



Well-being Report 2023

Mitsubishi Chemical Group Our Health



MITSUBISHI
CHEMICAL
GROUP

Science.
Value.
Life.

MITSUBISHI CHEMICAL GROUP CORPORATION



Greetings

At Mitsubishi Chemical Group, we aim to realize our Purpose of “We lead with innovative solutions to achieve KAITEKI, the well-being of people and the planet.”

Recognizing that the key driving force for this to happen is each employee, we are building fulfilling environments from various perspectives as a company to enable people with diverse ideas and characteristics to reach their full potential.

Since health is essential around the world as one of the foundations for everyone to fulfill their potential, each region is promoting activities according to its unique situation (e.g., health issues, policies, societal demand).

Within Japan, we have been engaged in Health and Productivity Management since 2016 based on our firm belief that employees who are physically and mentally healthy and playing an active role will enhance our productivity, creativity, and corporate value. This philosophy will not change in the future, and we will develop this as the health and productivity management principle of the Mitsubishi Chemical Group under the “One Company, One Team” concept.

Based on the idea that we create our own health, we will promote this initiative and aim to build fulfilling work environments to support employees from a health perspective in a variety of situations under the Groupwide policies, processes, and systems.

Let's work together to spread smiles and vitality to all workplaces in the Mitsubishi Chemical Group.

August 2023
Tomoyo Hiraoka
Chief Human Resource Officer

Healthy lifestyle habits

Initiatives to improve lifestyle habits

1. Health Creation Pledge

The Mitsubishi Chemical Group explores how each individual can be conscious of their own health and the health of their workplaces, as well as how they can work in a healthier and more energetic manner, and strives to put these ideas into action. To achieve this, each of us will define health-related targets in our goal-setting worksheet and regularly review them to enhance our health literacy.

2. Collaborative Health Initiatives

We proactively coordinate and collaborate with our health insurance association, working to raise the health awareness of employees and their families and facilitating effective, efficient health promotion efforts.

Setting up a health portal system

Using ICT, we have set up a health portal system that makes medical data easily accessible all in one place. Such data includes medical examination results, managing longitudinal data, determining health risks, and medical expense notifications.

Adopting a health point incentive scheme

To help employees make changes to their behavior to improve their health, we have adopted a new health point incentive scheme designed to maintain motivation and encourage self-directed efforts.

We will strive to gradually share and utilize these mechanisms with our colleagues who are yet to introduce such programs, including our Group companies.

Going forward, we will use special health guidance related to metabolic syndrome to help prevent lifestyle diseases, provide follow-up guidance by mutually sharing health checkup data between the company and the health insurance association; and to help prevent more serious health issues, encourage at-risk employees who meet certain criteria to receive consultations at medical institutions. By doing so, we aim to raise each individual's awareness and help them change their behavior for the better.

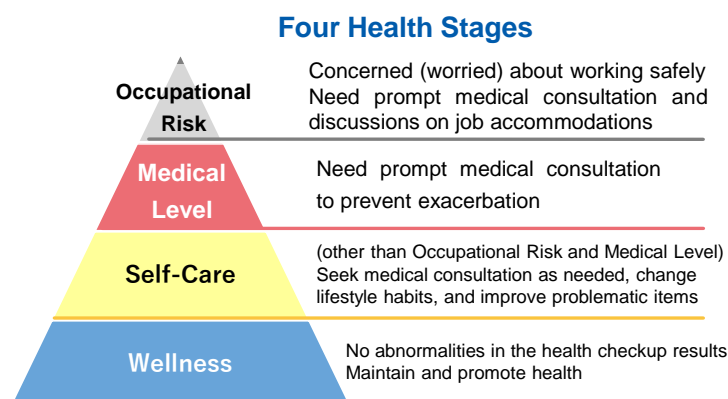
Healthy lifestyle habits

Initiatives to improve lifestyle habits

3. Promoting Health-Related Behaviors Using Health Checkups

Health Project for All Using Health Checkups


This initiative aims to encourage each employee to understand their own health status, thereby promoting self-directed healthy behaviors. We have set **four health stages** based on health checkup results, and promote and support employees' healthy behavior according to these stages.



