bare minimum of concerned parties who need to be informed to investigate or otherwise appropriately respond to reports. The privacy of individuals who cooperate with investigations is also protected, with even the fact that they cooperated kept confidential.

Investigative findings pertaining to consultations/reports are reported to the Compliance Committee, an independent body that reports directly to MGC's president. When the Compliance Committee determines that a compliance violation has occurred, appropriate corrective and recurrence-prevention measures are taken and the whistleblower is notified of the outcome. All Compliance Committee activities' outcomes are reported to the president, Board of Directors and Audit & Supervisory Board members.

Approach to Prevention of Corruption

Under published "MGC Corporate Behavior Guidelines" and "MGC Group Code of Conduct" that are well known MGC Group, MGC Group employees, officers, directors and Audit & Supervisory Board members are obligated to comply with Japan's Unfair Competition Prevention Act, the U.S.'s Foreign Corrupt Practices Act, the U.K.'s Bribery Act and other anti-corruption laws and regulations, including those pertaining to bribery.

In addition, MGC prohibits transactions involving conflicts of interest, such as competitive transactions and self-dealing, without the company's permission, as well as insider trading and use of a professional position to obtain personal gain or favor from business partners. Other prohibitions include excessive gift-giving and entertaining, illegal political contributions, and the provision or receipt of money and goods and other benefits or favors aimed at unfair or unlawful gains with public officials or any other stakeholders.

A compliance handbook is posted on the Company intranet to make all employees aware of corruption prevention, covering topics such as (1) entertaining, gift-giving, and bribery, (2) prohibition of conflicts of interest, (3) prohibition of insider trading, and (4) prohibition of personal gain.

MGC promotes strict, Group-wide compliance and a comprehensive ban on "bribery" with "MGC Corporate Behavior Guidelines" and "MGC Group Code of Conduct", both of which have been translated into English, Chinese and Thai.

Specific anti-corruption initiatives include compliance training programs for management personnel and overseas subsidiaries' Japanese expat executives. The programs cover prevention of bribery. Using anti-corruption training materials, MGC strives to thoroughly and uniformly impart a correct mindset to newly appointed executive officers with respect to bribery and other acts of corruption.

Additionally, every organizational unit keeps records of entertainment provided and received, the content of which is checked during internal audits.

Prevention of Corruption training

The compliance handbook distributed to all domestic Group companies' personnel contains the MGC Corporate Behavior Guidelines, MGC Group Code of Conduct, names of major domestic and foreign laws relevant to anti-corruption compliance, including Japan's Public Offices Election Act, Political Funds Control Act and National Public Service Ethics Act, and internal regulations related thereto. The handbook aims to promote understanding of, and cooperation toward compliance with, applicable laws and regulations/ethical standards vis-à-vis public officials.

MGC promotes strict, Group-wide compliance with "MGC Corporate Behavior Guidelines" and "MGC Group Code of Conduct", both of which have been translated into English, Chinese and Thai.

MGC posts compliance training materials, including content on preventing corruption, on its intranet site to ensure employees are able to learn about the compliance risks most pertinent to their own jobs.

MGC conducts compliance training programs for management personnel and overseas subsidiaries' Japanese expat executives. The programs cover prevention of bribery. Using anti-corruption training materials, MGC strives to thoroughly and uniformly impart a correct mindset to newly appointed executive officers with respect to bribery and other acts of corruption.

Approach to Tax Governance

The MGC Group recognizes that tax management and appropriate fulfillment of tax obligations in compliance with each country's relevant laws and regulations plays an important role in the country's economic and societal development and helps to earn the support and trust of all stakeholders.

The Group properly pays taxes in accord with each country's laws and regulations, including those pertaining to transfer pricing taxation and anti-tax-haven taxation. It is endeavoring to strengthen its tax governance by building closer ties with affiliates.

Political Contributions (Non-consolidated)

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Political contributions	Thousand yen	524	197	216	520

Categories of Shares Issued (As of March 31, 2024)

Category	Number of shares	Number of voting rights	Notes
Non-voting shares	—	—	—
Shares with restricted voting rights (treasury shares, etc.)	—	—	—
Shares with restricted voting rights (others)	—	—	—
Voting shares (treasury shares, etc.)	Ordinary shares 17,083,200	—	Number of shares per unit: 100 shares
Voting shares (other)	Ordinary shares 199,904,300	1,999,043	Same as above
Shares less than one unit	Ordinary shares 251,699	—	Shares that are less than one unit (100 shares)
Total issued shares	217,239,199	—	—
Total number of voting rights	—	1,999,043	—

Notes: 1. Shares less than one unit includes the following treasury shares and cross-held shares:

Treasury shares: 34 shares, Yamada Kasei Co., Ltd. 5 shares

2. Voting shares (others) includes 500 shares (five voting rights) held in the name of the Japan Securities Depository Center, Inc.

Reporting Scope

Compliance Violations

Japan

Company	FY2023
JAPAN FINECHEM COMPANY, INC.	●
TOHO EARTHTECH, INC	●
Japan U-PiCA Company, Ltd.	●
FUDOW COMPANY LTD.	●
MGC Terminal Company, Inc.	●
MGC Advance Co., Ltd.	●
MGC Woodchem Corporation	●
Polyols Asia Company, Inc.	●
MGC ENERGY Company Limited	●
KYODOU KASANKASUIISO CORP.	●
MGC Filsheet Co., Ltd.	●
MGC Electrotechno Co., Ltd.	●
Yonezawa Dia Electronics Co., Inc.	●
MGC AGELESS Co., Ltd.	●
Mitsubishi Engineering-Plastics Corporation	●
Global Polyacetal Co., Ltd.	●
Kashima Polymers Corporation	●
EIWA CHEMICAL IND. CO., LTD.	●
Toyo Kagaku Co., Ltd.	●
Mitsubishi Gas Chemical Trading, Inc.	●
Ryowa Enterprise Co., Ltd.	●

Overseas

Company	FY2023
SAMYOUNG PURE CHEMICALS CO., LTD.	●
Korea Polyacetal Co., Ltd	●
MGC PURE CHEMICALS TAIWAN, INC.	●
MITSUBISHI GAS CHEMICAL ENGINEERING-PLASTICS (SHANGHAI) CO., LTD.	●
TAIXING MGC LINGSU CO., LTD.	●
MGC PURE CHEMICALS SINGAPORE PTE. LTD.	●
MITSUBISHI GAS CHEMICAL SINGAPORE PTE. LTD.	●
PT PEROKSIDA INDONESIA PRATAMA	●
THAI POLYACETAL CO., LTD	●
THAI POLYCARBONATE CO., LTD.	●
AGELESS (THAILAND) CO., LTD.	●
MGC ELECTROTECHNO (THAILAND) CO., LTD	●
MGC ADVANCED POLYMERS, INC.	●
MGC PURE CHEMICALS AMERICA, INC	●
MITSUBISHI GAS CHEMICAL AMERICA, INC	●
MGC Specialty Chemicals Netherlands B.V.	

Coverage Ratio

Indicator	Unit	FY2020	FY2021	FY2022	FY2023
Ratio of non-consolidated sales of Mitsubishi Gas Chemical Company against consolidated sales	%	57.9	60.6	56.3	49.3