

Environmental and Social Data Calculation Report

Mitsui Chemicals, Inc.

1. Calculation period

April 1, 2022 – March 31, 2023

2. Calculation Results

Scope	Boundary	Assertion	Calculation methodology / Definition of Scope	※
Hazardous waste	① Mitsui Chemicals, Inc. 8 sites	① 11.8 kt	Total amount of hazardous waste emitted outside factories as "specially controlled industrial waste" as defined by "the Act on Waste Management and Public Cleansing".	★
	② Domestic subsidiaries and affiliates 22 sites	② 12.6 kt		
Landfill waste	① Mitsui Chemicals, Inc. 8 sites	① 0.4 kt	Total amount of industrial waste ultimately disposed of in landfills (excluding valuable resources).	★
	② Domestic subsidiaries and affiliates 22 sites	② 0.1 kt		
	③ Overseas subsidiaries and affiliates 19 sites	③ 0.1 kt		
	④ Global 49 sites	④ 0.6 kt		
Volatile organic compound (VOC) emissions	① Mitsui Chemicals, Inc. 8 sites	① 1,473 t	Total amount of volatile organic compounds (VOCs) emitted from the plants. Includes the major 100 VOCs as indicated by the Ministry of the Environment.	★
	② Domestic subsidiaries and affiliates 22 sites	② 527 t		
	③ Overseas subsidiaries and affiliates 19 sites	③ 41 t		
	④ Global 49 sites	④ 2,040 t		
NOx emissions	① Mitsui Chemicals, Inc. 8 sites	① 2,266 t	Total emissions of nitrogen oxides.	★
	② Domestic subsidiaries and affiliates 22 sites	② 75 t		
	③ Overseas subsidiaries and affiliates 19 sites	③ 13 t		
	④ Global 49 sites	④ 2,353 t		
SOx emissions	① Mitsui Chemicals, Inc. 8 sites	① 471 t	Total emissions of sulfur oxides.	★
	② Domestic subsidiaries and affiliates 22 sites	② 10 t		
	③ Overseas subsidiaries and affiliates 19 sites	③ 4 t		
	④ Global 49 sites	④ 485 t		
COD, BOD emissions	① Mitsui Chemicals, Inc. 8 sites	① 742 t	Total emissions of COD (biochemical oxygen demand) and BOD (chemical oxygen demand) in wastewater. For domestic sites, the greater of COD or BOD is calculated. For overseas sites, COD is calculated.	★
	② Domestic subsidiaries and affiliates 22 sites	② 48 t		
	③ Overseas subsidiaries and affiliates 19 sites	③ 149 t		
	④ Global 49 sites	④ 939 t		
Total water withdrawal (surface water, groundwater, seawater, third-party water)	① Mitsui Chemicals, Inc. 8 sites	① 479.3 Mm ³	Total water withdrawal (surface water, groundwater, seawater, and third-party water).	★
	② Domestic subsidiaries and affiliates 22 sites	② 14.4 Mm ³		
	③ Overseas subsidiaries and affiliates 19 sites	③ 1.5 Mm ³		
	④ Global 49 sites	④ 495.1 Mm ³		
Surface water	① Mitsui Chemicals, Inc. 8 sites	① 0.0 Mm ³	Total water withdrawal (surface water).	★
	② Domestic subsidiaries and affiliates 22 sites	② 1.9 Mm ³		
	③ Overseas subsidiaries and affiliates 19 sites	③ 0.0 Mm ³		
	④ Global 49 sites	④ 1.9 Mm ³		
Groundwater	① Mitsui Chemicals, Inc. 8 sites	① 0.6 Mm ³	Total water withdrawal (groundwater).	★
	② Domestic subsidiaries and affiliates 22 sites	② 1.2 Mm ³		
	③ Overseas subsidiaries and affiliates 19 sites	③ 0.0 Mm ³		
	④ Global 49 sites	④ 1.8 Mm ³		
Seawater	① Mitsui Chemicals, Inc. 8 sites	① 392.2 Mm ³	Total water withdrawal (seawater).	★
	② Domestic subsidiaries and affiliates 22 sites	② 8.4 Mm ³		
	③ Overseas subsidiaries and affiliates 19 sites	③ 0.0 Mm ³		
	④ Global 49 sites	④ 400.6 Mm ³		
Third-party water	① Mitsui Chemicals, Inc. 8 sites	① 86.5 Mm ³	Total water withdrawal (third-party water).	★
	② Domestic subsidiaries and affiliates 22 sites	② 2.8 Mm ³		
	③ Overseas subsidiaries and affiliates 19 sites	③ 1.5 Mm ³		
	④ Global 49 sites	④ 90.8 Mm ³		

