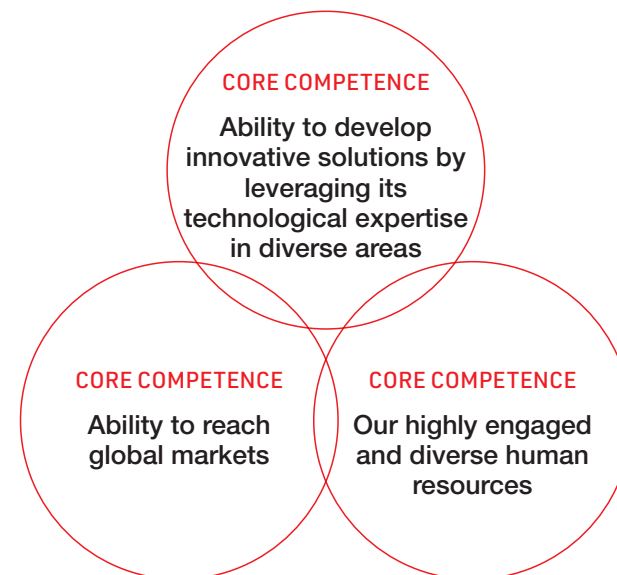


Core Competence

Sumitomo Chemical recognizes three of our core competencies, which we have developed over our 100-year history: “Ability to develop innovative solutions by leveraging its technological expertise in diverse areas,” “Ability to reach global markets,” and “Our highly engaged and diverse human resources”. By making the best use of these resources, we are striving to solve social issues such as environmental and food problems, and to improve people’s quality of life.

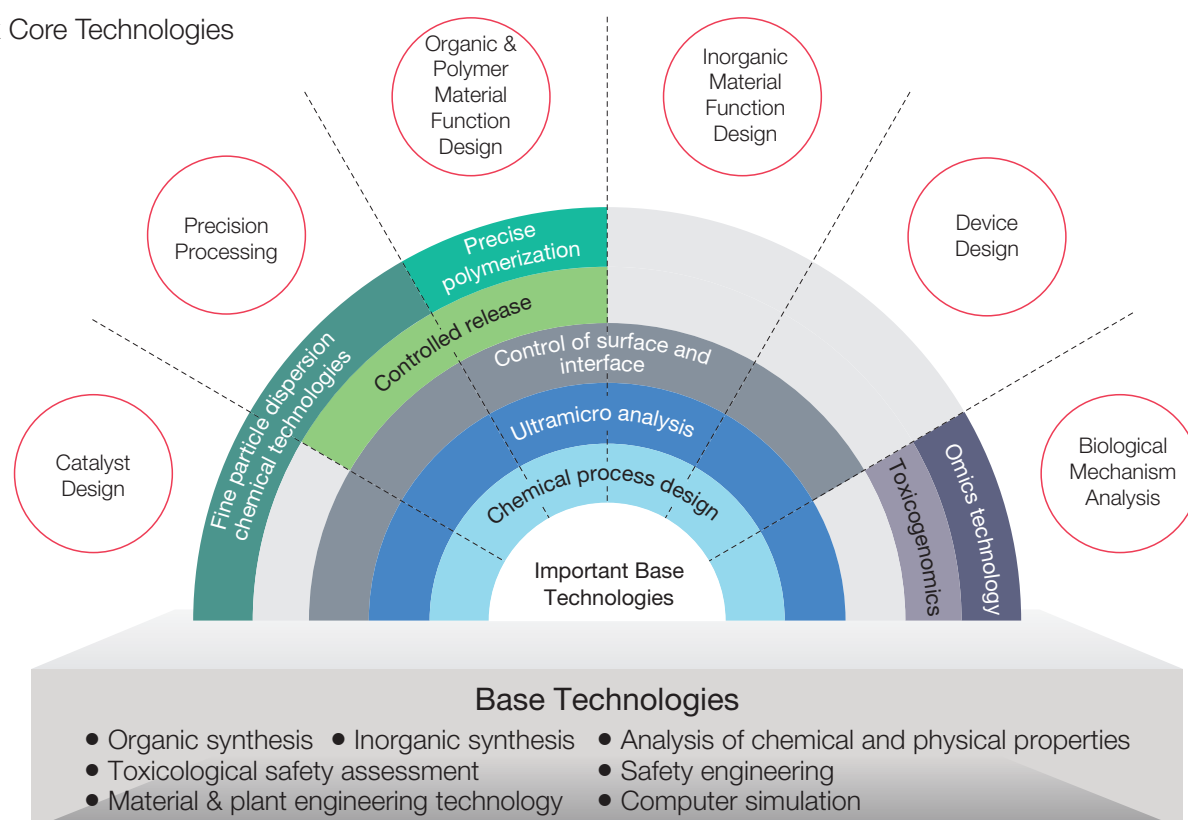


Ability to develop innovative solutions by leveraging its technological expertise in diverse areas

