Key Performance Indicators (KPIs) for Material Issues

Sumitomo Chemical has recently established key performance indicators (KPIs) for initiatives related to our material issues for sustainable value creation.

Material issues for social value creation

Material Issues	KPI	Boundary*1	Results			Goals
			FY2021	FY2022	FY2023	
Contribute to the environment	Amount of Group's GHG emissions (Scope 1+2)	(1)	7.65 million tons	6.58 million tons	5.03 million tons	Reduce by 50% by 2030 (vs. FY2013) (4.77 million tons)
	Contribution to reducing GHG emissions throughout the product life cycle (Battery-related materials)	(1)	18.61 million tons-CO_2	17.66 million tons-CO_2	16.43 million tons-CO_2	Contribution to reducing GHG emissions throughout the product life cycle by developing and supplying products
	Sales revenue of Sumika Sustainable Solutions*2 designated products	(1)	621.2 billion yen	682.8 billion yen	588.7 billion yen	Sales revenue of 1,200 billion yen by FY2030
	Unit energy consumption	(1)	100 ('21=100)	86	87	Will achieve improvement of 3% or more per each Corporate Business Plan period as a group (FY2021 level as baseline)
	Number of petrochemical technology licenses	(2)	14	13	13	Helping to reduce environmental impact through technology licensing
	The amount of recycled plastics used in manufacturing processes	(1)	Approximately 2,400 tons	Approximately 5,900 tons	Approximately 7,300 tons	200k tons/year by 2030
Contribute to the food supply	Effect of increasing production of animal protein including poultry	—	Approximately 4.6 million tons	Approximately 4.3 million tons	Approximately 4.2 million tons	Continuously improving the production of animal protein, including poultry, by developing and providing feed additives
	Agricultural land area where agrosolution products are used	—	Approximately 90 million hectares	Approximately 110 million hectares	Approximately 104 million hectares	Ensuring the stable supply of food by developing and providing agrosolution products
Contribute to healthcare	Number of people protected by vector control products	—	Approximately 440 million persons	Approximately 440 million persons	Approximately 470 million persons	Protection from vector-borne diseases through the development and dissemination of vector control products such as Olyset™net
	Sustainable creation of innovative pharmaceuticals and medical solutions to meet diverse medical needs	—	New Drugs Approved			Table of Material Issues and KPIs
Contribute to ICT	Number of mobile devices using polarizing films	—	3.6 billion (cumulative total)	4.1 billion (cumulative total)	4.5 billion (cumulative total)	Advancing technological innovation for diversified workstyles and improved productivity through the provision of materials for mobile devices

*1 Boundary: (1) Sumitomo Chemical Group, (2) Sumitomo Chemical (Non-Consolidated)

*2 Our Group's products and technologies that help to climate change mitigation and adaptation, contribute to recycling resources and sustainable use of natural capital.

Material issues for future value creation

Material Issues	KPI		Boundary*1	Results			Goals
				FY2021	FY2022	FY2023	
Advance innovation (Results based on the Patent Asset Index™)	Patent asset size*2		(1)	16,069 (pt)	15,725 (pt)	15,307 (pt)	Maintain a high level of patent assets
Bolster competitiveness leveraging DX	Digital maturity level		(1)	3.3	3.5	3.7	Sustained levelling up of digital maturity
Human resources: DE&I*3, development & growth, health	Each Group company sets its own KPI in light of the environment facing each	Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees	(2)	—	—	29.0%	Over 15% on average over the 5 years between FY2023 and FY2027
		Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year	(2)	—	—	97.3%	At least 90% of male employees taking paid leave during the fiscal year
		Percentage of employees who have taken self-selected training programs, etc.	(2)	—	24.6%	39.4%	50% or more of all employees by FY2024
		Maintain certification as a Health & Productivity Management Outstanding Organization (White 500)*4	(2)	Certification	Certification	Certification	Maintain certification

*1 Boundary: (1) Sumitomo Chemical Group, (2) Sumitomo Chemical (Non-Consolidated)

*2 The figures are aggregated for the calendar year.

