

## Sumitomo Chemical Group Global Project: JIRI-RITA ACTION

To accelerate the promotion of sustainability, the Sumitomo Chemical Group considers it essential that all management executives and employees share the corporate philosophy, have a deep understanding of sustainability, and work together to carry out initiatives. As an effort to engage all management executives and employees and promote this "participation by all" principle, we have run the Global Project since 2014. Via a dedicated website, we have striven to deepen understanding of this initiative's established themes. The initiative is intended to spur action to promote sustainability and foster greater Group unity by enabling participants to post and share about their own ideas, actions and feedbacks. In fiscal 2023, the 10th year since the start of this initiative, we changed the initiative name

to JIRI-RITA ACTION to better communicate the idea that each action a Group employee takes should be imbued with the spirit of "Jiri-Rita Koushi-Ichinyo (Our businesses must benefit society at large, not just our own interests)."

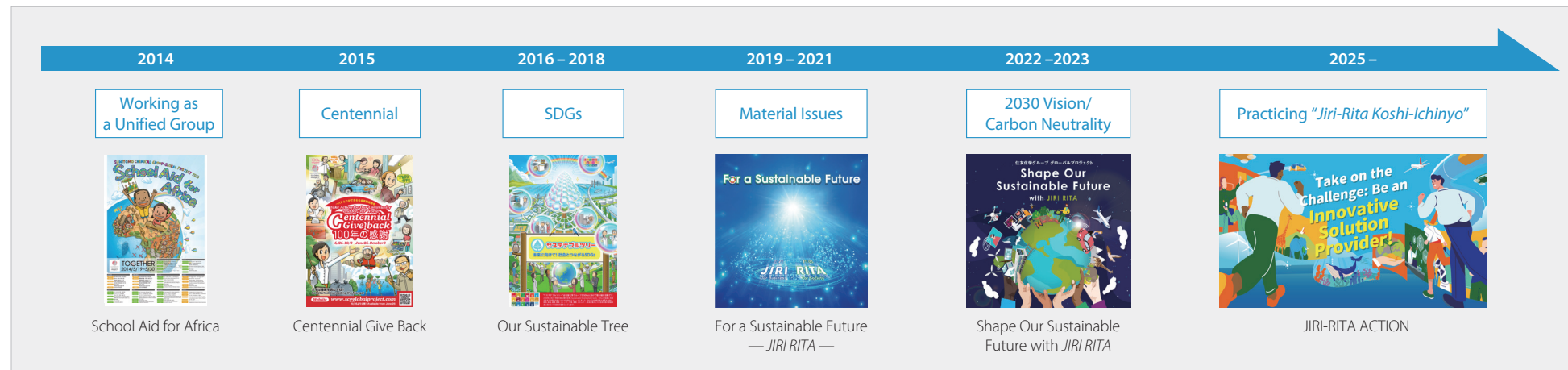
### Refreshing Our Approach

In fiscal 2024, while reviewing various initiatives in line with fundamental structural reforms, we reviewed the aforementioned initiative and considered refreshing it to be more effective. This would enable every Group employee to practice our principle of "Jiri-Rita Koushi-Ichinyo," which is the idea that our business must benefit society at large, not just our own interests.

### FY2025 Initiative

In fiscal 2025, we have evolved our main approach from individual postings to group discussions among colleagues. The theme is "Take on the challenge: Be an Innovative Solution Provider - Practice 'Jiri-Rita Koushi-Ichinyo' through Our Work". The initiative was launched in August 2025 and we will implement it over a period extending to November 2025. We believe that putting the "Jiri-Rita Koushi-Ichinyo" principle into practice will help enhance corporate value.

### Initiatives to Date



The Sumitomo Chemical Group: JIRI-RITA ACTION (Previously the Sumitomo Chemical Group Global Project) in the past

<https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/globalproject/archive/>