



# Data

## Management

Item	Data		
	FY2023	FY2022	FY2021
<b>Respect for Human Rights &gt;</b>			
<b>Basic Stance on Human Rights</b>			
<b>Initiatives to raise human rights awareness</b>			
<b>Number of entries in diversity &amp; human rights slogan contest</b>	661	654	568
<b>Human Rights Awareness Promotion Committee</b>			
↳ Number of headquarters committee members	13	12	—
↳ By department / region	15	16	—
<b>Compliance &gt;</b>			
<p>* The Mitsubishi Tanabe Pharma Group is united in its efforts to practice and promote compliance with the Mitsubishi Chemical Group (the MCG Group) based on the "One Company, One Team" system.            For details, see the Mitsubishi Chemical Group Corporation (MCG) website.  <a href="https://www.mcgc.com/english/group/compliance.html">https://www.mcgc.com/english/group/compliance.html</a> </p>			
<b>Compliance Promotion Structure*</b>			
<b>Number of responsible persons for compliance / persons in charge of compliance</b>	—	—	165
<b>Number of meetings of responsible persons for compliance / persons in charge of compliance</b>	—	—	Semiannually
<b>Compliance Training*</b>			
<b>List of training sessions</b>			
↳ <b>Groupwide sessions</b>			
↳ Times held	—	—	Once a year
↳ Number of participants	—	—	4,590
↳ <b>Divisional sessions</b>			
↳ Times held	—	—	Once a year
↳ Number of participants	—	—	4,667

Item	Data		
	FY2023	FY2022	FY2021
<b>↳ Top management seminars</b>			
↳ Times held	—	—	Once a year
↳ Number of participants	—	—	15
<b>↳ New employee training</b>			
↳ Times held	—	—	Twice a year
↳ Number of participants			April: 25 August: 11 (MRs only)
<b>↳ Compliance and risk management check</b>			
↳ Times held	—	—	Twice a year
↳ Number of participants	—	—	July: 4,586 February: 4,492
<b>Hotlines*</b>			
<b>Number of hotline consultations</b>			
↳ Workplace environment	—	—	14
↳ Working condition / human resources	—	—	4
↳ Embezzlement / misappropriation	—	—	0
↳ Laws, regulations, rules	—	—	14
↳ Other	—	—	6
↳ Total	—	—	38
<b>Risk Management &gt;</b>			
<b>Risk Management Associated with Business Activities</b>			
<b>Number of meetings of Risk Management Committee</b>	Twice a year	Twice a year	Once a year



# Environment

Item	Data		
	FY2023	FY2022	FY2021
<b>Environmental Management &gt;</b>			
<b>ISO 14001 Certifications</b>			
<b>Number of bases with ISO 14001 certification</b>			
└ Domestic	2	2	2
└ Overseas	2	2	2
<b>Targets &amp; Initiatives &gt;</b>			
<b>Achievement Status of Medium-Term Environmental Action Plan 21-25</b>			
<b>Rate of reduction in amount of greenhouse gas emissions (vs fiscal 2019, scope 1 + 2)</b>			
└ Global	29%	25%	19%
<b>Greenhouse gas emissions (Scope 3)</b>	713.9 thousand tons-CO <sub>2</sub> eq	700.9 thousand tons-CO <sub>2</sub> eq	628.0 thousand tons-CO <sub>2</sub> eq
<b>Fluorocarbons</b>			
└ Amount of leakage (Domestic)	43 kg	179 kg	68 kg
└ Amount of leakage (Domestic)	74 t-CO <sub>2</sub> eq	809 t-CO <sub>2</sub> eq	117 t-CO <sub>2</sub> eq
<b>Rate of reduction in amount of waste generated (vs. fiscal 2019, domestic)</b>	40%	35%	21%
<b>Rate of reduction in amount of final waste disposed (vs. fiscal 2019, domestic)</b>	71%	53%	1%
<b>Waste recycling rate (Domestic)</b>	63%	59%	54%
<b>Waste plastic emissions (Domestic)</b>	181 tons	180 tons	303 tons
<b>Waste plastic emission reduction rate (vs. previous fiscal year, domestic)</b>	-1%	41%	-13%
<b>Waste plastic recycling rate (Domestic)</b>	35%	58%	52%
<b>Rate of reduction in amount of water withdrawal (vs. fiscal 2019, domestic)</b>	38%	37%	31%
<b>Rate of reduction in COD emissions (vs fiscal 2019, domestic)</b>	13%	18%	35%
<b>Rate of reduction in chemical substance emissions (air and public waters)</b>			
└ PRTR substances (vs. previous fiscal year, domestic)	-48%	50%	47%
└ PRTR substances (vs. fiscal 2019, domestic)	60%	73%	46%
└ VOCs (excluding PRTR substances) (vs. previous fiscal year, domestic)	13%	-13%	24%
└ VOCs (excluding PRTR substances) (vs. fiscal 2019, domestic)	21%	9%	19%

