

Sustainability (MOS) Results

For the material issues identified by the Mitsubishi Chemical Group, targets are set and progress is measured with the Management of Sustainability (MOS) Indices. We will proceed steadily with initiatives on material issues by monitoring the yearly progress of each index.

Progress of the MOS Indices

※Report based on FY21-FY24 Mid-term plan

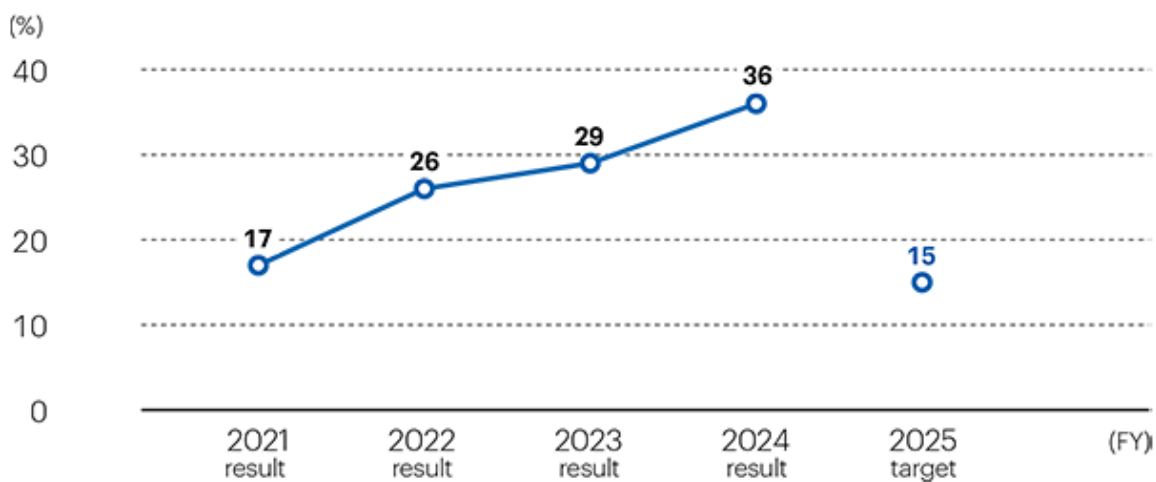
Material issues for environmental and social impacts

As a step toward reducing environmental impact, resolving the issues of climate change and water resources, and building a recycling-oriented society, we have established indices to measure GHG emissions and water-and waste-related impacts and set associated targets.

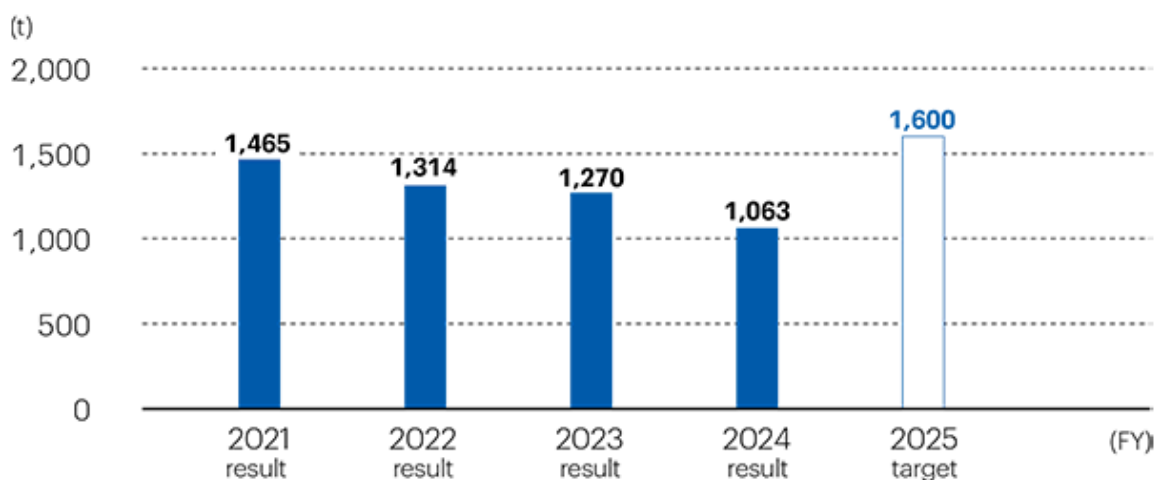
We achieved an approximate 36% reduction in GHG emissions in Japan compared with fiscal 2013 through increased production efficiency and upgrading of facilities combined with the effect of reduced production volumes at our main business sites. We have continued to reduce chemical oxygen demand (COD) since fiscal 2019 mainly through capital investments in wastewater treatment plants. In the area of waste, where improved progress toward our target is needed, we will continue to reduce waste at business sites emitting high volumes of landfill waste through efforts to boost production yields and improve recycling rates.

