★: Assured by an independent assurance provider

Social Activities: Supplementary Data

1 Human Resources

Basic Data

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

Item		FY2023	FY2024	FY2025
Number of employees (Sumitomo Chemical Group)	Total	32,161	29,279	27,491 ★
	Male	24,126	21,713	20,396 ★
	Female	8,035	7,566	7,095 ★
	Percentage of female employees (%)	25.0	25.8	25.8
Sumitomo Chemical	Total	6,706	6,669	6,465 ★
	Male	5,653	5,600	5,405 ★
	Female	1,053	1,069	1,060 ★
	Percentage of female employees (%)	15.7	16.0	16.4
Consolidated in Japan	Total	11,459	9,366	8,646 ★
	Male	8,690	6,956	6,364 ★
	Female	2,769	2,410	2,282 ★
	Percentage of female employees (%)	24.2	25.7	26.3
Consolidated overseas	Total	13,996	13,244	12,380 ★
	Male	9,783	9,157	8,627 ★
	Female	4,213	4,087	3,753 ★
	Percentage of female employees (%)	30.1	30.9	30.3
Number of non-Japanese employees (Sumitomo Chemical)		67	65	64
Average age (Sumitomo Chemical)		41.6	42.1	42.4
	Male	41.9	42.4	42.8
	Female	39.8	40.3	40.8
Average length of service (years; Sumitomo Chemical)		15.7	16.3	16.7
	Male	16.0	16.6	17.0
	Female	14.1	14.7	15.2
Average annual compensation (yen; Sumitomo Chemical)		8,424,481	8,183,357	9,585,195
Average monthly wages (yen; Sumitomo Chemical)		352,344	366,312	386,098
	Male	354,149	368,051	387,693
	Female	344,634	358,908	379,304

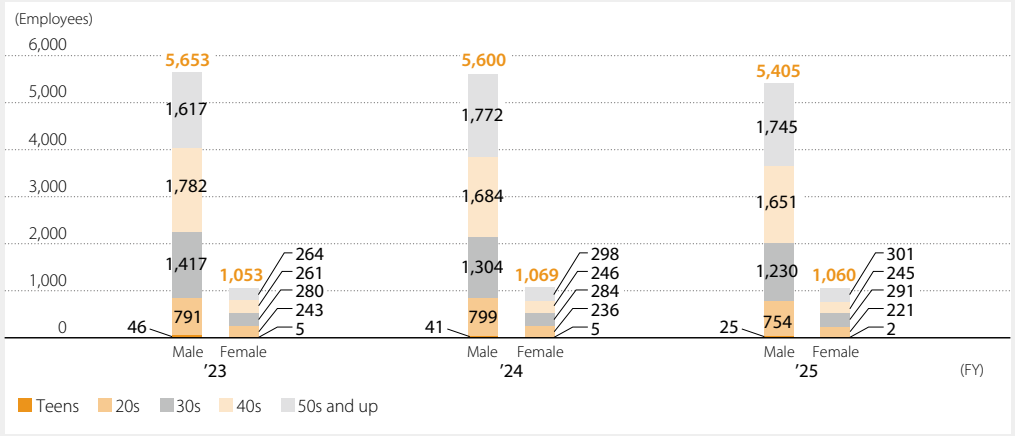
Notes: • The above figures are as of March 31 for each fiscal year. Employee numbers do not include temporary employees, part-time staff, dispatch employees, and staff assigned to other companies not included in the scope of consolidation, but do include staff assigned from other companies not included in the scope of consolidation.
• Average monthly wages are for non-managerial employees (as of August of each year). Compensation is the same for the same work and the overall difference in compensation between men and women is entirely attributable to differences in age and rank.

