



# Data



## Management

Item	Data		
	FY2022	FY2021	FY2020
<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>	654	568	541
<b>Human Rights Awareness Promotion Committee</b>			
↳ Number of headquarters committee members	12	—	12
↳ By department / region	16	—	17
<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	157
<b>Number of meetings of responsible persons for compliance / persons in charge of compliance</b>	—	Semiannually	Semiannually

Item	Data		
	FY2022	FY2021	FY2020
<b>Compliance Training*</b>			
<b>List of training sessions</b>			
<b>↳ Groupwide sessions</b>			
↳ Times held	—	Once a year	Once a year
↳ Number of participants	—	4,590	4,676
<b>↳ Divisional sessions</b>			
↳ Times held	—	Once a year	Once a year
↳ Number of participants	—	4,667	4,735
<b>↳ Top management seminars</b>			
↳ Times held	—	Once a year	Once a year
↳ Number of participants	—	15	13
<b>↳ New employee training</b>			
↳ Times held	—	Twice a year	Twice a year
↳ Number of participants		April: 25 August: 11 (MRs only)	April: 16 August: 3 (MRs only)
<b>↳ Compliance and risk management check</b>			
↳ Times held	—	Twice a year	Twice a year
↳ Number of participants	—	July: 4,586 February: 4,492	July: 4,735 February: 4,664
<b>Hotlines*</b>			
<b>Number of hotline consultations</b>			
↳ Workplace environment	—	14	13
↳ Working condition / human resources	—	4	3
↳ Embezzlement / misappropriation	—	0	0
↳ Laws, regulations, rules	—	14	3
↳ Other	—	6	3
↳ Total	—	38	22
<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	Once a year	Once a year

## Environment

Item	Data		
	FY2022	FY2021	FY2020
<b>Environmental Management &gt;</b>			
<b>ISO 14001 Certifications</b>			
<b>Number of bases with ISO 14001 certification</b>			
└ Domestic	2	2	2
└ Overseas	3	3	3
<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	24%	19%	14%
<b>Greenhouse gas emissions (Scope 3)</b>	700.9 thousand tons-CO <sub>2</sub> eq	628.0 thousand tons-CO <sub>2</sub> eq	610.6 thousand tons-CO <sub>2</sub> eq
<b>Fluorocarbons</b>			
└ Amount of fluorocarbon destroyed (Domestic)	165 kg	560 kg	1,416 kg
└ Amount of leakage (Domestic)	179 kg	68 kg	67 kg
└ Amount of leakage (Domestic)	799 t-CO <sub>2</sub> eq	117 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>	35%	22%	8%
<b>Rate of reduction in amount of final waste disposed (vs. fiscal 2019, domestic)</b>	52%	-1.9%	48%
<b>Waste recycling rate (Domestic)</b>	59%	54%	40%
<b>Waste plastic emissions (Domestic)</b>	179 tons	300 tons	262 tons
<b>Waste plastic emission reduction rate (vs. previous fiscal year, domestic)</b>	41%	-15%	23%
<b>Waste plastic recycling rate (Domestic)</b>	58%	52%	54%
<b>Rate of reduction in amount of water withdrawal (vs. fiscal 2019, domestic)</b>	37%	31%	13%
<b>Rate of reduction in COD emissions (vs fiscal 2019, domestic)</b>	18%	35%	-9%

