MITSUBISHI CHEMICAL GROUP CORPORATION

Fiscal 2025 Data Sheet

(Aggregation period: April 1–March 31 of each fiscal year, or March 31 of each fiscal year)

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Environmental Data

☑ Indicators with this icon have been confirmed by Ernst & Young ShinNihon LLC for FY2025.
For the Independent Practitioner's Limited Assurance Report, please see p. 9 in this data sheet.

Greenhouse gas emissions (MCG Group)

		FY2023	FY2024	**FY2025** (year on year)	
Greenhouse gas emissions (thousand metric tons-CO_2e)		60,842	53,781	**48,023** (89%)	
Scope 1		6,497	6,277	**5,807** (93%)	☑
Scope 2		7,299	6,542	**6,212** (95%)	☑
Total		13,796	12,819	**12,020** (94%)	☑
Scope 3		47,046	40,962	**36,004** (88%)	☑
Category 1	Purchased goods and services	17,749	16,904	**17,591** (104%)	
Category 2	Capital goods	814	972	**887** (91%)	
Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	2,342	2,154	**1,759** (82%)	
Category 4	Upstream transportation and distribution (including distribution services for which the cost was borne by the Group)	394	348	**312** (90%)	
Category 5	Waste generated in operations	74	83	**84** (101%)	
Category 6	Business travel	9	8	**7** (90%)	
Category 7	Employee commuting	25	28	**26** (93%)	
Category 8	Upstream leased assets	N/A	N/A	**N/A** (N/A)	
Category 9	Downstream transportation and distribution	0	0	**N/A** (N/A)	
Category 10	Processing of sold products	N/A	N/A	**N/A** (N/A)	
Category 11	Use of sold products	16,146	11,364	**6,182** (54%)	
Category 12	End-of-life treatment of sold products	7,681	7,152	**7,174** (100%)	
Category 13	Downstream leased assets	46	46	**48** (106%)	
Category 14	Franchises	N/A	N/A	**N/A** (N/A)	
Category 15	Investments	1,766	1,903	**1,934** (102%)	

Greenhouse gas emissions (MCC and its Group companies)

		FY2023	FY2024	**FY2025** (year on year)
Greenhouse gas emissions (thousand metric tons-CO_2e)		47,681	41,283	**36,453** (88%)
Scope 1		5,532	5,288	**4,708** (89%)
Scope 2		2,679	2,316	**2,042** (88%)
Total		8,211	7,604	**6,751** (89%)
Scope 3		39,470	33,679	**29,703** (88%)
Category 1	Purchased goods and services	14,073	13,187	**14,612** (111%)
Category 2	Capital goods	416	522	**562** (108%)
Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	1,542	1,352	**977** (72%)
Category 4	Upstream transportation and distribution (including distribution services for which the cost was borne by the Group)	357	311	**274** (88%)
Category 5	Waste generated in operations	73	81	**81** (100%)
Category 6	Business travel	5	5	**5** (100%)
Category 7	Employee commuting	14	17	**17** (104%)
Category 8	Upstream leased assets	N/A	N/A	**N/A** (N/A)
Category 9	Downstream transportation and distribution	N/A	N/A	**N/A** (N/A)
Category 10	Processing of sold products	N/A	N/A	**N/A** (N/A)
Category 11	Use of sold products	14,357	10,174	**5,123** (50%)
Category 12	End-of-life treatment of sold products	7,681	7,152	**7,174** (100%)
Category 13	Downstream leased assets	N/A	N/A	**N/A** (N/A)
Category 14	Franchises	N/A	N/A	**N/A** (N/A)
Category 15	Investments	952	877	**877** (100%)

The data covers Mitsubishi Chemical Corporation (hereinafter abbreviated as "MCC") and its Group companies in Japan and overseas. The FY2025 data coverage represents 95% of the revenue of MCC and its Group companies in Japan and overseas.