Risk-based Blood Pressure Management Program

The Mitsubishi Tanabe Pharma Group is implementing a "risk-based blood pressure management program" with the aim of thoroughly managing post-health checkups based on blood pressure and preventing the onset of cardiovascular diseases during work. Participants are surveyed to assess their current treatment status, interviews with occupational physicians are conducted as needed, and dietary seminars are held to manage blood pressure. In fiscal 2022, blood pressure risk was observed to improve in 62.3% of high-risk individuals who participated in the fiscal 2021 program, 46.2% of moderate-risk individuals, and 55.5% of low-risk individuals.

	Category I	Category II	Category III
Risk Category	No prognostic factors	<ul style="list-style-type: none"> Non-correctable factors: Aged 65 or older, male Correctable factors: Smoking, dyslipidemia 	At least one of cardiovascular diseases, nonvalvular atrial fibrillation, diabetes mellitus, and CKD with proteinuria; or three or more Category II risk factors
Elevated blood pressure 130/80 mmHg or higher	Low risk	Moderate risk	High risk
Grade I hypertension 140/90 mmHg or higher	Low risk	Moderate risk	High risk
Grade II hypertension 160/100 mmHg or higher	Moderate risk	High risk	High risk
Grade III hypertension 180/110 mmHg or higher	High risk	High risk	High risk

 Seminar attendance (optional)

 Questionnaire and seminar attendance on blood pressure management (required)

• Grade II hypertension: determined to require medical care and recommended to undergo a medical examination three or more times • Grade III hypertension: examination and interview with an occupational physician is mandatory as it meets the standards for requiring work arrangements

Healthy lifestyle habits

Initiatives to improve lifestyle habits

4. Cancer Control Measures

As a promotional partner company for the Corporate Action to Promote Cancer Control (a project commissioned by the Ministry of Health, Labour and Welfare), we organize various activities, including cancer education, subsidizing fees for cancer screening, and encouraging employees to undergo cancer screening. In fiscal 2022, we hosted a lecture session by a specialist physician for all Group employees as lifelong cancer education.

Moreover, the Mitsubishi Tanabe Pharma Group provided cancer prevention e-learning for all employees as part of cancer education (participation rate: 92.7% in fiscal 2021 and 96.2% in fiscal 2022). The company has also been encouraging employees aged 35 and older to undergo physical examinations instead of periodic health checkups, aiming to promote participation in cancer screening.

5. Walking Campaign

We collaborate with the health insurance association to organize a walking campaign to help maintain and promote employees' health. Participants can register the number of steps they walked every day by using easily accessible devices, such as a smartphone app or their own wearable device. They can enter the event as individuals or as a team, and can win prizes according to the number of steps they walk during the campaign period. The program is also utilized as an opportunity to communicate with colleagues at work and with family members, as well as to promote health.



6. Support to Improve Sleep Quality

Previous internal surveys have shown that sleep is one of the items with relatively low levels of self-satisfaction. Through the Mitsubishi Chemical Group's uniform regular internal health survey, which started in 2023, we are visualizing employees' sleep quality and challenges, based on which we are discussing measures to improve their sleep quality.



1. Mental Health Care

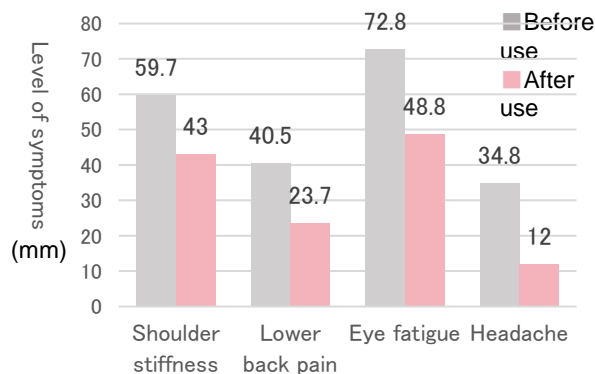
For the prevention and early detection of mental health problems, we provide e-learning to all employees as part of self-care to raise awareness of stress and how to cope with it. We also teach the basics of stress during mental health training for new employees and encourage them to act in a timely manner by introducing assistance services within and outside the company. For Line Care, we offer training for newly appointed managers and e-learning for all managers to enhance their understanding. Furthermore, to create an enabling work environment, we analyze the results of stress checks in each organization and compare them with various other survey results from multiple perspectives to understand fundamental issues. We then give the results and identified issues back to and exchange ideas with those in charge of human resource management at each division and affiliated company, thereby strengthening initiatives at each workplace.