Item	Data		
	FY2023	FY2022	FY2021
<b>Number of bases for which environmental audits were conducted</b>			
└ Domestic	5	5	5
└ Overseas	1	2	1
<b>Environment-related accidents/problems, and status of environment-related legal and regulatory compliance</b>			
└ Number of environmental accidents	0	0	0
└ Amount of environmental misconduct fines	0 yen	0 yen	0 yen
<b>Material Balance</b>			
<b>Input</b>			
<b>Energy</b>			
<b>Purchased electricity</b>			
└ Domestic	65,406 MWh	69,527 MWh	74,517 MWh
└ Overseas	8,432 MWh	8,853 MWh	10,796 MWh
└ Global	73,838 MWh	78,380 MWh	85,313 MWh
<b>Electricity generated in-house using solar power</b>			
└ Domestic	0 MWh	0 MWh	129 MWh
└ Overseas	98 MWh	43 MWh	0 MWh
└ Global	98 MWh	43 MWh	129 MWh
<b>Gases</b>			
└ Domestic	4,401 thousand Nm <sup>3</sup>	4,745 thousand Nm <sup>3</sup>	5,077 thousand Nm <sup>3</sup>
└ Overseas	153 thousand Nm <sup>3</sup>	165 thousand Nm <sup>3</sup>	415 thousand Nm <sup>3</sup>
└ Global	4,554 thousand Nm <sup>3</sup>	4,910 thousand Nm <sup>3</sup>	5,492 thousand Nm <sup>3</sup>
<b>Petroleum</b>			
└ Domestic	3,211 kL	3,228 kL	3,473 kL
└ Overseas	39 kL	61 kL	74 kL
└ Global	3,250 kL	3,290 kL	3,547 kL
<b>Thermal equivalent</b>			
└ Domestic	952 thousand GJ	1,011 thousand GJ	1,085 thousand GJ
└ Overseas	92 thousand GJ	98 thousand GJ	129 thousand GJ
└ Global	1,045 thousand GJ	1,109 thousand GJ	1,214 thousand GJ
<b>Water</b>			
<b>Supplied water / Industrial water</b>			
└ Domestic	3,154 thousand m <sup>3</sup>	3,214 thousand m <sup>3</sup>	3,464 thousand m <sup>3</sup>
└ Overseas	23 thousand m <sup>3</sup>	22 thousand m <sup>3</sup>	32 thousand m <sup>3</sup>
└ Global	3,178 thousand m <sup>3</sup>	3,237 thousand m <sup>3</sup>	3,496 thousand m <sup>3</sup>
<b>Fresh surface water (rivers, lakes, etc.)</b>			
└ Domestic	511 thousand m <sup>3</sup>	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>
└ Overseas	0 thousand m <sup>3</sup>	0 thousand m <sup>3</sup>	0 thousand m <sup>3</sup>
└ Global	511 thousand m <sup>3</sup>	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>