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

Region		FY2023	FY2024	FY2025
Japan	Total	18,164	16,035	15,110
	Male	14,342	12,556	11,768
	Female	3,822	3,479	3,342
(The rest of) Asia	Total	9,857	9,271	8,419
	Male	7,232	6,696	6,257
	Female	2,625	2,575	2,162
North America	Total	2,271	2,207	2,317
	Male	1,272	1,241	1,252
	Female	999	966	1,065
Central and South America	Total	1,045	942	875
	Male	730	677	608
	Female	315	265	267
Europe	Total	626	628	574
	Male	407	414	387
	Female	219	214	187
Middle East and Africa	Total	75	71	68
	Male	57	47	42
	Female	18	24	26
Oceania	Total	123	125	128
	Male	86	82	82
	Female	37	43	46
Total		32,161	29,279	27,491

Note: As of March 31 for each fiscal year

Employee Age Composition and Distribution (Sumitomo Chemical)



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

	FY2023			FY2024			FY2025		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	151	122	29	210	165	45	163	130	33
Early retirement rate (%)	2.3	2.2	2.8	3.1	2.9	4.2	2.5	2.4	3.1

Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2023	207	63
Number oh those remaining as of April 2026	172	54
Retention rate of new graduates after three years (%)	83	86

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

Results		FY2023	FY2024	FY2025
New graduate hires	Male	207	164	74
	Female	63	58	19
	Total	270	222	93
Mid-career hires	Male	45	7	19
	Female	6	1	2
	Total	51	8	21
Percentage of mid-career hires (%)	Total	15.9	3.5	18.4

Number of Internships (Sumitomo Chemical)

Results	FY2023	FY2024	FY2025
University students in Japan	115	137	223
University students overseas	0	0	0

Promotion of DE&I

Promotions of Employees (Sumitomo Chemical) As of March 31, 2026

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	172	1,703	15	9.2
(Those ranked general manager or above)	14	412	3	3.3
Directors and senior management	5	38	2	11.6
(Those ranked executive officer)	3	26	2	10.3

* All employees equivalent to managers or above

Number of Managers and General Employees, Percentage of Female Employees (Sumitomo Chemical Group)

		FY2023	FY2024	FY2025
Managers	Male	7,630	6,222	5,876
	Female	1,447	1,282	1,211
	Total	9,077	7,504	7,087
	Percentage of female managers (%)	15.9	17.1	17.1
General employees	Male	16,496	15,491	14,520
	Female	6,588	6,284	5,884
	Total	23,084	21,775	20,404
	Percentage of female employees (%)	28.5	28.9	28.8
Total		32,161	29,279	27,491

Note: • As of March 31 for each fiscal year
• Figures for fiscal 2023 and fiscal 2024 have been revised due to a partial review of the calculation method within the Sumitomo Chemical Group.

Wage Disparity by Gender (Sumitomo Chemical)

(%)

	FY2023	FY2024	FY2025
Total	76.0	76.4	77.2
Full-time employees	76.7	77.2	78.0
Part-time and fixed-term employees	68.6	71.0	73.7

Note: This shows the percentage of wages earned (on average) by female employees compared to male employees. Our wage system is based on the level of the position held. When comparing standard wages paid to male and female employees within the same rank, no wage disparity exists.

Promotion of Work-Life Balance

Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2023	FY2024	FY2025
Number of days of paid vacation provided	20.0	20.0	20.0
Number of days of paid vacation used	16.2	16.2	16.3
Percentage of paid vacation days used (%)	81.0	81.6	82.2

Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2023	FY2024	FY2025
Average overtime hours	19.4	18.3	21.5

Return Rate of Employees Who Take Extended Leave for Childcare (Sumitomo Chemical)

(%)

	FY2023		FY2024		FY2025	
	Male	Female	Male	Female	Male	Female
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	100.0	100.0	99.7	100.0	100.0	93.5

Leave for Volunteer Work and Number of Employees Using Leave for Volunteer Work (Sumitomo Chemical)

	System in place	FY2023	FY2024	FY2025
Vacations for volunteering	Yes	14	27	76

Healthcare

Health-related Indicators (Sumitomo Chemical)

		FY2023	FY2024	FY2025
Presenteeism (%)*1		82	82	83
Absenteeism (%)*2		1.3	1.4	1.4
Expenditure for promoting health management initiatives (thousand yen)		11,250	11,250	11,250
Comprehensive health risk in stress check*3		96	95	96
Women's health seminar	Participants	206	676	780
	Satisfaction (%)	94.0	97.6	96.9
Percentage of regular health checkups (%)		99.6	99.7	98.5
Percentage receiving a full medical checkup (%)		67.6	75.4	Under calculation
Adequacy rate of BMI (%)		66.9	66.9	65.8
Smoking rate (%)		16.1	17.1	16.6
Percentage receiving specific health guidance (%)*4		79.7	82.3	Under calculation
Percentage of Participation in health events: (Walking events) (%)		46.6	52.2	43.5