Introduction of a Program to Prevent Mental Health Issues (Pocket Therapist)

The Mitsubishi Tanabe Pharma Group has introduced a program called Pocket Therapist to help ease physical pain and prevent mental health issues, targeting employees who are found to be under high levels of stress based on stress checks and also suffering from chronic pain (such as lower back pain, shoulder stiffness, or headaches). Pocket Therapist is a three-month online program in which, based on the latest medical evidence on shoulder stiffness and lower back pain, a specialist provides completely personalized support to help reduce and improve chronic pain. By introducing this program, the company helps to improve mental health issues at an early stage.

Report on the effectiveness of Pocket Therapy

Change in the level of each symptom: average of all users

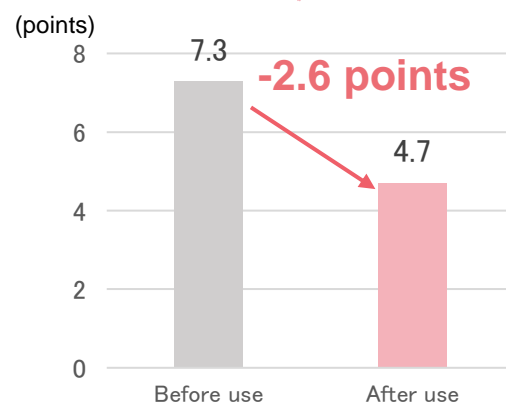


A clear medical improvement was found in each symptom.

* Higher scores indicate more severe symptoms.

* A difference of 10 to 15 mm or more indicates medical efficacy.

Change in the depression risk score



A major improvement (decrease of 2.6 points) was found in the K6 total score.

* The graph indicates total score for K6.

Source: BackTech Inc.

Fulfilling work environments

1. Initiatives against Second-Hand Smoke and for Smoking Cessation

Since fiscal 2020, Mitsubishi Chemical has banned employees from smoking during working hours at all company workplaces, including the head office and branches, to create workplaces where all employees can work in good health and with peace of mind. At the same time, in consideration of the health of individuals from outside the company, local residents, and employees' families, the company has banned smoking during working hours even when employees are working outside company premises.

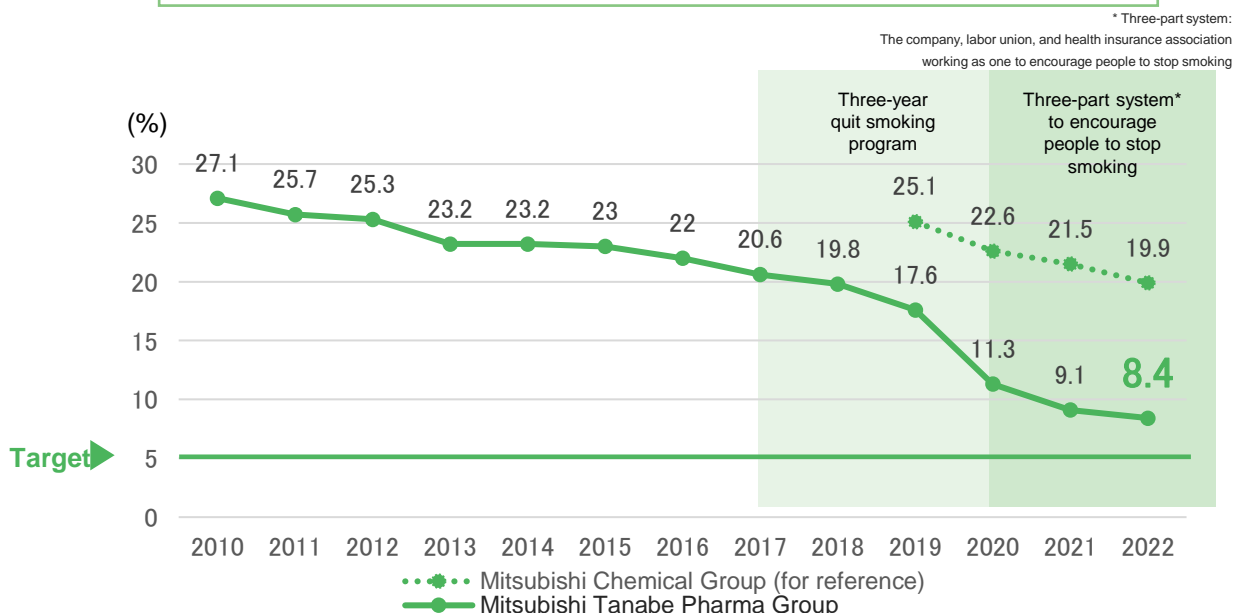
These initiatives have now expanded in the Group, and we have greatly reduced exposure to second-hand smoke in workplaces thanks to the understanding and cooperation of both smokers and non-smokers. In addition, we offer employees aiming to quit smoking an antismoking support system that utilizes external support services, and the smoking rate among employees is gradually decreasing.

