

Leap Beyond

Leap higher, beyond today

Sustainability Report 2025



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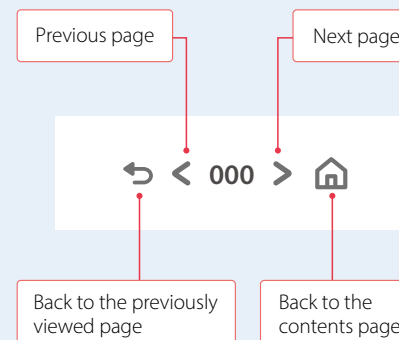
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Editorial Policy

The Sustainability Report is a tool to complement Sumitomo Chemical's Integrated Report and comprehensively presents the Company's sustainability information from the perspectives of the environment (E), society (S), and governance (G). Topics included are those considered important by both our stakeholders and Sumitomo Chemical itself. Additionally, to ensure the reliability and transparency of this report, regarding quantitative information, assurance is provided on the indicators labeled with a star ★ by KPMG AZSA Sustainability Co., Ltd. (Regarding other disclosed information, please refer to the "Calculation Standards for Environmental and Social Data Indicators," wherein a summary of data collection and calculation methods is presented.)

Sumitomo Chemical hopes that this report can act as a tool for communication with all its stakeholders that enriches their understanding of the Company.

[P.173 Calculation Standards for Environmental and Social Data Indicators](#)

Guide to the Website

[Investor Relations](#)

- ☐ Financial Results
- ☐ Consolidated Financial Statements
- ☐ Meeting of Shareholders Documents
- ☐ IR Events (presentation, materials used at briefing sessions)
- ☐ Fact Sheet

[Sustainability](#)

Guide to Our Social Media

[Official LinkedIn Account](#)



[Corporate YouTube Channel](#)

[/@sumitomochemical_official](#)

Sumitomo Chemical's Three Reports

[Integrated Report](#)



This integrated report summarizes our business strengths, strategies, issues, and performance with the aim of conveying our company's value creation to a wide range of stakeholders, including our shareholders and investors, in a way that is easy to understand.

[Investors' Handbook](#)



This handbook provides information regarding the market trends of our wide range of businesses and products, and explains them in detail.

[Sustainability Report](#)



This report contains a broad range of information about sustainability from the perspectives of the environment, society, and corporate governance.

● [Boundary of This Report:](#)

Sumitomo Chemical Co., Ltd. and its consolidated subsidiaries

In this report, "Sumitomo Chemical" and "Sumitomo Chemical Group" are distinguished as follows.

Sumitomo Chemical: Sumitomo Chemical Co., Ltd.

Sumitomo Chemical Group: Sumitomo Chemical and Group companies

Additionally, any differences in the scope of aggregation are clearly noted on the respective pages.

● [Period covered by this report:](#)

Group Companies in Japan:

April 1, 2024 – March 31, 2025 (FY2024)

(with specific exceptions outside this time frame)

Overseas Group Companies:

January 1, 2024 – December 31, 2024

● [Date of publication:](#)

October 2025 (The previous issue was published in October 2024.

The next issue is scheduled for publication in October 2026)

● [Frequency of publication:](#) Once annually

● [Guidelines referred to when preparing this report:](#)

- The GRI Standards

[P.176 GRI Standards Reference Table](#)

- The Japanese Ministry of the Environment's "Environmental Reporting Guidelines" (2018 edition) and "Environmental Accounting Guidelines" (2005 edition)
- The ISO 26000 international standard on Social Responsibility (SR)
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

[P.198 TCFD Index](#)

- Recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD).



President's Message

Looking beyond Renewed Growth toward the Future to Address Social Issues through Innovative Solutions

Society is currently undergoing immense change with growing uncertainty. With the global population only increasing, global challenges such as holding climate change in check, recovering biodiversity and natural capital are becoming more dire and pressing. Rapid advancement of AI and other technological innovation has brought about new possibilities and new challenges at the same time.

Amid this situation, chemistry can not only become the foundation of so many things in our life but it also has the unique ability to spark innovation and solutions. Chemistry offers limitless options for realizing sustainable economy, society, and environment.

Since our founding, we at Sumitomo Chemical have striven to address social issues through technology. The Company began its journey by manufacturing fertilizers to prevent the damage caused by smoke from copper smelting, which is encoded in our DNA. While inheriting the spirit of "*Jiri-Rita Koushi-Ichinyo*" (which means that our business must benefit society at large, not just our own interests), we have continued to take on new challenges.

The Company has a long-term vision to become an Innovative Solution Provider—a company that solves society's challenges by leveraging innovative technologies. We have identified the following as specific examples of social issues to be addressed through our business: contributing to Realize regenerative agriculture, Innovative IT, Spreading leading-edge medicine, and Reducing environmental

impact. The Company reorganized its business sectors in October 2024 to address these four issues.

The main factor broadening the Company's future since its founding has been the determined endeavors by each and all of its employees. Going forward, we will bring together a diverse range of ideas, values, and technologies to create new value that extends beyond the realm of chemicals. In this way, we will continue striving proactively and boldly to provide solutions to social issues in such fields as food, ICT, healthcare, and the environment.

Although the path the Company must take is not at all easy, we aspire to return to a growth trajectory and grow into an organization with a global presence that helps solving social issues with innovative technologies.

Thank you for your continued understanding and support.



水戸信彰

Nobuaki Mito
Representative Director & President



Introduction to the Sumitomo Chemical Group

Corporate Profile

(As of March 31, 2025)

Company Name: SUMITOMO CHEMICAL COMPANY, LIMITED

Incorporated: June 1, 1925

Head Office: Tokyo Nihombashi Tower, 2-7-1, Nihonbashi,
Chuo-ku, Tokyo 103-6020, Japan

Management: Representative Director & President:
Nobuaki Mito

Capital: 90,059 million yen

Number of Employees: Non-consolidated: 6,669
Consolidated: 29,279

**Number of
Subsidiaries and
Affiliates:** 168

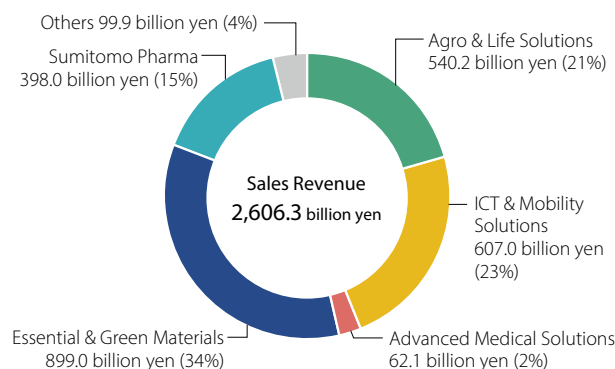


Tokyo Head Office

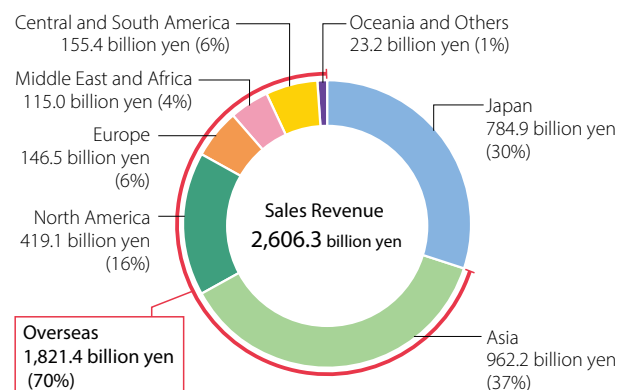
Financial Highlights

(For Fiscal 2024, Based on the International Financial Reporting Standards (IFRS))

FY2024 Sales Revenue and Composition Ratio by Business Segment



FY2024 Sales Revenue and Composition Ratio by Region



Corporate Profile

<https://www.sumitomo-chem.co.jp/english/company/about/>

Investors' Handbook

https://www.sumitomo-chem.co.jp/english/ir/library/investors_handbook/

Chart Generator

<https://www.sumitomo-chem.co.jp/english/ir/finance/highlights/>

Sumitomo Chemical's Corporate Philosophy

Sumitomo Chemical's business began when gasses from the copper smelting process of the Besshi Copper Mine caused a pollution problem, and there was an urgent need for a solution. Sumitomo Chemical was founded to resolve this problem, which it did by extracting sulfur (sulfur dioxide gas) from copper ore to use as the raw material for sulfuric acid and fertilizer manufacturing in an effort to overcome an environmental problem while also improving agricultural productivity. This philosophy of resolving problems facing society through its business is in the DNA of the Sumitomo Chemical Group.

Sumitomo Chemical's Corporate Philosophy is based on Sumitomo's Business Principles and is composed of the Business Philosophy, which integrates the company's business principles, mission and values; Basic Principles for Promoting Sustainability, which integrates its concepts regarding and commitment to sustainability promotion; and the Sumitomo Chemical Charter for Business Conduct, which lays out the code of behavior serving as the basis for the Company's compliance system.

