

# ESG Data

## Environmental Data

Following its new GHG emissions reduction targets announced in the fiscal year ended March 31, 2022, MC calculates GHG emissions based on the GHG Protocol's equity share approach from the fiscal year ended March 31, 2022, including the GHG emissions of its affiliates.\*1,\*2,\*3

MC has considered the management and disclosure of Scope 3 emissions of particularly large emissions categories. For MC, that is Scope 3 Category 11 emissions (Use of Sold Products), and we have started to disclose this figure from the fiscal year ended March 31, 2022.

### Scope 1 & 2 (Thousand tCO<sub>2</sub>e)

		3/2021	3/2022	3/2023	Scope of Reduction Target
Non-Consolidated	Scope 1 & 2 Total	9.3	3.4	3.5*	
Consolidated	Scope 1 (including 6.5 gases)	21,829	21,046	19,518*	○
	Scope 2	2,187	1,806	1,746*	
	Scope 1 & 2 Total	24,016	22,852	21,264*	

### Scope 1 & 2 Emissions by Segment (Thousand tCO<sub>2</sub>e)

		3/2021	3/2022	3/2023
Consolidated	Natural Gas Group	3,354	3,172	3,228
	Industrial Materials Group	512	407	395
	Chemicals Solution Group	1,011	1,222	1,119
	Mineral Resources Group	4,132	3,201	3,216
	Industrial Infrastructure Group	102	126	115
	Automotive & Mobility Group	117	140	131
	Food Industry Group	1,380	1,430	1,390
	Consumer Industry Group	384	241	206
	Power Solution Group	13,003	12,889	11,442
	Urban Development Group	14	20	20
Corporate Staff Section	8	4	4	
<b>Total</b>		<b>24,016</b>	<b>22,852</b>	<b>21,264</b>

### Scope 3 (Thousand tCO<sub>2</sub>e)

		3/2021	3/2022	3/2023	Scope of Reduction Target
Non-Consolidated	Category 4 (Upstream Transportation and Distribution)	26	24	24*	
Consolidated	Category 11 (Use of Sold Products)	—	381,254	306,939	
	Ref. Category 15 (Investments)	—	15,158	13,881	○

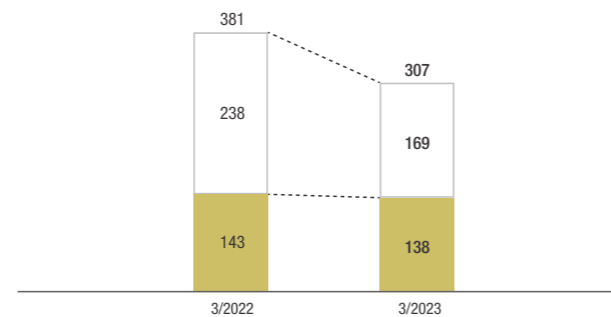
Category 4 (Upstream Transportation and Distribution): Data collected in compliance with the Act on the Rational Use of Energy in Japan. Logistics figures cover domestic (Japan) transport where MC is the cargo owner (includes waste transportations).  
Ref. Category 15 (Investments): Of the Scope 1 & 2, emissions from affiliates and joint ventures (equivalent to Category 15 if the financial control approach of the GHG Protocol is adopted).

### Scope 3 Category 11 Emissions by Segment (Thousand tCO<sub>2</sub>e)

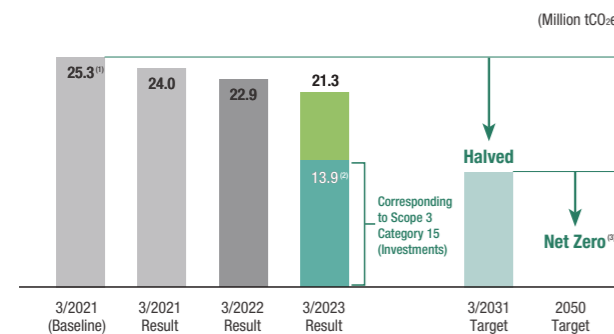
		3/2021	3/2022	3/2023
Consolidated	Natural Gas Group	—	111,410	116,006
	Industrial Materials Group	—	896	993
	Chemicals Solution Group	—	41,299	46,403
	Mineral Resources Group	—	94,072	96,593
	Industrial Infrastructure Group	—	88,470	2,436
	Automotive & Mobility Group	—	30,093	32,747
	Food Industry Group	—	1,431	1,617
	Consumer Industry Group	—	4,360	4,065
	Power Solution Group	—	8,982	5,729
	Urban Development Group	—	241	350
<b>Total</b>		<b>—</b>	<b>381,254</b>	<b>306,939</b>

### Scope 3 Category 11 Emissions by MC Climate Taxonomy (Million tCO<sub>2</sub>e)

MC Climate Taxonomy, which covers all of our approximately 130 business units, classifies each into 3 categories: Green (businesses with significant climate-related transition opportunities), Transform (businesses with significant climate-related transition risks), and White (Other).