Since fiscal 2017, the Mitsubishi Tanabe Pharma Group has promoted a three-year program to help people stop smoking. The company's working rules clearly state that smoking is prohibited on company premises at all times, while also regulating smoking during working hours. From fiscal 2020, the company, health insurance association, and labor union have worked as one to create a framework to encourage people to stop smoking. Some examples include a joint pledge by employees and employers to stop smoking, top messages from respective organizations to encourage smoking cessation, and incentive programs for non-smokers (including ex-smokers).



Since fiscal 2021, we have been taking a number of other measures as well to reduce the smoking rate. For example, we post interview articles on our companywide intranet featuring employees who have successfully quit smoking. We have also organized a campaign in which a supporter works together with participants to help them stop smoking. As a result of these initiatives, the smoking rate was 8.4% as of the end of fiscal 2022. Looking to fiscal 2023 and beyond, we are aiming to achieve a smoking rate of 5%, leveraging the strengths of each organization as we work together to help people give up smoking.

Smoking rate (Mitsubishi Tanabe Pharma Group)



Fulfilling work environments

2. Women's Health

As part of management to make optimal use of human resources, we support the further success of female employees. We also extend our efforts beyond female employees by promoting awareness of proper evaluation and of flexible working styles in a broader sense, aiming to continue building an enabling foundation for each employee to flourish in various ways.

The Mitsubishi Tanabe Pharma Group conducted an awareness survey of all employees regarding support for women's health management and visualized the health issues faced by female employees. To promote employees' understanding of these issues and relevant internal systems, the company organized health seminars in fiscal 2022, covering "an overview of women's health management" in the first half of the year and "menopause disorders" in the second half.

A total of 654 people participated in the seminars, including those who viewed them on-demand. Participants rated their level of satisfaction as 4.0 points out of a possible 5.0 (for the first-half seminar) and 4.2 out of 5.0 (for the second half).

In fiscal 2023, we will conduct a unified internal survey across the Mitsubishi Chemical Group to visualize employee awareness and issue status, and reflect this in future measures.



3. Measures against Infectious Diseases

As a measure against COVID-19 infection, we set up a response headquarters to develop our BCP, such as disseminating information on our measures against infections and consultation desks, preparing internal rules, developing work environments, and providing workplace vaccinations. We are working to improve health literacy by providing information and education to help employees acquire the correct knowledge of infectious disease prevention and work with peace of mind and confidence in response to these emerging and other infectious diseases.

Since fiscal 2020, the Mitsubishi Tanabe Pharma Group has been implementing e-learning on infectious diseases for all employees. The participation rate was 97.4% in fiscal 2020, 96.7% in fiscal 2021, and 96.1% in fiscal 2022.

A total of 93% of people who participated in e-learning in fiscal 2022 responded that they were able to put what they had learned to use and implement measures against infection.