Environmental Data

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Energy consumption	FY2023	FY2024	**FY2025** (year on year)
Energy consumption (GWh)	42,579	40,488	**37,652** (93%) ☑
Coal (GWh)	3,564	3,497	**2,560** (73%)
Oil (GWh)	2,869	2,809	**2,914** (104%)
Gas (GWh)	5,084	5,273	**5,691** (108%)
By-product gas and by-product oil (GWh)	12,373	10,845	**9,957** (92%)
Purchased electricity (GWh)	14,448	14,163	**13,073** (92%)
Purchased steam (GWh)	4,241	3,901	**3,457** (89%)

Environmental Impact	FY2023	FY2024	**FY2025**
NOx emissions (thousand metric tons)	6.10	5.53	**4.64** ☑
SOx emissions (thousand metric tons)	2.36	1.66	**1.29** ☑
Particulate emissions (thousand metric tons)	0.2	0.2	**0.15** ☑
VOC emissions (thousand metric tons)	4.05	4.28	**2.79** ☑
COD (thousand metric tons)	1.32	1.11	**0.97** ☑
Total nitrogen emission (thousand metric tons)	3.94	3.36	**2.42** ☑
Total phosphorus emission (thousand metric tons)	0.04	0.04	**0.03** ☑
PRTR chemical substance emissions (thousand metric tons)	1.08	1.08	**1.06** ☑

Water Withdrawal/Discharge	FY2023	FY2024	**FY2025**
Water withdrawal (million m^3) (excluding seawater)	203	195	**186** ☑
Water withdrawal in water risk regions (million m^3) (excluding seawater)	23	-	**-**
Water discharge (million m^3) (excluding seawater)	163	160	**156** ☑
Water discharge into oceans (million m^3) (excluding seawater)	69	71	**67**
Water discharge into lakes and rivers (million m^3)	73	70	**68**
Water discharge into sewers and off-site wastewater treatment plants (million m^3)	21	19	**21**
Water discharge in water risk regions (million m^3) (excluding seawater)	16	-	**-**

Waste	FY2023	FY2024	**FY2025**
Waste generated (thousand metric tons)	367	349	**299** ☑
Landfill disposal (thousand metric tons)	20	14	**16** ☑
Hazardous waste discharged (thousand metric tons)	43	39	**37** ☑

There were no significant environmental accidents or leaks.

Environmental Data

Calculation method and data coverage

We report on each of the indicators using the following calculation methods.
GHG emissions quantification is subject to uncertainty when measuring activity data and determining emission factors, as well as scientific uncertainty inherent in Global Warming Potentials.
Based on the GHG Protocol these figures include energy consumption and GHG emissions for producing electricity and steam sold externally. The data includes half of the energy consumption and GHG emissions of the joint operation in Japan.

Boundary of data aggregation

The data for FY2025 covers MCC and Nippon Sanso Holdings Corporation (hereinafter abbreviated as "NSHD") as well as their Group companies in Japan and overseas. The MCC Group companies covered were those consolidated as of March 31, 2026, excluding companies that were decosolidated during the fiscal year. The FY2025 data coverage represents 96% of the MCG Group's revenue.
The data for FY2023 and 2024 covers MCC, Mitsubishi Tanabe Pharma Corporation (hereinafter abbreviated as "MTPC") and NSHD as well as their Group companies in Japan and overseas.

