

# Sustainability Data List (Non-Consolidated and Consolidated)

## The Environment

(1) Input			Unit	2019.4-2020.3 Non-consolidated	2020.4-2021.3 Non-consolidated	2021.4-2022.3 Non-consolidated	2022.4-2023.3 consolidated
Raw material input	Total		kilotons	17,529	16,597	16,882	★4,019
	Breakdown	Waste	kilotons	2,233	2,128	2,085	227
		Byproducts	kilotons	1,084	994	1,072	325
		Natural resources	kilotons	14,157	13,408	13,646	3,278
		Processed items and components	kilotons	55	66	79	189
	Percentage of recycled raw materials used		%	18.9	18.8	18.7	★13.7
Energy input	Total		TJ	40,015	40,452	40,390	★29,400
	Breakdown	Electricity	GWh	1,006	1,099	1,113	1,997
		Fuel (crude oil equivalent)	Megaliters	782	770	765	232
		non-renewable energy	TJ	1,006	1,099	1,093	1,945

(1) Input			Unit	2019.4-2020.3 consolidated	2020.4-2021.3 consolidated	2021.4-2022.3 consolidated	2022.4-2023.3 consolidated
Water intake	Total water intake		thousand m <sup>3</sup> per year	693,147	667,987	687,683	★355,299
	Water withdrawal by source	Fresh surface water (including rainwater, wetland water, rivers and lakes)	thousand m <sup>3</sup> per year	8,264	8,451	8,147	7,506
		Brackish surface water/Seawater	thousand m <sup>3</sup> per year	632,920	608,598	633,852	311,712
		Groundwater (renewable)	thousand m <sup>3</sup> per year	10,500	9,903	5,109	777
		Groundwater (non-renewable potential)	thousand m <sup>3</sup> per year	N/A	N/A	N/A	N/A
		Associated/Incidental water	thousand m <sup>3</sup> per year	N/A	N/A	N/A	N/A
		Third-party water source	thousand m <sup>3</sup> per year	41,913	41,035	40,575	35,303

(2) Output			Unit	2019.4-2020.3 Non-consolidated	2020.4-2021.3 Non-consolidated	2021.4-2022.3 Non-consolidated	2022.4-2023.3 consolidated	
Greenhouse gas emissions	Total (CO <sub>2</sub> equivalent)		kilotons	7,540	7,320	7,250	★1,916	
	Breakdown							
		Derived from energy source	kilotons	3,204	3,157	3,114	1,592	
		Derived from processes	kilotons	3,854	3,716	3,681	1	
		Derived from waste	kilotons	462	428	434	285	
		Other	kilotons	19	19	21	38	
	Scope1 Total (CO <sub>2</sub> equivalent)		kilotons	7,015	6,784	6,736	★919	
	Scope2 Total (CO <sub>2</sub> equivalent)		kilotons	525	536	514	★997	
	Scope3 Total (CO <sub>2</sub> equivalent)		kilotons	-	2,913	3,263	★11,972	
	Breakdown	1.Purchased goods and services		kilotons	-	1,290	1,563	3,995
		2.Capital goods		kilotons	-	114	105	284
		3. Fuel and energy related activities not included in Scope 1 or 2		kilotons	-	505	525	229
		4.Transportation and delivery (upstream)		kilotons	-	572	617	751
		5.Waste generated in operations		kilotons	-	1	2	25
		6.Business travel		kilotons	-	0	0	3
		7.Employee commuting		kilotons	-	2	2	8
		8.Leased assets (upstream)		kilotons	-	N/A	N/A	N/A
		9.Transportation and delivery (downstream)		kilotons	-	120	126	183
		10.Processing of sold products		kilotons	-	202	215	449
		11.Use of sold products		kilotons	-	N/A	N/A	N/A
		12.End-of-life treatment of sold products		kilotons	-	106	107	5
		13.Leased assets (downstream)		kilotons	-	N/A	N/A	N/A
		14.Franchises		kilotons	-	N/A	N/A	N/A
15.Investments		kilotons	-	N/A	N/A	6,038		