Fulfilling work environments

4. Support for Employees Balancing Medical Treatment and Work

In addition to its extensive compensation system for absence from work, in 2021, Mitsubishi Chemical introduced a system of reduced working hours and reduced work days for those undergoing medical treatment. Along with the launch of the system of reduced working hours and reduced work days for medical treatment, the company created a handbook that serves as a manual for using the system as part of its efforts to ensure that employees are aware of it. The company also strives to create supportive environments in coordination with various actors, create support systems allowing employees to easily seek advice, and foster a corporate culture that enables employees to balance medical treatment and work. A series of these initiatives are introduced on the portal site of the Ministry of Health, Labour and Welfare (Support Navigation for the Balance between Medical Treatment and Work).

In fiscal 2022, the company hosted a lecture session by an employee who is also a cancer survivor, aiming to foster an organizational culture to support a balance between work and medical treatment. A video of the lecture is made available on its internal portal site to allow employees to access it anytime and anywhere.

The company actively promotes various other initiatives with a focus on support for a balance between work and medical treatment, such as joining the private-sector project “Cancer Ally Pledge and Award” and providing an online cancer forum for easy access to advice.

In 2018, the Mitsubishi Tanabe Pharma Group introduced shorter workdays and treatment leave to support the balance between medical treatment and work. The company promoted these systems by publishing information on the intranet and distributing a handbook to all employees. The systems are currently used for cancer treatment, assisted reproductive technology, and many other purposes. Also, to encourage employees to use the systems that support the balance between work and medical treatment, the company organizes activities to enhance their understanding of the systems through e-learning and women’s health management seminars. The company was selected in the Corporate Action to Promote Cancer Control, a project commissioned by the Ministry of Health, Labour and Welfare, as an “Excellent Company Promoting Cancer Control” for the third consecutive year, in recognition of its consistent efforts to prevent cancer and create a workplace environment for cancer survivors.

Cancer Ally Pledge



Excellent company promoting cancer control



Disseminating information within and outside the company

Internal site “Support for a Balance between Medical Treatment and Work”



Portal site of the Ministry of Health, Labour and Welfare “Support Navigation for a Balance between Medical Treatment and Work”



Mitsubishi Chemical Corporation
The company has pledged that it is committed deeply and sincerely in helping its employees balance their treatment with work through a system that allows them to fully concentrate on treatment and a flexible system that allows them to balance treatment and work.

Fulfilling work environments

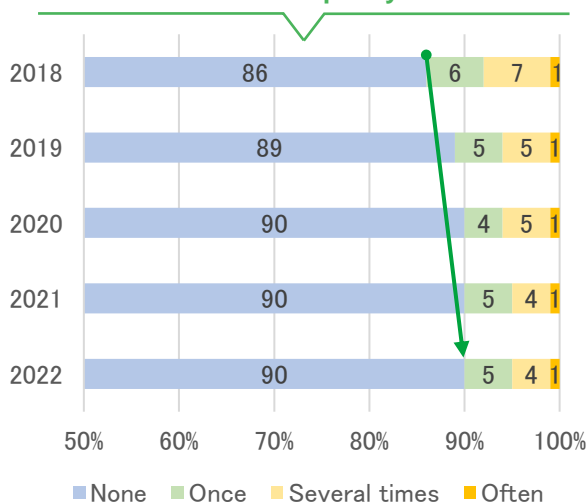
5. Occupational Accident Countermeasures Focusing on Human Factors and Age-Friendly Measures

Mitsubishi Chemical has made various efforts to prevent falls, which is one of the most frequently occurring causes of injury in Japan and within the company. In addition to existing measures such as improving facilities, revising work practices, and implementing various forms of training, the company has also begun taking measures focusing on people's motor functions.

