

企業名： 三菱瓦斯化学

レポート名： コーポレートレポート 2021

### 1. この会社が目指す姿が理解できるか

Overall Mitsubishi Gas Chemical aims to achieve its highest ever operating profit target and to create social value. For example by contributing to climate change solutions.

On the occasion of Mitsubishi Gas Chemical's 50th anniversary, the company revisited what it wanted to be and its reason for being in the future around 2050, and discussed ways to create value in the long term. This led to the core of a philosophical system called the MGC Way. The MGC Way is an umbrella term for "Mission", "Vision" and "Values". The Mission is to create value that can be shared with society, the Vision is to be a good company with a distinctive identity and presence based on chemistry, and the Values are the company's philosophy of action.

As a performance target, Mitsubishi Gas Chemical has set a record operating profit of 70 billion yen for fiscal year 2023. Ten years later, in fiscal 2030, the company aims to achieve sales of 1 trillion yen and an operating profit of more than 100 billion yen.

Another important goal is to achieve both social and economic value. The company will strive to reconcile these two values and contribute to a sustainable society. For example, it will construct a model for the use of carbon dioxide to achieve the goal of carbon neutrality. and to achieve some of the goals mentioned in the SDGs. Based on the MGC approach, the company will realise both social and economic values.

### 2. この会社の競争優位性が理解できるか

Creating technologies with unique advantages is in the Group's DNA and over 90% of its products are still being developed in-house.

The company is developing ultra-pure hydrogen peroxide to increase the production capacity of optical resin polymers. To capture the demand for BT materials for semiconductor packaging brought about by the development of 5G, the company is increasing its aromatic aldehyde production capacity at its Mizushima plant. Changing production direction in line with the times has also strengthened the company's competitiveness.

### 3. その競争優位性に持続性があるかどうか理解できるか

I believe that the company's competitive superiority is sustainable. The company is further strengthening its differentiated business by prioritising the allocation of management resources to high value-added products and shifting to differentiated business by increasing the added value and efficiency of its core business

And the company is promoting initiatives such as DX and achieving carbon neutrality in the production department - launching the SMARTMGC project to use digital technology to promote operational efficiency and overall optimisation in the production and indirect departments. By introducing the latest DX technology to the plants, including the use

of the latest IT technology, data linking of various systems, generalisation of specialised tasks and optimisation of operations, production is stabilised and the supply chain optimised to consolidate competitive advantages, while contributing to the achievement of carbon neutrality through these measures.

#### 4. この会社で自身の人的資本の価値向上を達成できると思うか

I think that working for this company will improve your human capital. As mentioned above, the company develops more than 90 per cent of its own products and the goal of increasing the number of differentiated products also requires the company's employees to be constantly developing and improving. It is certainly a good company for R&D staff to work in to improve their skills. The company's investment rate in research is also increasing year on year.

It is the emphasis on the uniqueness of the technology and the development philosophy of keeping up with the times that will take the employees forward. However, I think that the assets of the Organising-special human assets in this company are more enhanced than the General-purpose human assets.

#### 5. 報告書にはどのような改善余地があるか

I think there are two areas that could be improved.

One is that the report presents the company's goals and strengths through the eyes of many of its staff. However, there is no part of the report where people from outside the community analyse the company from the perspective of the general public. It would have been more authoritative to ask questions or have a dialogue with someone from outside the community to understand the company's situation and strengths better.

Secondly, there is the issue of the use of chemical terminology. The report provides a lot of explanations and pictures for some easy-to-understand terms, but the use of abbreviations for chemistry-related terms, without brief explanations and pictures, is somewhat difficult to understand.