



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 (Sumitomo Chemical Group)

Item		FY2017	FY2018	FY2019
Number of employees (Sumitomo Chemical Group)	Total	31,837	32,542	33,586★
	Male	24,015	24,483	25,005★
	Female	7,822	8,059	8,581★
	Percentage of female employees (%)	24.6	24.8	25.5
Sumitomo Chemical	Total	6,005	6,096	6,214★
	Male	5,107	5,182	5,269★
	Female	898	914	945★
	Percentage of female employees (%)	15.0	15.0	15.2
Consolidated in Japan	Total	11,801	11,965	12,292★
	Male	9,165	9,272	9,521★
	Female	2,636	2,693	2,771★
	Percentage of female employees (%)	22.3	22.5	22.5
Consolidated overseas	Total	14,031	14,481	15,080★
	Male	9,743	10,029	10,215★
	Female	4,288	4,452	4,865★
	Percentage of female employees (%)	30.6	30.7	32.3
Number of non-Japanese employees (Sumitomo Chemical)		93	82	78
Average age (Sumitomo Chemical)		40.3	40.7	40.9
	Male	40.4	40.8	41.1
	Female	40.0	40.2	40.1
Average length of service (years; Sumitomo Chemical)		14.4	14.9	15.3
	Male	14.5	14.9	15.4
	Female	14.4	14.6	14.5
Average annual compensation (yen; Sumitomo Chemical)		8,715,094	9,035,111	8,906,426
Average monthly wages (yen; Sumitomo Chemical)		310,600	319,721	323,872
	Male	309,740	319,342	324,170
	Female	314,554	321,456	322,537

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).



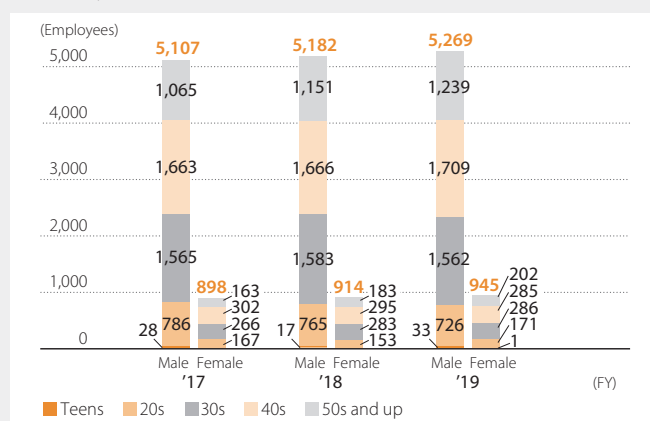
Social Activities: Supplementary Data

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

Region		FY2017	FY2018	FY2019
Japan	Total	17,805	18,060	18,505
	Male	14,271	14,453	14,789
	Female	3,534	3,607	3,716
(The rest of) Asia	Total	10,260	10,661	10,825
	Male	7,506	7,770	7,788
	Female	2,754	2,891	3,037
North America	Total	2,886	2,926	3,214
	Male	1,609	1,648	1,730
	Female	1,277	1,278	1,484
Central and South America	Total	151	163	191
	Male	104	108	130
	Female	47	55	61
Europe	Total	518	509	618
	Male	346	344	429
	Female	172	165	189
Middle East and Africa	Total	132	132	134
	Male	98	91	93
	Female	34	41	41
Oceania	Total	85	91	99
	Male	81	69	46
	Female	4	22	53
Total	Total	31,837	32,542	33,586

Note: As of March 31 for each fiscal year

Employee Age Composition and Distribution (Sumitomo Chemical)





Social Activities: Supplementary Data

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

Results		FY2017	FY2018	FY2019
New graduate hires	Male	140	108	138
	Female	22	38	51
	Total	162	146	189
Mid-career hires	Male	48	40	27
	Female	0	11	8
	Total	48	51	35

Number of Internships (Sumitomo Chemical)

Results	FY2017	FY2018	FY2019
University students in Japan	474	675	483
University students overseas	14	8	4

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

	FY2017			FY2018			FY2019		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	71	62	9	89	62	27	62	53	9
Early retirement rate (%)	1.2	1.2	1.0	1.5	1.2	2.9	1.0	1.0	1.0

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 2017	102	17
Number of those remaining as of April 2020	94	17
Retention rate of new graduates after three years (%)	92.2	100.0



Social Activities: Supplementary Data

Promotion of Diversity and Inclusion

■ Promotions of Employees (Sumitomo Chemical) As of April 1, 2020

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	113	1,846	16	5.8
(Those ranked general manager or above)	12	497	2	2.4
Directors and senior management	2	46	4	4.2
(Those ranked executive officer or above)	1	36	4	2.7