*3 Diversity, Equity & Inclusion

*4 The program was created in 2016 by the Ministry of Economy, Trade and Industry. The award system is certified by the Japan Health Council and aims to establish environments that can process social evaluations from employees, job seekers, affiliates, financial institutions, and other organizations by creating visualizations that model corporations practicing especially excellent health management.

KPIs for material issues for social value creation

Material Issue **Contribute to the environment**

KPI

Amount of Group's GHG emissions (Scope 1+2)

Reducing GHG emissions through our Group's initiatives.

- In 2018, Sumitomo Chemical obtained the SBT approval, becoming the first diversified chemical company to receive the approval.
- In 2021, we revised our targets upward, with 2020 as the base year, and applied for a new SBT certification.

◆ Toward the achievement of SDG 13.3

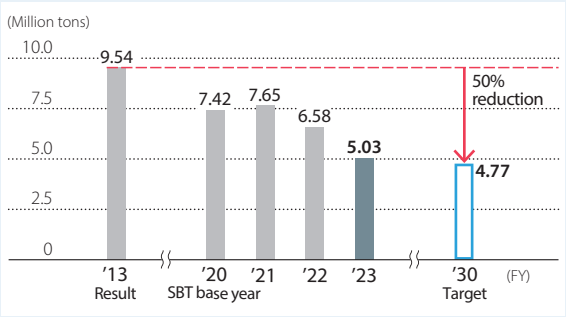
At plants in Japan, we are introducing highly efficient gas turbine generators and decommissioning a number of existing boilers.

Aiming to reduce carbon emissions, we are switching from using conventional high CO_2-emission fuels like coal, petroleum coke, and heavy oil to using low CO_2 emission intensity fuels like liquefied natural gas (LNG).

Targets (vs. FY2013)

Reduce by **50%** by 2030

■ GHG Emissions and Reduction Targets



Material Issue **Contribute to the environment**

KPI

Contribution to reducing GHG emissions throughout the product life cycle (Battery-related materials)

◆ Mitigation of climate change by using battery materials

Due to the strengthening of environmental regulations around the world, the shift to eco-friendly vehicles* is accelerating. We will help mitigate climate change by providing battery materials.

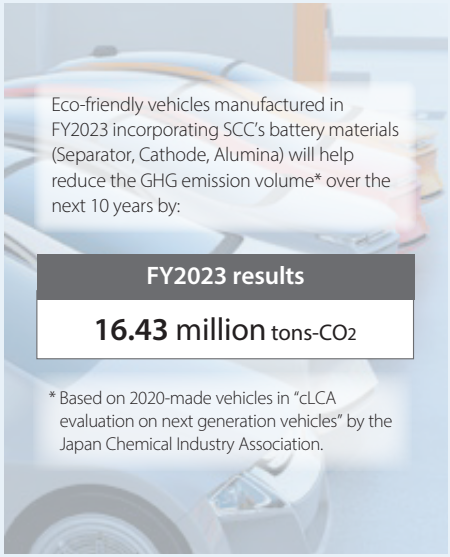
* EVs, HEVs, PHEVs, Fuel cell cars

◆ Toward the achievement of SDG 13.3

We will continue to develop technologies in the fields of energy storage and energy saving, and will promote the technological development of chemical recycling for our principal chemical products, such as polyolefin, to help achieve a carbon recycling society.

◆ Highlights of sustainability efforts

In the previous fiscal year, the development of recycling processes for low environmental impact lithium-ion batteries was selected by the New Energy and Industrial Technology Development Organization (NEDO) for the Green Innovation (GI) Fund Project, and we promoted initiatives aimed at achieving a pilot study for such technologies. With an eye on the KPIs we set, we have made steady progress on developing elemental technologies and began holding discussions with auto and battery manufacturers on such topics as the quality needed to put the technologies into practical use.