<table>
<tr><th colspan="3">Environmental Data Indicators</th><th>Unit</th><th colspan="2">Calculation method and data coverage</th></tr>
<tr><td rowspan="11">Atmospheric emissions</td><td colspan="2">Greenhouse gas emissions Scope 1</td><td>1,000 t-CO_2</td><td colspan="2">Scope 1 emissions are calculated using the emission factors included in the list of estimation methods and emission factors released by the Ministry of the Environment for the GHG emissions accounting, reporting, and disclosing system. The unit higher heating values for fuels specified in the Act on the Rational Use of Energy are used. Based on the GHG Protocol, these figures include energy consumption and GHG emissions for producing electricity and steam sold externally.</td></tr>
<tr><td colspan="2">Greenhouse gas emissions Scope 2</td><td>1,000 t-CO_2</td><td colspan="2">Scope 2 emissions are calculated with energy company-specific emission factors or country-level emission factors published by the IEA. For emissions in Japan, the base emission factors specified in the Act are used as the basis, and alternative values are used if the supplier is unknown.</td></tr>
<tr><td colspan="5">Greenhouse gas emissions Scope 3</td></tr>
<tr><td colspan="5">Calculation Method for Scope 3 GHG Emissions</td></tr>
<tr><td rowspan="8">Referenced Guidelines
Our Scope 3 greenhouse gas (GHG) emissions are calculated with reference to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard and its technical guidance issued by the GHG Protocol, the Guidance for Accounting & Reporting Corporate GHG Emissions in the Chemical Sector Value Chain issued by the World Business Council for Sustainable Development (WBCSD), and the Green Value Chain Platform initiated by the Japanese government. In particular, for the emission factors for GHG emissions, we use data available in the Green Value Chain Platform and information provided by IDEA version 3.5.1 (IPCC2021 with LULUCF AR6), a life cycle assessment database developed by the Japan Environmental Management Association for Industry and the National Institute of Advanced Industrial Science and Technology.</td><td>Category 1
Purchased goods and services</td><td colspan="2">Calculated by multiplying the amounts of raw materials and services in physical or monetary units purchased by Group companies from outside the MCG Group by the respective emission factor for each type of raw material or service. Starting in FY2025, the scope of raw materials and services included in the calculation has been expanded.</td></tr>
<tr><td>Category 2
Capital goods</td><td colspan="2">Calculated by multiplying the amounts invested in capital goods during the year by an emission factor per unit of the investment amount.</td></tr>
<tr><td>Category 3
Fuel- and energy-related activities not included in Scope 1 or Scope 2</td><td colspan="2">This category includes emissions associated with the extraction, production, and transportation of purchased fuels and those consumed in the production of electricity and steam that are purchased by the MCG Group.
Fuel: Calculated by multiplying the amount purchased during the year by an emission factor for each fuel type.
Electricity and steam: Calculated by multiplying the amount of electricity and steam purchased from outside the Group by the applicable emission factors, which take into acount emissions from fuel procurement and T&D loss.</td></tr>
<tr><td>Category 4
Upstream transportation and distribution (including distribution services for which the cost was borne by the Group)</td><td colspan="2">This category includes GHG emissions generated from the import transportation of coal-derived products, methanol, and petrochemical derivatives with significant transport weight. (Raw materials for which the GHG emissions from transportation are included in Category 1 are not included in the scope of calculation for this category). Transportation and distribution of products for which the Group bears the costs are included in this category. The emissions related to the international transportation of exported goods are calculated to include petrochemical products and coal products with significant transport weight. The emissions are calculated by multiplying transportation volume (ton-kilometer) by the emission factor for each mode of transportation, where the transportation volume is calculated by multiplying the freight weight by the distance traveled.</td></tr>
<tr><td>Category 5
Waste generated in operations</td><td colspan="2">This category includes GHG emissions generated during the incineration, landfill disposal, and recycling of waste discharged from production sites. Waste that is incinerated or landfilled includes items such as sludge and plastic, and the GHGs that are released during incineration are calculated for these types of waste appropriately.</td></tr>
<tr><td>Category 6
Business travel</td><td colspan="2">The figure is calculated by multiplying the number of employees by the emissions intensity per employee.</td></tr>
<tr><td>Category 7
Employee commuting</td><td colspan="2">The number of business days, working patterns, and city classifications are set, and emissions are calculated by multiplying the number of employees by the number of business days and emissions intensity per employee and working day.</td></tr>
</table>