Item	Data		
	FY2022	FY2021	FY2020
<b>Rate of reduction in chemical substance emissions (air and public waters)</b>			
└ PRTR substances (vs. previous fiscal year, domestic)	50%	47%	-2%
└ PRTR substances (vs. fiscal 2019, domestic)	73%	46%	-2%
└ VOCs (excluding PRTR substances) (vs. previous fiscal year, domestic)	-13%	24%	-7%
└ VOCs (excluding PRTR substances) (vs. fiscal 2019, domestic)	9%	19%	-7%
<b>Number of bases for which environmental audits were conducted</b>			
└ Domestic	5	5	5
└ Overseas	3	1	3
<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	69,304 MWh	73,983 MWh	78,473 MWh
└ Overseas	13,271 MWh	14,734 MWh	14,581 MWh
└ Global	82,575 MWh	88,717 MWh	93,054 MWh
<b>Electricity generated in-house using solar power</b>			
└ Domestic	0 MWh	129 MWh	163 MWh
└ Overseas	43 MWh	0 MWh	0 MWh
└ Global	43 MWh	129 MWh	163 MWh
<b>Gases</b>			
└ Domestic	4,745 thousand Nm <sup>3</sup>	5,077 thousand Nm <sup>3</sup>	5,680 thousand Nm <sup>3</sup>
└ Overseas	1,113 thousand Nm <sup>3</sup>	1,327 thousand Nm <sup>3</sup>	1,188 thousand Nm <sup>3</sup>
└ Global	5,858 thousand Nm <sup>3</sup>	6,404 thousand Nm <sup>3</sup>	6,868 thousand Nm <sup>3</sup>

Item	Data		
	FY2022	FY2021	FY2020
<b>Petroleum</b>			
└ Domestic	3,228 kL	3,476 kL	3,632 kL
└ Overseas	61 kL	74 kL	65 kL
└ Global	3,290 kL	3,550 kL	3,696 kL
<b>Thermal equivalent</b>			
└ Domestic	1,009 thousand GJ	1,080 thousand GJ	1,166 thousand GJ
└ Overseas	184 thousand GJ	211 thousand GJ	201 thousand GJ
└ Global	1,193 thousand GJ	1,291 thousand GJ	1,367 thousand GJ
<b>Water</b>			
<b>Supplied water / Industrial water</b>			
└ Domestic	3,214 thousand m <sup>3</sup>	3,463 thousand m <sup>3</sup>	4,367 thousand m <sup>3</sup>
└ Overseas	80 thousand m <sup>3</sup>	89 thousand m <sup>3</sup>	82 thousand m <sup>3</sup>
└ Global	3,294 thousand m <sup>3</sup>	3,553 thousand m <sup>3</sup>	4,449 thousand m <sup>3</sup>
<b>Fresh surface water (rivers)</b>			
└ Domestic	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>	750 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	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>	750 thousand m <sup>3</sup>
<b>Groundwater</b>			
└ Domestic	2 thousand m <sup>3</sup>	7 thousand m <sup>3</sup>	13 thousand m <sup>3</sup>
└ Overseas	6 thousand m <sup>3</sup>	7 thousand m <sup>3</sup>	7 thousand m <sup>3</sup>
└ Global	9 thousand m <sup>3</sup>	14 thousand m <sup>3</sup>	20 thousand m <sup>3</sup>
<b>Chemical Substances</b>			
<b>PRTR substances</b>			
└ Domestic	56 tons	72 tons	91 tons
└ Overseas	0.7 tons	0.8 tons	0.8 tons
└ Global	57 tons	73 tons	92 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	968 tons	1,007 tons	886 tons
└ Overseas	16 tons	19 tons	17 tons
└ Global	984 tons	1,026 tons	903 tons

Item	Data		
	FY2022	FY2021	FY2020
<b>Output</b>			
<b>Atmospheric Emissions</b>			
<b>Greenhouse gases</b>			
└ Domestic	53 thousand tons-CO <sub>2</sub> eq	56 thousand tons-CO <sub>2</sub> eq	60 thousand tons-CO <sub>2</sub> eq
└ Overseas	10 thousand tons-CO <sub>2</sub> eq	12 thousand tons-CO <sub>2</sub> eq	11 thousand tons-CO <sub>2</sub> eq
└ Global	63 thousand tons-CO <sub>2</sub> eq	67 thousand tons-CO <sub>2</sub> eq	71 thousand tons-CO <sub>2</sub> eq
<b>NOx</b>			
└ Domestic	5.0 tons	6.1 tons	7.0 tons
└ Overseas	1.4 tons	1.6 tons	1.1 tons
└ Global	6.4 tons	7.6 tons	8.1 tons
<b>SOx</b>			
└ Domestic	1.8 tons	1.9 tons	2.3 tons
└ Overseas	0.8 tons	1.1 tons	0.6 tons
└ Global	2.6 tons	2.9 tons	2.9 tons
<b>Particulate matter</b>			
└ Domestic	0.09 tons	0.17 tons	0.14 tons
└ Overseas	0.02 tons	0.02 tons	0.06 tons
└ Global	0.11 tons	0.19 tons	0.20 tons
<b>PRTR substances</b>			
└ Domestic	0.4 tons	0.8 tons	1.5 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.4 tons	0.8 tons	1.5 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	22.3 tons	21.0 tons	29.8 tons
└ Overseas	9.0 tons	11.7 tons	8.8 tons
└ Global	31.3 tons	32.7 tons	38.6 tons