Mitsubishi Chemical Group Exercise and Safety Fitness Tests

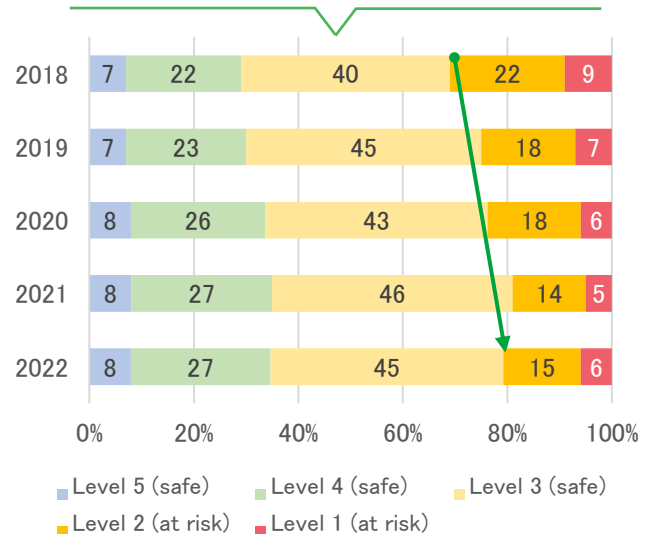
Specifically, we are advancing fall-prevention physical training as part of the Mitsubishi Chemical Group Exercise and carrying out safety fitness tests to assess employees' fall risk. Since the program started in fiscal 2017, medical interviews have found that the number of times employees reported having fallen in the past year had declined, and employee fitness test results have shown a decrease in employees at high risk of falling. The Mitsubishi Chemical Group Exercise are designed to be implemented while watching videos to increase their effectiveness, and environmental improvements such as the introduction of digital signage and other equipment are underway at each location. In fiscal 2020, we worked on exercise-related tools, such as videos, for the global Group and diverse employees to accelerate the expansion of initiatives at Group companies in and outside Japan. (Use of these tools has already been expanded to around 90% of bases in domestic Group companies and around 70% of bases in China and the Asian region.) As remote work increases and workstyles undergo other changes, we will continue to conduct the Mitsubishi Chemical Group Exercise, working to help employees of all ages throughout the Mitsubishi Chemical Group to develop the physical strength and skills to prevent falls.

Percentage of people who have fallen in the past year



Over 90% reported no falls

Percentage of people by two-step test score



A decrease in the percentage of "Level 2" or lower

Initiatives to Improve Productivity

As one of the efforts to maximize the vitality of organizations and people, Mitsubishi Chemical and Mitsubishi Tanabe Pharma are promoting initiatives to improve productivity by reducing overtime and ensuring sufficient time to rest. In fiscal 2023, each organization is promoting its initiatives according to its own issues while taking account of its characteristics, including industry and business type as well as working arrangements. In the meantime, all Group companies in Japan are also implementing the “Guidelines for Efficient Work Performance,” which present concepts on the management of working hours and daily work.

Initiatives by Mitsubishi Chemical

Eliminating Excessive Working Hours and Increasing the Paid Vacation Usage Rate

To accurately track actual working hours, the company's attendance system records when employees log on and off the computers they use. This helps prevent discrepancies between actual and reported working hours. The company is also implementing awareness-raising activities, such as presentations for managers about the proper management of working hours, aimed at reducing overtime through self-directed work improvement in each department. Furthermore, the company is working to make it easier for employees to take time off using programs such as the refresh leave system^{*1} and by setting planned annual days off^{*2}. Also, to support employees' self-directed social contribution efforts, the company has established a volunteer leave system (up to five days per year) and a donor leave system (as many days as needed).



^{*1} Refresh leave system: Employees who take two or more consecutive annual paid vacation days can receive one additional day off on the following business day once a year (up to three days a year for employees who are 20, 25, 30, 35, 40, 45, 50, 55, or 60 years old as of April 1 of said year).

^{*2} Planned annual days off: A system that makes it easier for daytime employees to use their annual paid vacation by designating certain days for everyone in the company to take leave all at once. Up to three days per year.

Ensuring Between-Shift Intervals

To help ensure that employees get adequate rest so that their fatigue from the previous day does not carry over into the next day, and to avoid health risks stemming from overwork as a result of long working hours, the company has established Between-Shift Interval Guidelines. These guidelines recommend that employees try to secure an interval of at least 11 hours between the time they finish work one day and begin work the next. The company has also made it easy to check if employees have secured this interval on their attendance charts.