*1 Calculated using the level of activity (productivity) related to work results, quality, and volume
*2 Percentage of employees using one month of more of leave for illness or who are absent from work due to illness
*3 Calculated from the results of the stress check. The comprehensive health risk is indexed to a national average of 100, with higher values indicating greater health risks among employees.
*4 40 years old and over

2 Occupational Health and Safety / Process Safety and Loss Prevention

Occupational Safety and Health Management System*

Seven of the Company's Works acquired certification for the international standard ISO 45001, which is for occupational safety and health management systems, and are conducting operations accordingly. Two of the Works simultaneously acquired JISQ 45100, which added requirements related mainly to daily safety and health activities to ISO 45001 (JISQ 45001), from the Japan Industrial Safety and Health Association (JISHA). We are making preparations toward acquiring certification for ISO 45001 as well as JISQ 45100 at the remaining Works.

By fiscal 2009, Sumitomo Chemical had acquired OSHMS certification from JISHA at all of its Works and Research Laboratories. The Research Laboratories have since switched to independent operations, and the Works are working to switch to ISO 45001 certification. Currently 2 Works maintains JISHA certification. (JISHA's OSHMS includes the same requirements as OHSAS 18001.)

As the Group is working toward acquiring ISO 45001 certification, for the certifications acquired, it is continually undergoing transition audits and registering for certification under the latest standards to ensure there is no interruption.

* Applicable scope of the Occupational Safety and Health Management System: Employees who work at either the Company's or the Group's Works and Research Laboratories (including temporary, part-time, and dispatch employees)

JISHA's Official Websites

Japanese: https://www.jisha.or.jp/about/index.html

English: https://www.jisha.or.jp/english/index.html

Acquisition of ISO 45001 and JISQ 45100 Certification

1. Sumitomo Chemical

Facilities	Certificate Number	Certification Date
Osaka Works	ISO 45001: JISHA-O-31	April 2020
Osaka Works	JISQ 45100: JISHA-31	April 2020
Chiba Works	ISO 45001: JISHA-O-61	June 2021
Chiba Works	JISQ 45100: JISHA-61	June 2021
Misawa Works	ISO 45001: JQA-OH0346	July 2021
Ehime Works	ISO 45001: JCQA-O-0102	September 2021
Ohe Works	ISO45001: JCQA-O-0106	February 2022
Ibaraki Works	ISO45001: 00047987	February 2025
Okayama Works	ISO45001: JCQA-O-0207	July 2026

2. Group Companies in Japan

Facilities	Certificate Number	Certification Date
Sumika Assembly Techno Co., Ltd.	JCQA-O-0106	February 2022

3. Overseas Group Companies

Companies	Certificate Number	Certification Expiration Date
Bara Chemical Co., Ltd.	24131411002	November 2028
Botanical Resources Australia Pty Ltd. (BRA Group)	AU1588-SC	August 2026
Dongwoo Fine-Chem (Iksan) Co., Ltd.	KR20/81826415	July 2026
Dongwoo Fine-Chem (Pyeongtaek) Co., Ltd.	SAC-0600401	July 2027
Dongwoo Fine-Chem (Samki) Co., Ltd.	KR20/81826441	July 2026
SSLM Co., Ltd.	SAC-0958701	May 2026
Sumika Electronic Materials (Changzhou) Co., Ltd.	CN20/10229	May 2026
Sumika Electronic Materials (Wuxi) Co., Ltd.	243940-2017-ASA-RGC-RvA	August 2026
Sumika Electronic Materials (Xi'an) Co., Ltd.	CN20/10076	August 2027
Sumika Technology Co., Ltd.	OHS510533	December 2027
Sumitomo Chemical Advanced Technologies LLC	241505-2017-AHSO-USA-ANAB	June 2029
Sumitomo Chemical India Limited (Tarapur)	IND.23.5072/IM/U	April 2026
Sumitomo Chemical India Limited (Vapi)	IND.24.1076/IM/U	March 2027
Sumitomo Chemical India Limited (Bhavnagar plant)	99 117 01316	October 2027
Sumitomo Chemical India Limited (Gajod plant)	99 117 01310	October 2027
Sumitomo Chemical India Limited (Silvassa plant)	IND.24.1109/IM/U	May 2027
The Polyolefin Company (Singapore) Pte. Ltd.	OHS-45001-2021-0281	April 2028