Item	Data		
	FY2022	FY2021	FY2020
<b>Wastewater</b>			
<b>Wastewater output</b>			
└ Domestic	3,497 thousand m <sup>3</sup>	3,937 thousand m <sup>3</sup>	4,913 thousand m <sup>3</sup>
└ Overseas	55 thousand m <sup>3</sup>	62 thousand m <sup>3</sup>	67 thousand m <sup>3</sup>
└ Global	3,553 thousand m <sup>3</sup>	3,999 thousand m <sup>3</sup>	4,979 thousand m <sup>3</sup>
<b>BOD pollution load</b>			
└ Domestic	5.7 tons	4.2 tons	6.3 tons
└ Overseas	0.1 tons	0.1 tons	0.1 tons
└ Global	5.7 tons	4.2 tons	6.4 tons
<b>COD pollution load</b>			
└ Domestic	10.9 tons	8.7 tons	14.6 tons
└ Overseas	0.2 tons	0.2 tons	0.2 tons
└ Global	11.1 tons	8.9 tons	14.8 tons
<b>Nitrogen</b>			
└ Domestic	2.6 tons	3.4 tons	4.6 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	2.6 tons	3.5 tons	4.6 tons
<b>Phosphorus</b>			
└ Domestic	0.1 tons	0.2 tons	0.4 tons
└ Overseas	0.0 tons	0.0 tons	0.0 tons
└ Global	0.1 tons	0.2 tons	0.4 tons
<b>PRTR substances</b>			
└ Domestic	0.0 tons	0.1 tons	0.1 tons
└ Overseas	0.3 tons	0.3 tons	0.2 tons
└ Global	0.3 tons	0.4 tons	0.4 tons
<b>VOCs (excluding PRTR substances)</b>			
└ Domestic	14.1 tons	11.2 tons	12.6 tons
└ Overseas	3.2 tons	5.3 tons	6.6 tons
└ Global	17.2 tons	16.4 tons	19.2 tons

Item	Data		
	FY2022	FY2021	FY2020
<b>Waste</b>			
<b>Waste generated</b>			
└ Domestic	1,529 tons	1,843 tons	2,169 tons
└ Overseas	170 tons	165 tons	173 tons
└ Global	1,699 tons	2,008 tons	2,342 tons
<b>Volume of waste recycled</b>			
└ Domestic	905 tons	996 tons	864 tons
└ Overseas	77 tons	77 tons	60 tons
└ Global	983 tons	1,073 tons	924 tons
<b>Final disposal</b>			
└ Domestic	18 tons	39 tons	20 tons
└ Overseas	26 tons	20 tons	36 tons
└ Global	44 tons	59 tons	55 tons

## Climate Change Initiatives >

### Reduction of Greenhouse Gas Emissions

#### Scope 1 Greenhouse gas emissions

└ From domestic base petroleum fuel use	8.2 thousand tons-CO <sub>2</sub> eq	8.8 thousand tons-CO <sub>2</sub> eq	9.3 thousand tons-CO <sub>2</sub> eq
└ From domestic base gas fuel use	10.8 thousand tons-CO <sub>2</sub> eq	11.6 thousand tons-CO <sub>2</sub> eq	12.9 thousand tons-CO <sub>2</sub> eq
└ From domestic base leakage of fluorocarbons	0.8 thousand tons-CO <sub>2</sub> eq	0.1 thousand tons-CO <sub>2</sub> eq	0.1 thousand tons-CO <sub>2</sub> eq
└ From overseas base petroleum fuel use	0.2 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	2.5 thousand tons-CO <sub>2</sub> eq	3.1 thousand tons-CO <sub>2</sub> eq	2.7 thousand tons-CO <sub>2</sub> eq
└ Total global volume	22.5 thousand tons-CO <sub>2</sub> eq	23.8 thousand tons-CO <sub>2</sub> eq	25.2 thousand tons-CO <sub>2</sub> eq

