

Social Activities: Supplementary Data

1 Human Resources

Basic Data

■ Number of Employees, Average Age, Length of Service, Average Compensation

Item		FY2022	FY2023	FY2024
Number of employees (Sumitomo Chemical Group)	Total	33,572	32,161	29,279
	Male	24,869	24,126	21,713
	Female	8,703	8,035	7,566
	Percentage of female employees (%)	25.9	25.0	25.8
Sumitomo Chemical	Total	6,637	6,706	6,669
	Male	5,607	5,653	5,600
	Female	1,030	1,053	1,069
	Percentage of female employees (%)	15.5	15.7	16.0
Consolidated in Japan	Total	11,819	11,459	9,366
	Male	9,002	8,690	6,956
	Female	2,817	2,769	2,410
	Percentage of female employees (%)	23.8	24.2	25.7
Consolidated overseas	Total	15,116	13,996	13,244
	Male	10,260	9,783	9,157
	Female	4,856	4,213	4,087
	Percentage of female employees (%)	32.1	30.1	30.9
Number of non-Japanese employees (Sumitomo Chemical)		69	67	65
Average age (Sumitomo Chemical)		41.5	41.6	42.1
	Male	41.8	41.9	42.4
	Female	39.9	39.8	40.3
Average length of service (years; Sumitomo Chemical)		15.5	15.7	16.3
	Male	15.7	16.0	16.6
	Female	14.1	14.1	14.7
Average annual compensation (yen; Sumitomo Chemical)		9,108,009	8,424,481	8,183,357
Average monthly wages (yen; Sumitomo Chemical)		338,942	352,344	366,312
	Male	340,392	354,149	368,051
	Female	332,686	344,634	358,908

Notes: • The above figures are as of March 31 for each fiscal year. Employee numbers do not include temporary employees, part-time staff, dispatch employees, and staff assigned to other companies not included in the scope of consolidation, but do include staff assigned from other companies not included in the scope of consolidation.

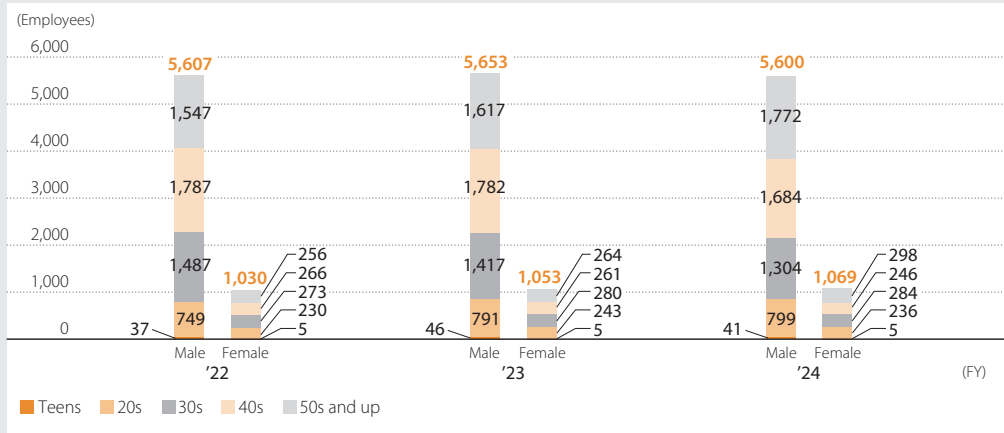
• Average monthly wages are for non-managerial employees (as of August of each year). Compensation is the same for the same work and the overall difference in compensation between men and women is entirely attributable to differences in age and rank.

■ Number of Employees by Region and Gender (Sumitomo Chemical Group)

Region		FY2022	FY2023	FY2024
Japan	Total	18,455	18,164	16,035
	Male	14,608	14,342	12,556
	Female	3,847	3,822	3,479
(The rest of) Asia	Total	9,992	9,857	9,271
	Male	7,288	7,232	6,696
	Female	2,704	2,625	2,575
North America	Total	3,349	2,271	2,207
	Male	1,739	1,272	1,241
	Female	1,610	999	966
Central and South America	Total	991	1,045	942
	Male	704	730	677
	Female	287	315	265
Europe	Total	586	626	628
	Male	381	407	414
	Female	205	219	214
Middle East and Africa	Total	78	75	71
	Male	61	57	47
	Female	17	18	24
Oceania	Total	121	123	125
	Male	88	86	82
	Female	33	37	43
Total		33,572	32,161	29,279