Environmental Data

Environmental Data Indicators		Unit	Calculation method and data coverage
Atmospheric emissions			**Category 8** Upstream leased assets: Since the amount of applicable leased assets is negligible, this category is not estimated.
			Category 9 Downstream transportation and distribution: The emissions associated with the transportation of sold products fall within Category 4, as the Group basically bears the cost of transporting products. The description method was revised in FY2025.
			Category 10 Processing of sold products: The MCG Group's main product group is raw materials, and since these can be processed into many types of products, it is difficult to rationally calculate the GHG emissions associated with processing the products. Therefore, in accordance with the WBCSD calculation guidance for the chemical industry, we exclude this category from the scope of calculation.
			Category 11 Use of sold products: The amount of GHG emissions generated from the combustion of fuel products sold outside of the MCG Group (cokes, coke oven gas,etc.) is calculated by multiplying the amount of each type of fuel sold by an emission factor. CO_2 emissions generated from products sold by NSHD, such as propane gas and dry ice, and from the operation of the air separation units it sold (calculated for the number of years of depreciation in accounting treatment) have been added to the calculations.
			Category 12 End-of-life treatment of sold products: Products sold are classified by shipment destination (Japan, Asia, Europe, North America, the rest of the world), which is assumed to be the final disposal location, and emissions are calculated by multiplying the disposal amount by the emission factor computed for each location according to the local disposal method. Emission factors for each disposal location have been computed in reference to the OECD's FY2019 statistics on waste management operations (outside Japan) and the Recycle Data Book 2021 (within Japan), and by setting waste disposal scenarios and using emission factors for incineration and landfill disposal.
			Category 13 Downstream leased assets: Calculations are made for CO_2 emissions from the use of electricity during the operation of air separation units leased by NSHD to its customers.
			Category 14 Franchises: As the Group does not have any businesses in this format, there are no emissions in this category.
			Category 15 Investments: Emissions from major investee companies in Japan (specified business emitters) in which MCC and its Group companies have a 20% to 50% shareholding among its subsidiaries and affiliates as well as nine affiliates of NSHD in Japan that produce gas, are calculated by multiplying these emissions by Mitsubishi Chemical Group Corporation's shareholding percentage in the investee companies (number of shares held / number of shares issued), and for NSHD's affiliates, by the shareholding percentage of NSHD. The investee companies' GHG emissions are based on figures published in accordance with the Act on Promotion of Global Warming Countermeasures. However, since the actual figures from FY2024 onward have yet to be announced, the most recently published figures are substituted. Actual FY2025 emissions data is used for Kashima-Kita Electric Power Corporation and the main affiliates of NSHD, which have a significant amount of emissions.
	NOx emissions	1,000 t	Emissions of NOx, SOx, and particulate matter are calculated for our sites both in Japan and overseas that are subject to mandatory measurement requirements under the laws and regulations of each country.
	SOx emissions	1,000 t	
	Particulate emissions	1,000 t	
Energy	Energy consumption	GWh	Estimated based on the usage of coal, oil, gas, electricity, and steam that are purchased from each energy company as well as by-product oil and gas. Based on the GHG protocol, these figures include energy consumption and GHG emissions for producing electricity and steam sold externally.
PRTR chemical substance	VOC emissions	1,000 t	Chemicals subject to data collection for MCC in Japan are VOCs included in the Japanese pollutant release and transfer register (PRTR) Law and in the PRTR chemical survey of the Japan Chemical Industry Association, as well as ethylene, propylene, and ethanol. For other sites, calculations are performed for VOCs specified by the laws and regulations of each location. The boundary of data aggregation covers MCC, MTPC (FY2023 and 2024), NSHD and their Group companies' operating sites in Japan.
	PRTR chemical substance emissions	1,000 t	

Environmental Data

Environmental Data Indicators		Unit	Calculation method and data coverage
Discharge into bodies of water	COD	1,000 t	The data represents the total quantity of pollutants discharged into rivers, lakes, and oceans. Pollutants discharged into sewage systems and off-site wastewater treatment plants are excluded.
	Total nitrogen emission	1,000 t	
	Total phosphorus emission	1,000 t	
Water	Water withdrawal (excluding seawater)	million m^3	Water withdrawal is calculated by adding up the amounts of surface water, groundwater, and municipal water (clean water and industrial water). From FY2024 onward, using our water risk assessment method revised in FY2024, we surveyed our major sites that account for the top 90% of our water withdrawal volume (excluding seawater), and determined that none of our sites fell into the category of water risk regions because all the target sites were below three points at the Baseline Water Stress Score of Aqueduct Water Risk Atlas. Until FY2023, sites subject to water risk regions were the Okayama, Kagawa, and Kakogawa plants in Japan and two factories in Merak, Indonesia.
	Water discharge	million m^3	Water discharge is calculated by adding up the amounts discharged into rivers, lakes, sewage systems, brackish waters, and oceans. Rainwater is excluded, in principle. However, it is included when rainwater is mixed in and measurement with a flow meter is difficult. From FY2024 onward, using our water risk assessment method revised in FY2024, we surveyed our major sites that account for the top 90% of our water withdrawal volume (excluding seawater), and determined that none of our sites fell into the category of water risk regions because all the target sites were below three points at the Baseline Water Stress Score of Aqueduct Water Risk Atlas. Until FY2023, sites subject to water risk regions were the Okayama, Kagawa, and Kakogawa plants in Japan and two factories in Merak, Indonesia.
Waste	Waste generated	1,000 t	Measurements of waste include valuables and are based on the Act on Waste Management and Public Cleaning for waste generated in Japan and the relevant regulations of each overseas country.
	Landfill disposal	1,000 t	
	Hazardous waste discharged	1,000 t	Definitions of hazardous waste are based on regulations in the countries where they are generated.