■ Transform (Metallurgical coal production, natural gas production and liquefaction)  
□ White (Fossil fuel trading, EPC [engineering, procurement, and construction], and automobile sales)



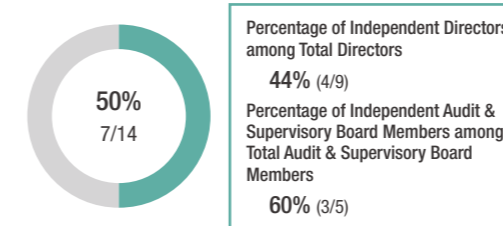
(1) The above figures represent the Scope 1 and Scope 2 emissions of MC and its consolidated companies, including affiliates, based on the GHG Protocol's equity share approach. Furthermore, base year figures include emissions from thermal power generation and natural gas projects, which comprises (i) assumed peak emissions from pre-operational committed projects and (ii) projected full-capacity emissions for partially-operational projects.  
(2) 13.9 million tons would be equivalent to Scope 3 Category 15 (Investments) under the GHG Protocol's financial control approach.  
(3) Any residual emissions, after reduction efforts have been made, will be neutralized using internationally accepted offsetting methods including carbon removal. The specific reduction plan and measures for the GHG emissions reduction targets will be adjusted as required in line with progress of technological developments, economic viability, and policy/institutional support.

ESG data marked with an asterisk (★) for the fiscal year ended March 31, 2023 has received independent practitioner's assurance from Deloitte Tohmatsu Sustainability Co., Ltd. For details, please see MC's website.  
[https://www.mitsubishicorp.com/ar2023/en/pdf/a\\_report2023\\_24.pdf](https://www.mitsubishicorp.com/ar2023/en/pdf/a_report2023_24.pdf)

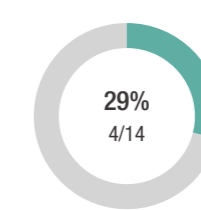
For more information on MC's ESG Data, please see our Sustainability Website.  
<https://mitsubishicorp.disclosure.site/en>

## Governance Data

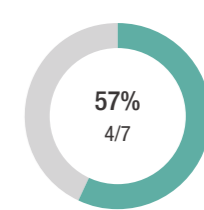
Percentage of Independent Members among Total Directors and Audit & Supervisory Board Members\*4 (%)



Percentage of Women among Total Directors and Audit & Supervisory Board Members\*4 (%)

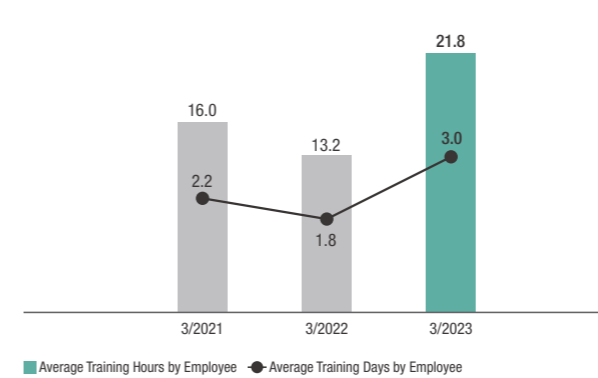


Percentage of Independent Directors among Governance, Nomination and Compensation Committee Members\*4 (%)