Eco-friendly vehicles manufactured in FY2023 incorporating SCC's battery materials (Separator, Cathode, Alumina) will help reduce the GHG emission volume* over the next 10 years by:

FY2023 results

16.43 million tons-CO_2

* Based on 2020-made vehicles in "cLCA evaluation on next generation vehicles" by the Japan Chemical Industry Association.

Material Issue **Contribute to the environment**

KPI

Sales revenue of Sumika Sustainable Solutions* designated products

Provide solutions for the realization of a sustainable society through the development and popularization of Sumika Sustainable Solutions (SSS) designated products

Sumika Sustainable Solutions

- Certification began in 2016 to encourage the development and promotion of products and technologies that will address environmental aspects of the SDGs, such as reduced environmental impact.
- Verified by a third-party institution. The results of the internal designation have been evaluated as valid.

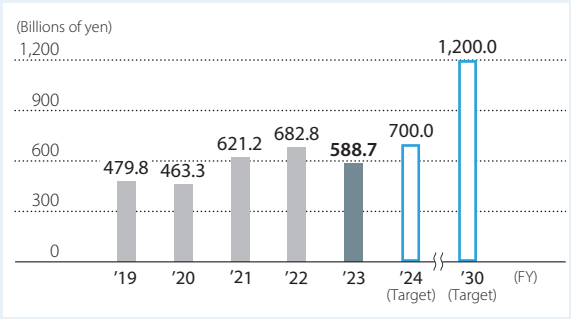
Highlights of sustainability efforts

- Designated 81 products and technologies as of August 2024
- Participation by all SCC Group companies

Targets

Sales revenue of
1,200 billion yen by FY2030

Sales Revenue of SSS-designated Products



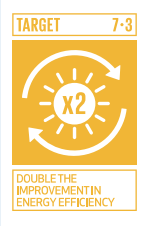
* Our Group's products and technologies that help to climate change mitigation and adaptation, contribute to recycling resources and sustainable use of natural capita.

Material Issue **Contribute to the environment**

KPI

Unit energy consumption

Continuous improvement of unit energy consumption through the introduction of renewable energy and rationalization



Toward the achievement of SDG 7.3

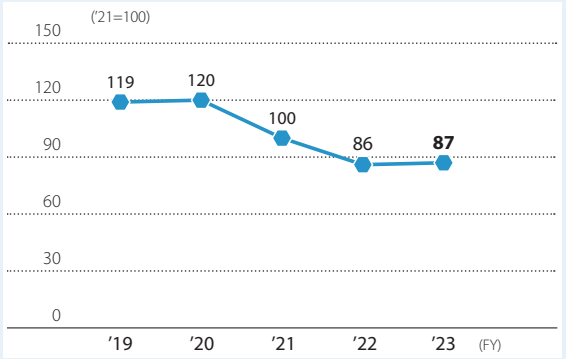
We are installing the latest highly efficient equipment, introducing rationalization and energy-saving measures in production processes, installing LED lighting, and soliciting employee suggestions on how to further improve our energy-saving efforts.

Furthermore, regarding cleanrooms and other facilities that are highly specialized and difficult to manage, we have launched initiatives in cooperation with experts.

Targets (FY2021 level as baseline)

Will achieve improvement of
3% or more per Corporate Business Plan period as a group

SCC Group Unit Energy Consumption Index (GHG Protocol Standards)



Material Issue **Contribute to the environment**

KPI

Number of petrochemical technology licenses

Helping to reduce environmental impact through technology licensing

Reduction of environmental impact by applying licensed technologies

- Hydrogen Chloride Oxidation process:
  Highly energy efficient, enables recycling of byproducts as raw materials.
- Propylene oxide (PO) – only process:
  No co-products, high yield and energy efficient, stable operation. First in the world to succeed in recycling cumene on a commercial scale.

Total number of plants under license as of the end of FY2023

13

Note: Propylene oxide (PO)-only process and hydrogen chloride oxidation process licenses

Toward the achievement of SDG 9.4

We will strive to develop technologies for use in a wide range of fields, such as high-performance catalysts that contribute to the effective use of energy resources, GHG removal and decomposition processes, CCU technologies, clean hydrogen production technology, and recycling technology for waste plastic and other carbon resources, in order to reduce society's total environment impact through licenses.