■ The Framework of Sumitomo Chemical's Corporate Philosophy



Corporate Philosophy

<https://www.sumitomo-chem.co.jp/english/company/principles/>

What Sumitomo Chemical Group Strives to Be

The Basic Principles for Promoting Sustainability defines the promotion of sustainability as contributing to the realization of a sustainable society through our business and achieving sustainable growth for the Group, thereby aiming to enhance the Group's corporate value. We will continue to pursue our principle of "*Jiri-Rita Koushi-Ichinyo*," creating both economic and social value and increasing our corporate value along the two axes of *Jiri* and *Rita*—with the *Jiri* axis for economic value and the *Rita* axis for social value.

The Company has announced its long-term goal of being an "Innovative Solution Provider." We intend to maintain our global presence going forward and solve societal issues through solutions that utilize innovative products and technologies in such areas as "Food," "ICT," "Healthcare," and "Environment."

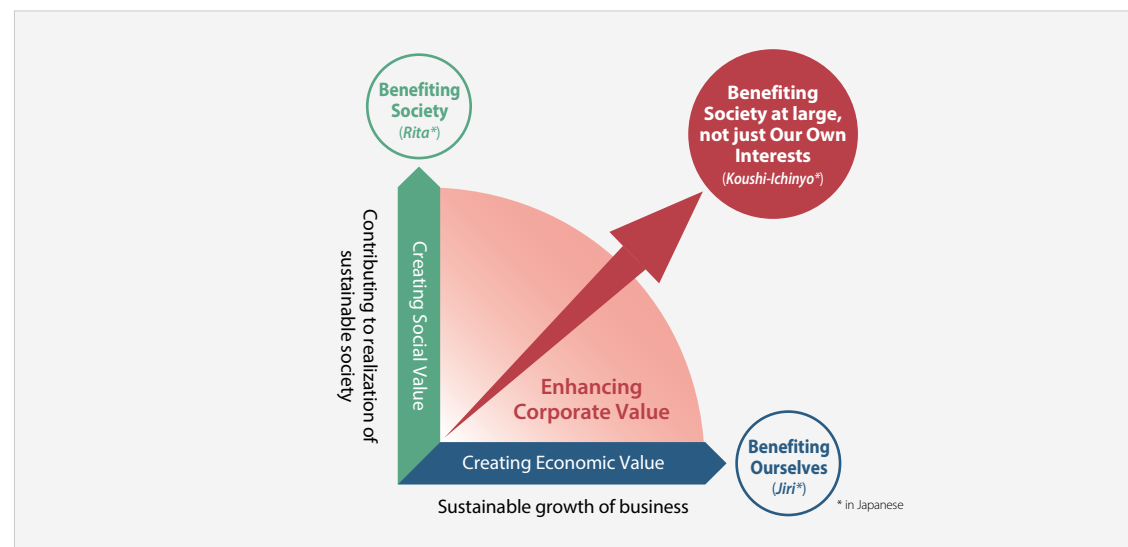
Corporate Business Plan

<https://www.sumitomo-chem.co.jp/english/ir/policy/plan/>

■ Image of Enhancing Corporate Value

What We Strive to Be

Achieve sustainable growth for the Sumitomo Chemical Group and realize a sustainable society by consistently creating both economic and social value

*Jiri-Rita Koushi-Ichinyo**

Our businesses must benefit society at large, not just our own interests.



Sustainability Management



Regarding each ESG information, Please refer to the following chapters

▶ **Governance: page 031** ▶ **Environment: page 061** ▶ **Social: page 108**

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Management System

In the Basic Principles for Promoting Sustainability, the Sumitomo Chemical Group declare that our top management is committed to promoting sustainability. We also place these principles just below the Sumitomo Spirit, and the Business Philosophy in the framework of our corporate philosophy to show our commitment to working on the promotion of sustainability as a management priority.

Sumitomo Chemical's Sustainability Efforts and the SDGs

In Principle 2 of the Basic Principles for Promoting Sustainability, we express the Group's commitment to acting in compliance with accepted universal standards and principles related to sustainability, as well as to contributing to solving globally vital issues. In particular, we pledge to promote efforts toward achieving the United Nations Sustainable Development Goals (SDGs).

When identifying the material issues to be addressed as management priorities, we referred to the SDGs as a guideline for surveying social needs and issues. In addition, with the aim of aligning our efforts with the contribution to the achievement of the SDGs, we have set the key performance indicators (KPIs) for our material issues for social value creation based on the SDG targets, which comprises 169 items.

[▶ P.005 What Sumitomo Chemical Group Strives to Be](#)

[▶ P.009 The Material Issues to Be Addressed as Management Priorities](#)

[▶ P.011 Key Performance Indicators \(KPIs\) for Material Issues](#)

Basic Principles for Promoting Sustainability

We at the Sumitomo Chemical Group are committed to promote sustainability by acting in accordance with Six Basic Principles, guided by the Sumitomo Spirit and the Group's Business Philosophy, namely contributing to establishment of sustainable society through achieving sustainable growth of business.

Principle 1: Creating economic value which helps create social value (Promoting our credo "Our businesses must benefit society at large, not just our own interests (*Jiri-Rita Koushi-Ichinyo*)")

We are committed to promote creating economic value (*jiri**) which helps to create social value (*rita**) through offering technological or other innovation so that we can continue to grow as a business group that earns the trust and confidence of society.

[▶ P.005 What Sumitomo Chemical Group Strives to Be](#)

Principle 2: Contribution to solving globally vital issues

We are committed to contribute to solving a variety of issues that are globally vital, such as establishing diverse and inclusive society and achieving the Sustainable Development Goals (SDGs), as well as doing business in compliance with accepted universal standards and principles, including those concerning human rights, labor, safety, the environment and anti-corruption.

[▶ P.009 The Material Issues to Be Addressed as Management Priorities](#)

Principle 3: Active participation in global initiatives

We are committed to play a leadership role in multilateral initiatives through actively participating in various partnerships domestically and overseas with international organizations, national or local governments, business corporations, industrial associations, universities, academic circles, civic communities, etc.

[▶ P.025 Participation in Initiatives](#)

Principle 4: Collaboration with stakeholders

We are committed to work closely with various stakeholders through promoting spontaneous disclosure of information and open dialogue on the targets of our sustainability promotion initiatives and the progress of their implementation.

[▶ P.030 Communication with Stakeholders](#)

Principle 5: Top management commitment and participation by all

We are committed to carry out initiatives toward promoting sustainability, led by our top management having taken firm pledges to this end and advanced by all officers and employees, across the Sumitomo Chemical Group with a shared strong sense of mission and great enthusiasm.

[▶ P.021 Promoting Sustainability](#)

Principle 6: Enhancing corporate governance

We are committed to assess and improve our activities continually and proactively for promoting sustainability by reviewing the progress of the activities periodically and from holistic viewpoints.

[▶ P.008 Sustainability Promotion System](#)

* "*Jiri-Rita Koushi-Ichinyo*," while not expressly stated, is also regarded as an embodiment of the Sumitomo Spirit in that Sumitomo's businesses must benefit the nation and society at large, not just our own interests.



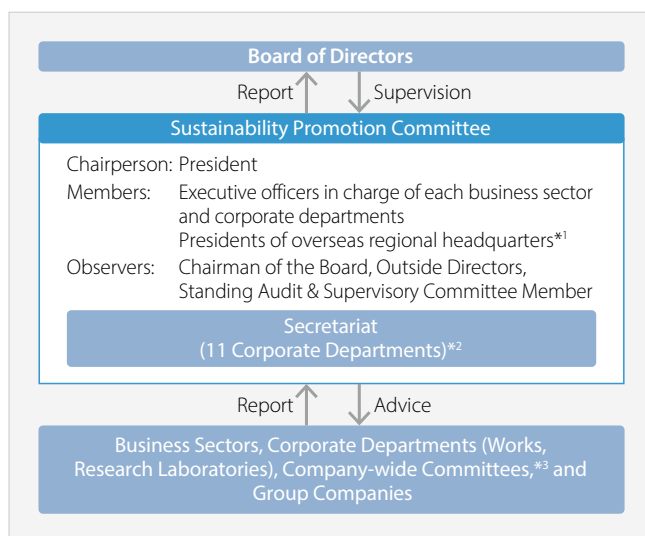
Sustainability Promotion System

The Sumitomo Chemical Group established the Sustainability Promotion Committee as a body to deliberate important matters related to the Group's management from a broad range of diverse perspectives.

The committee convenes, in principle, twice a year. Meetings are chaired by the President of Sumitomo Chemical and composed of executive officers in charge of each business sector, the executive officers in charge of the corporate departments, and the presidents of overseas regional headquarters. Outside Directors as well as Standing Audit & Supervisory Committee Member also attended the meetings as observers that feature active discussions.

After the committee meets, the content covered by the meetings and related initiatives are communicated through each internal business line and the sustainability managers of each worksite. We have also established a system to carry them out to all Group employees worldwide thorough the regional headquarters and the sustainability managers of each Group company.

■ Sustainability Promotion Committee



Purpose

- ① Oversee the Group's sustainability promotion activities
- ② Comprehensively verify contributions to sustainability
- ③ Accelerate efforts to solve issues in society, including the SDGs

Role

The committee deliberates issues and the direction of initiatives in consideration of surrounding conditions and provides necessary advice to each executive organization to ensure that the Group's business activities all function organically to realize sustainability for all society.