Social Data

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Basic Information

		FY2023	FY2024	FY2025
Number of employees		22,169	21,263	**17,185** ☑
Number of employees by gender	Male	18,372	17,560	**14,462** ☑
	Female	3,797	3,703	**2,723** ☑
Number of employees by age group	20s or younger	2,512	2,341	**2,101** ☑
	30s	4,454	4,231	**3,614** ☑
	40s	6,145	5,773	**4,626** ☑
	50s or older	9,058	8,918	**6,844** ☑
Average age		45.1	45.5	**44.7** ☑
Number of new employees		468	487	**373** ☑
Percentage of females in total number of new employees (%)		22.2	20.3	**24.0**
Percentage of females in total number of career-track hires (%)		25.8	21.5	**28.4**
Number of employees who left		700	1,302	**1,821** ☑
Voluntary turnover rate (%)		2.47	2.19	**1.86**
Number of unionized employees		15,155	14,346	**11,636** ☑
Percentage of unionized employees (%)		68.4	67.5	**67.7** ☑

Diversity

	FY2023	FY2024	FY2025
Percentage of female employees (%)	17.1	17.4	**15.8** ☑
Percentage of female managers - Assistant manager level or above (%)	10.9	11.4	**9.1** ☑
Percentage of female managers - Manager level or above (%)	5.8	6.0	**5.2** ☑
Percentage of employees with disabilities (%)	2.5	2.7	**2.8** ☑
Number of employees rehired post-retirement	823	621	**238** ☑

Gender Pay Gap

		FY2023	FY2024	FY2025
Executives	Basic remuneration (%)	75.2	77.0	**71.8**
	Basic remuneration + Performance-linked remuneration (%)	84.9	76.1	**56.9**
Management level (Manager level or above)	Basic remuneration (%)	93.1	95.9	**96.5**
	Basic remuneration + Bonus (%)	94.6	98.7	**95.5**
Non-management level	Basic remuneration (%)	78.3	79.8	**80.1**
	Basic remuneration + Bonus (%)	82.0	83.8	**83.0**

Work-Life Balance

		FY2023	FY2024	FY2025
Childcare leave utilization rate	Male (%)	73.3	80.1	**85.2**
	Female (%)	116.5	88.5	**120.3**
Number of employees taking childcare leave	Total	667	689	**451** ☑
	Male	421	455	**375** ☑
	Female	246	234	**76** ☑
Number of employees taking family care leave		76	83	**63** ☑
Paid leave utilization rate (%)		80.6	78.4	**80.9** ☑

Occupational Safety

	FY2023	FY2024	FY2025
Lost-time injuries frequency rate	1.16	0.99	**0.99** ☑
Lost-time occupational illness frequency rate	0.00	0.00	**0.00** ☑
Stress check examination rate (%)	90.8	95.6	**93.1**
High stress rate (%)	9.8	7.4	**7.1**
Tier 1 Process Safety Event Rate	0.08	0.15	**0.12** ☑
Number of fatalities	0	0	**0** ☑

Other

	FY2023	FY2024	FY2025
Number of employees taking volunteer leave	6	7	**5** ☑
Charitable contributions (million yen)	759	1,186	**580**
Political contributions (million yen)	12	3	**3**