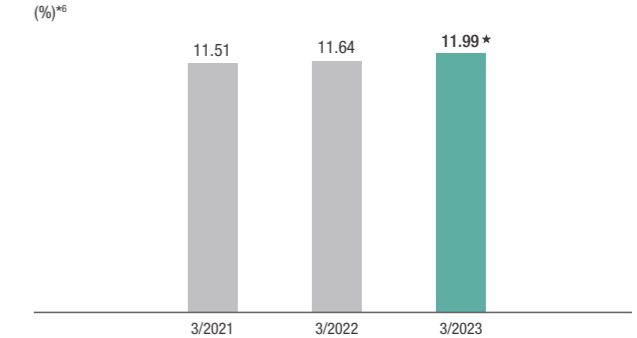
## Social Data

Average Training Hours/Days by Employee\*5



	3/2021	3/2022	3/2023
Total training hours (Hours)	92,000	74,000	119,000

Percentage of Women in Management Positions (Non-Consolidated) (%)\*6



### Employee Data (Non-Consolidated)

		3/2021	3/2022	3/2023
Number of employees (non-consolidated)	Male	4,241	4,141	4,051
	Female	1,484	1,430	1,397
	Total	5,725	5,571	5,448
Gender ratio in management positions (unit: %)*7	Male	88.49	88.36	88.01*
	Female	11.51	11.64	11.99*
Average years of service		18.4	18.5	18.5
Number of employees on overseas assignments (including global trainees)*8		1,074	1,045	1,054
Employment rate of persons with disabilities (unit: %)*9	Male	36	49	78
	Female	48	67	68
	Total	84	116	146
Number of employees who took maternity/paternity leave*10	Male	1	0	1
	Female	0	0	0
	Total	1	0	1
Monthly average overtime hours (unit: hours/month)*11		27.2	30.4	29.9
Percentage of annual paid leave days taken (unit: %)*12		55	60	67
Level of employee satisfaction (unit: %)*13	Consolidated	—	76	74
	Non-Consolidated	2.74	2.03	1.98
Lost time injuries frequency rate*14	Consolidated	0.16	0.15	0
	Non-Consolidated	0.16	0.15	0

\*1 Effective from the fiscal year ended March 31, 2022, emissions from consolidated affiliates and joint operations were included in the calculations. Scope 1 and 2 include a portion of emissions of consolidated subsidiaries, affiliates, joint ventures, and joint operations on an equity share basis (The figures for the year ended March 2021 in the table are for reference).

\*2 Effective from the fiscal year ended March 31, 2022, Scope 2 emissions were calculated on the GHG Protocol's market-based method. In addition, as a result of reviewing the range of each scope in line with the GHG protocol, the emissions from franchises, previously included in Scope 1 and 2 emissions, are excluded.

\*3 The following metrics were adopted as the basis for calculating GHG emissions.  
• Direct CO<sub>2</sub> emissions from fuel consumption: GHG Protocol, "Emission Factors from Cross Sector Tools (March 2017)" (WRI/ WBCSD)  
• Emissions of GHGs from business activities other than CO<sub>2</sub> from energy sources (6.5 gases): Greenhouse Gas Emission Calculation and Reporting Manual (Version 4.8) (January 2023, Ministry of the Environment and Ministry of Economy, Trade and Industry)  
• Indirect CO<sub>2</sub> emissions from electricity consumption, etc.: Adjusted emission factor for each electric power company in Japan (revised in January 2023, Ministry of the Environment and Ministry of Economy, Trade and Industry) (Emission factors for electric power companies outside Japan are individually confirmed, if unavailable, emission factors by country for 2020 from IEA CO<sub>2</sub> Emissions from Fuel Combustion (2022 edition))

\*4 Based on status as of July 1, 2023.  
\*5 Average hours and days of training per employee are for training sponsored by the Head Office Global Human Resources Department only (excluding training for employees dispatched overseas). One day is calculated as 7.25 hours of working time.

\*6 As of April 1 of each calendar year.  
\*7 As of April 1 of each calendar year.  
\*8 The Global Trainee System is an overseas assignment system aimed at young employees in order to respond to the global development of MC's business portfolio and strengthen the global competitiveness of MC's human resources.

\*9 As of June 1 of each calendar year.  
\*10 The number of employees who began taking this type of leave during each fiscal year.  
\*11 Employees working at the Head Office and domestic branches (excluding managers, corporate advisors, and contract employees).

\*12 Employees working at the Head Office and domestic branches (excluding secondees from other companies).  
\*13 Employee awareness surveys were taken every three years, but since the fiscal year ending March 31, 2024, they are taken annually (the last survey was taken in November 2022). This is to obtain a snapshot of employee motivation and organizational vitality. The findings are used to improve management and other aspects of operations. Employee satisfaction figures represent the ratio of staff members responding positively to questions about employee engagement (Do you work with enthusiasm and take pride in/admire your company?) in the survey.

\*14 On a consolidated basis, Employees and Contractors. On a non-consolidated basis, Employees and Contractors at the Head Office and domestic branches (excluding corporate advisors and contract employees). The scope of disclosure has been changed from the fiscal year ended March 31, 2023 and has been revised retroactively to previous fiscal periods.  
(Reference) Lost time injuries frequency rate/Nationwide average at places of business: 2.06 (From 2022 survey on workplace accidents, Ministry of Health, Labour and Welfare of Japan).