Highlights of sustainability efforts

- Innovative and highly efficient technology for producing methanol from CO_2
  At Ehime Works, we have completed the construction of a pilot facility to establish a highly efficient process for producing methanol from CO_2 and have commenced operations at the facility. We aim to complete the demonstration of this technology at this facility, which was built with the support of NEDO's Green Innovation (GI) Fund, by 2028, following this, we will start commercial production using the new process and providing licenses for the technology in the 2030s. We will also leverage internal condensation reactor (ICR) to improve yields, downsize equipment, and achieve higher energy efficiency compared to conventional processes.
- New environmentally-friendly processes for producing propylene directly from ethanol
  We began to build a pilot facility to establish a process for producing propylene directly from ethanol. With support by NEDO's Green Innovation (GI) Fund, we plan to complete construction of the pilot facility at Chiba Works in early 2025. This new process is compact, low-cost, and will be able to simultaneously produce propylene and hydrogen. We aim to achieve commercialization and provide licenses in the early 2030s and will work to contribute to carbon neutrality and a resource-recycling society.

Material Issue **Contribute to the environment**

KPI

The amount of recycled plastics used in manufacturing processes

Drive adoption of technologies for reducing environmental impact and advance circular systems for carbon resources

Toward the achievement of SDG 12.5

- Initiatives related to mechanical recycling
  Deploy technologies to perform crushing, melting or other treatments on waste plastic resources to reuse the resources as a material input in a variety of applications
  - Studying technological alliances with recycling companies
  - Commercializing automotive part-related recycling, etc.
- Initiatives related to chemical recycling
  Deploy technologies to chemically treat recycled resources and waste plastic resources and convert them to other chemical substances for reuse
  - Recycling waste-derived resources
  - Developing technology to produce alcohols from CO_2, etc.

Targets

200k tons/year by 2030

Note: 13% of our plastic production capacity

FY2023 result

Approximately **7,300** tons

Highlights of sustainability efforts

- We have completed construction of the pilot facility aimed at the commercialization of mechanical recycling, specifically recycling waste plastic from end-of-life vehicles (ELVs). In fiscal 2024, we will launch a pilot study and provide samples, based on which we aim to begin supplying products in fiscal 2025.
- We collaborated with Niihama City to launch the MICAN Project with the aim of recycling acrylic plastic partition panels. In response to the new issue of disposing of partition panels that were widely used to prevent the spread of COVID-19, we aim to contribute to a recycling society by promoting the local recycling of this material.

Meguri
CIRCULARITY FOR ALL

Recycled brand Meguri®

Material Issue **Contribute to the food supply**

KPI

Effect of increasing production of animal protein including poultry

Continuously improving the production of animal protein, including poultry, by developing and providing feed additives

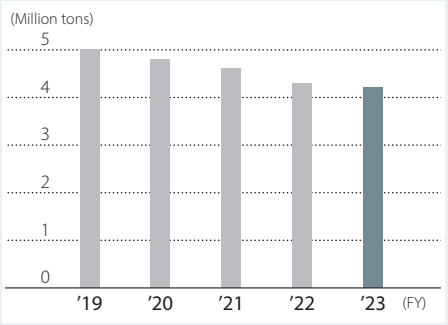
◆ Toward the achievement of SDG 2.1

In the animal nutrition business, we help increase the production of animal protein, especially poultry, by providing feed additives.

◆ Highlights of sustainability efforts

- We help chickens grow and enhance the production of chicken meat and eggs by improving the balance of amino acids included in poultry feed.
- Adding methionine reduces nitrogen in poultry excrement, which has the effect of reducing emissions of nitrogen dioxide (N_2O), a greenhouse gas (GHG).