#### Scope 2 Greenhouse gas emissions

└ From domestic base purchases of electricity	32.8 thousand tons-CO <sub>2</sub> eq	35.2 thousand tons-CO <sub>2</sub> eq	37.4 thousand tons-CO <sub>2</sub> eq
└ From overseas base purchases of electricity	7.7 thousand tons-CO <sub>2</sub> eq	8.4 thousand tons-CO <sub>2</sub> eq	8.4 thousand tons-CO <sub>2</sub> eq
└ Total global volume	40.5 thousand tons-CO <sub>2</sub> eq	43.6 thousand tons-CO <sub>2</sub> eq	45.8 thousand tons-CO <sub>2</sub> eq



Item	Data		
	FY2022	FY2021	FY2020
<b>Scope 1+2 Greenhouse gas emissions</b>			
└ Domestic	52.6 thousand tons-CO <sub>2</sub> eq	55.7 thousand tons-CO <sub>2</sub> eq	59.8 thousand tons-CO <sub>2</sub> eq
└ Overseas	10.3 thousand tons-CO <sub>2</sub> eq	11.7 thousand tons-CO <sub>2</sub> eq	11.3 thousand tons-CO <sub>2</sub> eq
└ Global	62.9 thousand tons-CO <sub>2</sub> eq	67.4 thousand tons-CO <sub>2</sub> eq	71.1 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	24%	19%	14%
<b>Unit value of greenhouse gas emissions (energy from bases, Company-owned vehicle fuel, and leaked fluorocarbons)</b>			
└ Global	0.118 thousand tons-CO <sub>2</sub> eq /1 billion yen	0.175 thousand tons-CO <sub>2</sub> eq /1 billion yen	0.188 thousand tons-CO <sub>2</sub> eq /1 billion yen
<b>Scope 3 Greenhouse gas emissions</b>			
└ Category 1 (Purchased goods and services)	665.0 thousand tons-CO <sub>2</sub> eq	588.9 thousand tons-CO <sub>2</sub> eq	571.9 thousand tons-CO <sub>2</sub> eq
└ Category 2 (Capital goods)	20.2 thousand tons-CO <sub>2</sub> eq	22.2 thousand tons-CO <sub>2</sub> eq	20.2 thousand tons-CO <sub>2</sub> eq
└ Category 3 (Fuel and energy related activities not included in Scope 1 or 2)	10.3 thousand tons-CO <sub>2</sub> eq	11.0 thousand tons-CO <sub>2</sub> eq	11.7 thousand tons-CO <sub>2</sub> eq
└ Category 4 (Transport and delivery (upstream))	1.9 thousand tons-CO <sub>2</sub> eq	2.0 thousand tons-CO <sub>2</sub> eq	2.2 thousand tons-CO <sub>2</sub> eq
└ Category 5 (Waste generated in operations)	1.2 thousand tons-CO <sub>2</sub> eq	1.6 thousand tons-CO <sub>2</sub> eq	2.1 thousand tons-CO <sub>2</sub> eq
└ Category 6 (Business travel)	0.8 thousand tons-CO <sub>2</sub> eq	0.9 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	1.0 thousand tons-CO <sub>2</sub> eq	1.3 thousand tons-CO <sub>2</sub> eq
└ Category 12 (End-of-life treatment of sold products)	0.3 thousand tons-CO <sub>2</sub> eq	0.4 thousand tons-CO <sub>2</sub> eq	0.3 thousand tons-CO <sub>2</sub> eq
└ Total global volume	700.9 thousand tons-CO <sub>2</sub> eq	628.0 thousand tons-CO <sub>2</sub> eq	610.6 thousand tons-CO <sub>2</sub> eq
<b>Scope 1+2+3 Greenhouse gas emissions</b>			
└ Total global volume	763.8 thousand tons-CO <sub>2</sub> eq	695.4 thousand tons-CO <sub>2</sub> eq	681.7 thousand tons-CO <sub>2</sub> eq

