



# Social Activities: Supplementary Data

★: Assured by an independent assurance provider

## 1 Human Resources

### Basic Data

#### ■ Number of Employees, Average Age, Length of Service, Average Compensation (Sumitomo Chemical Group)

Item		FY2017	FY2018	FY2019
Number of employees (Sumitomo Chemical Group)	Total	31,837	32,542	33,586★
	Male	24,015	24,483	25,005★
	Female	7,822	8,059	8,581★
	Percentage of female employees (%)	24.6	24.8	25.5
Sumitomo Chemical	Total	6,005	6,096	6,214★
	Male	5,107	5,182	5,269★
	Female	898	914	945★
	Percentage of female employees (%)	15.0	15.0	15.2
Consolidated in Japan	Total	11,801	11,965	12,292★
	Male	9,165	9,272	9,521★
	Female	2,636	2,693	2,771★
	Percentage of female employees (%)	22.3	22.5	22.5
Consolidated overseas	Total	14,031	14,481	15,080★
	Male	9,743	10,029	10,215★
	Female	4,288	4,452	4,865★
	Percentage of female employees (%)	30.6	30.7	32.3
Number of non-Japanese employees (Sumitomo Chemical)		93	82	78
Average age (Sumitomo Chemical)		40.3	40.7	40.9
	Male	40.4	40.8	41.1
	Female	40.0	40.2	40.1
Average length of service (years; Sumitomo Chemical)		14.4	14.9	15.3
	Male	14.5	14.9	15.4
	Female	14.4	14.6	14.5
Average annual compensation (yen; Sumitomo Chemical)		8,715,094	9,035,111	8,906,426
Average monthly wages (yen; Sumitomo Chemical)		310,600	319,721	323,872
	Male	309,740	319,342	324,170
	Female	314,554	321,456	322,537

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 wages are for non-managerial employees (as of August of each year).



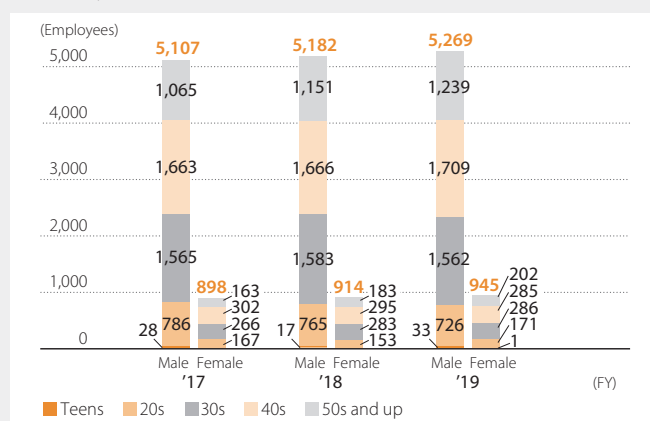
## Social Activities: Supplementary Data

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

Region		FY2017	FY2018	FY2019
Japan	Total	17,805	18,060	18,505
	Male	14,271	14,453	14,789
	Female	3,534	3,607	3,716
(The rest of) Asia	Total	10,260	10,661	10,825
	Male	7,506	7,770	7,788
	Female	2,754	2,891	3,037
North America	Total	2,886	2,926	3,214
	Male	1,609	1,648	1,730
	Female	1,277	1,278	1,484
Central and South America	Total	151	163	191
	Male	104	108	130
	Female	47	55	61
Europe	Total	518	509	618
	Male	346	344	429
	Female	172	165	189
Middle East and Africa	Total	132	132	134
	Male	98	91	93
	Female	34	41	41
Oceania	Total	85	91	99
	Male	81	69	46
	Female	4	22	53
Total	Total	31,837	32,542	33,586

Note: As of March 31 for each fiscal year

### Employee Age Composition and Distribution (Sumitomo Chemical)





## Social Activities: Supplementary Data

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

Results		FY2017	FY2018	FY2019
New graduate hires	Male	140	108	138
	Female	22	38	51
	Total	162	146	189
Mid-career hires	Male	48	40	27
	Female	0	11	8
	Total	48	51	35

### Number of Internships (Sumitomo Chemical)

Results	FY2017	FY2018	FY2019
University students in Japan	474	675	483
University students overseas	14	8	4

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

	FY2017			FY2018			FY2019		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	71	62	9	89	62	27	62	53	9
Early retirement rate (%)	1.2	1.2	1.0	1.5	1.2	2.9	1.0	1.0	1.0

Note: Since the calculation standards have been changed, the data has been retroactively revised in previous fiscal years

### Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2017	102	17
Number of those remaining as of April 2020	94	17
Retention rate of new graduates after three years (%)	92.2	100.0



## Social Activities: Supplementary Data

### Promotion of Diversity and Inclusion

#### ■ Promotions of Employees (Sumitomo Chemical) As of April 1, 2020

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	113	1,846	16	5.8
(Those ranked general manager or above)	12	497	2	2.4
Directors and senior management	2	46	4	4.2
(Those ranked executive officer or above)	1	36	4	2.7

\* All employees equivalent to managers or above

#### ■ Number and Percentage of Female Managers (Sumitomo Chemical Group)

	FY2017	FY2018	FY2019
Male	8,258	8,378	8,594
Female	1,410	1,455	1,743
Total	9,668	9,833	10,337
Percentage of female managers (%)	14.6	14.8	16.9

Note: As of March 31 for each fiscal year

### Work-Life Balance

#### ■ Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2017	FY2018	FY2019
Number of days of paid vacation provided	20	20	20
Number of days of paid vacation used	13.4	14.3	14.7
Percentage of paid vacation days used (%)	67.2	71.8	73.9

#### ■ Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2017	FY2018	FY2019
Average overtime hours	20.2	21.2	20.7

#### ■ Return Rate of Female Employees who Take Cessation from Work for Childcare (Sumitomo Chemical)

(%)

	FY2017	FY2018	FY2019
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	100.0	98.1	100.0