



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).



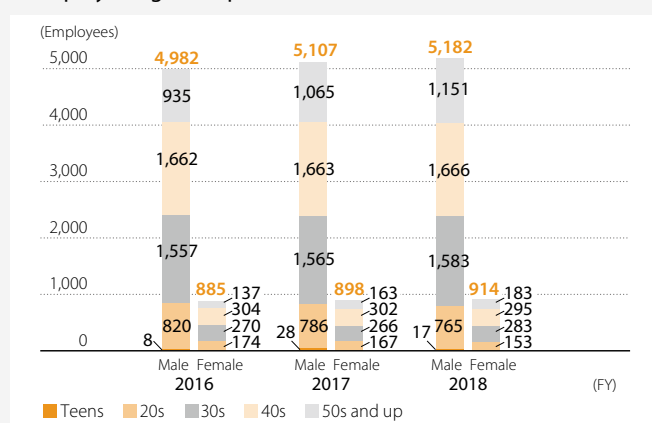
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Number of Employees by Region and Gender (Sumitomo Chemical Group)

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



Social Activities: Supplementary Data

2 Occupational Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System

By fiscal 2009, Sumitomo Chemical acquired OSHMS certification from the Japan Industrial Safety and Health Association (JISHA) at four of its Works and two of its Research Laboratories. (JISHA's OSHMS includes the same requirements as OHSAS18001.)

JISHA's Official Websites

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

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

Acquisition of OSHMS Certification (Sumitomo Chemical (Works and Research Laboratories))

Facilities	Certificate Number	Certification Date
Chiba Works	03-12-1	May 2003
Osaka Works	05-27-3	February 2005
Oita Works (Utajima)	09-27-14	January 2009
Oita Works (Gifu Plant)	09-21-6	February 2009
Oita Works (Okayama Plant)	09-33-7	February 2009
Oita Works	06-44-1	July 2006
Ohe Works	10-38-4	March 2010
Health & Crop Sciences Research Laboratory	07-28-9	January 2007
Tsukuba Regional Research Laboratory*	05-8-3	December 2005

* The Tsukuba Regional Research Laboratory was reorganized into the Advanced Materials Research Laboratory, IT-related Chemicals Research Laboratory (Tsukuba), and Energy & Functional Materials Research Laboratory (Tsukuba).

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 plants are allowed to conduct Completion Inspections and Safety Inspections of their own facilities in place of national, prefectural, and other governmental organizations.

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

Works	Area	Year of certification	Year and month renewed	Number of facilities given accreditation
Ehime Works	Niihama	2002	March 2018	13
	Kikumoto	2002	March 2018	4
Chiba Works	Anesaki	1987	May 2019	8
	Sodegaura	1987	May 2019	15

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



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Criteria and Results of the President's Safety Award for Zero-Lost Workday Operations (as of May 31, 2019)

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	Reached 12 million work hours in April 2018. Working to reach the target of 15 million work hours.
Ohe Works*2	3 million hours	A lost workday accident occurred in March 2019. Working to reach the target of 3 million work hours.
Chiba Works	3 million hours	A lost workday accident occurred in March 2019. Working to reach the target of 3 million work hours.
Osaka Works	3 million hours	Working to reach the target of 15 million work hours.
Oita Works*3	1.5 million hours	Reached 4.5 million work hours in January 2019. Working to reach the target of 6 million work hours.
Misawa Works	30 months	Reached 180 months in September 2018. Working to reach the target of 2.1 million work hours.
Health & Crop Sciences Research Laboratory	30 months	Working to reach the target of 30 months.
Tsukuba Regional Research Laboratory*4	30 months	Reached 360 months in March 2019. Working to reach the target of 390 months.