Note: As of March 31 for each fiscal year

Employee Age Composition and Distribution (Sumitomo Chemical)



Number and Percentage of People Who Left the Company (Sumitomo Chemical)

	FY2022			FY2023			FY2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	130	93	37	151	122	29	210	165	45
Early retirement rate (%)	2.0	1.7	3.6	2.3	2.2	2.8	3.1	2.9	4.2

Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2022	148	48
Number of those remaining as of April 2025	136	40
Retention rate of new graduates after three years (%)	92	83

Number of New Graduate and Mid-career Hires, Percentage of Mid-career Hires (Sumitomo Chemical)

Results		FY2022	FY2023	FY2024
New graduate hires	Male	148	207	164
	Female	49	63	58
	Total	197	270	222
Mid-career hires	Male	70	45	7
	Female	14	6	1
	Total	84	51	8
Percentage of mid-career hires (%)	Total	29.9	15.9	3.5

Number of Internships (Sumitomo Chemical)

Results	FY2022	FY2023	FY2024
University students in Japan	129	115	137
University students overseas	0	0	0

Promotion of DE&I

■ Promotions of Employees (Sumitomo Chemical) As of March 31, 2025

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	178	1,777	16	9.1
(Those ranked general manager or above)	12	447	2	2.6
Directors and senior management	5	43	2	10.4
(Those ranked executive officer or above)	3	30	2	9.1

* All employees equivalent to managers or above

■ Number of Managers and General Employees, Percentage of Female Employees (Sumitomo Chemical Group)

		FY2022	FY2023	FY2024
Managers	Male	8,914	8,404	6,870
	Female	2,420	2,086	1,815
	Total	11,334	10,490	8,685
	Percentage of female managers (%)	21.4	19.9	20.9
General employees	Male	15,955	15,722	14,843
	Female	6,283	5,949	5,751
	Total	22,238	21,671	20,594
	Percentage of female managers (%)	28.3	27.5	27.9
Total		33,572	32,161	29,279

Note: As of March 31 for each fiscal year

■ Wage Disparity by Gender (Sumitomo Chemical)

	FY2022	FY2023	FY2024
Total	74.9	76.0	76.4
Full-time employees	75.9	76.7	77.2
Part-time and fixed-term employees	66.9	68.6	71.0

Note: This shows the percentage of wages earned (on average) by female employees compared to male employees. Our wage system is based on the level of the position held. When comparing standard wages paid to male and female employees within the same rank, no wage disparity exists.

Promotion of Work-Life Balance

■ Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2022	FY2023	FY2024
Number of days of paid vacation provided	20.0	20.0	20.0
Number of days of paid vacation used	16.4	16.2	16.2
Percentage of paid vacation days used (%)	82.2	81.0	81.6

■ Average Overtime Work (Sumitomo Chemical)

	FY2022	FY2023	FY2024
Average overtime hours	20.9	19.4	18.3

(Hours/Month)

■ Return Rate of Employees Who Take Extended Leave for Childcare (Sumitomo Chemical)

	FY2022		FY2023		FY2024	
	Male	Female	Male	Female	Male	Female
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	100.0	98.6	100.0	100.0	99.7	100.0

(%)

■ Leave for Volunteer Work and Number of Employees Using Leave for Volunteer Work (Sumitomo Chemical)

	System in place	FY2022	FY2023	FY2024
Vacations for volunteering	Yes	5	14	27

Healthcare

Health-related Indicators (Sumitomo Chemical)

	FY2022	FY2023	FY2024
Presenteeism (%) ^{*1}	83	82	82
Absenteeism (%) ^{*2}	1.4	1.3	1.4
Expenditure for promoting health management initiatives (thousand yen)	11,250	11,250	11,250
Comprehensive health risk in stress check ^{*3}	96	96	95
Women's health seminar	Participants	206	676
	Satisfaction (%)	—	94.0
Percentage of regular health checkups (%)	99.2	99.6	99.7
Percentage receiving a full medical checkup (%)	71.7	67.6	Under calculation
Adequacy rate of BMI (%)	67.4	66.9	66.9
Smoking rate (%)	16.0	16.1	17.1
Percentage receiving specific health guidance (%) ^{*4}	83.5	79.7	Under calculation
Percentage of Participation in health events: (Walking events) (%)	41.7	46.6	52.2

*1 Calculated using the level of activity (productivity) related to work results, quality, and volume

*2 Percentage of employees using one month of more of leave for illness or who are absent from work due to illness

*3 Calculated from the results of the stress check. The comprehensive health risk is indexed to a national average of 100, with higher values indicating greater health risks among employees.