■ Increased Production of Animal Protein



Note: Calculation method undisclosed (proprietary)

Material Issue **Contribute to the food supply**

KPI

Agricultural land area where agrosolution products are used

Ensuring the stable supply of food by developing and providing agrosolution products

◆ Agrosolution products

Products that improve the quality and yield of crops and help farmers achieve high productivity and profitability, including paddy rice crop protection products, seed treatments, herbicides for soybeans, plant growth regulators, biorational insecticides and products to improve soil health.

We develop new products to serve various needs by inventing new active ingredients, evaluating safety on humans and the environment, and developing application technologies.

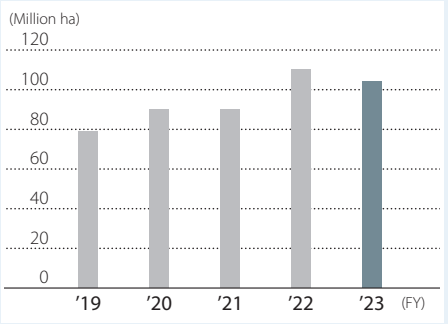
◆ Toward the achievement of SDG 2.4

We will develop next-generation crop protection products to enable the earliest market launch while expanding our lineup of unique products, such as biorationals, etc., where we hold a competitive advantage.

◆ Highlights of sustainability efforts

We aim to further expand the biorational business by adding FBSciences Holdings, Inc. as a Group company. FBSciences is based in the United States and is engaged in the business of biostimulants, which are a group of naturally-derived agricultural materials and a class of biorationals.

■ Farmland Utilizing SCC Agrosolution Products



Note: Calculation method undisclosed (proprietary)

Material Issue **Contribute to healthcare**

KPI

Number of people protected by vector control products

Helping protect people from infectious diseases transmitted by mosquitoes and other vectors by developing and providing vector control products including Olyset™ Net

◆ Vector control products

Products that are used to control mosquitoes and thus prevent the transmission of malaria, dengue fever, and other vector-borne diseases. These include long lasting insecticidal nets such as Olyset™ Net, indoor residual sprays, and larvicides.

Recent climate change is increasing the threat of tropical infectious diseases transmitted by insect vectors worldwide, thus increasing the importance of such products.

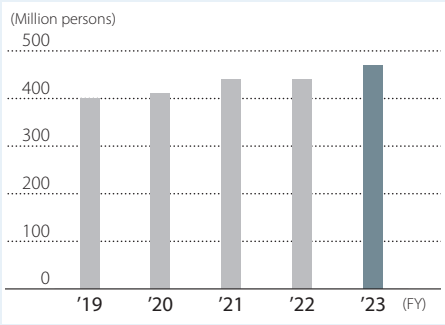
◆ Toward the achievement of SDG 3.3

We aim to provide and promote integrated vector management programs by inventing and developing new active ingredients and products that capitalize on our wide range of technological platforms (including chemicals, biorationals, and botanicals) based on long-term global development activities.

◆ Highlights of sustainability efforts

In the area of vector-borne disease control solutions, we are promoting the widespread adoption of long-lasting insecticidal bed nets Olyset™ Plus, which show a significant effect against insecticide-resistant mosquitoes, indoor residual spray SumiShield™ 50WG, and larvicides.

■ Number of People Protected by Our Vector Control Products*



Note: Calculation method undisclosed (proprietary)

* The total number of people per year who have been protected from infectious diseases transmitted by insect vectors thanks to the use of these products during the products' periods of efficacy

Material Issue **Contribute to ICT**

KPI

Number of mobile devices using polarizing films

Advancing technological innovation for diversified workstyles and improved productivity through the provision of materials for mobile devices

◆ Polarizing films

Indispensable material for flat panel displays, such as liquid crystal displays and OLED displays. Contributes to improved performance of displays with regard to such factors as brightness, contrast and viewing angle.

◆ Toward the achievement of SDG 8.2

We are developing next-generation materials that create new value in the fields of semiconductors, displays, high-speed telecommunications, and sensors to promote the realization of Society 5.0.