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 March 2019. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	Working to reach the target of 48 months
Ohe Association (Plant maintenance)	48 months	Working to reach the target of 144 months
Ohe Logistics Association (Logistics)	48 months	Working to reach the target of 144 months
Chiba Association (Plant maintenance)	24 months	Working to reach the target of 24 months
Chiba Logistics Association (Logistics)	24 months	Working to reach the target of 48 months
Osaka Association	24 months	Working to reach the target of 24 months
Oita Association	24 months	Reached 96 months in April 2019. Working to reach the target of 120 months
Okayama Association	48 months	Working to reach the target of 48 months
Gifu Association	48 months	Working to reach the target of 144 months
Misawa Works	48 months	Reached 96 months in September 2018. Working to reach the target of 144 months
Health & Crop Sciences Research Laboratory	48 months	Reached 240 months in March 2019. Working to reach the target of 288 months
Tsukuba Regional Research Laboratory*4	48 months	Reached 96 months in March 2019. Working to reach the target of 144 months

*1 Continuous periods of zero lost-workday operations.

*2 Ohe Works includes Sumika Assembly Techno Co., Ltd.

*3 Oita Works includes the Utajima Pilot Production Department, Gifu Plant, and Okayama Plant.

*4 The Tsukuba Regional Research Laboratory was reorganized into the Advanced Materials Development Research Laboratory, IT-related Chemicals Research Laboratory (Tsukuba), and Energy & Functional Materials Research Laboratory (Tsukuba).



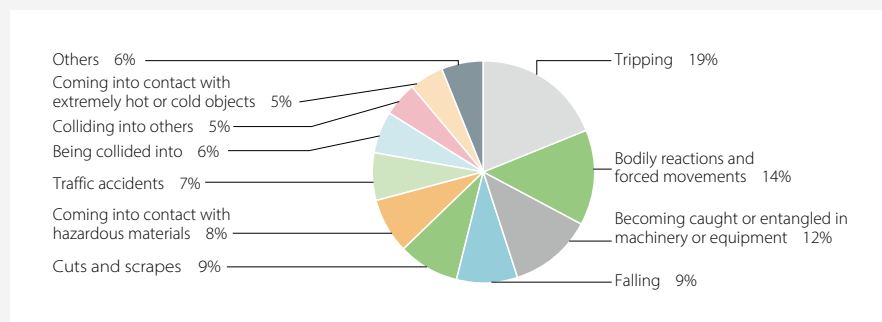
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Safety Achievements

Lost-Workday Injuries (Sumitomo Chemical Group*)

	FY2015	FY2016	FY2017	FY2018
Number of lost-workday injuries	17	9	17	35
Frequency rate of lost-workday injuries	0.27	0.14	0.26	0.58
Number of fatal accidents	0	0	2	1
Number of fatal accidents (contract employees)	0	0	0	1

FY2018 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



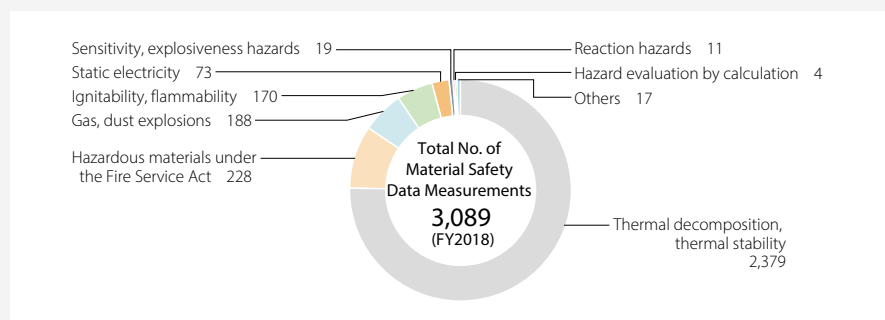
* As defined for occupational safety and health, industrial safety, and disaster prevention: Sumitomo Chemical (including contractors) and consolidated Group companies in Japan and overseas.



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Industrial Safety and Disaster Prevention Results

Results of Material Safety Data Measurements



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 undertakes training for safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. A total of 2,911 material safety data measurements were taken in fiscal 2018 (2,512 measurements in fiscal 2017) from within Sumitomo Chemical. In addition, 178 measurements were taken in fiscal 2018 (183 measurements in fiscal 2017) from Group companies. Total measurements undertaken were 3,089 in fiscal 2018 (2,695 measurements in fiscal 2017).