Scope	Boundary	Assertion	Calculation methodology / Definition of Scope	※
Ratio of employees with disabilities	Mitsui Chemicals, Inc.	2.5 %	Percentage of employees with disabilities in the total number of permanent employees throughout the year. ※Mitsui Chemicals employees (including loaned employees).	★
Ratio of women in management positions (manager-level or above)	Mitsui Chemicals, Inc.	5 %	Percentage of women in management positions (manager-level or above, excluding executive officers and above) as of March 31, 2023. ※Mitsui Chemicals employees (including loaned employees).	★
Percentage of women among regular hires	Mitsui Chemicals, Inc.	Career-track administrative positions 52 %	Percentage of women in the number of regular hires (career-track administrative positions, career-track technical positions, and general positions) as of April 1, 2022.	★
		Career-track technical positions 21 %		
		General positions 9 %		
The gender pay gap (Percentage of women's pay to man's pay.)	Mitsui Chemicals, Inc.	Mean gender pay gap 90.2 %	Gender gap in average basic salary of full-time employees (average basic salary of women / average basic salary of men *100%). ※ Only Mitsui Chemicals employees (excluding loaned employees).	★
		Median gender pay gap 94.3 %	Gender gap in median basic salary of full-time employees (median basic salary for women / median basic salary for men *100%). ※ Only Mitsui Chemicals employees (excluding loaned employees).	★
		Mean bonus gap 85.3 %	Gender gap in average annual bonus for full-time employees (average annual bonus for women / average annual bonus for men *100%). ※ Only Mitsui Chemicals employees (excluding loaned employees).	★
		Median bonus gap 93.7 %	Gender gap in median bonus for full-time employees (median annual bonus for women / median annual bonus for men *100%). ※ Only Mitsui Chemicals employees (excluding loaned employees).	★
Lost-Time Injury Frequency Rate	Global	0.29	Number of deaths and injuries due to occupational accidents per million total actual working hours (frequency rate = number of persons affected by accidents *One million hours / total working hours of all employees). ※Includes contractors operating on site and construction subcontractors.	★
Significant occupational injury frequency	Global	0.27	The number of fatalities and injuries due to occupational accidents, which Mitsui Chemicals Group focuses on, per million total actual working hours. Significant Occupational Injuries: Occupational injuries that resulted in absence from work or death, and also include lighter occupational injuries that may lead to absence from work or death due to the potential danger in the cause of the injury. Significant Occupational Injuries do not include injuries that are not directly related to operations. ※Includes contractors operating on site and construction subcontractors.	★
Number of Work-related fatalities	Groups' employees	0	Number of Group employee fatalities due to work-related accidents.	★
	Contractor's employees	0	Number of contractor fatalities due to workplace accidents. ※Includes contractors operating on site and construction subcontractors.	★
Number of major accidents	Global	0	Number of major accidents. Major accidents: Accidents and abnormal conditions with a severity level of 18 points or more, as specified by the Japan Petrochemical Industry Association (JPCA) under the Center for Chemical Process Safety (CCPS) evaluation procedures, or events that involve death.	★

※ The figures marked with "★" have been independently assured.

For details on data collection sites, please refer to the "ESG Report 2023" editorial policy on the Mitsui Chemicals website.

[Editorial Policy | Sustainability | MITSUI CHEMICALS, INC.](#)