Social Data

Social Data Indicators		Unit	Calculation method and data coverage
Basic Information	Number of employees	persons	Boundary of data aggregation: The figures for FY2025 cover those employed by MCC and Taiyo Nippon Sanso Corporation (hereinafter abbreviated as "TNSC"; Nippon Sanso Corporation from April 1, 2026; the same applies hereinafter), including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The figures for FY2023 and 2024 cover those employed by MCC, MTPC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The number of employees who left includes those affected by business restructuring (transfers outside the Group).
	Number of employees by gender	persons	
	Number of employees by age group	persons	
	Average age	years old	
	Number of new employees	persons	
	Number of employees who left	persons	
	Number of unionized employees	persons	
	Percentage of unionized employees	%	
Diversity	Percentage of female employees	%	Boundary of data aggregation: The figures for FY2025 cover those employed by MCC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The figures for FY2023 and 2024 cover those employed by MCC, MTPC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. Employees of a special subsidiary and affiliates of MCC that are certified under the Act on Promotion of Employment of Persons with Disabilities are included in the calculation of percentage of employees with disabilities. The percentage of employees with disabilities is calculated using information as of June 1 of each year according to the Act on Promotion of Employment of Persons with Disabilities.
	Percentage of female managers (Assistant manager level or above)	%	
	Percentage of female managers (Manager level or above)	%	
	Percentage of employees with disabilities	%	
	Number of employees rehired post-retirement	persons	
	Gender pay gap (Pay ratio of women to men)	%	Boundary of data aggregation: Executives: The figures show the pay ratios of females to males among directors of the board (excluding outside directors of the board), corporate executive officers, and executive officers employed by or affiliated with Mitsubishi Chemical Group Corporation (hereinafter abbreviated as "MCG"), MCC, NSHD, and TNSC. Management level, Non-management level: The figures show the pay ratios of females to males among management level and non-management level employees (including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment) of MCG, MCC, NSHD, and TNSC. Executives: The figures show remuneration paid by the companies within the boundary of data aggregation. Basic remuneration includes fringe benefits. Performance-linked remuneration includes bonuses and stock remuneration for executives. Stock remuneration is paid only to executives of MCG and MCC. The amount for FY2025 was calculated based on the total amount of restricted stock and performance share units (PSUs) granted to applicable executives in the reporting year. Until FY2024, the amount was calculated based on the total amount of shares with restriction of transfer and PSUs recorded as expenses in the reporting year. Management level (Manager level or above): In accordance with the personnel system of each operating company, employees who are deemed to be manager level or above are classified as "management level." Basic remuneration includes various allowances (excluding retirement allowance and actual expense items such as commuting allowance). From FY2024 onward, employees working outside of Japan are not included. Non-management level: Basic remuneration includes various allowances (excluding retirement allowance and actual expense items such as commuting allowance). From FY2024 onward, employees working outside of Japan are not included.

Social Data

Social Data Indicators		Unit	Calculation method and data coverage
Work-Life Balance	Number of employees taking childcare leave	persons	Boundary of data aggregation: The figures for FY2025 cover those employed by MCC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The figures for FY2023 and 2024 cover those employed by MCC, MTPC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The number of employees taking childcare leave in FY2025 was calculated based on the start date of leave. For FY2023 and 2024, the figures represent the total number of employees who took childcare leave during each year.
	Number of employees taking family care leave	persons	
	Paid leave utilization rate	%	The paid leave utilization rate is calculated for the period from January to December for MCC and from April to March for TNSC. The denominator is the number of days of paid leave newly granted and the numerator is the number of days of paid leave taken. The denominator does not include the number of days carried over from the previous calculation period.
Occupational Safety	Lost-time injury frequency rate	-	Boundary of data aggregation: The data for FY2025 covers MCC, NSHD and their Group companies in Japan and overseas with worksite operation units. The figures for FY2023 and 2024 cover MCC, MTPC, NSHD and their Group companies in Japan and overseas with worksite operation units. In FY2023, one accident involving a lost-time injury occurred at a closed plant. Number of lost-time injuries and fatalities per million hours worked. Work-related lower back pain and heat stroke are classified as occupational injuries.
	Lost-time occupational illness frequency rate	-	Boundary of data aggregation: The data for FY2025 covers MCC, NSHD and their Group companies in Japan and overseas with worksite operation units. The figures for FY2023 and 2024 cover MCC, NSHD and their Group companies in Japan and overseas with worksite operation units. Number of occupational illnesses with lost time per million hours worked. Not including lower back pain and heat stroke.
	Tier 1 Process Safety Event Rate	-	Boundary of data aggregation: The data for FY2025 covers MCC, NSHD and their Group companies in Japan and overseas with worksite operation units. The figures for FY2023 and 2024 cover MCC, MTPC, NSHD and their Group companies in Japan and overseas with worksite operation units. The scope of the data excludes closed plants. In FY2023, one accident involving a Tier 1 Process Safety Event (PSE Tier 1) occurred at a closed plant. Number of PSE Tier 1 cases per million hours worked. The definition of PSE Tier 1 by the Center for Chemical Process Safety is applied. When determining a PSE Tier 1 by comparing released material amount with Tier 1 Threshold Quantity, the duration of this release is assumed to be one hour. The total working hours used to calculate the Tier 1 Process Safety Event Rate include only the working hours of employees and do not include the working hours of contractors.
	Number of fatalities	persons	Boundary of data aggregation: The data for FY2025 covers MCC, NSHD and their Group companies in Japan and overseas with worksite operation units. The figures for FY2023 and 2024 cover MCC, MTPC, NSHD and their Group companies in Japan and overseas with worksite operation units. The scope of the data excludes closed plants. Number of fatal occupational injuries.
Other	Number of employees taking volunteer leave	persons	Boundary of data aggregation: The figures for FY2025 cover those employed by MCC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The figures for FY2023 and 2024 cover those employed by MCC, MTPC and TNSC, including those seconded to other companies but excluding those seconded from other companies and workers in fixed-term employment. The number of employees taking volunteer leave is calculated based on the start date of leave during the applicable period.
	Charitable contributions	million yen	Boundary of data aggregation: The figures for FY2025 cover MCG, MCC, NSHD, and TNSC. The figures for FY2023 and 2024 cover MCG, MCC, MTPC, NSHD and TNSC.
	Political contributions	million yen	