◆ Highlights of sustainability efforts

We are working to develop and improve the quality of the following products to support increasingly diverse workstyles and help revolutionize productivity and lifestyles using AI and IoT:

(1) High performance polarizing films for diversifying displays

(2) Next-generation photo resists that contribute to increasingly miniaturized advanced semiconductor processes

(3) Color resists that contribute to highly sensitive and high-resolution image sensors

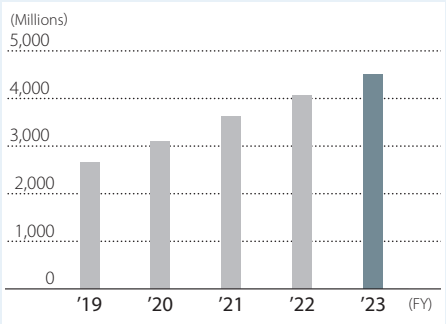
(4) Gallium nitride substrates, which enable the realization of lighter weight and more energy efficient power devices

Mobile devices that use our polarizing films

Cumulative total for the period from FY2007 to date (as of the end of FY2023)

4.5 billion

■ Transition of Cumulative Total for the Period from FY2007



Note: Calculation method undisclosed (proprietary)

KPIs for material issues for future value creation

Material Issue **Advance innovation**

KPI

Patent asset size

◆ Patent rights

The right granted by patent authorities through prescribed screening procedures for the exclusive use for a defined period of time of a valuable invention generated by R&D.

◆ Patent asset size (Patent Asset Index™)

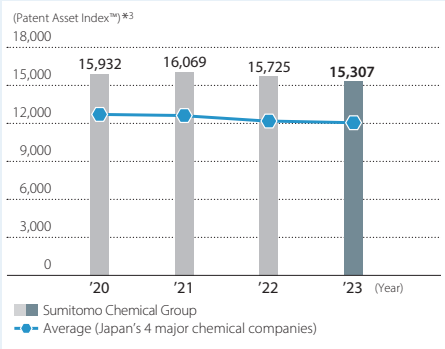
An objective quantification of the overall value of the patents held by Sumitomo Chemical Group based on the technological attractiveness and market exclusivity of each patent. Maintaining attractiveness requires continued R&D that addresses new requests from society.

◆ Highlights of sustainability efforts

- We will thoroughly implement the use of AI/MI*1 in our R&D labs, and accelerate the generation of new businesses in four priority areas through collaboration with academia and startups. In addition, we will promote initiatives from a long-term, comprehensive perspective through the Company's Grand Design aimed at realizing carbon neutrality.
- Our patent asset size has remained high, reflecting our efforts to step up R&D and patenting in recent years. We will continue to enhance and strengthen our patent portfolio.

*1 Artificial Intelligence / Materials Informatics

■ Patent Asset Size*2



*2 Patent asset size is evaluated using the Patent Asset Index™, generated using the patent analysis tool LexisNexis PatentSight®.

*3 The Patent Asset Index™ is an index for comprehensively assessing the status of legally active patents based on quantity (number of patents) and quality (countries of registration and number of citations).

Material Issue

Bolster competitiveness leveraging DX

We will evaluate our level of achievement in terms of 12 items, using a rating scale from 1 to 4, and use the mean value of the scores as our Digital Maturity Level.

KPI

Digital maturity level (a 4-point-rating scale)

Digital maturity level		
FY2021	FY2022	FY2023
3.3 points	**3.5 points**	**3.7 points**

We have put in place the Digital Maturity Level in which we rate 12 items for promoting digital transformation (DX), in terms of ideal approaches to business management and systems and the establishment of IT systems. Self-assessment of our level of achievement and challenges for each item can lead us to take actions to attain higher levels, and help us sustainably improve in a continuous evaluation cycle.