Additionally, the Group has established targets for initiatives that are necessary in utilizing life cycle assessment (LCA) as a management tool and is promoting quantitative assessments of environmental impact and carbon footprint to reduce GHG emissions and other environmental impacts.

Rate of reduction of GHG emissions (Japan, compared to FY2013)

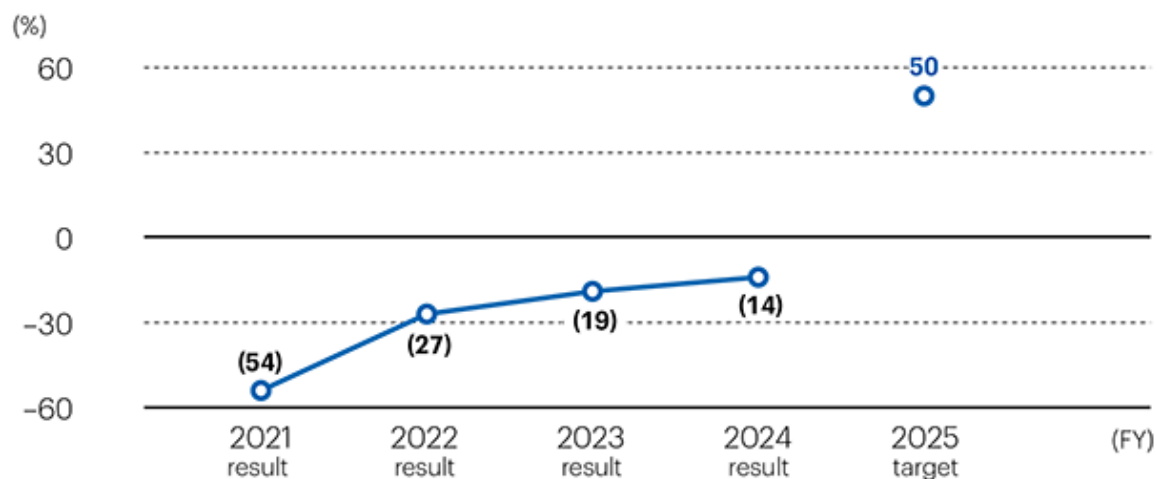


COD (Japan)



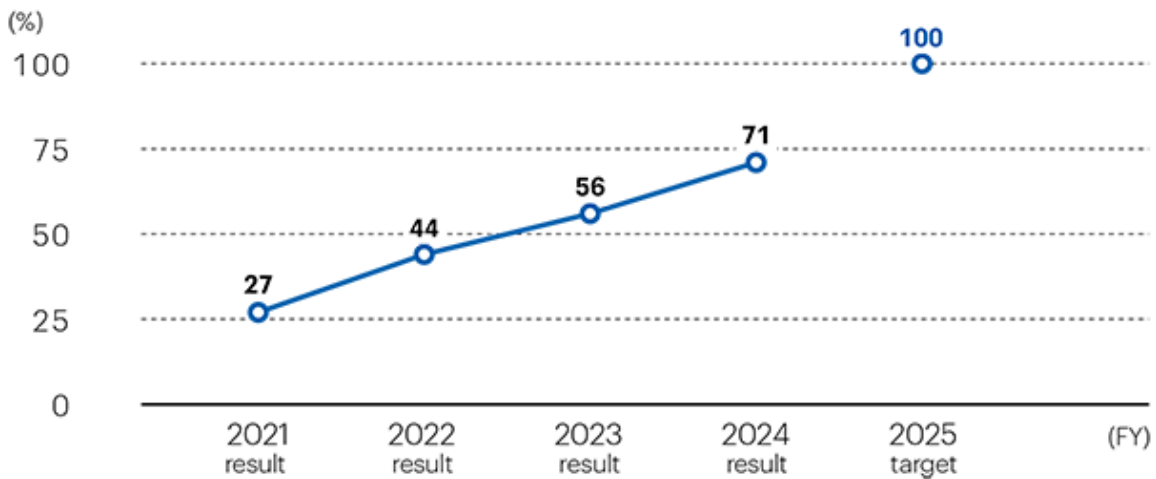
* The FY2025 target is to maintain the FY2019 level of 1,600 tons