Note: Based on the survey results from May 2026

Acquisition of JISHA's OSHMS Certification (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Oita Works	06-44-1	July 2006
Gifu Works	09-21-6	February 2009

Voluntary Safety Management of High-Pressure Gas Based on Certification by the Minister

Sumitomo Chemical continually renews the Accreditation of Completion and Safety Inspection, as stipulated in the High Pressure Gas Safety Act, for the Ehime Works and the Chiba Works. Certification is given to facilities that have achieved excellent safety, management, and technological levels and that are recognized as having met legally mandated requirements for safety management systems. Certified facilities are allowed to conduct Completion Inspections and Safety Inspections of their own facilities in place of national, prefectural, and other governmental organizations.

Chiba Works acquired certification as a specified operator (commonly known as a super certified works) with its certification renewal in May 2024. This certification is provided to works certified by the Ministry of the Economy, Trade and Industry (METI) as a certified operator undertaking such sophisticated security measures as assessments of safety assurance capabilities using third parties, advanced risk assessments, big data, and IoT. Specified operators can receive various incentives.

METI's website

https://www.meti.go.jp/english/policy/safety_security/industrial_safety/index.html#high_pressure_gas

Number of Accreditations of Completion and Safety Inspection Given for Sumitomo Chemical Facilities and Specified Operators

Works	Area	Year of certification	Year and month renewed	Number of facilities given accreditation
Ehime Works	Niihama	2002	March 2023	13
	Kikumoto	2002	March 2023	4
Chiba Works (acquired certification as a specified operator)	Anesaki	1987	May 2024	8
	Sodegaura	1987	May 2024	13

Note: Number of facilities given accreditation data as of the time of certification renewal.

Criteria and Results of the President's Safety Award for Zero-Lost Workday Operations (as of May 31, 2026)

Sumitomo Chemical has set facility specific criteria for the achievement of continuous periods of zero-lost workday operations for employees as well as contractors. The President's Safety Award is presented to facilities in recognition of their satisfaction of the above-mentioned criteria.

Sumitomo Chemical Employees (Works, Research Laboratories)

Facilities	Criteria for the President's Safety Award*1	Results
Ehime Works	3 million hours	A lost workday accident occurred in January 2025. Working to reach the target of 6 million hours.
Ohe Works*2	3 million hours	A lost workday accident occurred in August 2025. Working to reach the target of 3 million hours.
Chiba Works	3 million hours	A lost workday accident occurred in January 2025. Working to reach the target of 6 million hours.
Osaka Works	3 million hours	A lost workday accident occurred in February 2023. Working to reach the target of 9 million hours.
Oita Works*3	1.5 million hours	A lost workday accident occurred in November 2024. Working to reach the target of 3 million hours.
Takarazuka Regional Research Laboratory*4	1 million hours	Working to reach the target of 5 million hours.
Ibaraki Works	30 months	Working to reach the target of 150 months.
Misawa Works	30 months	Working to reach the target of 90 months.
Advanced Medical Solutions Research Laboratory (Utajima)	30 months	Working to reach the target of 30 months.
Advanced Research Laboratory for Fundamental Technologies (Tsukuba)	30 months	Working to reach the target of 450 months.

*1 Continuous periods of zero-lost workday operations.
*2 Ohe Works includes Sumika Assembly Techno Co., Ltd.
*3 Oita Works includes Gifu Works, and Okayama Works.
*4 Advanced Research Laboratory for Fundamental Technologies (Takarazuka) and Agro & Life Solutions Research Laboratory (Takarazuka)

Contractors / Affiliated Company Employees of Sumitomo Chemical (Works, Research Laboratories)