① SOLUTION:

Providing advice to each business sector and each Group company on contributing to the sustainable growth of society through business operations

② INITIATIVE:

Providing advice to various committees through participation in international initiatives

③ ENGAGEMENT:

Providing advice related to assessing and enhancing communication through dialogue with stakeholders

Fiscal 2024 Results

International trends related to sustainability were shared at the Sustainability Promotion Committee meeting in fiscal 2024. The committee also comprehensively assessed medium- to long-term issues from a risk and opportunities perspective. It also held discussions on reviewing initiatives and goals to ensure they are in accordance with future sustainability initiatives and the Company's management strategy.

Based on this, the Committee made recommendations regarding various measures to accelerate the Group's contributions to sustainability and suggested them to relevant departments and organizations. It then promoted the integration of sustainability and management in order to realize "*Jiri-Rita Koushi-Ichinyo*."

▶ P.005 What Sumitomo Chemical Group Strives to Be

■ Main Agenda Items

- Coordinating management strategies
- Status of initiatives to solve social issues through our business (biodiversity)
- Trends in international sustainability disclosure standards and the Group's responses
- Measures to spread the Corporate Philosophy within the Group and improve engagement

*1 The Americas region, Europe region, China region, and Asia-Pacific region

*2 The Sustainability Department, Legal Department, Human Resources Department, Corporate Communications Department, Corporate Planning Department, Research Planning and Coordination Department, Responsible Care Department, Accounting Department, Finance Department, Procurement Department, and Logistics Department

*3 The Responsible Care Committee, Human Rights Promotion Committee, Carbon Neutral Strategy Council, etc.

The Material Issues to Be Addressed as Management Priorities

In its Business Philosophy, Sumitomo Chemical affirms its commitment to creating new value by building on innovation, contributing to society through its business activities, and developing an invigorating corporate culture and continuing to be a company that society can trust. Based on this three-part philosophy, we have identified our material issues to be addressed as management priorities.

In fiscal 2018, the Group first identified and announced material issues for sustainable value creation. We revised the issues in fiscal 2021 based on changes in society since then.

We identified our material issues for sustainable value creation, which comprise two sets of material issues — those for social value creation and those for future value creation. The environment (including contribution to climate change mitigation and

adaptation, and recycling resources), food supply, healthcare, and ICT are classified under material issues for social value creation.

Advancing innovation, bolstering competitiveness leveraging digital transformation (DX), and human resources (Diversity, Equity, and Inclusion (DE&I); development and growth; and health) are classified as material issues for future value creation.

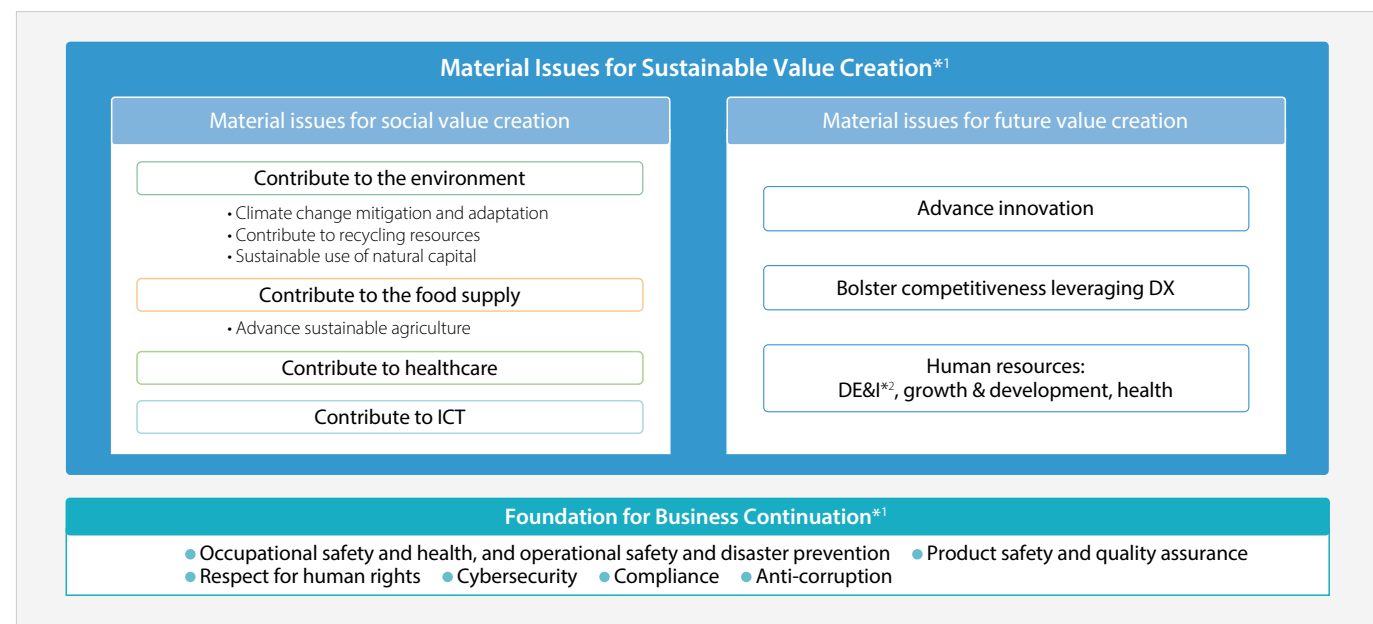
Furthermore, regarding the items that serve as the foundation for business continuation — occupational safety and health, industrial safety and disaster prevention, product safety and quality assurance, respect for human rights, compliance, anti-corruption, and cybersecurity — we have been making Group-wide efforts and will continue to work on them as management priorities.

We have set key performance indicators (KPIs) for initiatives

related to our material issues for sustainable value creation. With the use of KPIs, we will continue to manage and disclose the progress of those initiatives, while also promoting dialogues with stakeholders in and outside the company, to enhance and accelerate our sustainability efforts. Regarding those items serving as the foundation for business continuation, we will continue to proactively make disclosures on our initiatives and outcomes, as we step up our efforts.

The items serving as the foundation for business continuation are elaborated in the following sections:

■ Material Issues for Sustainable Value Creation and the Foundation for Business Continuation



Occupational safety and health, and operational safety and disaster prevention

▶ **P.140** Occupational Safety and Health / Industrial Safety and Disaster Prevention

Product safety and quality assurance

▶ **P.146** Product Stewardship / Product Safety / Quality Assurance

Respect for human rights

▶ **P.109** Respect for Human Rights

Cybersecurity

▶ **P.059** Cybersecurity

Compliance

▶ **P.044** Compliance

Anti-corruption

▶ **P.050** Anti-corruption

*1 Partially revised in March 2022 *2 Diversity, Equity & Inclusion



Process for Identifying and Revising Material Issues to Be Addressed as Management Priorities

When identifying our material issues, we compared the issues we consider the Group should address based on our corporate philosophy with the social issues identified in the Sustainable Development Goals (SDGs) and various international guidelines related to sustainability. We also referred to external experts' advice as well as what we learned by engaging in various initiatives and communicating with stakeholders.

We believe that 1) resolving issues through our business and creating both social and economic value is as important as 2) continuing our business to achieve relevant goals. Based on this view, we have identified our material issues for sustainable value creation based on the former belief and our foundation for business continuation based on the latter belief.

We revised the issues in fiscal 2021 based on subsequent changes in society. In fiscal year 2025, we will review our material issues at the Sustainability Promotion Committee, and we will regularly confirm these issues going forward and revise them as necessary.

■ Process for Identifying and Revising Material Issues

1

An Overall Evaluation of the Group's Contribution to Sustainability

Discussed in
the Sustainability
Promotion
Committee

① Begin by analyzing the issue along two axes, importance to business and importance to society

- Identify material issues for continually creating both economic value and social value
- Consider perspectives on utilizing resources, including technology, digital technology, and personnel
- Clarify relationships between various initiatives, including occupational safety and health and compliance

② Grasp stakeholder requirements

- Take into consideration trends in international society and outside evaluations obtained through participation in initiatives

③ Dialogues with experts

- Receive opinions and proposals from experts on material issues to be addressed as management priorities

Major international guidelines and initiatives we referred to

- Initiatives by WBCSD and other relevant bodies
- ISO 26000
- SDGs
- The 10 Principles of the United Nations Global Compact
- GRI Standards
- Third-party assessments (including FTSE and EcoVadis)

2

Clarifying Material Issues

Discussed in
the Sustainability
Promotion
Committee

- Identified candidates for the Group's material issues to be addressed as management priorities, with a view to creating both economic value and social value sustainably
- Identified the selected Material Issues as "Material Issues for Social Value Creation," for those issues connected to creating business opportunities, and "Material Issues for Future Value Creation," for those resources that can become drivers in the creation of business opportunities
- Identified the items serving as the essential foundation for business continuation, including occupational safety and health and compliance

3

Deliberation and Approval by Management

Approved by the Board of Directors after deliberation in several management meetings

Applied to the Corporate Business Plan



Key Performance Indicators (KPIs) for Material Issues

Sumitomo Chemical has recently established key performance indicators (KPIs) for initiatives related to our material issues for sustainable value creation.