Item	Data		
	FY2023	FY2022	FY2021
<b>Groundwater</b>			
└ Domestic	0 thousand m <sup>3</sup>	2 thousand m <sup>3</sup>	7 thousand m <sup>3</sup>
└ Overseas	9 thousand m <sup>3</sup>	6 thousand m <sup>3</sup>	7 thousand m <sup>3</sup>
└ Global	9 thousand m <sup>3</sup>	9 thousand m <sup>3</sup>	14 thousand m <sup>3</sup>
<b>Chemical Substances</b>			
<b>PRTR substances</b>			
└ Domestic	101 tons	56 tons	72 tons
└ Overseas	0.02 tons	0.5 tons	0.6 tons
└ Global	101 tons	57 tons	73 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	800 tons	968 tons	1,007 tons
└ Overseas	4 tons	5 tons	6 tons
└ Global	804 tons	972 tons	1,013 tons
<b>Output</b>			
<b>Atmospheric Emissions</b>			
<b>Greenhouse gases</b>			
└ Domestic	50 thousand tons-CO <sub>2</sub> eq	53 thousand tons-CO <sub>2</sub> eq	56 thousand tons-CO <sub>2</sub> eq
└ Overseas	5 thousand tons-CO <sub>2</sub> eq	5 thousand tons-CO <sub>2</sub> eq	7 thousand tons-CO <sub>2</sub> eq
└ Global	55 thousand tons-CO <sub>2</sub> eq	58 thousand tons-CO <sub>2</sub> eq	63 thousand tons-CO <sub>2</sub> eq
<b>NOx</b>			
└ Domestic	4.2 tons	5.0 tons	6.1 tons
└ Overseas	0.6 tons	1.0 tons	1.3 tons
└ Global	4.8 tons	6.0 tons	7.3 tons
<b>SOx</b>			
└ Domestic	1.7 tons	1.8 tons	1.9 tons
└ Overseas	0.4 tons	0.8 tons	1.1 tons
└ Global	2.2 tons	2.6 tons	2.9 tons
<b>Particulate matter</b>			
└ Domestic	0.08 tons	0.09 tons	0.17 tons
└ Overseas	0.01 tons	0.02 tons	0.02 tons
└ Global	0.09 tons	0.11 tons	0.19 tons
<b>PRTR substances</b>			
└ Domestic	0.6 tons	0.4 tons	0.8 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.6 tons	0.4 tons	0.8 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	14.8 tons	22.3 tons	21.0 tons
└ Overseas	0.2 tons	0.4 tons	0.5 tons
└ Global	14.9 tons	22.6 tons	21.5 tons

Item	Data		
	FY2023	FY2022	FY2021
<b>Wastewater</b>			
<b>Wastewater output</b>			
└ Domestic	3,444 thousand m <sup>3</sup>	3,497 thousand m <sup>3</sup>	3,936 thousand m <sup>3</sup>
└ Overseas	24 thousand m <sup>3</sup>	22 thousand m <sup>3</sup>	28 thousand m <sup>3</sup>
└ Global	3,467 thousand m <sup>3</sup>	3,520 thousand m <sup>3</sup>	3,964 thousand m <sup>3</sup>
<b>BOD pollution load</b>			
└ Domestic	5.3 tons	5.7 tons	4.2 tons
└ Overseas	0.1 tons	0.1 tons	0.1 tons
└ Global	5.3 tons	5.7 tons	4.2 tons
<b>COD pollution load</b>			
└ Domestic	11.6 tons	10.9 tons	8.7 tons
└ Overseas	0.2 tons	0.2 tons	0.2 tons
└ Global	11.8 tons	11.1 tons	8.9 tons
<b>Nitrogen</b>			
└ Domestic	3.3 tons	2.6 tons	3.4 tons
└ Overseas	0.02 tons	0.01 tons	0.03 tons
└ Global	3.3 tons	2.6 tons	3.5 tons
<b>Phosphorus</b>			
└ Domestic	0.2 tons	0.1 tons	0.2 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.2 tons	0.1 tons	0.2 tons
<b>PRTR substances</b>			
└ Domestic	0.01 tons	0.0 tons	0.1 tons
└ Overseas	0.00 tons	0.3 tons	0.3 tons
└ Global	0.01 tons	0.3 tons	0.4 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	16.8 tons	14.1 tons	11.2 tons
└ Overseas	2.4 tons	3.2 tons	5.3 tons
└ Global	19.1 tons	17.2 tons	16.4 tons
<b>Waste</b>			
<b>Waste generated</b>			
└ Domestic	1,433 tons	1,537 tons	1,866 tons
└ Overseas	141 tons	155 tons	133 tons
└ Global	1,575 tons	1,692 tons	1,999 tons
<b>Volume of waste recycled</b>			
└ Domestic	903 tons	908 tons	1,011 tons
└ Overseas	59 tons	77 tons	74 tons
└ Global	962 tons	985 tons	1,085 tons
<b>Final disposal</b>			
└ Domestic	12 tons	19 tons	40 tons
└ Overseas	30 tons	26 tons	20 tons
└ Global	41 tons	44 tons	59 tons