*4 40 years old and over

2 Occupational Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System*

Five of the Company's Works acquired certification for the international standard ISO 45001, which is for occupational safety and health management systems, and are conducting operations accordingly. Two of the Works simultaneously acquired JISQ 45100, which added requirements related mainly to daily safety and health activities to ISO 45001 (JISQ 45001), from the Japan Industrial Safety and Health Association (JISHA). We are making preparations toward acquiring certification for ISO 45001 as well as JISQ 45100 at the remaining Works.


By fiscal 2009, Sumitomo Chemical had acquired OSHMS certification from JISHA at all of its Works and Research Laboratories. The Research Laboratories have since switched to independent operations, and the Works are working to switch to ISO 45001 certification. Currently 1 Works (4 facilities) maintains JISHA certification. (JISHA's OSHMS includes the same requirements as OHSAS 18001.)


As the Group is working toward acquiring ISO 45001 certification, for the certifications acquired, it is continually undergoing transition audits and registering for certification under the latest standards to ensure there is no interruption.

Note: The scope of the survey includes Sumitomo Chemical's manufacturing sites and the production plants of major consolidated subsidiaries (22 companies in Japan and 33 companies overseas).
Further details are provided on page 063.

* Applicable scope of the Occupational Safety and Health Management System: Employees who work at either the Company's or the Group's Works and Research Laboratories (including temporary, part-time, and dispatch employees)

JISHA's Official Websites

Japanese: <https://www.jisha.or.jp/about/index.html> 

English: <https://www.jisha.or.jp/english/index.html> 

■ Acquisition of ISO 45001 and JISQ 45100 Certification

1. Sumitomo Chemical

Facilities	Certificate Number	Certification Date
Osaka Works	ISO 45001: JISHA-O-31	April 2020
Osaka Works	JISQ 45100: JISHA-31	April 2020
Chiba Works	ISO 45001: JISHA-O-61	June 2021
Chiba Works	JISQ 45100: JISHA-61	June 2021
Misawa Works	ISO 45001: JQA-OH0346	July 2021
Ehime Works	ISO 45001: JCQA-O-0102	September 2021
Ohe Works	ISO 45001: JCQA-O-0106	February 2022

2. Group Companies in Japan

Facilities	Certificate Number	Certification Date
Sumika Assembly Techno Co., Ltd.	JCQA-O-0106	February 2022

3. Overseas Group Companies

Companies	Certificate Number	Certification Expiration Date
Bara Chemical Co., Ltd.	24131411002	November 2025
The Polyolefin Company (Singapore) Pte. Ltd.	OHS-45001-2021-0281	April 2025
Sumika Electronic Materials (Changzhou) Co., Ltd.	CN20/10229	May 2026
Sumika Electronic Materials (Wuxi) Co., Ltd.	243940-2017-ASA-RGC-RvA	August 2026
Sumika Electronic Materials (Xi'an) Co., Ltd.	CN20/10076	August 2027
Dalian Sumika Chemphy Chemical Co., Ltd.	02123S10334R2S	February 2026
Sumika Technology Co., Ltd.	OHS510533	December 2027
Dongwoo Fine-Chem (Pyeongtaek) Co., Ltd.	SAC-0600401	July 2027
Dongwoo Fine-Chem (Samki) Co., Ltd.	KR20/81826441	August 2025
Dongwoo Fine-Chem (Iksan) Co., Ltd.	KR20/81826415	July 2026
SSLM Co., Ltd.	SAC-0958701	May 2026
Sumitomo Chemical India Limited (Bhavnaga plant)	99 117 01316	October 2027
Sumitomo Chemical India Limited (Gajod plant)	99 117 01310	October 2027
Sumitomo Chemical India Limited (Silvassa plant)	IND.24.1109/IM/U	May 2027
Sumitomo Chemical Advanced Technologies LLC	241505-2017-AHSO-USA-ANAB	June 2026