Material issues for social value creation

Material Issues	KPI	Boundary*1	Results			Goals
			FY2022	FY2023	FY2024	
Contribute to the environment	Amount of Group's GHG emissions (Scope 1+2)	(1)	6.58 million tons	5.03 million tons	5.55 million tons	Reduce by 50% by 2030 (vs. FY2013) (4.77 million tons)
	Contribution to reducing GHG emissions throughout the product life cycle (Battery-related materials)	(1)	17.66 million tons-CO ₂	16.43 million tons-CO ₂	14.28 million tons-CO ₂	Contribution to reducing GHG emissions throughout the product life cycle by developing and supplying products
	Sales revenue of Sumika Sustainable Solutions*2 designated products	(1)	682.8 billion yen	588.7 billion yen	554.3 billion yen	Sales revenue of 1,200 billion yen by FY2030
	Unit energy consumption	(1)	86 (21'=100)	87	85	Will achieve improvement of 3% or more per each Corporate Business Plan period as a group (FY2021 level as baseline)
	Number of petrochemical technology licenses	(2)	13	13	13	Helping to reduce environmental impact through technology licensing
	The amount of recycled plastics used in manufacturing processes	(1)	Approximately 5,900 tons	Approximately 7,300 tons	Approximately 11,440 tons	200k tons/year by 2030
Contribute to the food supply	Effect of increasing production of animal protein including poultry	—	Approximately 4.3 million tons	Approximately 4.2 million tons	Approximately 4.4 million tons	Continuously improving the production of animal protein, including poultry, by developing and providing feed additives
	Agricultural land area where agrosolution products are used	—	Approximately 110 million hectares	Approximately 104 million hectares	Approximately 111 million hectares	Ensuring the stable supply of food by developing and providing agrosolution products
Contribute to healthcare	Number of people protected by vector control products	—	Approximately 440 million persons	Approximately 470 million persons	Approximately 470 million persons	Protection from vector-borne diseases through the development and dissemination of vector control products such as Olyset™net
	Sustainable creation of innovative pharmaceuticals and medical solutions to meet diverse medical needs	—	New Drugs Approved			Table of Material Issues and KPIs
Contribute to ICT	Number of mobile devices using polarizing films	—	4.1 billion (cumulative total)	4.5 billion (cumulative total)	5.0 billion (cumulative total)	Advancing technological innovation for diversified workstyles and improved productivity through the provision of materials for mobile devices

*1 Boundary: (1) Sumitomo Chemical Group, (2) Sumitomo Chemical (Non-Consolidated)

*2 Our Group's products and technologies that help to climate change mitigation and adaptation, contribute to recycling resources and sustainable use of natural capital.



Material issues for future value creation

Material Issues	KPI		Boundary*1	Results			Goals
				FY2022	FY2023	FY2024	
Advance innovation (Results based on the Patent Asset Index™)	Patent asset size*2		(1)	15,373 (pt)	14,301 (pt)	14,376 (pt)	Maintain a high level of patent assets
Bolster competitiveness leveraging DX	Digital maturity level		(1)	3.5	3.7	—*3	Sustained leveling up of digital maturity
Human resources: DE&I*4, development & growth, health	Each Group company sets its own KPI in light of the environment facing each	Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees	(2)	—	29.0%	14.3%*5	Over 15% on average over the 5 years between FY2023 and FY2027
		Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year	(2)	—	97.3%	97.5%	At least 90% of male employees taking paid leave during the fiscal year
		Percentage of employees who have taken self-selected training programs, etc.	(2)	24.6%	39.4%	59.1%	50% or more of all employees by FY2024
		Maintain certification as a Health & Productivity Management Outstanding Organization (White 500)*6	(2)	Certification	Certification	Certification	Maintain certification

*1 Boundary: (1) Sumitomo Chemical Group, (2) Sumitomo Chemical (Non-Consolidated)

*2 The figures are aggregated for the calendar year.

*3 This current KPI is being reviewed, with a new indicator under consideration.

*4 Diversity, Equity & Inclusion

*5 Percentage of women among the cumulative total number of managerial staff appointed from FY2023 to FY2024

*6 The program was created in 2016 by the Ministry of Economy, Trade and Industry. The award system is certified by the Japan Health Council and aims to establish environments that can process social evaluations from employees, job seekers, affiliates, financial institutions, and other organizations by creating visualizations that model corporations practicing especially excellent health management.

KPIs for material issues for social value creation

Material Issue Contribute to the environment

KPI

Amount of Group's GHG emissions (Scope 1+2)

Reducing GHG emissions through our Group's initiatives.



- In 2018, Sumitomo Chemical obtained the SBT approval, becoming the first diversified chemical company to receive the approval.
- In 2021, we revised our targets upward, with 2020 as the base year, and applied for a new SBT certification.

◆ Toward the achievement of SDG 13.3

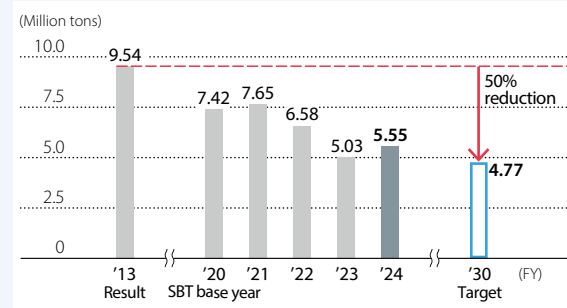
At plants in Japan, we are introducing highly efficient gas turbine generators and decommissioning a number of existing boilers.

Aiming to reduce carbon emissions, we are switching from using conventional high CO₂-emission fuels like coal, petroleum coke, and heavy oil to using low CO₂ emission intensity fuels like liquefied natural gas (LNG).

Targets (vs. FY2013)

Reduce by **50%** by 2030

■ GHG Emissions and Reduction Targets



Material Issue Contribute to the environment

KPI

Contribution to reducing GHG emissions throughout the product life cycle (Battery-related materials)



◆ Mitigation of climate change by using battery materials

Due to the strengthening of environmental regulations around the world, the shift to eco-friendly vehicles*¹ is accelerating. We will help mitigate climate change by providing battery materials.

◆ Toward the achievement of SDG 13.3

We will continue to develop technologies in the fields of energy storage and energy saving, and will promote the technological development of chemical recycling for our principal chemical products, such as polyolefin, to help achieve a carbon recycling society.

◆ Highlights of sustainability efforts

The development of recycling processes for low environmental impact lithium-ion batteries was selected by the New Energy and Industrial Technology Development Organization (NEDO) for the Green Innovation (GI) Fund Project, and we promoted initiatives aimed at achieving a pilot study for such technologies. With an eye on the KPIs we set, we have made steady progress on developing elemental technologies and began holding discussions with auto and battery manufacturers on such topics as the quality needed to put the technologies into practical use. In December 2024, these efforts were reviewed and certified as "ongoing" under the Company's Stage-gate Management System.*²

*¹ EVs, HEVs, PHEVs, Fuel cell cars

*² The Company's system where research projects are managed in four stages, from the idea stage to commercialization

Eco-friendly vehicles manufactured in fiscal 2024 incorporating SCC's battery materials (Separator, Cathode, Alumina) will help reduce the GHG emission volume*³ over the next 10 years by:

FY2024 results

14.28 million tons-CO₂

*³ Based on 2020-made vehicles in "cLCA evaluation on next generation vehicles" by the Japan Chemical Industry Association.

Material Issue **Contribute to the environment**

KPI

Sales revenue of Sumika Sustainable Solutions* designated products

Provide solutions for the realization of a sustainable society through the development and popularization of Sumika Sustainable Solutions (SSS) designated products



**Sumika
Sustainable
Solutions**

- ◆ Designation began in 2016 to encourage the development and promotion of products and technologies that will address environmental aspects of the SDGs, such as reduced environmental impact.
- ◆ Verified by a third-party institution. The results of the internal designation have been evaluated as valid.

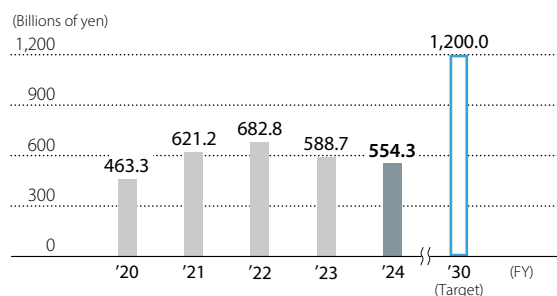
◆ Highlights of sustainability efforts

- Designated 89 products and technologies as of August 2025
- Participation by all SCC Group companies

Targets

Sales revenue of
1,200 billion yen by FY2030

■ Sales Revenue of SSS-designated Products



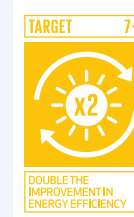
* Our Group's products and technologies that help to climate change mitigation and adaptation, contribute to recycling resources and sustainable use of natural capita.