Item	Data		
	FY2022	FY2021	FY2020
<b>Reduction of Energy Consumption</b>			
<b>Energy used (Global)</b>			
└ Petroleum fuel	122 thousand GJ	132 thousand GJ	154 thousand GJ
└ Gas fuel	267 thousand GJ	294 thousand GJ	407 thousand GJ
└ Electricity	804 thousand GJ	866 thousand GJ	1,119 thousand GJ
└ Total	1,193 thousand GJ	1,291 thousand GJ	1,680 thousand GJ
<b>Initiatives to Reduce Emissions of Greenhouse Gas</b>			
<b>Rate of Company-owned vehicles that are hybrid vehicles</b>	67%	64%	64%
<b>Number of Company-owned vehicles (Domestic)</b>			
└ CO <sub>2</sub> emissions	3,520 t-CO <sub>2</sub>	3,576 t-CO <sub>2</sub>	3,131 t-CO <sub>2</sub>
└ Rate of reduction in CO <sub>2</sub> emissions (vs. fiscal 2019)	15%	14%	25%
<b>Fluorocarbons</b>			
└ Amount of fluorocarbon destroyed (Domestic)	165 kg	560 kg	1,416 kg
└ Amount of leakage (Domestic)	179 kg	68 kg	67 kg
└ Amount of leakage (Domestic)	799 t-CO <sub>2</sub> eq	117 t-CO <sub>2</sub> eq	117 t-CO <sub>2</sub> eq
<b>Water Resource Initiatives &gt;</b>			
<b>Effective Use of Water Resources</b>			
<b>Amount of water withdrawal (Global)</b>			
└ Supplied water / Industrial water	3,294 thousand m <sup>3</sup>	3,553 thousand m <sup>3</sup>	4,449 thousand m <sup>3</sup>
└ Fresh surface water (rivers)	490 thousand m <sup>3</sup>	586 thousand m <sup>3</sup>	750 thousand m <sup>3</sup>
└ Groundwater	9 thousand m <sup>3</sup>	14 thousand m <sup>3</sup>	20 thousand m <sup>3</sup>
└ Total	3,792 thousand m <sup>3</sup>	4,152 thousand m <sup>3</sup>	5,219 thousand m <sup>3</sup>
└ Rate of reduction of water withdrawal (vs. fiscal 2019)	37%	31%	13%
<b>Amount of wastewater (Global)</b>			
└ Rivers	3,151 thousand m <sup>3</sup>	3,374 thousand m <sup>3</sup>	4,204 thousand m <sup>3</sup>
└ Ocean	307 thousand m <sup>3</sup>	477 thousand m <sup>3</sup>	609 thousand m <sup>3</sup>
└ Sewer system	95 thousand m <sup>3</sup>	147 thousand m <sup>3</sup>	166 thousand m <sup>3</sup>
└ Total	3,553 thousand m <sup>3</sup>	3,999 thousand m <sup>3</sup>	4,979 thousand m <sup>3</sup>