Rate of reduction of landfill waste* (Japan, compared to FY2019)



* Amount of landfill waste regularly generated in the Company's routine production and logistics activity

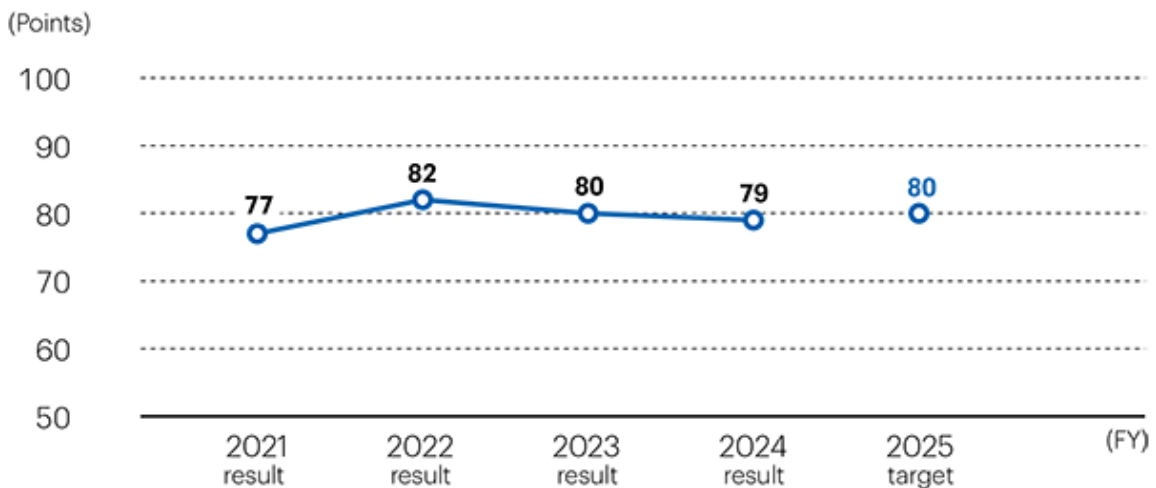
Progress in LCA activities



Material issues for business foundations

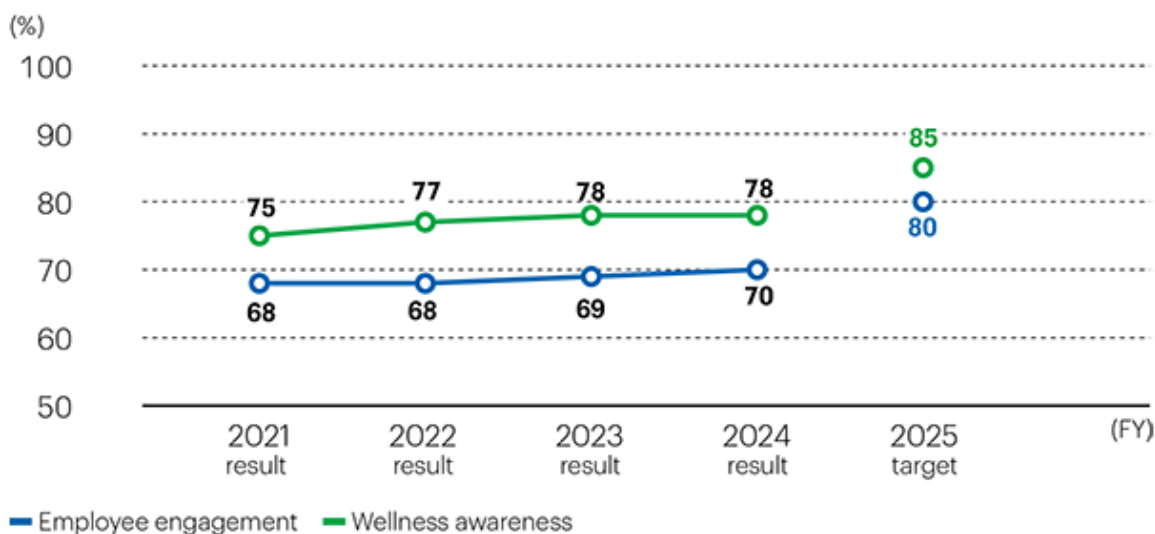
Level of customer satisfaction

The Group creates a variety of opportunities to engage in active and constructive dialogue with customers and other stakeholders as a way of promoting collaboration to realize KAITEKI. We value feedback from our customers and carry out a regular customer survey so that we can provide better services and improve customer satisfaction. In addition to satisfaction with services and products, the survey covers customer awareness of our sustainability initiatives and other items that allow us to track customer evaluations of the Group from multiple perspectives. Based on these results, we promote activities that meet our customers' expectations and strive to maintain our high standards for customer satisfaction.