Material Issue **Contribute to the environment**

KPI

Unit energy consumption

Continuous improvement of unit energy consumption through the introduction of renewable energy and rationalization



◆ Toward the achievement of SDG 7.3

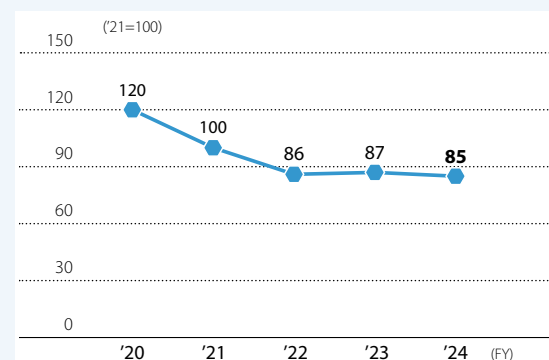
We are installing the latest highly efficient equipment, introducing rationalization and energy-saving measures in production processes, installing LED lighting, and soliciting employee suggestions on how to further improve our energy-saving efforts.

Furthermore, regarding cleanrooms and other facilities that are highly specialized and difficult to manage, we have launched initiatives in cooperation with experts.

Targets (FY2021 level as baseline)

Will achieve improvement of
3% or more per Corporate Business Plan period as a group

■ SCC Group Unit Energy Consumption Index (GHG Protocol Standards)



Material Issue **Contribute to the environment**

KPI

Number of petrochemical technology licenses

Helping to reduce environmental impact through technology licensing



◆ Reduction of environmental impact by applying licensed technologies

• Hydrogen Chloride Oxidation process:

Highly energy efficient, enables recycling of byproducts as raw materials.

• Propylene oxide (PO) – only process:

No co-products, high yield and energy efficient, stable operation. First in the world to succeed in recycling cumene on a commercial scale.

◆ Toward the achievement of SDG 9.4

We will strive to develop technologies for use in a wide range of fields, such as high-performance catalysts that contribute to the effective use of energy resources, GHG removal and decomposition processes, CCU technologies, clean hydrogen production technology, and recycling technology for waste plastic and other carbon resources, in order to reduce society's total environment impact through licenses.

◆ Highlights of sustainability efforts

• Cooperating with the U.S.-based KBR, Inc. on eco-friendly propylene oxide technologies

We have finalized an exclusive license partnership contract with KBR, Inc. regarding propylene oxide technologies that utilize the cumene process, which is exceptional at reducing environmental burdens. This technology is part of a revolutionary process that does not produce co-products, instead reusing cumene to reduce our carbon footprint and wastewater emissions while achieving energy-efficiency and high yields. This cooperation enables us to bring the technologies of Sumitomo Chemical to customers around the world.

Total number of plants under license as of the end of FY2024**13**

Note: Propylene oxide (PO)-only process and hydrogen chloride oxidation process licenses

• Collaborating with the U.S.-based Lummus Technology LLC to expand PMMA chemical recycling technology around the world

The Company signed a collaboration agreement with Lummus Technology LLC regarding the Company's unique, highly effective chemical recycling technology for acrylic resin (PMMA), which reduces environmental burden. Through this collaboration, Lummus Technology becomes an exclusively licensed partner that helps accelerate the commercialization of this technology by promoting its use in societies around the world through their global marketing efforts.

Material Issue **Contribute to the environment**

KPI

The amount of recycled plastics used in manufacturing processes

Drive adoption of technologies for reducing environmental impact and advance circular systems for carbon resources



◆ Toward the achievement of SDG 12.5

• Initiatives related to mechanical recycling

Deploy technologies to perform crushing, melting or other treatments on waste plastic resources to reuse the resources as a material input in a variety of applications

- Studying technological alliances with recycling companies
- Commercializing automotive part-related recycling, etc.

• Initiatives related to chemical recycling

Deploy technologies to chemically treat recycled resources and waste plastic resources and convert them to other chemical substances for reuse

- Recycling waste-derived resources
- Developing technology to produce alcohols from CO₂, etc.

◆ Highlights of sustainability efforts

• We have provided SUMIPEX™ Meguri™, a product made from 100% recycled acrylics, for use in the new acrylic jewelry products of STAR JEWELRY Co., Ltd. This will be the first domestic test use of this material, integrating the Company's chemical recycling technology with STAR JEWELRY's craftsmanship techniques. We contribute to the creation of an abundant society by developing sustainable products.

• We have begun to collaborate with Honda Motor Co., Ltd. through sustainable materials that utilize recycling technology. The front grill of Honda's new electric vehicle "N-VAN e:" utilizes NOBLEN™ Meguri™ made from recycled polypropylene. This material is mixed with coatings that are conventionally simply discarded, creating a one-of-a-kind design that meets the high product quality standards of automotive exterior parts and widens the possibilities for recycled materials as a whole.

Targets

200k tons/year by 2030

Note: 13% of our plastic production capacity

FY2024 result

Approximately 11,440 tons

Recycled brand Meguri™

Material Issue **Contribute to the food supply**

KPI

Effect of increasing production of animal protein including poultry

Continuously improving the production of animal protein, including poultry, by developing and providing feed additives



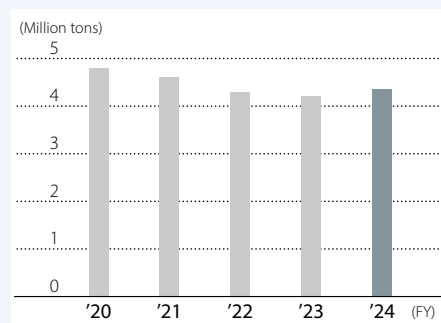
◆ Toward the achievement of SDG 2.1

In the animal nutrition business, we help increase the production of animal protein, especially poultry, by providing feed additives.

◆ Highlights of sustainability efforts

- We help chickens grow and enhance the production of chicken meat and eggs by improving the balance of amino acids included in poultry feed.
- Adding methionine reduces nitrogen in poultry excrement, which has the effect of reducing emissions of nitrogen dioxide (N₂O), a greenhouse gas (GHG).

■ Increased Production of Animal Protein



Note: Calculation method undisclosed (proprietary)

Material Issue **Contribute to the food supply**

KPI

Agricultural land area where agrosolution products are used

Ensuring the stable supply of food by developing and providing agrosolution products



◆ Agrosolution products

These products are used by farmers to improve the quality and yield of crops while also enhancing productivity and profitability. These include paddy rice crop protection products, seed treatments, herbicides for soybeans, plant growth regulators, biorational insecticides and products to improve soil health.

We develop new products to serve various needs by inventing new active ingredients, evaluating safety on humans and the environment, and developing application technologies.

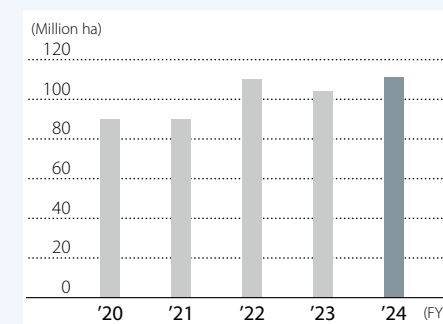
◆ Toward the achievement of SDG 2.4

We will develop next-generation crop protection products to enable the earliest market launch while expanding our lineup of unique products, such as biorationals, etc., where we hold a competitive advantage. Building on our research and development capabilities, we will continue to contribute to solving global food and environmental issues.

◆ Highlights of sustainability efforts

We aim to further expand the biorational business by adding FBSciences Holdings, Inc. as a Group company. FBSciences is based in the United States and is engaged in the business of biostimulants, which are a group of naturally-derived agricultural materials and a class of biorationals.

■ Farmland Utilizing SCC Agrosolution Products



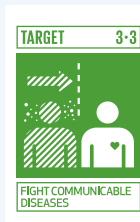
Note: Calculation method undisclosed (proprietary)

Material Issue **Contribute to healthcare**

KPI

Number of people protected by vector control products

Helping protect people from infectious diseases transmitted by mosquitoes and other vectors by developing and providing vector control products including Olyset™ Net

◆ **Vector control products**

Products that are used to control mosquitoes and thus prevent the transmission of malaria, dengue fever, and other vector-borne diseases. These include long lasting insecticidal nets such as Olyset™ Net, indoor residual sprays, and larvicides.

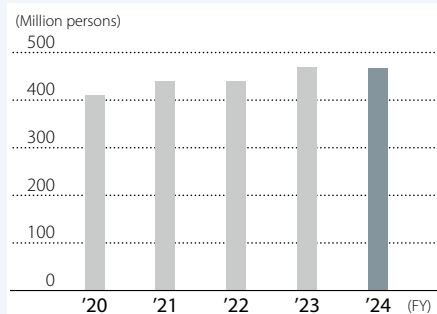
Recent climate change is increasing the threat of tropical infectious diseases transmitted by insect vectors worldwide, thus increasing the importance of such products.

◆ **Toward the achievement of SDG 3.3**

We aim to provide and promote integrated vector management programs by inventing and developing new active ingredients and products that capitalize on our wide range of technological platforms (including chemicals, biorationals, and botanicals) based on long-term global development activities.

◆ **Highlights of sustainability efforts**

In the area of vector-borne disease control solutions, we are promoting the widespread adoption of long-lasting insecticidal bed nets Olyset™ Plus, which show a significant effect against insecticide-resistant mosquitoes, indoor residual spray SumiShield™ 50WG, and larvicides.