Item	Data		
	FY2022	FY2021	FY2020
<b>Initiatives to Reduce Waste and Reuse Resources &gt;</b>			
<b>Reduction of Waste and Proper Management</b>			
<b>Amount of waste generation (Domestic)</b>			
└ Waste generation	1,529 tons	1,843 tons	2,169 tons
└ Rate of reduction in amount of waste generated (vs. fiscal 2019)	35%	22%	8%
└ Rate of reduction in amount of waste generated (vs. previous fiscal year)	17%	15%	8%
<b>Amount of final waste disposed (Domestic)</b>			
└ Amount of final disposal	18.5 tons	38.9 tons	19.8 tons
└ Rate of reduction in amount of final waste disposed (vs. fiscal 2019)	52%	-1.9%	48%
└ Rate of reduction in amount of final waste disposed (vs. previous fiscal year)	52%	-96%	48%
└ Final waste disposal rate	1.2%	2.1%	0.9%
<b>Amount of waste recycled (Domestic)</b>			
└ Amount recycled	905 tons	996 tons	864 tons
└ Recycling rate	59%	54%	40%
<b>Waste plastic emissions (Domestic)</b>			
└ Emissions	179 tons	300 tons	262 tons
└ Rate of reduction in amount of emissions (vs. previous fiscal year)	41%	-15%	23%
<b>Amount of waste plastic recycled (Domestic)</b>			
└ Amount recycled	104 tons	156 tons	143 tons
└ Recycling rate	58%	52%	54%

Item	Data		
	FY2022	FY2021	FY2020
<b>Initiatives to prevent pollution &gt;</b>			
<b>Prevention of Water Pollution</b>			
<b>Air pollutant emissions (Domestic)</b>			
↳ NOx	5.0 tons	6.1 tons	7.0 tons
↳ SOx	1.8 tons	1.9 tons	2.3 tons
↳ Particulate matter	0.1 tons	0.2 tons	0.1 tons
<b>PRTR Substances and VOC</b>			
<b>Environmental impact on public water bodies (Domestic)</b>			
↳ BOD	5.7 tons	4.2 tons	6.3 tons
↳ COD	10.9 tons	8.7 tons	14.6 tons
↳ Nitrogen	2.6 tons	3.4 tons	4.6 tons
↳ Phosphorus	0.1 tons	0.2 tons	0.4 tons
<b>Emission of PRTR (Domestic)</b>			
↳ Amount of PRTR Class I designated chemical substances handled	56 tons	72 tons	91 tons
↳ Air emissions of PRTR Class I designated chemical substances	0.4 tons	0.8 tons	1.5 tons
↳ Public water emissions of PRTR Class I designated chemical substances	0.0 tons	0.1 tons	0.1 tons
↳ Total PRTR emission volume (air and public waters)	0.4 tons	1 tons	2 tons
<b>Emission of VOC (excluding PRTR) (Domestic)</b>			
↳ Amount of VOCs (Excluding PRTR regulated substances) handled	968 tons	1,007 tons	886 tons
↳ Air emissions of VOCs (Excluding PRTR regulated substances)	22.3 tons	21.0 tons	29.8 tons
↳ Public water emissions of VOCs (Excluding PRTR regulated substances)	14.1 tons	11.2 tons	12.6 tons
↳ Total VOC emissions excluding PRTR substances (air and public waters)	36.3 tons	32.2 tons	42.4 tons

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

[Plan \(Japanese language only\)](#)  
[PDF: 298KB]



[Implementation status report \(Japanese language only\)](#) [PDF: 458KB]



Item	Data		
	FY2022	FY2021	FY2020
<b>Environmental Accounting &gt;</b>			
<b>Environmental Accounting</b>			
<b>Environmental conservation costs</b>			
<b>↳ Invested</b>			
↳ Pollution prevention	68 million yen	11 million yen	10 million yen
↳ Global environmental protection	101 million yen	0 million yen	0 million yen
↳ Recycling and reuse of resources	3 million yen	2 million yen	0 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	172 million yen	13 million yen	10 million yen
<b>↳ Expended</b>			
↳ Pollution prevention	278 million yen	280 million yen	272 million yen
↳ Global environmental protection	16 million yen	22 million yen	10 million yen
↳ Recycling and reuse of resources	98 million yen	127 million yen	137 million yen
↳ Upstream and downstream activities	1 million yen	3 million yen	5 million yen
↳ Administrative activities	127 million yen	156 million yen	176 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	4 million yen	7 million yen
↳ Total	521 million yen	592 million yen	607 million yen