(2) Output			Unit	2019.4-2020.3 consolidated	2020.4-2021.3 consolidated	2021.4-2022.3 consolidated	2022.4-2023.3 consolidated
Water discharged	Total Water discharged		thousand m <sup>3</sup> per year	687,997	663,918	681,685	★ 356,426
	Emissions by water discharge destination	Fresh surface water	thousand m <sup>3</sup> per year	40,750	40,969	33,261	31,024
		Brackish surface water/Seawater	thousand m <sup>3</sup> per year	645,004	620,720	645,939	323,010
		Groundwater	thousand m <sup>3</sup> per year	N/A	N/A	N/A	N/A
		Third-party dischargers	thousand m <sup>3</sup> per year	2,243	2,229	2,485	2,393
Total consumption			thousand m <sup>3</sup> per year	5,150	4,068	5,998	-1,127

\* Water consumption in FY2022 is negative due to the normal calculation method. This is because the amount of wastewater discharged from the mine wastewater treatment exceeded the actual water consumption. This situation is part of our sustainable resource management and is a unique case that cannot be expressed using the normal calculation method.

(2) Output				Unit	2019.4- 2020.3 Non- consolidated	2020.4- 2021.3 Non- consolidated	2021.4- 2022.3 Non- consolidated	2022.4- 2023.3 consolidated
Emissions into the air	SOx			tons	730	1,084	786	★2,682
	NOx			tons	9,542	10,560	10,756	★867
	Soot and dust			tons	221	197	142	★165
Emissions into water	BOD			tons	72	46	31	★283
	COD			tons	23	24	27	★316
	Nitrogen			tons	125	139	159	★287
	Phosphorus			tons	0	0	0	6
Volume of industrial waste	Total			tons	12,987	14,982	13,970	★44,830
	Breakdown	Hazardous	Sent to be recycled	tons	2,325	1,945	1,733	2,926
			Sent to landfill	tons	5,907	8,335	6,553	20,263
		Non-hazardous	Sent to be recycled	tons	48	180	207	4,449
			Sent to landfill	tons	4,706	4,522	5,477	17,192
Chemicals released and transferred	Amount released into		Atmosphere	tons	34	48	47	39
			Public waters	tons	34	27	31	93
			Soil	tons	0	0	0	0
			Landfills	tons	0	0	0	50
	Amount transferred to		Sewers	tons	0	0	0	1
			Waste	tons	51	48	42	185

(3) Spending on environmental preservation			Unit	2019.4- 2020.3 Non- consolidated	2020.4- 2021.3 Non- consolidated	2021.4- 2022.3 Non- consolidated	2022.4- 2023.3 consolidated
Investment	Business area costs		millions of yen	1,506	2,500	4,848	14,556
		Pollution prevention costs	millions of yen	885	1,404	4,089	2,500
		Global environmental conservation costs	millions of yen	442	813	641	11,808
		Resource recycling costs	millions of yen	179	283	118	247
	Upstream/downstream costs		millions of yen	0	0	0	13
	Administration costs		millions of yen	108	58	46	68
	R&D costs		millions of yen	3	3	2	35
	Social activity costs		millions of yen	0	0	0	0
	Environmental remediation costs		millions of yen	26	14	15	5
Costs	Business area costs		millions of yen	5,606	6,584	6,821	15,743
		Pollution prevention costs	millions of yen	2,605	2,867	3,426	10,101
		Global environmental conservation costs	millions of yen	369	326	450	475
		Resource recycling costs	millions of yen	2,632	3,390	2,946	5,167
	Upstream/downstream costs		millions of yen	0	0	0	1
	Administration costs		millions of yen	269	342	272	1,615
	R&D costs		millions of yen	13	22	32	53
	Social activity costs		millions of yen	11	10	13	13
	Environmental remediation costs		millions of yen	105	102	144	142

\* 1: The data on the volume of industrial waste represent values reported in accordance with the Waste Management and Public Cleansing Act.