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

Fiscal Year	R&D stages		Industrialization stage		
	Level 1	Level 2	Level 3	Level 4	Level 5
2015	22	29	41	131	26
2016	14	33	37	81	17
2017	25	19	27	88	47
2018	24	38	27	91	24

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 counter-measures are appropriate.

Safety Information Database (Sumitomo Chemical)

	Number of data sets	(Year on year comparison)
Accident prevention technology information	19,682	Increased by 718
Accident cause investigations	2,400	Increased by 29
Accident information	20,597	Increased by 215
As of March 31, 2019	42,679	Increased by 962

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 2019, 42,679 sets of data were stored in the database (41,717 sets of data as of March 31, 2018). 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.



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3 Product Stewardship / Product Safety / Quality Assurance

Quality Management System

Acquisition of ISO 9001 Certification (Sumitomo Chemical (All Works))

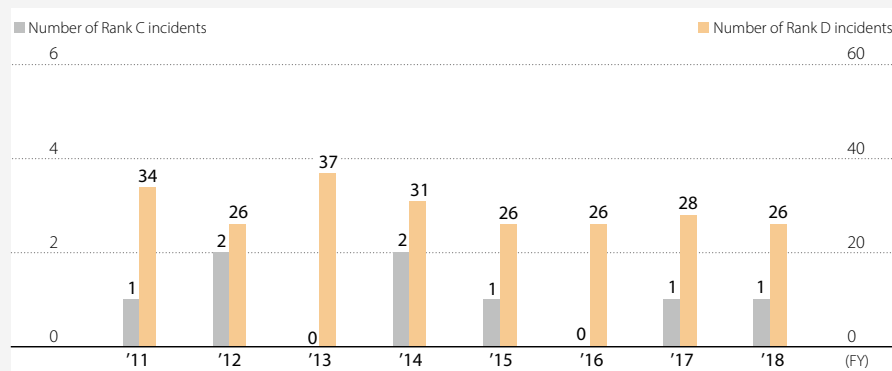
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019	October 1994
	JET-0847	August 2009
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721	December 1994
Oita Works*	JQA-1069	December 1995
Misawa Works	JQA-0752	December 1994
Ohe Works	JET-0829	April 1998
	JCQA-1720	January 2010

* The Oita Works (Okayama Plant) and the Oita Works (Gifu Plant) have been pursuing Good Manufacturing Practice (GMP) management.

Logistics Quality Assurance

In fiscal 2018, the Company reported one logistics quality incident of rank C and 26 incidents of rank D. Of these incidents, 15 involved shipping error or false delivery, which can cause significant problems in the quality of customers' products. Going forward, we will continue to promote measures to reduce the number of logistics quality incidents.

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



Note: 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 or Rank B (the most severe) incidents.
- Incidents within the scope of logistics operations are consigned to Sumitomo Chemical.



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4 Social Contributions

Major Donations (FY2018) (Sumitomo Chemical Group*)

Item	(Million yen)	
	Amount	
To support areas recovering from the torrential rainfall in July 2018*	10.0	
To support the development and education of children through ASHINAGA (Matching Gift program)*	6.6	
To support OISCA's tree planting activities (Matching Gift program)*	5.9	
To support education in Africa	5.3	
TABLE FOR TWO (Matching Gift program)*	1.1	
To support recovery from the Great East Japan Earthquake	0.9	

Note: The donation amounts are the amounts paid by companies

* Sumitomo Chemical and Group companies participating in the Matching Gift program

Number of Major Donations (FY2018) (Sumitomo Chemical)

Item	Number of cases
Local community activities	179
International exchange and cooperation	31
Sports	30
Education and social education	16
Culture and art	14
Social welfare	14
Academic study and research	13
Support to areas devastated by disasters	8

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

	System in place	FY2016	FY2017	FY2018
Vacations for volunteering	Yes	35	27	24