



Human Resources Management

Healthcare

Targets and Results / Examples of Initiatives

To maintain employee health both physically and mentally, we are implementing the following initiatives.

Physical Health

Regarding employees of Group companies in Japan, we are working to improve their health by enrolling them in health insurance based on the Health Insurance Act. In addition, we are appropriately conducting regular health checkups based on the Industrial Safety and Health Act.

Initiatives Aligned with the Health Insurance Association

(1) Specified health checkups and specified health guidance

- We expanded the eligible age range for specified health guidance to include all ages as we work to prevent lifestyle diseases with the goal of ensuring 100% of employees receive such guidance.
- We analyze results and medical questionnaire responses to study employee health.

(2) Smoking cessation support programs

- We have banned smoking during work hours and on the Company's premises as a general rule and are supporting employees' smoking cessation efforts through specialized programs in conjunction with the Health Insurance Association.

Initiatives Promoted by Sumitomo Chemical (Non-Consolidated)

(1) Sleep improvement programs

- We introduced programs to improve sleep quality under the guidance of experts who use sleep monitoring devices to observe employees while sleeping and apps to visualize their sleeping issues. Ensuring employees get better sleep leads to improved health outcomes and helps employees give their best performance.

(2) Enhancing exercise and physical training environments

- We are promoting embedding of exercise habits by providing more and better opportunities for exercise, including increasing the number of physical training facilities we partner with (increased from approx. 420 facilities to approx. 5,800 throughout Japan).



Mental Health

We have been cooperating with medical staff to properly perform the stress checks required by law for companies. We are working to prevent mental health problems by encouraging employees to take care of themselves and encouraging superiors to look after their subordinates. Employees can receive counseling from the Company's medical staff. We have also set up external counseling services available to employees for individual counseling.

We also carry out group analysis through stress checks, and while analyzing trends at worksites and workplaces, we provide feedback to workplaces and select themes for lectures, etc., in an effort to provide mental healthcare to our employees.

Additionally, during the new employee training and the grade-based promotion training, we hold appropriate mental healthcare training for participants eligible for training, encouraging employees to take care of themselves and encouraging superiors to look after their subordinates. Besides, we produced lecture videos on mindfulness, which is said to contribute to building good human relationships and increasing productivity, and released them in-house as part of our efforts to improve the mental healthcare environment.

KPI

Continuing certification as a Health & Productivity Management Outstanding Organization (White 500)

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After analyzing medical examination results and questionnaire responses, we set quantifiable targets, such as improving BMIs, and take various measures to maintain and promote employee health.

In addition, Sumitomo Chemical was certified as a Health & Productivity Management Outstanding Organization (White 500) for the sixth year in a row. The Certified Health & Productivity Management Outstanding Organization Recognition Program was created in 2016 by the Ministry of Economy, Trade and Industry. The program recognizes companies that practice outstanding health and productivity management based on the health promotion efforts of the Nippon Kenko Kaigi. The Company's various measures and systems related to health and productivity management received a positive evaluation.



Percentage of regular health checkups*

FY2021

99.4%

Previous year 99.3%

Percentage receiving a full medical checkup*

FY2021

67.0%

Previous year 54.0%

Adequacy rate of BMI*

FY2022

67.4%

Previous year 67.6%

Smoking rate*

FY2021

15.8%

Previous year 17.5%

Percentage receiving specific health guidance*

FY2021

83.8%

Previous year 84.9%

Note: 40 years old and over

Stress check examination rate*

FY2022

94.0%

Previous year 94.3%

Participation in health events*: (Walking events)

FY2022

41.7%

Previous year —

Note: Calculation has begun in FY2022

* All figures are on SC only basis.

Looking Ahead

Sumitomo Chemical will continue creating and implementing various initiatives to maintain and promote the health of employees in line with the belief that personnel are the most important management resource. Furthermore, we will assess the results of these initiatives, make improvements, and run the PDCA cycles in our continuing efforts to develop more effective measures and support employee health.