Note: the above list is based on the survey results from January to March 2025

■ Acquisition of JISHA's OSHMS Certification (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Oita Works	06-44-1	July 2006
Oita Works (Utajima)	09-27-14	January 2009
Oita Works (Gifu Plant)	09-21-6	February 2009
Oita Works (Okayama Plant)	09-33-7	February 2009

Voluntary Safety Management of High-Pressure Gas Based on Certification by the Minister

Sumitomo Chemical continually renews the Accreditation of Completion and Safety Inspection, as stipulated in the High Pressure Gas Safety Act, for the Ehime Works and the Chiba Works. Certification is given to facilities that have achieved excellent safety, management, and technological levels and that are recognized as having met legally mandated requirements for safety management systems. Certified facilities are allowed to conduct Completion Inspections and Safety Inspections of their own facilities in place of national, prefectural, and other governmental organizations.

Chiba Works acquired certification as a specified operator (commonly known as a super certified works) with its certification renewal in May 2024. This certification is provided to works certified by the Ministry of the Economy, Trade and Industry (METI) as a certified operator undertaking such sophisticated security measures as assessments of safety assurance capabilities using third parties, advanced risk assessments, big data, and IoT. Specified operators can receive various incentives.

METI's website

https://www.meti.go.jp/english/policy/safety_security/industrial_safety/index.html#high_pressure_gas

Number of Accreditations of Completion and Safety Inspection Given for Sumitomo Chemical Facilities and Specified Operators

Works	Area	Year of certification	Year and month renewed	Number of facilities given accreditation
Ehime Works	Niihama	2002	March 2023	13
	Kikumoto	2002	March 2023	4
Chiba Works (acquired certification as a specified operator)	Anesaki	1987	May 2024	8
	Sodegaura	1987	May 2024	13

Note: Number of facilities given accreditation data as of the time of certification renewal.

Criteria and Results of the President's Safety Award for Zero-Lost Workday Operations (as of May 31, 2025)

Sumitomo Chemical has set facility specific criteria for the achievement of continuous periods of zero-lost workday operations for employees as well as contractors. The President's Safety Award is presented to facilities in recognition of their satisfaction of the above-mentioned criteria.

Sumitomo Chemical Employees (Works, Research Laboratories)

Facilities	Criteria for the President's Safety Award*1	Results
Ehime Works	3 million hours	A lost workday accident occurred in January 2025. Working to reach the target of 3 million hours.
Ohe Works*2	3 million hours	Working to reach the target of 15 million work hours.
Chiba Works	3 million hours	A lost workday accident occurred in January 2025. Working to reach the target of 3 million hours.
Osaka Works	3 million hours	A lost workday accident occurred in February 2023. Working to reach the target of 6 million hours.
Oita Works*3	3 million hours	A lost workday accident occurred in November 2024. Working to reach the target of 3 million hours.
Ibaraki Works	120 months	Working to reach the target of 120 months.
Misawa Works	30 months	Working to reach the target of 60 months.
Health & Crop Sciences Research Laboratory	30 months	Working to reach the target of 120 months.
Tsukuba Regional Research Laboratory*4	30 months	Working to reach the target of 450 months.
Advanced Medical Solutions Research Laboratory (Utajima)	30 months	Working to reach the target of 30 months.

Contractors / Affiliated Company Employees of Sumitomo Chemical (Works, Research Laboratories)

Facilities	Criteria for the President's Safety Award*1	Results
Ehime Association (Plant maintenance)	24 months	A lost workday accident occurred in April 2025. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	Working to reach the target of 72 months.
Ohe Association (Plant maintenance)	48 months	Working to reach the target of 192 months.
Ohe Logistics Association (Logistics)	48 months	Working to reach the target of 192 months.
Chiba Association (Plant maintenance)	24 months	A lost workday accident occurred in February 2023. Working to reach the target of 24 months.
Chiba Logistics Association (Logistics)	24 months	A lost workday accident occurred in November 2023. Working to reach the target of 24 months.
Osaka Association	24 months	Working to reach the target of 48 months.
Oita Association (Plant maintenance)	24 months	Working to reach the target of 168 months.
Oita Association (Logistics)	24 months	Working to reach the target of 168 months.
Okayama Association	48 months	A lost workday accident occurred in November 2020. Working to reach the target of 48 months.
Gifu Association	48 months	Working to reach the target of 192 months.
Misawa Works	48 months	Working to reach the target of 96 months.
Health & Crop Sciences Research Laboratory	48 months	Working to reach the target of 336 months.
Tsukuba Regional Research Laboratory*4	48 months	Working to reach the target of 192 months.

