



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		FY2018	FY2019	FY2020
Number of employees (Sumitomo Chemical Group)	Total	32,542	33,586	34,743★
	Male	24,483	25,005	25,740★
	Female	8,059	8,581	9,003★
	Percentage of female employees (%)	24.8	25.5	25.9
Sumitomo Chemical	Total	6,096	6,214	6,277★
	Male	5,182	5,269	5,299★
	Female	914	945	978★
	Percentage of female employees (%)	15.0	15.2	15.6
Consolidated in Japan	Total	11,965	12,292	12,486★
	Male	9,272	9,521	9,610★
	Female	2,693	2,771	2,876★
	Percentage of female employees (%)	22.5	22.5	23.0
Consolidated overseas	Total	14,481	15,080	15,980★
	Male	10,029	10,215	10,831★
	Female	4,452	4,865	5,149★
	Percentage of female employees (%)	30.7	32.3	32.2
Number of non-Japanese employees (Sumitomo Chemical)		82	78	76
Average age (Sumitomo Chemical)		40.7	40.9	41.0
	Male	40.8	41.1	41.2
	Female	40.2	40.1	40.0
Average length of service (years; Sumitomo Chemical)		14.9	15.3	15.5
	Male	14.9	15.4	15.7
	Female	14.6	14.5	14.5
Average annual compensation (yen; Sumitomo Chemical)		9,035,111	8,906,426	8,557,134
Average monthly wages (yen; Sumitomo Chemical)		319,721	323,872	327,761
	Male	319,342	324,170	328,711
	Female	321,456	322,537	323,577

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).



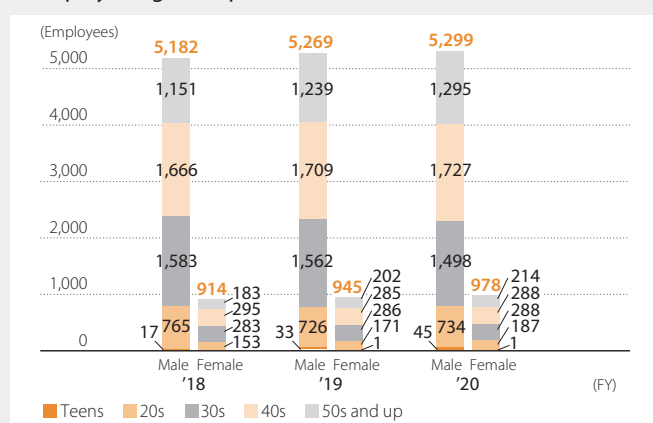
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Number of Employees by Region and Gender (Sumitomo Chemical Group)

Region		FY2018	FY2019	FY2020
Japan	Total	18,060	18,505	18,762
	Male	14,453	14,789	14,908
	Female	3,607	3,716	3,854
(The rest of) Asia	Total	10,661	10,825	10,836
	Male	7,770	7,788	7,819
	Female	2,891	3,037	3,017
North America	Total	2,926	3,214	3,466
	Male	1,648	1,730	1,822
	Female	1,278	1,484	1,644
Central and South America	Total	163	191	865
	Male	108	130	636
	Female	55	61	229
Europe	Total	509	618	586
	Male	344	429	395
	Female	165	189	191
Middle East and Africa	Total	132	134	122
	Male	91	93	86
	Female	41	41	36
Oceania	Total	91	99	106
	Male	69	46	74
	Female	22	53	32
Total	Total	32,542	33,586	34,743

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, Percentage of Mid-career Hires (Sumitomo Chemical)

Results		FY2018	FY2019	FY2020
New graduate hires	Male	108	138	168
	Female	38	51	55
	Total	146	189	223
Mid-career hires	Male	40	27	21
	Female	11	8	3
	Total	51	35	24
Percentage of mid-career hires (%)	Total	25.9	15.6	9.7

Number of Internships (Sumitomo Chemical)

Results	FY2018	FY2019	FY2020
University students in Japan	675	483	727
University students overseas	8	4	0

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

	FY2018			FY2019			FY2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	89	62	27	62	53	9	67	56	11
Early retirement rate (%)	1.5	1.2	2.9	1.0	1.0	1.0	1.1	1.1	1.1

Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2018	108	37
Number of those remaining as of April 2021	105	35
Retention rate of new graduates after three years (%)	97	95

Promotion of Diversity and Inclusion

Promotions of Employees (Sumitomo Chemical) As of April 1, 2021

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	123	1,838	16	6.3
(Those ranked general manager or above)	14	472	3	2.9
Directors and senior management	2	44	4	4.3
(Those ranked executive officer or above)	1	27	4	3.6

* All employees equivalent to managers or above



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

		FY2018	FY2019	FY2020
Managers	Male	8,378	8,594	8,710
	Female	1,455	1,743	1,750
	Total	9,833	10,337	10,460
	Percentage of female managers (%)	14.8	16.9	16.7
General employees	Male	16,105	16,411	17,030
	Female	6,604	6,838	7,253
	Total	22,709	23,249	24,283
	Percentage of female managers (%)	29.1	30.4	30.1
Total		32,542	33,586	34,743

Note: As of March 31 for each fiscal year

Work-Life Balance

Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2018	FY2019	FY2020
Number of days of paid vacation provided	20	20	20
Number of days of paid vacation used	14.3	14.7	14.4
Percentage of paid vacation days used (%)	71.8	73.9	72.2

Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2018	FY2019	FY2020
Average overtime hours	21.2	20.7	20.7

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

(%)

	FY2018	FY2019	FY2020	
	Female	Female	Male	Female
Of employees who finished childcare leave within the fiscal year, percentage of employees who returned to work	98.1	100.0	100.0	100.0

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

	System in place	FY2018	FY2019	FY2020
Vacations for volunteering	Yes	24	21	3



Social Activities: Supplementary Data

2 Occupational Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System*

The Company's Osaka Works and Chiba Works acquired certification from the Japan Industrial Safety and Health Association (JISHA) for the international standards ISO 45001, which is for occupational safety and health management systems, 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 2 Works (5 facilities) and 1 Research Laboratory maintain certification. (JISHA's OSHMS includes the same requirements as OHSAS 18001.)

* Applicable scope of the Occupational Safety and Health Management System: Employees who work at the Company'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 (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Osaka Works	ISO45001: JISHA-O-31	April 2020
Osaka Works	JISQ45100: JISHA-31	April 2020
Chiba Works	ISO45001: JISHA-O-61	June 2021
Chiba Works	JISQ45100: JISHA-61	June 2021

Acquisition of JISHA's OSHMS Certification (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
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



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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, 2021)

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 July 2020. Working to reach the target of 3 million work hours.
Ohe Works*2	3 million hours	Working to reach the target of 6 million work hours.
Chiba Works	3 million hours	Working to reach the target of 6 million work hours.
Osaka Works	3 million hours	Working to reach the target of 21 million work hours.
Oita Works*3	1.5 million hours	Working to reach the target of 3 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 2020. 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 192 months
Ohe Logistics Association (Logistics)	48 months	Working to reach the target of 192 months
Chiba Association (Plant maintenance)	24 months	A lost workday accident occurred in October 2020. Working to reach the target of 24 months.
Chiba Logistics Association (Logistics)	24 months	A lost workday accident occurred in March 2020. Working to reach the target of 24 months.
Osaka Association	24 months	A lost workday accident occurred in October 2020. Working to reach the target of 24 months.
Oita Association	24 months	Working to reach the target of 144 months
Okayama Association	48 months	A lost workday accident occurred in November 2020. 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 (Tsukuba) and Energy & Functional Materials Research Laboratory (Tsukuba).



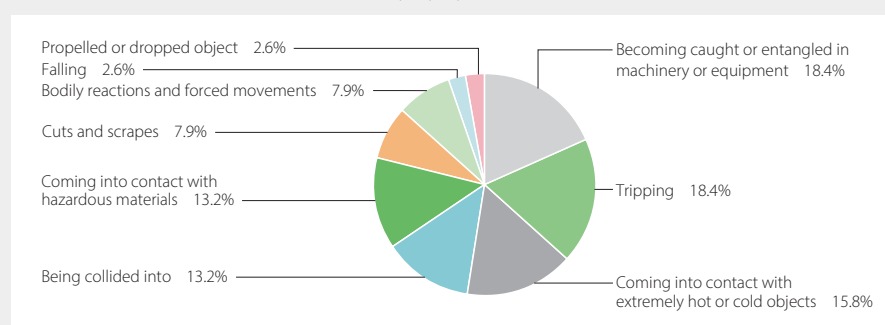
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Safety Achievements