Employee engagement , Wellness awareness

The Group aims to raise employee engagement and wellness awareness to enable employees to reach their full potential and achieve higher levels of creativity and productivity. The graph shows the percentage of favorable responses to relevant questions on the periodically held employee engagement survey, and the results and response tendencies of each question are reflected in our various measures.



* Percentage of favorable responses to set items in the employee awareness survey

Diversity among management

We use diversity in management as an indicator to ensure that management decisions are made by personnel with a wide range of experience and diverse values. In fiscal 2024, 29% of management met at least one of the three criteria of gender diversity, internationality, and career diversity.

Evaluation related to the ESG stock index

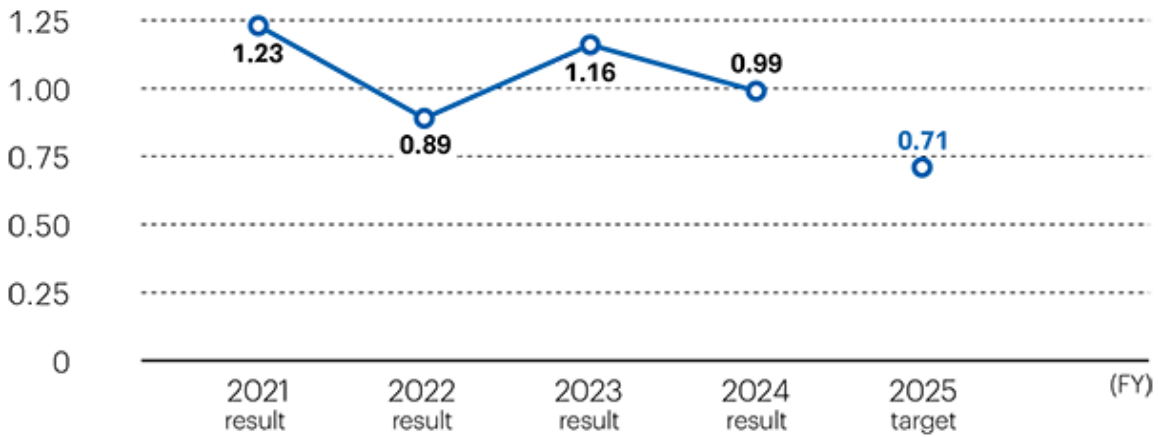
In recognition of the Group's initiatives, we have been included continuously in the ESG stock indices indicated below. Going forward, we will continue to review the insights and issues identified from the evaluation results and use them to further enhance relevant activities.

Material issues for business foundations / Material issues for existence

Lost-time injury frequency rate , Number of accidents

Based on the Group's environmental and safety principle that safety is the foundation of the company's very existence, and ensuring safety is the company's social responsibility, we will continue to engage in *monozukuri* with safety as the top priority. We will ensure safe workplaces by eliminating unsafe conditions and behaviors and potential risks. We will also continue to lower our lost-time injury frequency rate and the number of accidents by enhancing psychological safety and instilling a strong awareness of safety throughout the organization.

Lost-time injury frequency rate (LTIFR)



Number of accidents (Process safety accidents, Environmental accidents)



Material issues for existence / Material issues in terms of risk management

Number of serious compliance violations

In fiscal 2024, there were two violations against a target of zero. We take a very serious view of the incidents that occurred. In addition to taking appropriate actions, each group company is working to respond and take corrective actions in accordance with the policies under the supervision and guidance of the chief compliance officer. Moreover, under the Compliance Program, we conduct educational and training programs, awareness surveys, and other globally standard measures as well as promote measures tailored to the culture and characteristics of each region to promote further compliance awareness among all employees.

Participation rate in information security training

The Group has established the Information Security Executive Committee to formulate information security policies and regulations, protect and manage information assets, and promote various security measures on a global scale. We provide security training each year to enhance the information security knowledge and awareness of all employees.