*1 Continuous periods of zero-lost workday operations.

*2 Ohe Works includes Sumika Assembly Techno Co., Ltd.

*3 Oita Works includes Gifu Works, and Okayama Works.

*4 The Tsukuba Regional Research Laboratory was reorganized into the Advanced Materials Development Research Laboratory (Tsukuba) and Energy & Functional Materials Research Laboratory (Tsukuba).

Safety Achievements

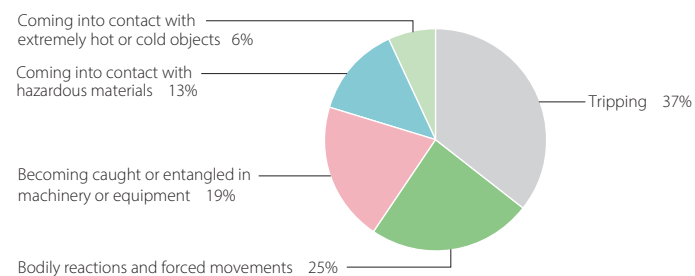
Lost-Workday Injuries (Sumitomo Chemical Group*)

		FY2021	FY2022	FY2023	FY2024
Number of injuries (including fatalities)	Sumitomo Chemical	1	2	3	5
	Sumitomo Chemical contractors (including others)	6	6	4	1
	Domestic consolidated subsidiaries	11	16	8	6
	Overseas consolidated subsidiaries	8	20	8	4
	Total	26	44	23	16
Frequency rate of lost-workday injuries	Sumitomo Chemical	0.06	0.12	0.18	0.30
	Sumitomo Chemical contractors (including others)	0.60	0.63	0.42	0.12
	Domestic consolidated subsidiaries	0.40	0.60	0.31	0.26
	Overseas consolidated subsidiaries	0.22	0.57	0.25	0.14
	The Sumitomo Chemical Group*	0.29	0.50	0.27	0.21
Number of fatal accidents	Sumitomo Chemical and consolidated Group companies in Japan and overseas	0	0	0	0
	Sumitomo Chemical contractors (including others)	1	1	1	0
	Total	1	1	1	0

Note: If the result is not 0, a domestic/overseas breakdown is provided.

* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

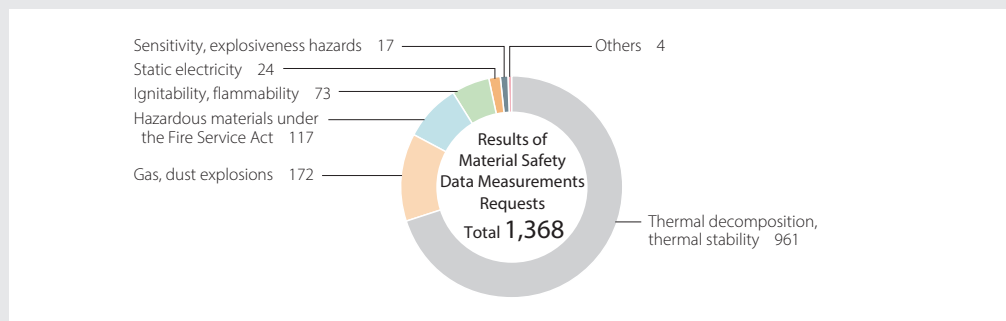
FY2024 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

Industrial Safety and Disaster Prevention Results

FY2024 Results of Material Safety Data Measurements Requests (Sumitomo Chemical Group*)



* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

The Safety Engineering Group at the Production & Safety Fundamental Technology Center studies and assesses process safety, researches safety measures, measures and evaluates material safety data, compiles a database on safety technologies, and undertakes training for safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. In fiscal 2024, 1,323 material safety data measurements were taken from within Sumitomo Chemical (1,340 in fiscal 2023) and 45 measurements were taken from Group companies (63 in fiscal 2023) for a total of 1,368 (1,403 in fiscal 2023).