Independent Practitioner's Limited Assurance Report

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Translation

The following is an English translation of an independent assurance report prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

Independent practitioner's assurance report

Mr. Manabu Chikumoto
Representative Corporate Executive Officer,
President and Chief Executive Officer
Mitsubishi Chemical Group Corporation

Scope
We have been engaged by Mitsubishi Chemical Group Corporation (hereafter the "Company") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on environmental and social performance indicators of the Company and its consolidated subsidiaries (the "Subject Matter") contained in the Company's "Fiscal 2025 Data Sheet" (the "Data Sheet") for the period from April 1, 2025 to March 31, 2026. The Subject Matter for which assurance procedures were performed has been marked with the symbol (☑) in the relevant sections of the Data Sheet.

Other than as described in the preceding paragraph, we did not perform assurance procedures on the remaining information included in the Data Sheet, and accordingly, we do not express a conclusion on this information.

Criteria applied by the Company
In preparing the Subject Matter, the Company applied the Criteria presented in the Data Sheet (hereafter the "Criteria"), which it determined
in accordance with applicable laws, regulations and other relevant requirements.

The Company's responsibilities
The Company's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with the Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error. In addition, greenhouse gas (the "GHG") emissions are estimated using emission factors, and the scientific knowledge on which such emission factors are based has not been established, thus being subject to inherent uncertainty.

Our responsibilities
Our responsibility is to express a conclusion on the Subject Matter presented in the Data Sheet based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)') and with respect to GHG emissions, the International Standard on Assurance Engagements: Assurance Engagements on Greenhouse Gas Statements ("ISAE 3410"), issued by the International Auditing and Assurance Standards Board, and the terms of reference for this engagement as agreed with the Company on May 8, 2026. Those standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared in all material respects in accordance with the Criteria. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

We also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.
Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Making enquiries regarding the Company's own criteria that it determined with consideration of laws and regulations applicable to the Company, and evaluating the appropriateness thereof;

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- Inspecting relevant documents and making enquiries regarding the design of internal controls over the Subject Matter at the Company's head office and two plants in Japan;
- Performing analytical procedures concerning the Subject Matter presented on the Data Sheet; and
- Testing the Subject Matter against supporting documentation and performing recalculations at the Company's head office and two plants in Japan.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion
Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter for the period from April 1, 2025 to March 31, 2026 is not prepared in all material respects in accordance with the Criteria.

Kenji Sawami
Shuhei Okuma
Noriaki Kenmochi
Engagement Partners
September 25, 2026
Ernst & Young ShinNihon LLC
Tokyo, Japan

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