* All employees equivalent to managers or above

■ Number and Percentage of Female Managers (Sumitomo Chemical Group)

	FY2017	FY2018	FY2019
Male	8,258	8,378	8,594
Female	1,410	1,455	1,743
Total	9,668	9,833	10,337
Percentage of female managers (%)	14.6	14.8	16.9

Note: As of March 31 for each fiscal year

Work-Life Balance

■ Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2017	FY2018	FY2019
Number of days of paid vacation provided	20	20	20
Number of days of paid vacation used	13.4	14.3	14.7
Percentage of paid vacation days used (%)	67.2	71.8	73.9

■ Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2017	FY2018	FY2019
Average overtime hours	20.2	21.2	20.7

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

(%)

	FY2017	FY2018	FY2019
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	100.0	98.1	100.0



Social Activities: Supplementary Data

2 Occupational Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System*

In April 2020, the Company's Osaka Works acquired certification from the Japan Industrial Safety and Health Association (JISHA) for the international standards ISO 45001 and JISQ 45100, which added requirements related mainly to daily safety and health activities to ISO 45001 (JISQ 45001), and is conducting operations accordingly. We are making preparations toward acquiring certification for ISO 45001 and JISQ 45100 at other worksites as well.

By fiscal 2009, Sumitomo Chemical acquired OSHMS certification from JISHA at all of its Works and Research Laboratories. Afterward, some worksites switched to independent operations, and currently 3 Works and 1 Research Laboratory maintain certification. (JISHA's OSHMS includes the same requirements as OHSAS18001.)

* Applicable scope of the Occupational Safety and Health Management System: Employees and dispatch employees who work at the Company's Works and Research Laboratories

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 (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Osaka Works	ISO 45001: JISHA-O-31	April 2020
Osaka Works	JISQ 45100: JISHA-31	April 2020

Acquisition of JISHA's OSHMS Certification (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Chiba Works	03-12-1	May 2003
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	007-28-95-8-3	January 2007



Social Activities: Supplementary Data

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.



Social Activities: Supplementary Data

Criteria and Results of the President's Safety Award for Zero-Lost Workday Operations (as of May 31, 2020)

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 2020. Working to reach the target of 3 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 February 2020. Working to reach the target of 3 million work hours.
Osaka Works	3 million hours	Working to reach the target of 18 million work hours.
Oita Works*3	1.5 million hours	A lost workday accident occurred in March 2020. Working to reach the target of 1.5 million work hours.
Misawa Works	30 months	A lost workday accident occurred in February 2020. Working to reach the target of 30 months.
Health & Crop Sciences Research Laboratory	30 months	Working to reach the target of 60 months.
Tsukuba Regional Research Laboratory*4	30 months	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 September 2019. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	A lost workday accident occurred in June 2019. Working to reach the target of 24 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 48 months
Chiba Logistics Association (Logistics)	24 months	A lost workday accident occurred in October 2019. Working to reach the target of 24 months.
Osaka Association	24 months	Working to reach the target of 48 months
Oita Association	24 months	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	A lost workday accident occurred in September 2019. Working to reach the target of 48 months.
Health & Crop Sciences Research Laboratory	48 months	Working to reach the target of 288 months
Tsukuba Regional Research Laboratory*4	48 months	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 and Energy & Functional Materials Research Laboratory (Tsukuba).



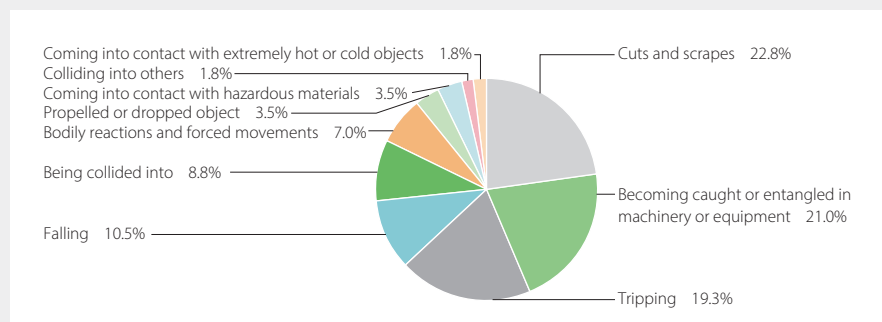
Social Activities: Supplementary Data

Safety Achievements

Lost-Workday Injuries (Sumitomo Chemical Group*)

	FY2016	FY2017	FY2018	FY2019
Number of lost-workday injuries	9	17	35	27
Frequency rate of lost-workday injuries	0.14	0.26	0.58	0.42
Number of fatal accidents	0	2	1	0
Number of fatal accidents (contract employees)	0	0	1	0