Item	Data		
	FY2023	FY2022	FY2021
<b>Climate Change Initiatives &gt;</b>			
<b>Reduction of Greenhouse Gas Emissions</b>			
<b>Scope 1 Greenhouse gas emissions</b>			
↳ From domestic base petroleum fuel use	8.1 thousand tons-CO <sub>2</sub> eq	8.2 thousand tons-CO <sub>2</sub> eq	8.8 thousand tons-CO <sub>2</sub> eq
↳ From domestic base gas fuel use	10.1 thousand tons-CO <sub>2</sub> eq	10.8 thousand tons-CO <sub>2</sub> eq	11.6 thousand tons-CO <sub>2</sub> eq
↳ From domestic base leakage of fluorocarbons	0.1 thousand tons-CO <sub>2</sub> eq	0.8 thousand tons-CO <sub>2</sub> eq	0.1 thousand tons-CO <sub>2</sub> eq
↳ From overseas base petroleum fuel use	0.1 thousand tons-CO <sub>2</sub> eq	0.2 thousand tons-CO <sub>2</sub> eq	0.2 thousand tons-CO <sub>2</sub> eq
↳ From overseas base gas fuel use	0.3 thousand tons-CO <sub>2</sub> eq	0.4 thousand tons-CO <sub>2</sub> eq	0.9 thousand tons-CO <sub>2</sub> eq
↳ Total global volume	18.7 thousand tons-CO <sub>2</sub> eq	20.3 thousand tons-CO <sub>2</sub> eq	21.6 thousand tons-CO <sub>2</sub> eq
<b>Rate of reduction in amount of scope 1 greenhouse gas emissions (vs. fiscal 2019)</b>			
↳ Global	33%	27%	23%
<b>Scope 2 Greenhouse gas emissions</b>			
↳ From domestic base purchases of electricity	31.4 thousand tons-CO <sub>2</sub> eq	32.9 thousand tons-CO <sub>2</sub> eq	35.2 thousand tons-CO <sub>2</sub> eq
↳ From overseas base purchases of electricity	4.9 thousand tons-CO <sub>2</sub> eq	5.0 thousand tons-CO <sub>2</sub> eq	6.0 thousand tons-CO <sub>2</sub> eq
↳ Total global volume	36.3 thousand tons-CO <sub>2</sub> eq	37.9 thousand tons-CO <sub>2</sub> eq	41.2 thousand tons-CO <sub>2</sub> eq
<b>Rate of reduction in amount of scope 2 greenhouse gas emissions (vs. fiscal 2019)</b>			
↳ Global	27 %	24 %	17 %
<b>Scope 1+2 Greenhouse gas emissions</b>			
↳ Domestic	49.6 thousand tons-CO <sub>2</sub> eq	52.7 thousand tons-CO <sub>2</sub> eq	55.7 thousand tons-CO <sub>2</sub> eq
↳ Overseas	5.4 thousand tons-CO <sub>2</sub> eq	5.5 thousand tons-CO <sub>2</sub> eq	7.1 thousand tons-CO <sub>2</sub> eq
↳ Global	55.0 thousand tons-CO <sub>2</sub> eq	58.2 thousand tons-CO <sub>2</sub> eq	62.8 thousand tons-CO <sub>2</sub> eq
<b>Rate of reduction in amount of scope 1 + 2 greenhouse gas emissions (vs. fiscal 2019)</b>			
↳ Global	29%	25%	19%
<b>Scope 3 Greenhouse gas emissions</b>			
↳ Category 1 (Purchased goods and services)	682.2 thousand tons-CO <sub>2</sub> eq	665.0 thousand tons-CO <sub>2</sub> eq	588.9 thousand tons-CO <sub>2</sub> eq
↳ Category 2 (Capital goods)	17.1 thousand tons-CO <sub>2</sub> eq	20.2 thousand tons-CO <sub>2</sub> eq	22.2 thousand tons-CO <sub>2</sub> eq
↳ Category 3 (Fuel and energy related activities not included in Scope 1 or 2)	9.0 thousand tons-CO <sub>2</sub> eq	10.3 thousand tons-CO <sub>2</sub> eq	11.0 thousand tons-CO <sub>2</sub> eq
↳ Category 4 (Transport and delivery (upstream))	2.3 thousand tons-CO <sub>2</sub> eq	1.9 thousand tons-CO <sub>2</sub> eq	2.0 thousand tons-CO <sub>2</sub> eq

