



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

Item		FY2016	FY2017	FY2018
Number of employees (Sumitomo Chemical Group) ★	Total	32,536	31,837	32,542
	Male	24,232	24,015	24,483
	Female	8,304	7,822	8,059
Sumitomo Chemical ★	Total	5,867	6,005	6,096
	Male	4,982	5,107	5,182
	Female	885	898	914
Consolidated in Japan ★	Total	11,827	11,801	11,965
	Male	—	9,165	9,272
	Female	—	2,636	2,693
Consolidated overseas ★	Total	14,842	14,031	14,481
	Male	—	9,743	10,029
	Female	—	4,288	4,452
Number of non-Japanese employees (Sumitomo Chemical)		108	93	82
Average age (Sumitomo Chemical)		40.0	40.3	40.7
	Male	40.0	40.4	40.8
	Female	39.5	40.0	40.2
Average length of service (years; Sumitomo Chemical)		14.1	14.4	14.9
	Male	14.2	14.5	14.9
	Female	13.7	14.4	14.6
Average annual compensation (yen; Sumitomo Chemical)		8,542,320	8,715,094	9,035,111
Average monthly wages (yen; Sumitomo Chemical)		308,508	310,600	319,721
	Male	308,020	309,740	319,342
	Female	310,713	314,554	321,456

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).



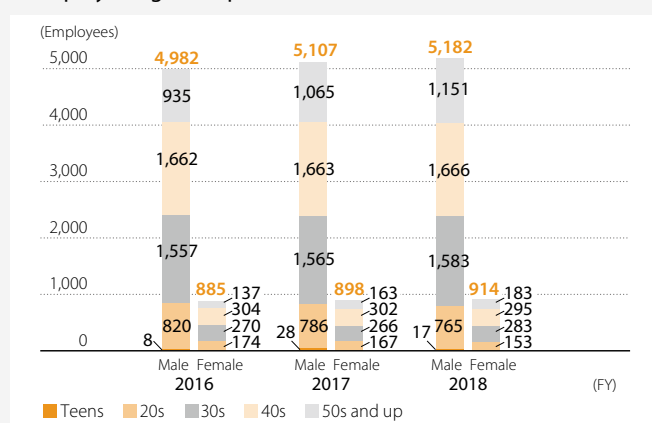
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Number of Employees by Region and Gender (Sumitomo Chemical Group)

Region		FY2017	FY2018
Japan	Total	17,805	18,060
	Male	14,271	14,453
	Female	3,534	3,607
(The rest of) Asia	Total	10,260	10,661
	Male	7,506	7,770
	Female	2,754	2,891
North America	Total	2,886	2,926
	Male	1,609	1,648
	Female	1,277	1,278
Central and South America	Total	151	163
	Male	104	108
	Female	47	55
Europe	Total	518	509
	Male	346	344
	Female	172	165
Middle East and Africa	Total	132	132
	Male	98	91
	Female	34	41
Oceania	Total	85	91
	Male	81	69
	Female	4	22
Total	Total	31,837	32,542

Note: As of March 31 for each fiscal year

Employee Age Composition and Distribution (Sumitomo Chemical)





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

Results		FY2016	FY2017	FY2018
New graduate hires	Male	117	140	108
	Female	32	22	38
	Total	149	162	146
Mid-career hires	Male	65	48	40
	Female	6	0	11
	Total	71	48	51

Number of Internships (Sumitomo Chemical)

Results	FY2016	FY2017	FY2018
University students in Japan	160	474	675
University students overseas	25	14	8

Number of People who Left the Company (Sumitomo Chemical)

	FY2016			FY2017			FY2018		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	49	35	14	71	62	9	89	62	27
Other reason	5	5	0	3	3	0	8	7	1
Total number	54	40	14	74	65	9	97	69	28
Early retirement rate (%)	0.8	0.7	1.6	1.2	1.2	1.0	1.2	1.0	2.5
Attrition rate (%)	0.9	0.8	1.6	1.2	1.3	1.0	1.3	1.1	2.6

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 2016	103	25
Number of those remaining as of April 2019	99	21
Retention rate of new graduates after three years (%)	96.1	84.0



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Diversity and Inclusion

Promotions of Employees (As of April 1, 2019; Sumitomo Chemical)

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	99	1,811	14	5.2
(Those ranked general manager or above)	11	495	3	2.2
Directors and senior management	2	47	3	4.1
(Those ranked executive officer or above)	1	35	3	2.8

* All employees equivalent to managers or above

Percentage of Female Managers (Sumitomo Chemical Group)

		FY2016	FY2017	FY2018
Managers	Male	8,286	8,258	8,378
	Female	1,680	1,410	1,455
	Total	9,966	9,668	9,833
Percentage of female managers (%)		16.9	14.6	14.8

Note: As of March 31 for each fiscal year

Work-Life Balance

Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2016	FY2017	FY2018
Number of days of paid vacation provided	20	20	20
Number of days of paid vacation used	12.9	13.4	14.3
Percentage of paid vacation days used (%)	64.7	67.2	71.8

Average Overtime Work (Sumitomo Chemical)

	(Hours/Month)		
	FY2016	FY2017	FY2018
Average overtime hours	20.0	20.2	21.2

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

	(%)		
	FY2016	FY2017	FY2018
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	93.9	100.0	98.1