The Launch of Several Process Safety Review Committees (Sumitomo Chemical)

Fiscal Year	R&D stages		Industrialization stage		
	Level 1	Level 2	Level 3	Level 4	Level 5
2021	25	38	30	91	29
2022	19	17	31	63	15
2023	28	20	25	75	11
2024	9	8	16	56	5

When new processes are developed at Sumitomo Chemical, the Process Safety Review Committee (levels 1 to 5) convenes at every step, from R&D through to industrial-scale production. In essence, this committee focuses on process safety assessment results and confirms whether safety countermeasures are appropriate.

Safety Information Database (Sumitomo Chemical)

	Number of data sets	(Year on year comparison)
Accident prevention technology information	22,563	(Increased by 460)
Accident cause investigations	2,750	(Increased by 58)
Accident information	21,322	(Increased by 143)
As of March 31, 2025	46,635	(Increased by 661)

A safety information database has been created by collecting information on accidents in Japan and overseas and compiling abstracts of said data. As of the end of March 2025, 46,635 sets of data were stored in the database (45,974 sets of data as of March 31, 2024). This system allows all employees at each Works or Research Laboratory to search stored data using individual terminals. This data is also used in process hazard evaluations and case study examinations to prevent similar accidents. In addition, accident data is also disclosed to Group companies as necessary.

3 Product Stewardship / Product Safety / Quality Assurance

Quality Management System

Acquisition of ISO 9001 Certification (Sumitomo Chemical)

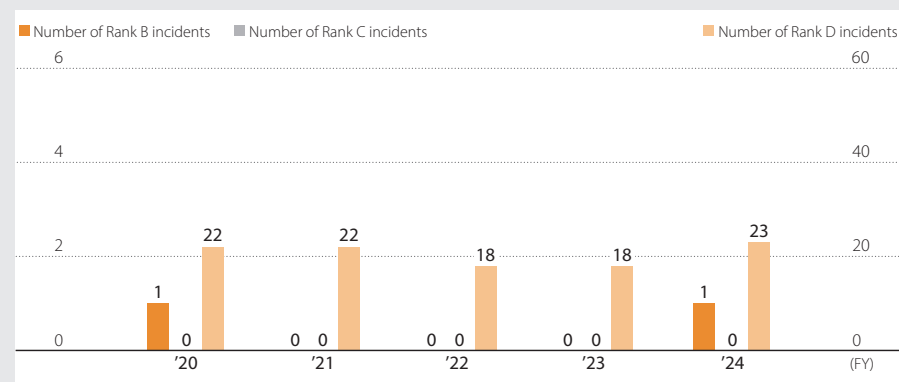
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019	October 1994
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721 JQA-QMA16585	December 1994 October 2022
Ohe Works	JET-0829 JET-0847 JCQA-1720	April 1998 August 2009 January 2010
Ibaraki Works	ISO9001-0067280	July 2015
Oita Works	JQA-1069	December 1995
Okayama Works	JSAQ-2904	October 2020
Misawa Works	JQA-0752	December 1994

Furthermore, the Gifu Works has been pursuing Good Manufacturing Practice (GMP) management.

Logistics Quality Assurance

In fiscal 2024, the Company reported an incident of rank B and 23 incidents of rank D. Of these incidents, 10 involved shipping error or false delivery, which can cause significant problems in the quality of customers' products. Going forward, we will continue to take measures to reduce the number of incidents affecting logistics quality, such as promoting measures to prevent recurrences and rolling out said measures across the Company.

Logistics Incidents Having an Impact on Our Customers (Sumitomo Chemical)*



Notes: • Ranks reflect Sumitomo Chemical's standard, which classifies incidents into Ranks A, B, C, and D in descending order of severity.

- There were no occurrences of Rank A (the most severe) incidents.
- Incidents within the scope of logistics operations are consigned to Sumitomo Chemical.

* Includes some Group companies in Japan that have Works within a Sumitomo Chemical worksite