Item	Data		
	FY2023	FY2022	FY2021
└ Category 5 (Waste generated in operations)	1.3 thousand tons-CO <sub>2</sub> eq	1.2 thousand tons-CO <sub>2</sub> eq	1.6 thousand tons-CO <sub>2</sub> eq
└ Category 6 (Business travel)	0.7 thousand tons-CO <sub>2</sub> eq	0.8 thousand tons-CO <sub>2</sub> eq	0.9 thousand tons-CO <sub>2</sub> eq
└ Category 7 (Employee commuting)	1.1 thousand tons-CO <sub>2</sub> eq	1.1 thousand tons-CO <sub>2</sub> eq	1.0 thousand tons-CO <sub>2</sub> eq
└ Category 12 (End-of-life treatment of sold products)	0.2 thousand tons-CO <sub>2</sub> eq	0.3 thousand tons-CO <sub>2</sub> eq	0.4 thousand tons-CO <sub>2</sub> eq
└ Total global volume	713.9 thousand tons-CO <sub>2</sub> eq	700.9 thousand tons-CO <sub>2</sub> eq	628.0 thousand tons-CO <sub>2</sub> eq
<b>Scope 1+2+3 Greenhouse gas emissions</b>			
└ Total global volume	768.9 thousand tons-CO <sub>2</sub> eq	759.1 thousand tons-CO <sub>2</sub> eq	690.8 thousand tons-CO <sub>2</sub> eq
<b>Reduction of Energy Consumption</b>			
<b>Energy used (Global)</b>			
└ Petroleum fuel	118 thousand GJ	122 thousand GJ	132 thousand GJ
└ Gas fuel	208 thousand GJ	225 thousand GJ	251 thousand GJ
└ Electricity	718 thousand GJ	763 thousand GJ	832 thousand GJ
└ Total	1,045 thousand GJ	1,109 thousand GJ	1,214 thousand GJ
<b>Initiatives to Reduce Emissions of Greenhouse Gas</b>			
<b>Rate of Company-owned vehicles that are hybrid vehicles</b>	70%	67%	64%
<b>Number of Company-owned vehicles (Domestic)</b>			
└ CO <sub>2</sub> emissions	3,596 t-CO <sub>2</sub>	3,520 t-CO <sub>2</sub>	3,576 t-CO <sub>2</sub>
└ Rate of reduction in CO <sub>2</sub> emissions (vs. fiscal 2019)	14%	15%	14%
<b>Fluorocarbons</b>			
└ Amount of leakage (Domestic)	43 kg	179 kg	68 kg
└ Amount of leakage (Domestic)	74 t-CO <sub>2</sub> eq	809 t-CO <sub>2</sub> eq	117 t-CO <sub>2</sub> eq



Item	Data		
	FY2023	FY2022	FY2021
<b>Water Resource Initiatives &gt;</b>			
<b>Effective Use of Water Resources</b>			
<b>Amount of water withdrawal (Global)</b>			
└ Supplied water / Industrial water	3,178 thousand m <sup>3</sup>	3,237 thousand m <sup>3</sup>	3,496 thousand m <sup>3</sup>
└ Fresh surface water (rivers)	511 thousand m <sup>3</sup>	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>
└ Groundwater	9 thousand m <sup>3</sup>	9 thousand m <sup>3</sup>	14 thousand m <sup>3</sup>
└ Total	3,698 thousand m <sup>3</sup>	3,735 thousand m <sup>3</sup>	4,096 thousand m <sup>3</sup>
└ Rate of reduction of water withdrawal (vs. fiscal 2019)	38%	37%	31%
<b>Amount of wastewater (Global)</b>			
└ Rivers	3,090 thousand m <sup>3</sup>	3,151 thousand m <sup>3</sup>	3,374 thousand m <sup>3</sup>
└ Ocean	317 thousand m <sup>3</sup>	307 thousand m <sup>3</sup>	477 thousand m <sup>3</sup>
└ Sewer system	60 thousand m <sup>3</sup>	62 thousand m <sup>3</sup>	113 thousand m <sup>3</sup>
└ Total	3,467 thousand m <sup>3</sup>	3,520 thousand m <sup>3</sup>	4,964 thousand m <sup>3</sup>
<b>Initiatives to Reduce Waste and Recycle Resources &gt;</b>			
<b>Reduction of Waste and Proper Management</b>			
<b>Amount of waste generation (Domestic)</b>			
└ Waste generation	1,433 tons	1,537 tons	1,866 tons
└ Rate of reduction in amount of waste generated (vs. fiscal 2019)	40%	35%	21%
└ Rate of reduction in amount of waste generated (vs. previous fiscal year)	7%	18%	15%
<b>Amount of final waste disposed (Domestic)</b>			
└ Amount of final disposal	11.6 tons	18.9 tons	39.5 tons
└ Rate of reduction in amount of final waste disposed (vs. fiscal 2019)	71%	53%	1%
└ Rate of reduction in amount of final waste disposed (vs. previous fiscal year)	38%	52%	-93%
└ Final waste disposal rate	0.8%	1.2%	2.1%
<b>Amount of waste recycled (Domestic)</b>			
└ Amount recycled	903 tons	908 tons	1,011 tons
└ Recycling rate	63%	59%	54%
<b>Waste plastic emissions (Domestic)</b>			
└ Emissions	181 tons	180 tons	303 tons
└ Rate of reduction in amount of emissions (vs. previous fiscal year)	-1%	41%	-13%
<b>Amount of waste plastic recycled (Domestic)</b>			
└ Amount recycled	63 tons	104 tons	158 tons
└ Recycling rate	35%	58%	52%

