



## Social Activities: Supplementary Data

★: Assured by an independent assurance provider

### 1 Data Regarding Employees

#### Basic Data

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

Item		FY2015	FY2016	FY2017
Number of employees (Sumitomo Chemical Group) ★	Total	31,094	32,536	31,837
	Male	—	24,232	24,015
	Female	—	8,304	7,822
Sumitomo Chemical ★	Total	5,895	5,867	6,005
	Male	5,021	4,982	5,107
	Female	874	885	898
Consolidated in Japan ★	Total	11,916	11,827	11,801
	Male	—	—	9,165
	Female	—	—	2,636
Consolidated overseas ★	Total	13,283	14,842	14,031
	Male	—	—	9,743
	Female	—	—	4,288
Number of non-Japanese employees (Sumitomo Chemical)		110	108	93
Average age (Sumitomo Chemical)		40.0	40.0	40.3
	Male	40.1	40.0	40.4
	Female	39.1	39.5	40.0
Average length of service (years; Sumitomo Chemical)		14.2	14.1	14.4
	Male	14.4	14.2	14.5
	Female	13.4	13.7	14.4
Average annual compensation (yen; Sumitomo Chemical)		8,444,331	8,542,320	8,715,094
Average monthly wages (yen; Sumitomo Chemical)		305,006	308,508	310,600
	Male	304,822	308,020	309,740
	Female	305,858	310,713	314,554

Notes: • The above figures are as of March 31, 2018. 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.  
 • Although the methodology used for counting employees has changed slightly since fiscal 2017, the effect has been minor.  
 • Average wages are for non-managerial employees (as of August of each year).

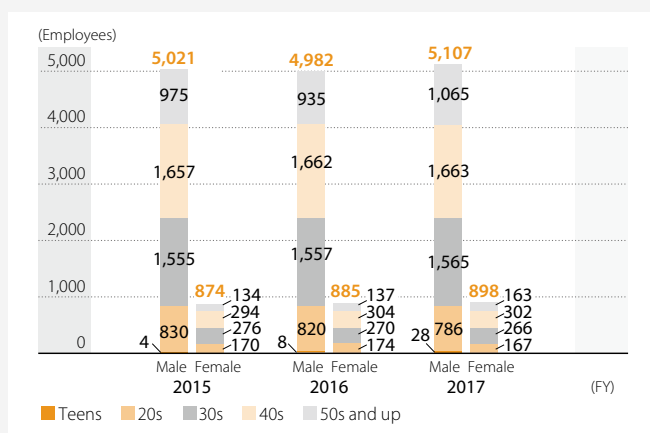
##### ■ Number of Employees by Region and Gender (as of March 31, 2018)

Region	Male	Female	Total
Japan	14,271	3,534	17,805
(The rest of) Asia	7,506	2,754	10,260
North America	1,609	1,277	2,886
Central and South America	104	47	151
Europe	346	172	518
Middle East and Africa	98	34	132
Oceania	81	4	85
Total	24,015	7,822	31,837



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



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

Results		FY2015	FY2016	FY2017
New graduate hires	Male	79	117	140
	Female	26	32	22
	Total	105	149	162
Mid-career hires	Male	51	65	48
	Female	7	6	0
	Total	58	71	48

### Number of Internships (Sumitomo Chemical)

Results	FY2015	FY2016	FY2017
University students in Japan	184	160	474
University students overseas	37	25	14

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

	FY2015			FY2016			FY2017		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	0	0	0	0	0	0	0	0	0
Resigned	92	63	29	73	58	15	103	92	11
Dismissed	0	0	0	0	0	0	0	0	0
Transfer	3	3	0	3	3	0	0	0	0
Other reason	2	2	0	5	5	0	4	4	0
Total	97	68	29	81	66	15	107	96	11
Attrition rate (%)	1.65	1.35	3.32	1.38	1.32	1.69	1.78	1.88	1.22

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

	Male	Female
New graduate hires in April 2015	76	24
Number of those remaining as of April 2018	75	23
Retention rate of new graduates after three years (%)	99	96



## Social Activities: Supplementary Data

### Diversity

#### Promotions of Executives and Employees (As of April 1, 2017; Sumitomo Chemical)

	Female	Male	Non-Japanese	Percentage of Women
Managerial Employees* (Those ranked general manager or above)	85 (9)	1,785 (488)	34 (3)	4.5 (1.8)
Directors and senior management (Those ranked executive officer or above)	1 (1)	45 (36)	3 (3)	2.2 (2.7)

\* All employees equivalent to managers or above

### Work-Life Balance

#### Paid Vacation Use Rate (Sumitomo Chemical)

	FY2015	FY2016	FY2017
Number of days provided	20	20	20
Number of days used	13.8	12.9	13.4
Use rate (%)	68.9	64.7	67.2

#### Average Overtime Hours (Sumitomo Chemical)

	FY2015	FY2016	FY2017
Average Overtime Hours (Hours/Month)	18.7	20.0	20.2

#### Return Rate of Female Employees who Take Childcare Leave (Sumitomo Chemical)

	FY2015	FY2016	FY2017
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	97.8	93.9	100.0