Initiatives to Improve Productivity

Initiatives by Mitsubishi Tanabe Pharma (Parma BG)

Mitsubishi Tanabe Pharma is implementing the following two initiatives as the TM (time management) campaign, focusing on preventing excessive working hours and ensuring that people take paid leave.

Reducing Overtime Work (Time Management)

The company seeks to reduce the number of workers performing overtime work totaling more than 360 hours a year compared to the previous year by prohibiting, in principle, working and sending e-mails at night, early in the morning and on holidays, and by setting a fixed time and day once a week for every employee to leave work. In particular, the company will follow up individually with those who put in long working hours and check overtime working conditions with labor and management at each base.

Ensuring Proper Rest (Time Making)

With the goal of achieving a paid leave usage rate of 70% or more (15 days), the company is implementing initiatives such as setting annual leave all at once, days to encourage paid leave taking, and individual follow-up for those who have not taken it. From the standpoint of maintaining the health of its employees, the company promotes its systems by raising employee awareness, encouraging employees to secure an interval between shifts, and through various other methods.



Health and Productivity Management by the Mitsubishi Chemical Group (Fiscal 2022 Results)

Periodic health checkup

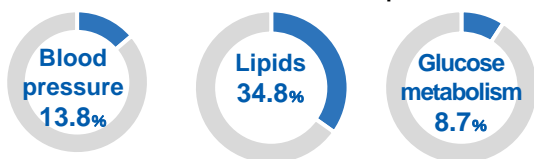
Periodic health checkup
participation rate

Mitsubishi Chemical Group



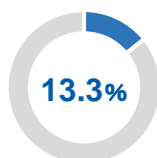
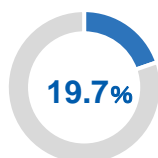
Percentage of people with health risks^{*1}

Mitsubishi Chemical Group



Percentage of people referred to special guidance on health

Mitsubishi Chemical Mitsubishi Tanabe Pharma Group



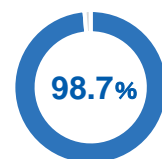
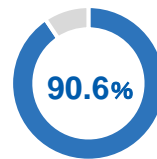
(Fiscal 2021 results)

Measures for mental health

Percentage of people undergoing stress checks

Mitsubishi Chemical

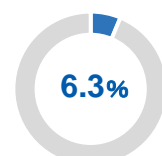
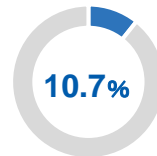
Mitsubishi Tanabe Pharma Group



Percentage of people with high stress levels

Mitsubishi Chemical

Mitsubishi Tanabe Pharma Group

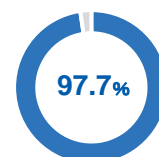
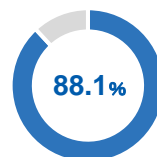


Health literacy

Mental health e-learning participation rate

Mitsubishi Chemical

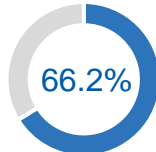
Mitsubishi Tanabe Pharma Group



Measures against lifestyle diseases

Percentage maintaining a healthy weight (BMI 18.5–24.9)

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Measures to prevent fall accidents

Mitsubishi Chemical Group Exercise

Mitsubishi Chemical

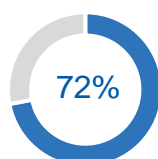
Implementation rate
(manufacturing and research bases)



- 5 times a week 75%
- 3 to 4 times a week or more 90%

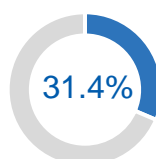
Work engagement^{*2}

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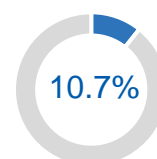
Presenteeism^{*3}

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Absenteeism^{*4}

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*1 Prepared based on criteria categories by the Japan Society of Ningen Dock ("C: requires re-examination and life improvement" or worse)

*2 Percentage of favorable responses to the question on sustainable engagement in the engagement survey (global)

*3 Percentage of respondents who answered that their work performance in the past 4 weeks was less than 80%, assuming that the work performance that could be achieved in the absence of illness or injury is 100%.

*4 Percentage of those who had required at least seven days off (including paid leave) due to illness or poor health in the past year

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