A source for creating new value

Sumitomo Chemical has continued to challenge new areas with its relentless spirit of inquiry and creative technologies. Through our extensive research activities over the years, we have established six core technologies. We are engaged in research and development to create new solutions to social issues and trends around the world by utilizing these core technologies. Based on our belief that “creative R&D is what will build a new era,” we will continue to strengthen our solution development capabilities.

Six Core Technologies



Three X's and Six Core Technologies

Ability to reach global markets

Highly competitive power in global markets

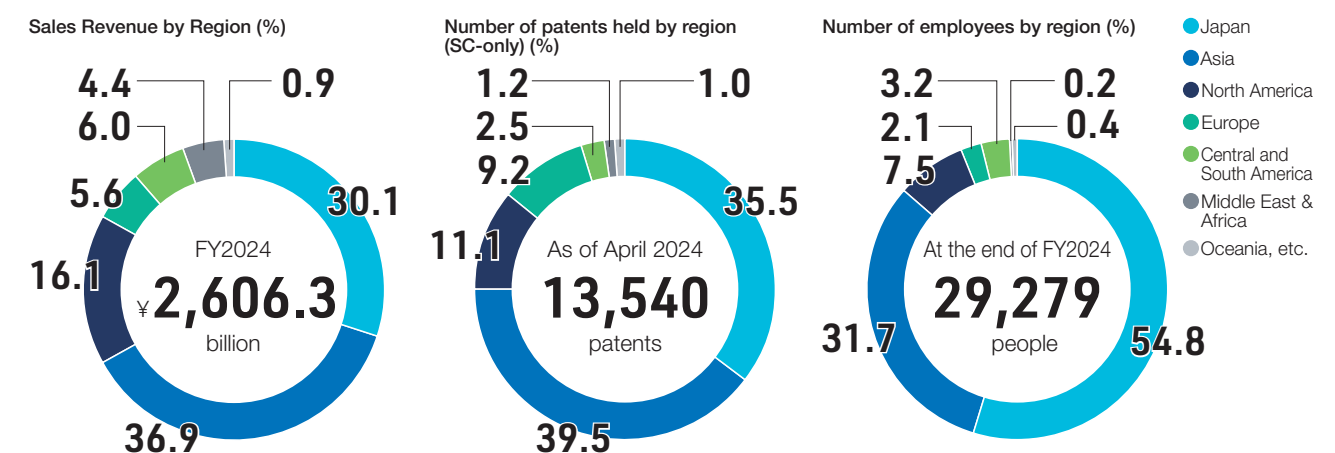
The Sumitomo Chemical Group has expanded its business globally through the combination of best-suited technologies, locations, partners, and human resources, with the aim of strengthening the Sumitomo Chemical brand worldwide. Currently, the Group's overseas sales revenue ratio has reached approximately 70%. We intend to continue to aggressively expand the Group's competitive businesses to markets around the world to achieve sustainable growth.

Number of overseas bases

(As of April 2025)

62

Information by Region



Our highly engaged and diverse human resources

The power to shape the future

Among our major strengths are a high level of engagement, which reflects the connection between employee mindset and business activities, and the diverse backgrounds of our human resources. A company-wide employee awareness survey conducted in FY2025 showed that 72% of employees felt that the company's future direction, along with the policies and strategies to achieve it, was being shared, indicating progress in embedding the management vision and policies. The positive response rate for these engagement-related indicators was 61%, compared with the average among other companies at 59%. We will continue to enhance our human resource systems and initiatives to further strengthen employee engagement. In addition, we will promote the creation of a workplace where employees can work with enthusiasm and peace of mind, aiming for continued advancement.

Securing and Developing Human Resources

Employee awareness survey at Sumitomo Chemical (FY2025, average for all employees)

Engagement score*

61% (Sumitomo Chemical)
59% (Average among other companies)

72% (The company's future direction and the policies and strategies to achieve it are shared.)
71% (I am satisfied with working at this company.)

*Positive response rate for engagement-related indicators