Lost-Workday Injuries (Sumitomo Chemical Group*)

	FY2017	FY2018	FY2019	FY2020
Number of lost-workday injuries	17	35	27	39
Frequency rate of lost-workday injuries	0.26	0.58	0.42	0.45
Number of fatal accidents	2	1	0	0
Number of fatal accidents (contract employees)	0	1	0	0

FY2020 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



* Changed the definition of the Group for occupational health and safety in fiscal 2020

Up to FY2019: Sumitomo Chemical (including contractors) and consolidated Group companies in Japan and overseas.

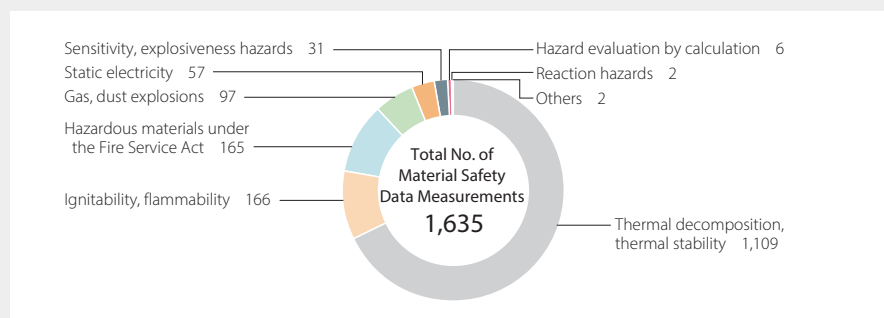
FY2020 on: Sumitomo Chemical (including contractors) and consolidated subsidiaries in Japan and overseas.



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Industrial Safety and Disaster Prevention Results

FY2020 Results of Material Safety Data Measurements Requests (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 2020, 1,566 material safety data measurements were taken from within Sumitomo Chemical and 69 measurements were taken from Group companies for a total of 1,635.

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
2017	25	19	27	88	47
2018	24	38	27	91	24
2019	25	17	30	67	21
2020	26	28	16	91	22

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	20,693	(Increased by 540)
Accident cause investigations	2,525	(Increased by 80)
Accident information	20,903	(Increased by 126)
As of March 31, 2021	44,121	(Increased by 746)

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 2021, 44,121 sets of data were stored in the database (43,375 sets of data as of March 31, 2020). 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)

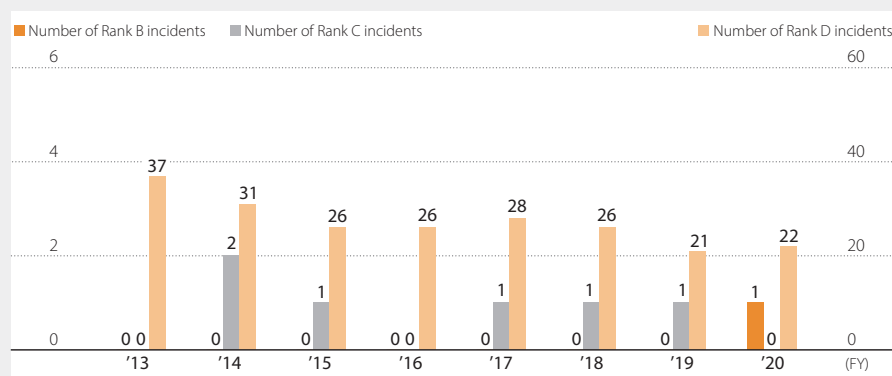
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019 JET-0847	October 1994 August 2009
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721	December 1994
Oita Works*	JQA-1069	December 1995
Oita Works (Okayama Plant)	JSAQ-2904	October 2020
Misawa Works	JQA-0752	December 1994
Ohe Works	JET-0829 JCQA-1720	April 1998 January 2010

* The Oita Works (Gifu Plant) has been pursuing Good Manufacturing Practice (GMP) management.

Logistics Quality Assurance

In fiscal 2020, the Company reported one logistics quality incident of rank B and 22 incidents of rank D. Of these incidents, 12 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 (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