Item	Data		
	FY2023	FY2022	FY2021

Initiatives to prevent pollution >

**Prevention of Water Pollution**

**Air pollutant emissions (Domestic)**

↳ NOx	4.2 tons	5.0 tons	6.1 tons
↳ SOx	1.7 tons	1.8 tons	1.9 tons
↳ Particulate matter	0.1 tons	0.1 tons	0.2 tons

**PRTR Substances and VOC**

**Environmental impact on public water bodies (Domestic)**

↳ BOD	5.3 tons	5.7 tons	4.2 tons
↳ COD	11.6 tons	10.9 tons	8.7 tons
↳ Nitrogen	3.3 tons	2.6 tons	3.4 tons
↳ Phosphorus	0.2 tons	0.1 tons	0.2 tons

**Emission of PRTR (Domestic)**

↳ Amount of PRTR Class I designated chemical substances handled	101 tons	56 tons	72 tons
↳ Air emissions of PRTR Class I designated chemical substances	0.6 tons	0.4 tons	0.8 tons
↳ Public water emissions of PRTR Class I designated chemical substances	0.0 tons	0.0 tons	0.1 tons
↳ Total PRTR emission volume (air and public waters)	0.6 tons	0.4 tons	0.9 tons

**Emission of VOC (excluding PRTR) (Domestic)**

↳ Amount of VOCs (Excluding PRTR regulated substances) handled	800 tons	968 tons	1,007 tons
↳ Air emissions of VOCs (Excluding PRTR regulated substances)	14.3 tons	22.3 tons	21.0 tons
↳ Public water emissions of VOCs (Excluding PRTR regulated substances)	16.8 tons	14.1 tons	11.2 tons
↳ Total VOC emissions excluding PRTR substances (air and public waters)	31.5 tons	36.3 tons	32.2 tons

**Initiatives directed at Yokohama City's global warming countermeasures plan system**

Plan (Japanese language only) [PDF: 382KB]



Implementation status report (Japanese language only) [PDF: 455KB]



Item	Data		
	FY2023	FY2022	FY2021
Environmental Accounting >			
<b>Environmental Accounting</b>			
<b>Environmental conservation costs</b>			
└ Invested			
└ Pollution prevention	397 million yen	68 million yen	11 million yen
└ Global environmental protection	62 million yen	101 million yen	0 million yen
└ Recycling and Recycle of resources	7 million yen	3 million yen	2 million yen
└ Upstream and downstream activities	0 million yen	0 million yen	0 million yen
└ Administrative activities	0 million yen	0 million yen	0 million yen
└ Research and development	0 million yen	0 million yen	0 million yen
└ Community activities	0 million yen	0 million yen	0 million yen
└ Environmental damage compensation	0 million yen	0 million yen	0 million yen
└ Total	466 million yen	172 million yen	13 million yen
└ Expended			
└ Pollution prevention	307 million yen	278 million yen	280 million yen
└ Global environmental protection	42 million yen	16 million yen	22 million yen
└ Recycling and Recycle of resources	101 million yen	98 million yen	127 million yen
└ Upstream and downstream activities	1 million yen	1 million yen	3 million yen
└ Administrative activities	143 million yen	127 million yen	156 million yen
└ Research and development	0 million yen	0 million yen	0 million yen
└ Community activities	0 million yen	0 million yen	0 million yen
└ Environmental damage compensation	1 million yen	1 million yen	4 million yen
└ Total	595 million yen	521 million yen	592 million yen