■ **Number of People Protected by Our Vector Control Products***

Note: Calculation method undisclosed (proprietary)

* The total number of people per year who have been protected from infectious diseases transmitted by insect vectors thanks to the use of these products during the products' periods of efficacy

Material Issue **Contribute to ICT**

KPI

Number of mobile devices using polarizing films

Advancing technological innovation for diversified workstyles and improved productivity through the provision of materials for mobile devices

◆ **Polarizing films**

Indispensable material for flat panel displays, such as liquid crystal displays and OLED displays. Contributes to improved performance of displays with regard to such factors as brightness, contrast and viewing angle.

◆ **Toward the achievement of SDG 8.2**

We are developing next-generation materials that create new value in the fields of semiconductors, displays, and mobility to promote the realization of Society 5.0.

◆ **Highlights of sustainability efforts**

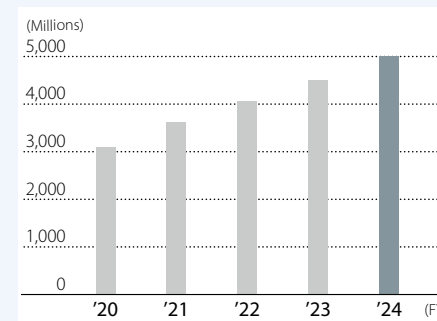
We are working to develop and improve the quality of the following products to help revolutionize productivity and lifestyles using AI and IoT:

- (1) High performance polarizing films for diversifying displays
- (2) Next-generation photo resists that contribute to increasingly miniaturized advanced semiconductor processes
- (3) Gallium nitride substrates, which enable the realization of lighter weight and more energy efficient power devices
- (4) Super engineering plastics, which help enhance mobility efficiency and safety

Mobile devices that use our polarizing films

Cumulative total for the period from FY2007 to date (as of the end of FY2024)

5.0 billion

■ **Transition of Cumulative Total for the Period from FY2007**

Note: Calculation method undisclosed (proprietary)



KPIs for material issues for future value creation

Material Issue **Advance innovation**

KPI

Patent asset size

◆ Patent rights

The right granted by patent authorities through prescribed screening procedures for the exclusive use for a defined period of time of a valuable invention generated by R&D.

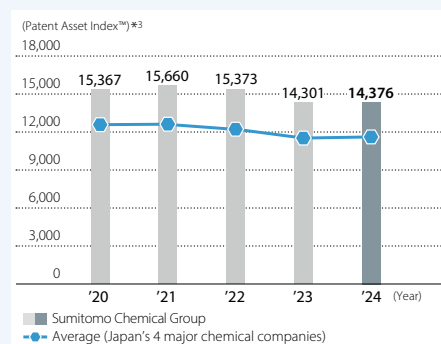
◆ Patent asset size (Patent Asset Index™)

An objective quantification of the overall value of the patents held by Sumitomo Chemical Group based on the technological attractiveness and market exclusivity of each patent. Maintaining attractiveness requires continued R&D that addresses new requests from society.

◆ Highlights of sustainability efforts

- We will thoroughly implement the use of AI/MI*¹ in our R&D labs, and accelerate the generation of new businesses in four priority areas through collaboration with academia and startups. In addition, we will promote initiatives from a long-term, comprehensive perspective through the Company's Grand Design aimed at realizing carbon neutrality.
- Our patent asset size has remained high, reflecting our efforts to step up R&D and patenting in recent years. We will continue to enhance and strengthen our patent portfolio.

*1 Artificial Intelligence / Materials Informatics

■ Patent Asset Size*²

*2 Patent asset size is evaluated using the Patent Asset Index™, generated using the patent analysis tool LexisNexis PatentSight™.

*3 The Patent Asset Index™ is an index for comprehensively assessing the status of legally active patents based on quantity (number of patents) and quality (countries of registration and number of citations).

Material Issue **Bolster competitiveness leveraging DX***

We will evaluate our level of achievement in terms of 12 items, using a rating scale from 1 to 4, and use the mean value of the scores as our Digital Maturity Level.

KPI		
Digital maturity level (a 4-point-rating scale)		
Digital maturity level		
FY2022	FY2023	FY2024
3.5 points	3.7 points	—

We have put in place the Digital Maturity Level in which we rate 12 items for promoting digital transformation (DX), in terms of ideal approaches to business management and systems and the establishment of IT systems. Through initiatives that have been ongoing since fiscal 2019, we are seeing a steady increase in our maturity level, including the building of foundational systems. We are therefore reviewing our present KPI and are evaluating new metrics.

■ Digital Maturity Level

Score	Maturity Level
4	Continuous Group-wide implementation of digital technologies based on the "SCC Group strategy" and quantitative evaluation criteria
3	Group-wide implementation of digital technologies based on the "SCC Group strategy"
2	Implementation of digital technologies in some business units based on the "SCC Group strategy"
1	Implementation of DX in some business units without a clear "SCC Group strategy"

■ 12 Evaluation Items

Ideal approaches to business management and systems for promoting DX	Development of IT systems as a foundation for achieving DX
1. Strategies and vision	7. Systems and governance
2. Commitments by business management	8. Secure HR recruitment
3. Mindset and corporate culture	9. Ownership of the business operation department
4. Promotion and support systems	10. Analysis and assessment of IT assets
5. HR development and secure HR recruitment	11. Categorization of IT assets and planning thereof
6. Reflection of outcomes in business	12. IT system after IT renovation: Ability to follow up on changes

Note: Refer to the Guidelines for Promotion of Digital Transformations and Assessment Indices for Digital Management Reforms ("DX Promotion Indices") by METI

* DX stands for Digital Transformation

◆ FY2024 main initiatives and policies moving forward

- We established "improve productivity and strengthen businesses through digital innovation" as a basic policy in the Corporate Business Plan to realize sustainable growth. In fiscal 2024, we continued to strengthen digital personnel and accumulate DX cases while focusing on utilizing generative AI and databases.

DX Strategy 1.0, 2.0	Fully strengthen existing businesses and enhance productivity using DX thanks to a core of trained DX personnel
DX Strategy 3.0	Fully launch a strategy aimed at creating new businesses through the utilization of data (release Biondo™ in July 2024)

- In fiscal 2025, we are still undertaking the following initiatives under the new Corporate Business Plan.

DX Strategy 1.0	Utilize AI in business operations and have all staff use AI as a matter of course
DX Strategy 2.0	Utilize AI and IT-related robotics in business processes to realize a 10 × boost to productivity
DX Strategy 3.0	Realize business growth for Biondo™ and create the next wave of data monetization businesses

◆ Highlights of sustainability efforts

- The Company's DX Strategies and series of initiatives based on those strategies were praised, and we were certified as an operator who conducts excellent DX initiatives by the Ministry of Economy, Trade and Industry. (Date of first certification: July 1, 2021; Date of renewed certification: July 1, 2025)
- In 2022, we developed CFP-TOMO™, a carbon footprint calculation system, and rolled it out for chemical industry use. In recognition of our efforts supporting the realization of carbon neutrality, we received two awards from the Japan Association for Chemical Innovation's (JACI) 23rd Green and Sustainable Chemistry Awards; one from the Minister of Economy, Trade and Industry and the other from the Minister of the Environment.

Each Field's Promotion Divisions and Frontlines Cooperated to Steadily Promote Initiatives

DX Strategy 1.0 (Enhancing productivity)	Plant	• Improve trust in facilities and ensure competitiveness through the use of high-quality integrated facility management system data • Improve operational efficiency and visualization by building a platform for Company-wide project information and design approval processes • Minimize stoppage periods at Works through an AI-powered predictive detection model
DX Strategy 2.0 (Strengthening competitive advantages of existing businesses)	R&D	• Begin operating a technological data sharing system across research laboratories • Continue to use co-creation spaces (SYNERGYCA) and internally share the non-confidential content of discussions with customers • Use the latest AI simulations and ML to accelerate the research and development of advanced materials
	SCM	• Expand product websites and collaborate with AI chatbots (to respond to inquiries) • Develop systems to create production plans using AI • Visualize logical inventory value and inventory status with the aim of reducing inventory
	Office	• Introduce and support the widespread adoption of ChatSCC (the Company's version of ChatGPT) as well as various additional functions to realize a dramatic improvement in productivity • Utilize in-house massive data and knowledge and integrate them with generative AI to support specialized operations
DX Strategy 3.0 (Creating new business models)		• Build a resource utilization platform (Biondo™) connecting natural materials and people through data via the DX 3.0 promotion team. Aim to contribute to resource recycling by encouraging the effective use of natural materials, including food waste • The DX 3.0 promotion team is currently moving forward with new projects
Personnel training		• Train digital personnel (business- and technology-related) promoting DX. Achieve medium-term targets. Number of personnel as of March 31, 2024. Numbers inside parentheses are medium-term targets. Business-related: Business translators: 152 (150), Business data analysts: 100 (100) Technology-related: Data scientists: 30 (30), Data engineers: 304 (300) • Continue to conduct education (e-learning) to enhance DX literacy for all sectors and grades to lift up the overall level

Material Issue Human resources: DE&I, development & growth, health

We will promote the securing and development of human resources, which we consider to be our most important management resource, from a long-term perspective and achieve sustainable growth of the Group through enhanced engagement.

