



Social Activities, Supplementary Data

1. Data Regarding Employees

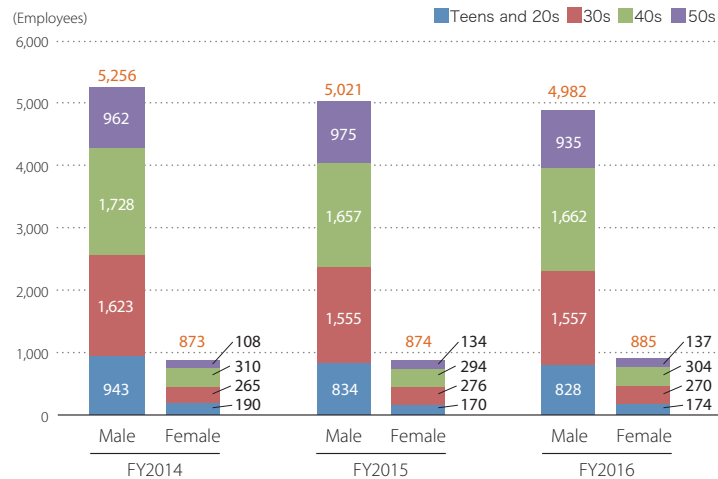
► Basic Data

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

Item		FY2014	FY2015	FY2016
Number of employees (Sumitomo Chemical Group)★	Total	31,039	31,094	32,536
	Male	—	—	24,232
	Female	—	—	8,304
Number of employees (Sumitomo Chemical) ★	Total	6,129	5,895	5,867
	Male	5,256	5,021	4,982
	Female	873	874	885
Number of non-Japanese employees (Sumitomo Chemical)		128	110	108
Average age (Sumitomo Chemical)		39.5	40.0	40.0
	Male	39.6	40.1	40.0
	Female	38.5	39.1	39.5
Average length of service (years; Sumitomo Chemical)		13.8	14.2	14.1
	Male	14.0	14.4	14.2
	Female	12.6	13.4	13.7
Average annual compensation (Sumitomo Chemical)		¥8,008,407	¥8,444,331	¥8,542,320

Note: 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.

◆ Employee Age Composition and Distribution (Sumitomo Chemical)★





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

Results		FY2014	FY2015	FY2016
New graduate hires	Male	97	79	117
	Female	18	26	32
	Total	115	105	149
Mid-career hires	Male	27	51	65
	Female	1	7	6
	Total	28	58	71

◆ Number of Internships (Sumitomo Chemical)

Results	FY2014	FY2015	FY2016
University students in Japan	156	184	160
University students overseas	58	37	25

◆ Number of People Who Left the Company (Sumitomo Chemical)

	FY2015			FY2016		
	Total	Male	Female	Total	Male	Female
Retired early	0	0	0	0	0	0
Resigned	92	63	29	73	58	15
Dismissed	0	0	0	0	0	0
Changed jobs	3	3	0	3	3	0
Other reason	2	2	0	5	5	0
Total	97	68	29	81	66	15

◆ Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2014	108	22
Number of those remaining as of April 2017	104	22
Retention rate of new graduates after three years	96.3%	100.0%



► Diversity

◆ Promotions of Executives and Employees (As of April 1, 2016; Sumitomo Chemical)

	Female	Male	Non-Japanese	Percentage of Women
Managers	240	2,847	31	7.8%
General managers or above	9	496	3	1.8%
Officers	1	44	3	2.3%
Executive officers	1	36	3	2.8%

► Work-Life Balance

◆ Paid Vacation Use Rate (Sumitomo Chemical)

	FY2014	FY2015	FY2016
Number of days provided	20.0	20.0	20.0
Number of days used	13.2	13.8	12.9
Use rate	66.0%	68.9%	64.7%

◆ Average Overtime Hours (Sumitomo Chemical)

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

◆ Return Rate of Female Employees Who Take Childcare Leave (Sumitomo Chemical)

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

2. Data Regarding Social Contributions

► Donation Activities

Amount paid for donation activities: a total of ¥276 million

◆ Major Donations (Sumitomo Chemical)

(Unit: million yen)

Item	Amount
To support malaria elimination and activities to raise awareness about malaria	70.1
To support education in Africa	14.2
To support emergency aid for the 2016 earthquake in Kumamoto (Japan)	8.0
To support the development and education of children through ASHINAGA (Matching Gift program)	6.7
To support OISCA's tree planting activities (Matching Gift program)	6.4
TABLE FOR TWO	1.2
To support recovery from the Great East Japan Earthquake	1.0
To provide Olyset™ Nets to a girl's middle school in Tanzania	0.3*1

*1 Monetary equivalent of the donated Olyset™ Nets

Number of donations: a total of 434

◆ Number of Major Donations (Sumitomo Chemical)

Item	Number of cases
Local community activities	158
International exchange and cooperation	37
Sports	26
Academic study and research	18
Culture and art	18
Social welfare	16
Education and social education	13
The environment	9
Support to areas devastated by disasters	7

◆ Number of Employees Using the System for Taking Leave or Vacation for Volunteering (Sumitomo Chemical)

	FY2014	FY2015	FY2016
Vacations for volunteering	37	26	35