Digital Maturity Level

Score	Maturity Level
4	Continuous Group-wide implementation of digital technologies based on the "SCC Group strategy" and quantitative evaluation criteria
3	Group-wide implementation of digital technologies based on the "SCC Group strategy"
2	Implementation of digital technologies in some business units based on the "SCC Group strategy"
1	Implementation of DX in some business units without a clear "SCC Group strategy"

12 Evaluation Items

Ideal approaches to business management and systems for promoting DX*

1. Strategies and vision
2. Commitments by business management
3. Mindset and corporate culture
4. Promotion and support systems
5. HR development and secure HR recruitment
6. Reflection of outcomes in business

Development of IT systems as a foundation for achieving DX

7. Systems and governance
8. Secure HR recruitment
9. Ownership of the business operation department
10. Analysis and assessment of IT assets
11. Categorization of IT assets and planning thereof
12. IT system after IT renovation: Ability to follow up on changes

* DX stands for Digital Transformation

Note: Refer to the Guidelines for Promotion of Digital Transformations and Assessment Indices for Digital Management Reforms ("DX Promotion Indices") by METI

FY2023 main initiatives and policies moving forward

- We established "improve productivity and strengthen businesses through digital innovation" as a basic policy in the Corporate Business Plan to realize sustainable growth. In fiscal 2023, we continued to strengthen digital personnel and accumulate DX cases while focusing on utilizing generative AI and databases, and the KPIs of all relevant evaluation items increased.
  - DX Strategy 1.0, 2.0: Fully strengthen existing businesses and enhance productivity using DX thanks to a core of trained DX personnel
  - DX Strategy 3.0: Fully launch a strategy aimed at creating new businesses through the utilization of data (release Biondo® in July 2024)
- In fiscal 2024, we are still undertaking the following initiatives under the Corporate Business Plan.
  - DX Strategy 1.0, 2.0: Expand the scope of data utilization and unify generative AI and internal data
  - DX Strategy 3.0: Begin creating the next DX3.0 businesses using our experience in creating new business cultivated with Biondo®

Highlights of sustainability efforts

- The Company's DX Strategies and series of initiatives based on those strategies were praised, and we were certified as an operator who conducts excellent DX initiatives by the Ministry of Economy, Trade and Industry. (Date of first certification: July 1, 2021; Date of renewed certification: July 1, 2023)
- In 2022, we developed CFP-TOMO®, a carbon footprint calculation system, and rolled it out for chemical industry use (adopted by 107 companies as of April 1, 2024). In recognition of our efforts supporting the realization of carbon neutrality, we received the 17th Responsible Care Award from the Japan Chemical Industry Association (JCIA) and the 20th Director-General's Prize from the Industrial Science and Technology Policy and Environment Bureau of the Ministry of the Environment (the top prize) from the Life Cycle Assessment Society of Japan jointly with the JCIA.

Each Field's Promotion Divisions and Frontlines Cooperated to Steadily Promote Initiatives