DE&I (Diversity, Equity, and Inclusion)

We have established the Basic Principles on the Promotion of DE&I as our Group-wide guiding philosophy related to the promotion of diversity, equity, and inclusion. Based on these principles, each of about 100 major Group companies will determine their own KPIs in view of their respective circumstances.

KPI: Sumitomo Chemical (non-consolidated)

Based on our policy of emphasizing training and growth from a medium- to long-term perspective, which is a basic human resource policy of Sumitomo Chemical, we set KPIs that focus on the rate of employee promotion to managerial posts to determine the progress of our suite of female advancement measures, including those related to recruitment, training, promotion, and environmental adjustment. We will continue working to further promote the advancement of women through initiatives aimed at these targets.

1. Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees

Target: Over 15% of average over the 5 years between FY2023 and FY2027

2. Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year.

Target: Over 90%



◆ Progress of Group companies in Japan and overseas in setting KPIs

Many of the KPIs set by Group companies are related to the active promotion and empowerment of women, work-life balance, and diversity regarding nationality, racial background, and age. Going forward, we will continue working with Group companies to promote initiatives aimed at achieving these KPIs.

Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees.

Two-year cumulative total for FY2023 and FY2024

14.3%

Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child during the current fiscal year.

FY2024

97.5%

Development & Growth

To encourage people to learn and grow on their own, in line with the concept of “when-ever, where-ever, however many times,” we offer training programs they can select for themselves.

KPI

50% or more of all employees taking self-selected training programs by FY2024



◆ Self-Selected Training Programs

(1) Learning platform SUMIKA Learning Square

In-house programs to acquire comprehensive knowledge related to operations (a total of 330 courses)

(2) Self-Improvement Courses

Programs that enable learning on personal smartphones and PCs, such as business and language skills (a total of 3,700 courses and 16,300 videos)

Results

FY2023

39.4%

FY2024

59.1%

Health**KPI**

Maintain certification as a Health & Productivity Management Outstanding Organization (White 500)*

**Results (March 2025)**

Maintained certification over the past 8 years since fiscal 2017

* The program was created in 2016 by the Ministry of Economy, Trade and Industry. The award system is certified by the Japan Health Council and aims to establish environments that can process social evaluations from employees, job seekers, affiliates, financial institutions, and other organizations by creating visualizations that model corporations practicing especially excellent health management.



Promoting Sustainability

Contributing through Business —Sumika Sustainable Solutions (SSS)

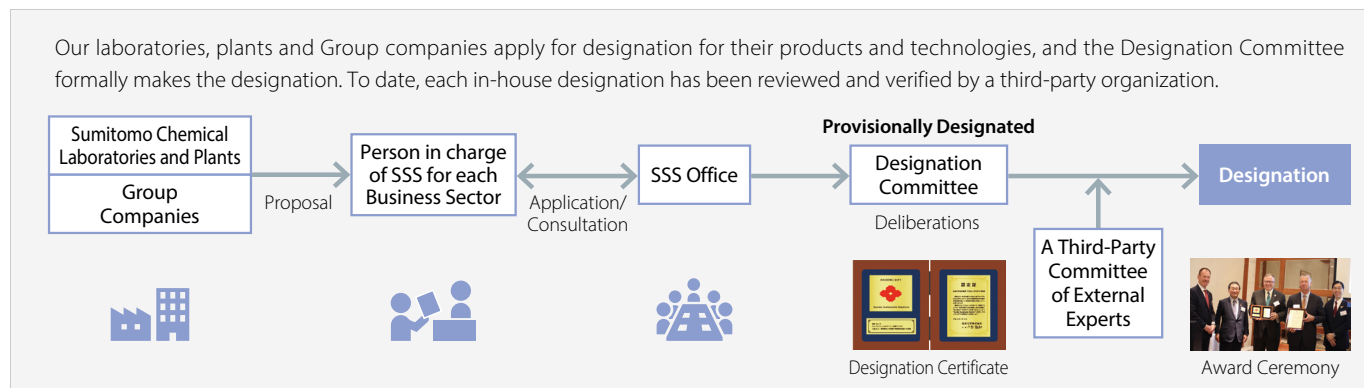
Sumitomo Chemical recognizes that environmental and climate change problems present the Group with business opportunities, such as an increase in demand for products and technologies that help solve issues related to the environment and climate change by, for example, reducing GHG emissions. To seize these kinds of opportunities, the Environmentally Friendly Product Designation Committee (Sumika Sustainable Solutions Designation Committee) designates the Group's products and technologies that contribute to such issues as climate change mitigation and adaptation, contribute to recycling resources, and sustainable use of natural capital, as Sumika Sustainable Solutions (SSS) and encourages their development and widespread adoption.

We have also set targets based on sales revenue from SSS-designated products, and we have been monitoring the progress of our efforts using those KPIs. In addition, we include contributions to the creation of social value and SSS designation in the selection criteria for our employee commendation system.

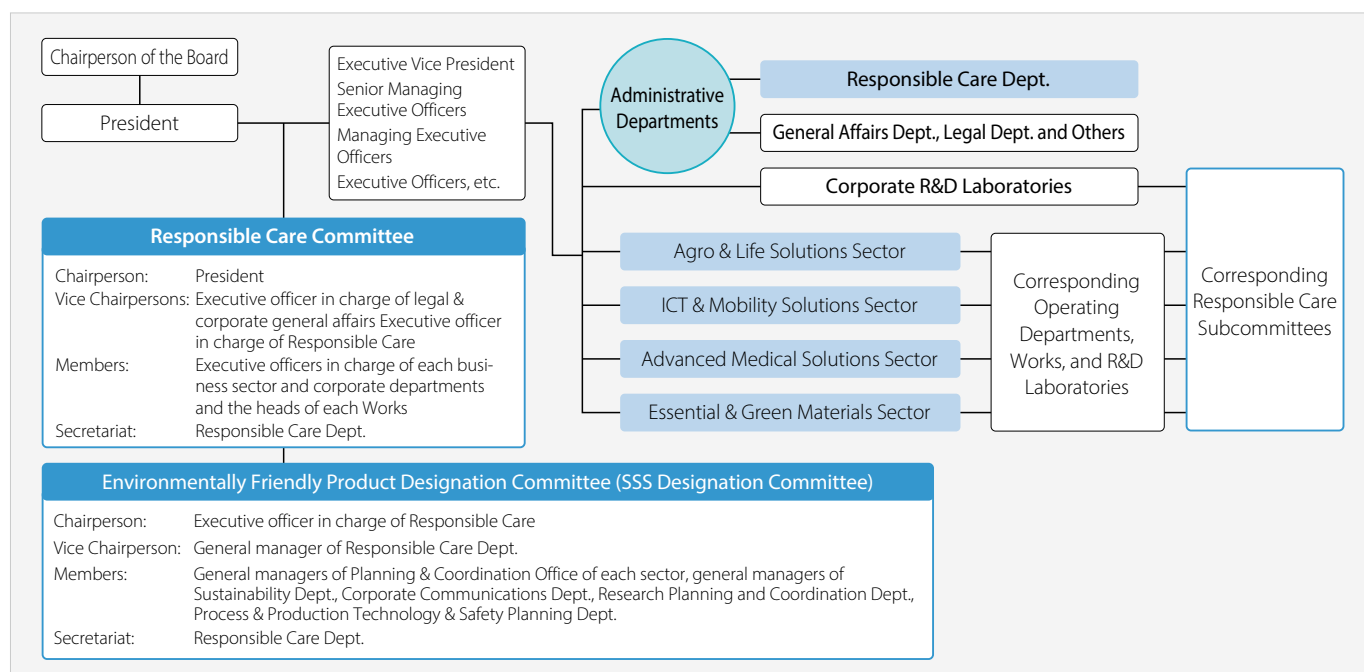
Going forward, the Group will continue solving issues in order to build a sustainable society by devoting its attention to promoting the development and widespread use of SSS-designated products and technologies.

Note: The Environmentally Friendly Product Designation Committee (Sumika Sustainable Solutions Designation Committee) was established under the Responsible Care Committee.

The Process of SSS Designation



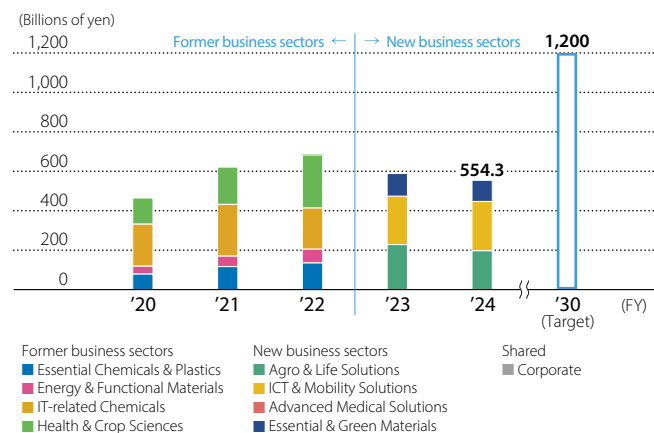
Environmentally Friendly Product Designation Committee





In fiscal 2024, the tenth year of this initiative, the number of SSS-designated products and technologies totaled 89, amounting to approximately 554.3 billion yen in terms of sales revenue. New designations were given to such products and technologies of Sumitomo Chemical and the Sumitomo Chemical Group as follows: Rapidicil™, an herbicide suitable for no-till farming of soybeans, corn, and other crops; Glue Cleaner, a product utilized in the manufacturing processes for high-bandwidth memory (HBM) used in high-performance, energy-efficient computers for AI servers; and SUMIPEX™ Meguri™, chemically recycled PMMA molding material that is made by polymerizing the MMA monomers produced from pyrolyzing waste PMMA resin. The Company is now aiming to achieve sales revenues of 1,200 billion yen from SSS-designated products and technologies by fiscal 2030.