Item	Data		
	FY2022	FY2021	FY2020
<b>Environmental Conservation Effects</b>			
└ Domestic environmental performance indicators			
└ Energy consumption	1,009 thousand GJ	1,080 thousand GJ	1,166 thousand GJ
└ Amount of water withdrawal	3,706 thousand m <sup>3</sup>	4,056 thousand m <sup>3</sup>	5,130 thousand m <sup>3</sup>
└ Scope 1 + 2 greenhouse gas emissions	53 thousand tons-CO <sub>2</sub> eq	56 thousand tons-CO <sub>2</sub> eq	60 thousand tons-CO <sub>2</sub> eq
└ SOx emissions	1.8 tons	1.9 tons	2.3 tons
└ NOx emissions	5.0 tons	6.1 tons	7.0 tons
└ Amount of waste generation	1,529 tons	1,843 tons	2,169 tons
└ Amount of waste recycled	905 tons	996 tons	864 tons
└ Amount of final waste disposed	18 tons	39 tons	20 tons
└ Wastewater output	3,497 thousand m <sup>3</sup>	3,937 thousand m <sup>3</sup>	4,913 thousand m <sup>3</sup>
└ Amount of PRTR substances handled	56 tons	72 tons	91 tons
└ BOD pollution load	5.7 tons	4.2 tons	6.3 tons
└ COD pollution load	10.9 tons	8.7 tons	14.6 tons
<b>Economic benefits related to environmental protection</b>			
└ Environmental protection initiatives			
└ Cost reductions through energy conservation and updating to high-efficiency equipment	6,829 thousand yen	—	—
└ Income from recycling	18,351 thousand yen	—	—
└ Cost reductions through recycling and conservation of resources	547 thousand yen	—	—

## Together with Patients and Healthcare Professionals

Item	Data		
	FY2022	FY2021	FY2020
<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	4	4	4
<b>Information Provision &gt;</b>			
<b>MR's Responsibility: Collecting Data and Providing Information to Medical Institutions</b>			
<b>Number of general and specialized medical representatives (MRs) (Domestic Group)</b>	—	Approx. 1,400	Approx. 1,500
<b>Number of general and specialized medical representatives (MRs) (Overseas Group)</b>	Approx. 430	Approx. 500	Approx. 590
<b>Providing Information through Websites</b>			
<b>Number of health support site visitors</b>	24.25 million	31.44 million	25.79 million
<b>Providing Comprehensive Information through the Medical Information Center</b>			
<b>Number of inquiries to the Medical Information Center*</b>	36,235	44,886	45,773
* 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>			
<b>Pharmaceutical safety training (All employees, including executive officers)</b>	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>			
<b>Participation in the Global Health Innovative Technology Fund</b>	✓	✓	✓

## Together with Employees

Item	Data		
	FY2022	FY2021	FY2020
Human Resources Development >			
<b>Basic Human Resources Policy</b>			
<b>Number of employees (as of March 31)</b>			
↳ Consolidated	6,370	6,697	6,728
↳ Non-consolidated	3,107	3,278	3,383
↳ Men	2,354	2,490	2,593
↳ Women	753	788	790
<b>Number of new graduates hired *Entering company on April 1 of following year</b>			
↳ Men	8	11	8
↳ Women	9	12	12
<b>Number of mid-career employees hired</b>			
↳ Men	18	37	31
↳ Women	6	10	9
<b>Number of temporary employees *Group (Domestic)</b>			
	163	98	150
<b>Average age of employees</b>			
	46.3	45.9	45.3
<b>Average years of continuous service for employees</b>			
	20.4	20.1	19.7
<b>Employee turnover rate (voluntary turnover only) *Group (Domestic)</b>			
	2.91%	1.78%	2.00%
<b>Enhancing Personnel Training</b>			
<b>In-house group training average time per year (Domestic)</b>	1.9	2.6	2.7