\* 2: The data on chemicals released and transferred represent values reported under the Japanese Pollutant Release and Transfer Register (PRTR) system.

(4) Other				Unit	2019.4- 2020.3 Non- consolidated	2020.4- 2021.3 Non- consolidated	2021.4- 2022.3 Non- consolidated	2022.4- 2023.3 consolidated
Number of environmental law violations				cases	0	0	0	0

				2019.4-2020.3	2020.4-2021.3	2021.4-2022.3	2022.4-2023.3
Human capital	Number of employees (non-consolidated)	Men	Non-consolidated	4,299	5,432	5,455	4,734
		Women		607	721	753	716
		Total		4,906	6,153	6,208	★5,450
	Employee Numbers According to Location		Total	28,601	27,162	23,711	★18,576
	Breakdown	Japan	Consolidated	17,098	16,414	13,290	11,436
		North America		3,874	3,784	3,693	744
		South America		30	35	42	47
		Oceania		11	11	10	12
		Europe		1,227	1,175	1,201	1,182
		East Asia		1,083	771	772	754
		Southeast Asia		5,278	4,972	4,703	4,401
	Percentage of employees holding rights of collective bargaining		Total	73.9%	75.0%	74.6%	73.7%
	Number of recruits	Men	Non-consolidated	246	252	268	199
		Women		48	52	58	44
		Total		294	304	326	243
	New graduates	Men	Non-consolidated	153	172	174	131
		Women		41	44	44	36
		Total		194	216	218	167
	Experienced person	Men	Non-consolidated	93	80	94	68
		Women		7	8	14	8
		Total		100	88	108	76
	Average duration of service	Men	Non-consolidated	17.7years	18.0years	18.2years	18.4years
		Women		14.3years	14.4years	14.1years	14.1years
		Total		17.3years	17.6years	17.7years	17.8years
	Average age (Union member)		Non-consolidated	41.3years	41.8years	42.0years	42.2years
	Average overtime hours (Union member)		Non-consolidated	20.0h	14.2h	17.1h	17.8h
	Percentage of paid leave taken		Non-consolidated	89.1%	79.5%	81.1%	★87.3%
	Percentage of employees with disabilities		Non-consolidated	2.3%	2.4%	2.3%	★2.3%
	Percentage of women in management positions		Non-consolidated	1.7%	2.1%	2.5%	2.5%
	Number of employees taking maternity leave		Non-consolidated	26	25	23	★16
	Number of employees taking caregiving leave	Men	Non-consolidated	1	3	3	2
		Women		0	1	2	0
		Total		1	4	5	★2
	Number of employees taking childcare leave	Men	Non-consolidated	4	27	56	84
		Women		21	24	20	19
		Total		25	51	76	★103
	Percentage of employees who returned to work after childcare leave		Non-consolidated	100.0%	100.0%	100.0%	100.0%
	Employee turnover*1*2		Non-consolidated	4.5%	3.8%	2.9%	2.9%
	Percentage of employees who left the company for their own reasons	Men	Non-consolidated	2.1%	1.5%	2.2%	2.5%
		Women		3.1%	1.7%	3.1%	2.2%
		Total		2.2%	1.5%	2.3%	★2.5%
	By age	50 years and over	Non-consolidated	1.3%	0.5%	1.3%	1.0%
		30-49 years		1.5%	1.2%	1.7%	2.2%
		Under 30 years		4.8%	3.9%	5.1%	5.6%
	Differences in pay between men and women*3	All workers	Non-consolidated	-	-	-	61.8%
		Permanent workers		-	-	-	65.3%
		Part-time and fixed-term workers		-	-	-	50.3%
	Engagement survey (percentage of positive responses to all questions).		Non-consolidated	-	-	-	71%
	Education	Number of Participants in Compliances Education and Training Program (Aggregated)	Group companies *4	18,575	20,989	19,400	★21,214
		Annual total hours of training (Aggregated)	Consolidated	-	-	-	★198,567h
			Non-consolidated	93,494h	91,178h	151,000h	★118,565h