Item	Data		
	FY2023	FY2022	FY2021
<b>Environmental Conservation Effects</b>			
└ Domestic environmental performance indicators			
└ Energy consumption	952 thousand GJ	1,011 thousand GJ	1,085 thousand GJ
└ Amount of water withdrawal	3,665 thousand m <sup>3</sup>	3,706 thousand m <sup>3</sup>	4,057 thousand m <sup>3</sup>
└ Scope 1 + 2 greenhouse gas emissions	50 thousand tons-CO <sup>2</sup> eq	53 thousand tons-CO <sup>2</sup> eq	56 thousand tons-CO <sup>2</sup> eq
└ SOx emissions	1.7 tons	1.8 tons	1.9 tons
└ NOx emissions	4.2 tons	5.0 tons	6.1 tons
└ Amount of waste generation	1,433 tons	1,537 tons	1,866 tons
└ Amount of waste recycled	903 tons	908 tons	1,011 tons
└ Amount of final waste disposed	12 tons	19 tons	40 tons
└ Wastewater output	3,444 thousand m <sup>3</sup>	3,497 thousand m <sup>3</sup>	3,936 thousand m <sup>3</sup>
└ Amount of PRTR substances handled	101 tons	56 tons	72 tons
└ BOD pollution load	5.3 tons	5.7 tons	4.2 tons
└ COD pollution load	11.6 tons	10.9 tons	8.7 tons
<b>Economic benefits related to environmental protection</b>			
└ Environmental protection initiatives			
└ Cost reductions through energy conservation and updating to high-efficiency equipment	25,144 thousand yen	6,829	—
└ Income from recycling	5,289 thousand yen	18,351	—
└ Cost reductions through recycling and conservation of resources	4,280 thousand yen	547	—



## Together with Patients and Healthcare Professionals

Item	Data		
	FY2023	FY2022	FY2021
<b>Stable Supply &gt;</b>			
<b>Stable Supply of Pharmaceuticals</b>			
<b>Mitsubishi Tanabe Pharma Group's manufacturing plants</b>			
↳ Domestic	2	2	2
↳ Overseas	3	4	4
<b>Information Provision &gt;</b>			
<b>MR's Responsibility: Collecting Data and Providing Information to Medical Institutions</b>			
Number of general and specialized medical representatives (MRs) (Domestic Group)	—	—	Approx. 1,400
Number of general and specialized medical representatives (MRs) (Overseas Group)	Approx. 430	Approx. 430	Approx. 500
<b>Providing Information through Websites</b>			
Number of health support site visitors	20.46 million	24.25 million	31.44 million
<b>Providing Comprehensive Information through the Medical Information Center</b>			
Number of inquiries to the Medical Information Center*	38,831	36,235	44,886
* The number of inquiries decreased since the sales of some products were relegated to other companies in fiscal 2018. The Company Q&A website is receiving an increasing number of hits.			
<b>Drug Safety / Quality Assurance &gt;</b>			
<b>Pharmaceutical Safety Training</b>			
Pharmaceutical safety training (All employees, including executive officers)	Once a year	Once a year	Once a year
<b>Solving Issues Related to Improving Access to Healthcare &gt;</b>			
<b>Promotion of R&amp;D &gt;</b>			
Participation in the Global Health Innovative Technology Fund	✓	✓	✓

## Together with Employees

Item	Data		
	FY2023	FY2022	FY2021
<b>Human Resources Development &gt;</b>			
<b>Basic Human Resources Policy</b>			
<b>Number of employees (as of March 31)</b>			
└ Consolidated	5,577	6,370	6,697
└ Non-consolidated	3,044	3,107	3,278
└ Men	2,290	2,354	2,490
└ Women	754	753	788
<b>Number of new graduates hired *Entering company on April 1 of following year</b>			
└ Men	18	8	11
└ Women	15	9	12
<b>Number of mid-career employees hired</b>			
└ Men	10	18	37
└ Women	8	6	10
<b>Number of temporary employees *Group (Domestic)</b>			
	192	163	98
<b>Average age of employees</b>			
	47.4	46.3	45.9
<b>Average years of continuous service for employees</b>			
	22.8	20.4	20.1
<b>Employee turnover rate (voluntary turnover only) *Group (Domestic)</b>			
	4.10%	2.91%	1.78%
<b>Enhancing Personnel Training</b>			
<b>In-house group training average time per year (Domestic)</b>	3.6	1.9	2.6
<b>Promoting Diversity &amp; Inclusion &gt;</b>			
<b>Actively Utilizing Diverse Human Resources</b>			
<b>Number of employees by region</b>			
└ Japan	4,043	4,217	4,392
└ North America	282	854	922
└ EMEA (Europe, Middle East, Africa)	193	229	223
└ Asia / Oceania	1,059	1,070	1,160
<b>Percentage of female employees with subsection managers or higher or in management positions *As of April 1</b>			
└ Subsection managers or higher	18.1%	17.9%	17.9%
└ Management positions	13.9%	12.9%	12.2%
<b>Percentage of female employees</b>	24.9%	24.3%	24.0%