DX Strategy 1.0 (Enhancing productivity) DX Strategy 2.0 (Strengthening competitive advantages of existing businesses)	Common	• Share many specific cases and advanced cases of overseas Group companies at DX Repositories (an annual event to share DX activities) with the aim of raising each person's transformation mindset, stimulating DX, and creating innovation
	Plant	• Enhance the efficiency and sophistication of equipment maintenance operations through the Company-wide integration of equipment maintenance systems of eight domestic bases • Improve operational efficiency and visualization by building a platform for Company-wide project information and design approval processes • Strengthen the traceability of quality control through a data utilization platform
	R&D	• Begin operating a technological data sharing system across research laboratories • Expand the use of co-creation spaces (SYNERGYCA) and internally share the non-confidential content of discussions with customers • Use the latest AI simulations and MI to accelerate the research and development of advanced materials
	SCM	• Visualize logical inventory value and inventory status with the aim of reducing inventory • Enhance operational efficiency and prevent inaccurate deliveries by introducing a bill delivery service • For new technologies and developed products expected to come on the market, establish a new technological data website that is searchable from the perspective of customer issues (https://www.sumitomo-chem.co.jp/rd/technical_information/) • Expand product websites and collaborate with AI chatbots (to respond to inquiries)
	Office	• Introduce ChatSCC (the Company's version of ChatGPT) to realize a dramatic improvement in productivity. Support and accelerate specialized operations by utilizing in-house massive data and knowledge and integrate them with generative AI • Enhance the efficiency of accounting processes using digital technology • Proactively utilize office-related digital tools (including RPA, Teams, electronic requests) for the individual tasks of each sector
DX Strategy 3.0 (Creating new business models)		• Launch the DX 3.0 promotion team and begin full-scale efforts to quickly realize new business models that utilize data • As the first step of the project, we will build a resource utilization platform (Biondo®) connecting natural materials and people through data. We aim to contribute to resource recycling by encouraging the effective use of natural materials, including food waste.
Personnel training		• Based on the training program customized for Sumitomo Chemical, train digital personnel (business- and technology-related). Make steady progress toward medium-term targets (until the end of fiscal 2024). • Set targets for training and number of personnel promoting DX and target the placement of DX personnel in all sectors. To this end, we are working hard to train business-related DX personnel in addition to R&D- and production-related DX personnel. Number of personnel as of March 31, 2023. Numbers inside parentheses are medium-term targets. Business-related: Business translators: 152 (150), Business data analysts: 73 (100) Technology-related: Data scientists: 25 (30), Data engineers: 249 (300) • Accumulate and share knowledge through a DX repository and DX liaison meetings • Conduct education (e-learning) to enhance DX literacy for all sectors and grades to lift up the overall level

Material Issue **Human resources: DE&I, development & growth, health**

We will promote the securing and development of human resources, which we consider to be our most important management resource, from a long-term perspective and achieve sustainable growth of the Group through enhanced engagement.

DE&I (Diversity, Equity, and Inclusion)

We have established the Basic Principles on the Promotion of DE&I as our Group-wide guiding philosophy related to the promotion of diversity, equity, and inclusion. Based on these principles, each of about 100 major Group companies will determine their own KPIs in view of their respective circumstances.

KPI: Sumitomo Chemical (non-consolidated)

Based on our policy of emphasizing training and growth from a medium- to long-term perspective, which is a basic human resource policy of Sumitomo Chemical, we set KPIs that focus on the rate of employee promotion to managerial posts to determine the progress of our suite of female advancement measures, including those related to recruitment, training, promotion, and environmental adjustment. We will continue working to further promote the advancement of women through initiatives aimed at these targets.

1. **Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees**
   Target: Over 15% of average over the 5 years between FY2023 and FY2027
2. **Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year.**
   Target: Over 90%

◆ Progress of Group companies in Japan and overseas in setting KPIs

Many of the KPIs set by Group companies are related to the active promotion and empowerment of women, work-life balance, and diversity regarding nationality, racial background, and age. Going forward, we will continue working with Group companies to promote initiatives aimed at achieving these KPIs.

Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees.
FY2023
29.0%

Percentage o f male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year.
FY2023
97.3%

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/kpi_diver_group.pdf

Development & Growth

To encourage people to learn and grow on their own, in line with the concept of "whenever, wherever, however many times," we offer training programs they can select for themselves.

KPI

50% or more of all employees taking self-selected training programs by FY2024

◆ Self-Selected Training Programs

(1) Learning platform SUMIKA Learning Square
In-house programs to acquire comprehensive knowledge related to operations (a total of 93 courses, steadily expanding)

(2) Self-Improvement Courses
Programs that enable learning on personal smartphones and PCs, such as business and language skills (a total of 3,300 courses and 15,000 videos)

Results	
FY2022	FY2023
24.6%	39.4%

Health

KPI

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

Results (June 2024)
Maintained certification over the past 7 years since fiscal 2017

* The program was created in 2016 by the Ministry of Economy, Trade and Industry. The award system is certified by the Japan Health Council and aims to establish environments that can process social evaluations from employees, job seekers, affiliates, financial institutions, and other organizations by creating visualizations that model corporations practicing especially excellent health management.

2024 健康経営優良法人 Health and productivity ホワイト500