Safety	Occupational accident frequency rate* <sup>5</sup>	TRIFR	Consolidated	1.68	2.03	1.68	★2.3
		LTIFR	Consolidated	0.17	0.51	0.21	★0.38
	Number of occupational accidents* <sup>5</sup>		Non-consolidated	20cases	28cases	24cases	30cases
Closed mines	Number of abandoned mines managed by Mitsubishi Materials Group		Group companies	21	21	21	21
	Number of abandoned mines made publicly accessible as cultural assets by Mitsubishi Materials Group		Group companies	4	4	4	4
Community	Spending on social contribution (excluding political donations)		Non-consolidated	303million yen	436million yen	443million yen	405million yen

\*1 The number of regular employees who left the company in FY2023 (those who left the company because they reached the mandatory retirement age, those who left the company because of the expiration of the period of absence, and those who left the company voluntarily)/The number of regular employees at the end of FY2023

\*2 In April 2021, the existing mandatory retirement age was raised from 60 to 65 years old.

\*3 Calculated in accordance with the Law on the Promotion of Women's Advancement in Professional Life.

\*4 Number of group companies to which employees receiving education and training belonged: 67 in 2019, 62 in 2020, 53 in 2021, and 38 in 2022. From fiscal 2022, the number of participants in education and training includes non-regular employees as well as regular employees.

\*5 Occupational accidents frequency rate and incident rate do not include accidents during commuting or minor injuries.

## Governance

			Year 2019	Year 2020	Year 2021	Year 2022
Corporate governance*	Number of directors	Non-consolidated	11	10	10	10
	Number of outside directors	Non-consolidated	6	6	6	7
	Number of female directors	Non-consolidated	1	1	1	2
	Percentage of female directors	Non-consolidated	9.1%	10.0%	10.0%	20.0%
	Remuneration for directors (total)	Non-consolidated	273million yen	245million yen	235million yen	219million yen

\* As of the close of the General Meeting of Shareholders for the year in question.

				2019.4-2020.3	2020.4-2021.3	2021.4-2022.3	2022.4-2023.3
Amount of donations to political groups			Non-consolidated	804thousand yen	633thousand yen	571thousand yen	340thousand yen
In-house reporting	Number of reports and inquiries received through the in-house reporting system		Non-consolidated & Group companies	58cases	54cases	47cases	65cases
	Breakdown	Number of reports on compliance	Non-consolidated & Group companies	-*1	-*1	-*1	28cases
		Number of reports on corruption	Non-consolidated & Group companies	-*1	-*1	-*1	0cases
		Number of violations related to corruption	Non-consolidated & Group companies	-*1	-*1	-*1	0cases
		Number of harassment reports	Non-consolidated & Group companies	-*1	-*1	-*1	18cases
		Number of harassment certifications	Non-consolidated & Group companies	-*1	-*1	-*1	4cases

		Fiscal Year Ending March 2020	Fiscal Year Ending March 2021	Fiscal Year Ending March 2022	Fiscal Year Ending March 2023
Amount of Tax Payment	Total	-*2	-*2	16,350million yen	18,995million yen
	Japan	-*2	-*2	7,345million yen	10,847million yen
	United States	-*2	-*2	793million yen	986million yen
	Europe	-*2	-*2	5,735million yen	2,433million yen
	Asia	-*2	-*2	2,090million yen	4,729million yen
	Other areas	-*2	-*2	387million yen	0
	Related party transactions eliminated	-*2	-*2	0	0

\*1 Starting from the fiscal 2022, the Company discloses a breakdown of the number of consultations with the in-house reporting system.

\*2 Beginning with the fiscal year ending March 2022, the calculation of country-by-country Reporting Items is based on the consolidated financial statements.