Item	Data		
	FY2023	FY2022	FY2021
<b>Supporting Active Careers for People with Disabilities</b>			
Employment rate of people with disabilities *Group (Domestic)	3.09%	2.69%	2.69%
<b>Supporting Diverse Working Styles</b>			
<b>Utilization of leave and shorter workdays for childcare</b> *Group (Domestic)			
└ Childcare leave	193	152	242
└ Men	87	99	131
└ Women	106	53	111
└ Shorter workdays for childcare	100	122	110
<b>Utilization of leave and shorter workdays for nursing care</b> *Group (Domestic)			
└ Nursing-care leave	1	2	1
└ Shorter workdays for nursing care	3	6	4
<b>Building Sound Labor-Management Relations</b>			
Percentage of employees with right to collective bargaining (as of March 31) *Group (Domestic)	76.3%	72.0%	72.4%
<b>Occupational Health and Safety &gt;</b>			
<b>Occupational Health and Safety Initiatives</b>			
<b>Lost time injury frequency rate (LTIFR) (Domestic)</b>			
└ Mitsubishi Tanabe Pharma Group	0.00	0.13	0.11
└ (Reference) Pharmaceutical industry average	1.01	1.29	1.03
└ (Reference) Manufacturing industry average	1.29	1.25	1.31
<b>Industrial accident severity rate*1</b>	0.000000	0.001070	0.000900
<b>Number of deaths due to industrial accidents</b>	0	0	0
<b>Employee Survey</b>			
<b>Frequency of conducting survey</b>	Once a year	Once a year	Once a year
└ Number of responses	5,220	5,258	4,866
└ Response rate	89.68%	87.49%	77.02%
*1Industrial accident severity rate: Indicator that shows the degree of seriousness of industrial accidents by using the number of working days lost due to industrial accidents per 1,000 hours worked (higher numbers indicate more severe accidents)			

Item	Data		
	FY2023	FY2022	FY2021
<b>Health and Productivity Management &gt;</b>			
<b>Employee Health Management</b>			
Overtime work(number of people with over 360 hours overtime a year) *Group (Domestic)	99	86	134
<b>Rate of taking paid time off</b> *Group (Domestic)			
↳ Average number of days used	16.9	16.6	15.3
↳ Average rate of use	77.9%	77.1%	71.3%
Percentage receiving health examinations	100.0%	99.9%	99.9%
Percentage receiving stress checks	99.0%	98.7%	96.7%

## Together with Local Communities and Society

Item	Data		
	FY2023	FY2022	FY2021
<b>Contributions to Medical Care and Welfare &gt;</b>			
<b>Support for Patients with Intractable Diseases and their Families</b>			
Support for intractable disease patient organizations: The Mitsubishi Tanabe Pharma Tenohira Partner Program	17	16	13
Amount of monetary support	9.75 million yen	8.87 million yen	8.24 million yen
<b>Contributing to Developing Countries</b>			
<b>TABLE FOR TWO(TFT)</b>			
↳ Number of meals contributed from the TFT menu	2,609 meals	2,303 meals	2,500 meals
↳ Number of meals contributed from TFT vending machines	2,658 meals	2,244 meals	5,660 meals
<b>Supporting vaccination through recycling</b>			
↳ Polio vaccine estimate (used books, CDs, and DVDs)	11,225 doses	9,281 doses	34,633 doses
↳ Polio vaccine estimate (PET bottle caps)	110 doses	—	—
<b>Development of Science and Technology &gt;</b>			
<b>Support for Research Foundations</b>			
<b>Grants of the SENSHIN Medical Research Foundation</b>			
Number of research grants	105	108	110
Amount of monetary support	134.0 million yen	137.0 million yen	143.0 million yen
<b>Grants of the Japan Foundation for Applied Enzymology</b>			
Number of research grants	165	159	160
Amount of monetary support	82.3 million yen	88.5 million yen	82.7 million yen



Item	Data		
	FY2023	FY2022	FY2021
<b>Promotion of Local Communities &gt;</b>			
<b>Number of visitors to the historical museum</b> * Including viewers of the "Virtual Tour" video in FY2020	5,113	3,362	546
<b>Number of visitors to the Yoshitomi Summer Festival</b>	2,200	1,200	Not held
<b>Others</b>			
<b>Amount of donations related to social contribution</b>	490 million yen	743 million yen	760 million yen
<b>Number of people taking days off for volunteer activities</b>	9	1	2