Item	Data		
	FY2022	FY2021	FY2020
<b>Promoting Diversity &amp; Inclusion &gt;</b>			
<b>Actively Utilizing Diverse Human Resources</b>			
<b>Number of employees by region</b>			
└ Japan	4,217	4,392	4,529
└ North America	854	922	775
└ EMEA (Europe, Middle East, Africa)	229	223	213
└ Asia / Oceania	1,070	1,160	1,211
<b>Percentage of female employees with subsection managers or higher or in management positions</b>			
<b>*As of April 1</b>			
└ Subsection managers or higher	17.9%	17.9%	16.9%
└ Management positions	12.9%	12.2%	11.9%
<b>Percentage of female employees</b>	<b>24.3%</b>	<b>24.0%</b>	<b>23.4%</b>
<b>Supporting Active Careers for People with Disabilities</b>			
<b>Employment rate of people with disabilities</b>	<b>2.69%</b>	<b>2.66%</b>	<b>2.59%</b>
<b>*Group (Domestic)</b>			
<b>Supporting Diverse Working Styles</b>			
<b>Utilization of leave and shorter workdays for childcare</b>			
<b>*Group (Domestic)</b>			
└ Childcare leave	152	242	196
└ Men	99	131	113
└ Women	53	111	83
└ Shorter workdays for childcare	122	110	114
<b>Utilization of leave and shorter workdays for nursing care</b>			
<b>*Group (Domestic)</b>			
└ Nursing-care leave	2	1	2
└ Shorter workdays for nursing care	6	4	1
<b>Building Sound Labor-Management Relations</b>			
<b>Percentage of employees with right to collective bargaining (as of March 31)</b>	<b>72.0%</b>	<b>72.4%</b>	<b>73.9%</b>
<b>*Group (Domestic)</b>			

Item	Data		
	FY2022	FY2021	FY2020
<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	0.13	0.11	0.12
↳ (Reference) Pharmaceutical industry average	1.29	1.03	1.02
↳ (Reference) Manufacturing industry average	1.25	1.31	1.21
<b>Industrial accident severity rate*1</b>	0.001070	0.000900	0.007675
<b>Number of deaths due to industrial accidents</b>	0	0	0
<b>Employee Health Management</b>			
<b>Overtime work (number of people with over 360 hours overtime a year) *Group (Domestic)</b>	86	134	140
<b>Rate of taking paid time off *Group (Domestic)</b>			
↳ Average number of days used	16.6	15.3	15.2
↳ Average rate of use	77.1%	71.3%	70.7%
<b>Percentage receiving health examinations</b>	99.9%	99.9%	99.9%
<b>Percentage receiving stress checks</b>	98.7%	96.7%	97.6%
<b>Employee Survey</b>			
<b>Frequency of conducting survey</b>	Once a year	Once a year	Not conducted
↳ Number of responses	5,258	4,866	—
↳ Response rate	87.49%	77.02%	—

\*1 Industrial 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)

## Together with the Local Community

Item	Data		
	FY2022	FY2021	FY2020
<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	16	13	15
Amount of monetary support	8.87 million yen	8.24 million yen	10 million yen
<b>Contributing to Developing Countries</b>			
<b>TABLE FOR TWO (TFT)</b>			
↳ Number of meals contributed from the TFT menu	2,303 meals	2,500 meals	2,246 meals
↳ Number of meals contributed from TFT vending machines	2,244 meals	5,660 meals	6,401 meals
<b>Participating in vaccine support activities</b>			
↳ Amount of contributions *Matching donations from Company included from FY2017	185,612 yen	692,660 yen	264,192 yen
↳ Polio vaccine (estimate)	9,281 doses	34,633 doses	13,210 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	108	110	106
Amount of monetary support	13,700 million yen	14,300 million yen	13,700 million yen
<b>Grants of the Japan Foundation for Applied Enzymology</b>			
Number of research grants	159	160	148
Amount of monetary support	88.5 million yen	82.7 million yen	74.3 million yen
<b>Promotion of Local Communities &gt;</b>			
Number of visitors to the historical museum *Including viewers of the "Virtual Tour" video in FY2020	3,362	546	841
Number of visitors to the Yoshitomi Summer Festival	1200	Not held	Not held

Item	Data		
	FY2022	FY2021	FY2020
<b>Others</b>			
<b>Amount of donations related to social contribution</b>	752 million yen	784 million yen	918 million yen
<b>Number of people taking days off for volunteer activities</b>	1	2	17