Facilities	Criteria for the President's Safety Award*1	Results
Ehime Association (Plant maintenance)	24 months	A lost workday accident occurred in April 2025. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	Working to reach the target of 96 months.
Ohe Association (Plant maintenance)	48 months	Working to reach the target of 240 months.
Ohe Logistics Association (Logistics)	48 months	Working to reach the target of 240 months.
Chiba Association (Plant maintenance)	24 months	A lost workday accident occurred in February 2026. Working to reach the target of 24 months.
Chiba Logistics Association (Logistics)	24 months	A lost workday accident occurred in November 2023. Working to reach the target of 48 months.
Osaka Association	24 months	Working to reach the target of 72 months.
Oita Association (Plant maintenance)	24 months	Working to reach the target of 192 months.
Oita Association (Logistics)	24 months	Working to reach the target of 192 months.
Okayama Association	48 months	A lost workday accident occurred in November 2020. Working to reach the target of 96 months.
Gifu Association	48 months	Working to reach the target of 240 months.
Misawa Works	48 months	A lost workday accident occurred in August 2025. Working to reach the target of 48 months.
Takarazuka Regional Research Laboratory*2	48 months	Working to reach the target of 336 months.
Advanced Research Laboratory for Fundamental Technologies (Tsukuba)	48 months	Working to reach the target of 192 months.

*1 Continuous periods of zero-lost workday operations.
*2 Advanced Research Laboratory for Fundamental Technologies (Takarazuka) and Agro & Life Solutions Research Laboratory (Takarazuka)

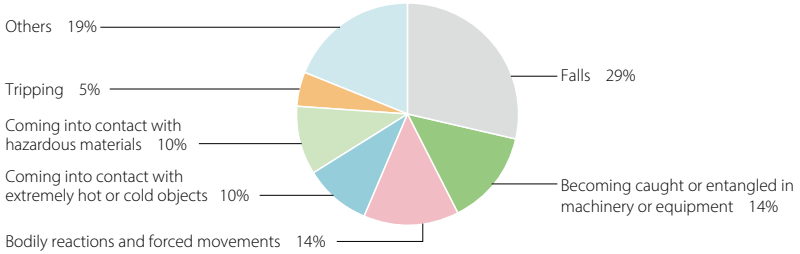
Safety Achievements

Lost-Workday Injuries (Sumitomo Chemical Group*)

		FY2022	FY2023	FY2024	FY2025
Number of injuries (including fatalities)	Sumitomo Chemical	2	3	5	1
	Sumitomo Chemical contractors (including others)	6	4	1	4
	Domestic consolidated subsidiaries	16	8	6	12
	Overseas consolidated subsidiaries	20	8	4	4
	Total	44	23	16	21
Frequency rate of lost-workday injuries	Sumitomo Chemical	0.12	0.18	0.30	0.06
	Sumitomo Chemical contractors (including others)	0.63	0.42	0.12	0.45
	Domestic consolidated subsidiaries	0.60	0.31	0.26	0.62
	Overseas consolidated subsidiaries	0.57	0.25	0.14	0.15
	The Sumitomo Chemical Group*	0.50	0.27	0.21	0.31
Number of fatal accidents	Sumitomo Chemical and consolidated Group companies in Japan and overseas	0	0	0	0
	Sumitomo Chemical contractors (including others)	1	1	0	0
	Total	1	1	0	0

Note: If the result is not 0, a domestic/overseas breakdown is provided.
* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

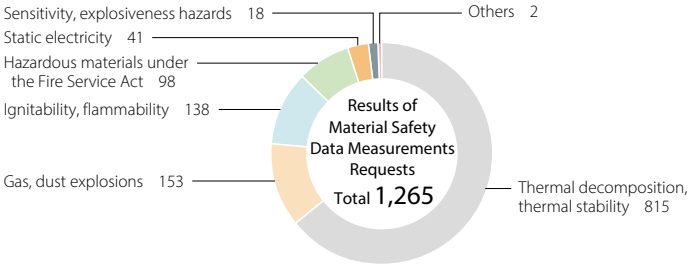
FY2025 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

Process Safety and Loss Prevention Results

FY2025 Results of Material Safety Data Measurements Requests (Sumitomo Chemical Group*)



* Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

The Safety Engineering Group at the Production & Safety Fundamental Technology Center* studies and assesses process safety, researches safety measures, measures and evaluates material safety data, compiles a database on safety technologies, and provides training to develop safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. In fiscal 2025, 1,176 material safety data measurements were taken from within Sumitomo Chemical (1,323 in fiscal 2024) and 89 measurements were taken from Group companies (45 in fiscal 2024) for a total of 1,265 (1,368 in fiscal 2024).