FY2019 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



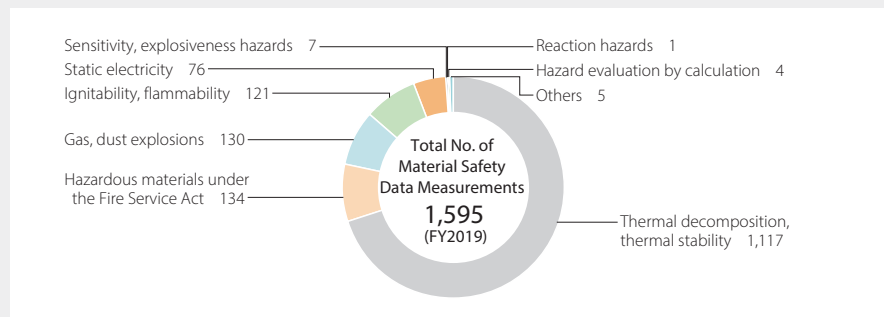
* Sumitomo Chemical (including contractors) and consolidated Group companies in Japan and overseas.



Social Activities: Supplementary Data

Industrial Safety and Disaster Prevention Results

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



* Sumitomo Chemical (including contractors) 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 undertakes training for safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. In fiscal 2019, 1,470 material safety data measurements were taken from within Sumitomo Chemical and 125 measurements were taken from Group companies for a total of 1,595.

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

Fiscal Year	R&D stages		Industrialization stage		
	Level 1	Level 2	Level 3	Level 4	Level 5
2016	14	33	37	81	17
2017	25	19	27	88	47
2018	24	38	27	91	24
2019	25	17	30	67	21

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	20,153	(Increased by 471)
Accident cause investigations	2,445	(Increased by 45)
Accident information	20,777	(Increased by 180)
As of March 31, 2020	43,375	(Increased by 696)

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 2020, 43,375 sets of data were stored in the database (42,679 sets of data as of March 31, 2019). 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.



Social Activities: Supplementary Data

3 Product Stewardship / Product Safety / Quality Assurance

Quality Management System

Acquisition of ISO 9001 Certification (Sumitomo Chemical)

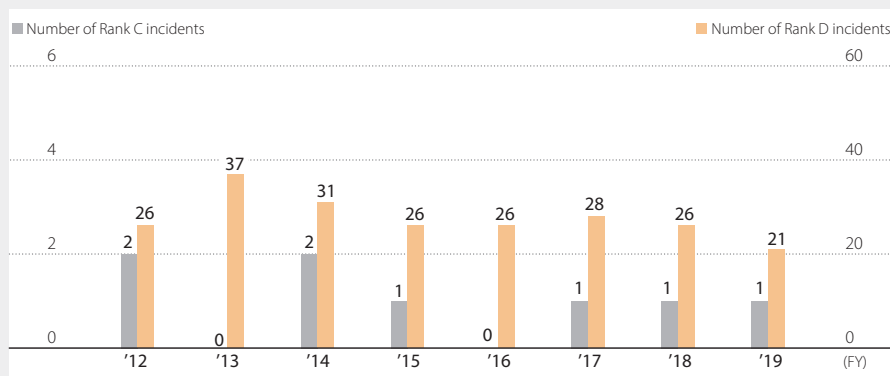
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019 JET-0847	October 1994 August 2009
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721	December 1994
Oita Works*	JQA-1069	December 1995
Misawa Works	JQA-0752	December 1994
Ohe Works	JET-0829 JCQA-1720	April 1998 January 2010

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

Logistics Quality Assurance

In fiscal 2019, the Company reported one logistics quality incident of rank C and 21 incidents of rank D. Of these incidents, 13 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.

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



Social Activities: Supplementary Data

4 Social Contributions

Major Donations in FY2019 (Sumitomo Chemical)

(Million yen)

Item	Amount
To support education in Africa	19.0
To support the development and education of children through ASHINAGA (Matching Gift program)	6.8
To support OISCA's tree planting activities (Matching Gift program)	6.2
Donated money to the Japanese Red Cross Society for the torrential rains of Typhoon Hagibis.	3.0
TABLE FOR TWO (Matching Gift program)	1.0

Note: Donation figures for Matching Gift programs are the amount of money provided by the Company.

Total number of donations: 358

Number of Major Donations in FY2019 (Sumitomo Chemical)

Item	Number of cases
Local community activities	167
International exchange and cooperation	27
Sports	22
Academic study and research	21
Culture and art	19
Education and social education	15
Social welfare	14
Environment	10
Support to areas devastated by disasters	10
Others	53

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

	System in place	FY2017	FY2018	FY2019
Vacations for volunteering	Yes	27	24	21