* From October, 2026, the Production & Safety Fundamental Technology Center has been renamed to Advanced Production Solution Center.

The Launch of Several Process Safety Review Committees (Sumitomo Chemical)

	R&D stages		Industrialization stage		
Fiscal Year	Level 1	Level 2	Level 3	Level 4	Level 5
2022	19	17	31	63	15
2023	28	20	25	75	11
2024	9	8	16	56	5
2025	17	11	14	94	13

When new processes are developed at Sumitomo Chemical, the Process Safety Review Committee (levels 1 to 5) convenes at every step, from R&D through to industrial-scale production. In essence, this committee focuses on process safety assessment results and confirms whether safety countermeasures are appropriate.

Safety Information Database (Sumitomo Chemical)

	Number of data sets	(Year on year comparison)
Accident prevention technology information	23,058	(Increased by 495)
Accident cause investigations	2,796	(Increased by 46)
Accident information	21,426	(Increased by 104)
As of March 31, 2026	47,280	(Increased by 645)

A safety information database has been created by collecting information on accidents in Japan and overseas and compiling abstracts of said data. As of the end of March 2026, 47,280 sets of data were stored in the database (46,635 sets of data as of March 31, 2025). This system allows all employees at each Works or Research Laboratory to search stored data using individual terminals. This data is also used in process hazard evaluations and case study examinations to prevent similar accidents. In addition, accident data is also disclosed to Group companies as necessary.

3 Product Stewardship / Product Safety / Quality Assurance

Quality Management System

Acquisition of ISO 9001 Certification (Sumitomo Chemical)

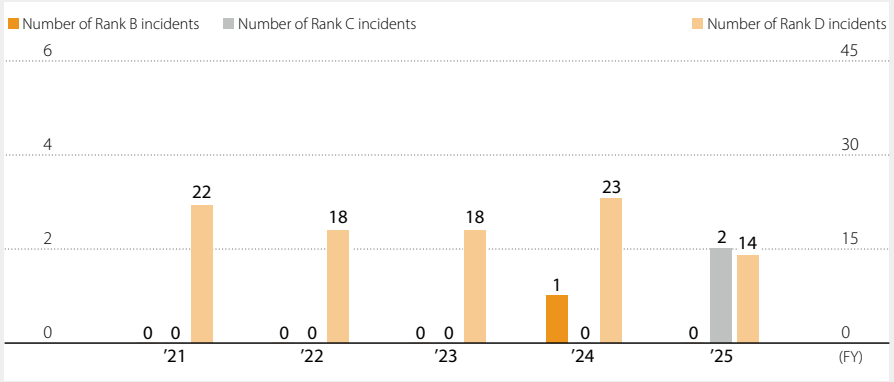
Works / Divisions	Certificate Number	Certification Date
Ehime Works	JCQA-0019	October 1994
Chiba Works	25QR・1984	March 1995
Osaka Works	JQA-0721	December 1994
Oita Works	JQA-1069	December 1995
Okayama Works	JSAQ 2904	October 2020
Misawa Works	JQA-0752	December 1994
Advanced Inorganic Products Division	ISO 9001-0067280	July 2015
Display Materials Division	JET-0829	April 1998
Semiconductor Materials Division	JET-0847	August 2009
	JQA-QMA16585	October 2022

Furthermore, the Gifu Works has been pursuing Good Manufacturing Practice (GMP) management.

Logistics Quality Assurance

In fiscal 2025, the Company reported two incidents of rank C and 14 incidents of rank D. Of these incidents, 9 involved shipping error or false delivery, which can cause significant problems in the quality of customers' products. Going forward, we will continue to take measures to reduce the number of incidents affecting logistics quality, such as promoting measures to prevent recurrences and rolling out said measures across the Company.

Logistics Incidents Having an Impact on Our Customers (Sumitomo Chemical)*



Notes: • Ranks reflect Sumitomo Chemical's standard, which classifies incidents into Ranks A, B, C, and D in descending order of severity.
• There were no occurrences of Rank A (the most severe) incidents.
• Incidents within the scope of logistics operations are consigned to Sumitomo Chemical.

* Includes some Group companies in Japan that have Works within a Sumitomo Chemical worksite