Sales Revenue of SSS-designated Products



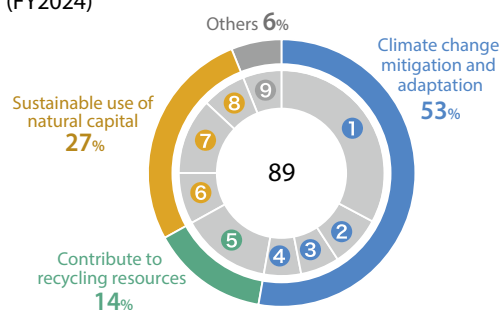
	(Billions of yen)
	FY2024
Sales revenue of the Sumitomo Chemical Group	2,606.3
Sales revenue of SSS-designated products	554.3

Designation Requirements by Category

Category	Designation Requirements	Responses to the SDGs
Climate change mitigation and adaptation	① Contribution to reducing greenhouse gas emissions	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
	② Products, parts, or materials related to renewable energy (including energy storage)	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
	③ Using biomass-derived materials and effective in reducing environmental impact	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
	④ Contribution to adapting to climate change impacts	13 CLIMATE ACTION
Contribute to recycling resources	⑤ Contribution to resource recycling (waste reduction, recycling, resource conservation, etc.)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Sustainable use of natural capital	⑥ Contribution to reducing environmental burden in food production	2 ZERO HUNGER, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	⑦ Contribution to reducing environmental impact, such as reduction of hazardous substances	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	⑧ Contribution to efficient use of water resources	6 CLEAN WATER AND SANITATION
Others	⑨ Other contributions to building a sustainable society beyond the above	(Depends on the project)

Note: Regarding the designation requirements and responses to the SDGs, if multiple goals are listed, the product or technology may not address certain aspects of the goals.

Percentage of Products and Technologies in Each Designation Field (FY2024)



Note: Number of SSS designated products and technologies 89

Contributing through Business – Sumika Sustainable Solutions (SSS)

<https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/sss/>

“Sumika Sustainable Solutions” Main Products and Technologies

<https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/sss/products/>

Sumitomo Chemical Group Global Project: JIRI-RITA ACTION

To accelerate the promotion of sustainability, the Sumitomo Chemical Group considers it essential that all management executives and employees share the corporate philosophy, have a deep understanding of sustainability, and work together to carry out initiatives. As an effort to engage all management executives and employees and promote this "participation by all" principle, we have run the Global Project since 2014. Via a dedicated website, we have striven to deepen understanding of this initiative's established themes. The initiative is intended to spur action to promote sustainability and foster greater Group unity by enabling participants to post and share about their own ideas, actions and feedbacks. In fiscal 2023, the 10th year since the start of this initiative, we changed the initiative name

to JIRI-RITA ACTION to better communicate the idea that each action a Group employee takes should be imbued with the spirit of "*Jiri-Rita Koushi-Ichinyo* (Our businesses must benefit society at large, not just our own interests)."

Refreshing Our Approach

In fiscal 2024, while reviewing various initiatives in line with fundamental structural reforms, we reviewed the aforementioned initiative and considered refreshing it to be more effective. This would enable every Group employee to practice our principle of "*Jiri-Rita Koushi-Ichinyo*," which is the idea that our business must benefit society at large, not just our own interests.

FY2025 Initiative

In fiscal 2025, we have evolved our main approach from individual postings to group discussions among colleagues. The theme is "Take on the challenge: Be an Innovative Solution Provider - Practice '*Jiri-Rita Koushi-Ichinyo*' through Our Work". The initiative was launched in August 2025 and we will implement it over a period extending to November 2025. We believe that putting the "*Jiri-Rita Koushi-Ichinyo*" principle into practice will help enhance corporate value.

■ Initiatives to Date



The Sumitomo Chemical Group: JIRI-RITA ACTION (Previously the Sumitomo Chemical Group Global Project) in the past

<https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/globalproject/archive/>

Sumika ★ Stories

For the purpose of raising and enhancing awareness of sustainability among employees, Sumitomo Chemical began Sumika ★ Stories, a new series of events held in person and online, from November 2021.

Sumika ★ Stories events feature employees telling stories about and giving their take on how Sumitomo Chemical is contributing to the solution of social issues through business activities involving its businesses, technologies, and initiatives. Participants are encouraged to incorporate the realizations gained through the storytelling event in their own work with the overarching aim of crafting a forward-looking story for Sumitomo Chemical.

In fiscal 2024, we held two such events at which the Sumitomo EXPO 2025 Promotion Committee sought to communicate the significance and purpose of the Sumitomo Pavilion at Expo 2025 (the 2025 World Exposition in Osaka, Kansai, Japan). Participants offered such feedback as “I think the event was good because it boosted employee engagement.” In addition, a majority of respondents to the follow-up survey conducted after the event stated they felt a sense of pride and accomplishment as a member of the Sumitomo Group.

After the events concluded, we distributed a video of the events internally so that employees who were unable to attend in real time could also gain the information. We plan to regularly hold three to four events every year.

Concept

(1) Stories Unique to Sumitomo Chemical

We use cases related to such aspects of the Group's sustainability as Sumika Sustainable Solutions (SSS), as topics, and speakers share case overviews along with their dreams, ideas, and other private matters, with the aim of bolstering participants' awareness, pride, and sense of accomplishment.

(2) Facilitation Centered on Young People

To realize a sustainable society, going forward, young employees, who will be central to leading the way, will facilitate fun conversations in a casual atmosphere with the support of veteran employees.

(3) Interactive

We are using a real-time feedback system as a form of two-way communication. This expands our scope of empathy by enabling employees participating on-site and those participating online to immediately share their ideas.

P.021 Promoting Sustainability: SSS



Speakers introducing COMFORMER, a polymer-based temperature-control material



Speakers introducing the Sumitomo Pavilion

■ FY2024 Event Results

	Theme	Number of participants	Video views
Twelfth talk	One year before the EXPO! Our vision of the EXPO 2025 Osaka, Kansai, Japan*	620 people	495 views
Thirteenth talk	Let's go together! EXPO 2025 Osaka, Kansai, Japan (one month to go)*	662 people	315 views

Note: video views as of June 2025

* This was the joint talk with a Group company

Participation in Initiatives

The Sumitomo Chemical Group lists active participation in global initiatives as one of its Basic Principles for Promoting Sustainability. To promote sustainability (i.e. contributing to establishment of sustainable society through achieving sustainable growth of business.), we are actively participating in initiatives because we consider it important to work with a broad range of organizations, including various international organizations, national and local governments, companies, and industry groups.

Initiative Participation Record



UN Global Compact (UNGC)

This international initiative was established by the United Nations in 2000 to help companies and organizations practice sustainable and responsible management.

Our Initiatives

January 2005	We joined the UN Global Compact (UNGC) as the first Japanese chemical company to do so and signed on to the ten principles related to protecting human rights, abolishing unfair labor practices, adapting to the environment, and preventing corruption.
September 2020	We signed on to the UNGC's A Statement from Business Leaders for Renewed Global Cooperation.
March 2024	We supported the UNGC's new initiative "Forward faster." We are committed to achieving Target 2 under Climate Action: "Contribute to a just transition by taking concrete actions that address social impacts of climate change mitigation and adaptation measures in partnership with actors such as workers, unions, communities and suppliers."

The Ten Principles of the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the UN Global Compact (from the Official Website of the UN Global Compact)

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

A Statement from Business Leaders for Renewed Global Cooperation on the UNGC website

https://communications-assets.unglobalcompact.org/docs/publications/UN75_UnitingBusinessStatement.pdf

Don't fall behind the times. Move forward, faster. (from the Official Website of the UN Global Compact)

<https://forwardfaster.unglobalcompact.org>



The World Business Council for Sustainable Development (WBCSD)

This organization was established in 1995 to promote sustainable development perspectives in the business community.

Our Initiatives

- Joined the World Business Council for Sustainable Development (WBCSD) in 2006
- Participated in the formulation of the- medium- to long-term Chemical Sector SDG Roadmap, which uses the SDG framework to set out a direction for contributions to sustainability by the chemical industry.
- Participated in the formulation of the WBCSD TCFD Chemical Sector Guidance

WBCSD | Chemical Sector SDG Roadmap

<https://www.wbcsd.org/resources/chemical-sector-sdg-roadmap>

WBCSD | Climate-related financial disclosure by chemical sector companies

<https://www.wbcsd.org/Programs/Redefining-Value/TCFD/Resources/Climate-related-financial-disclosure-by-chemical-sector-companies-Implementing-the-TCFD-recommendations>



The G7 Alliance on Nature Positive Economies (G7ANPE)

This international alliance was founded as a forum for sharing knowledge and creating information networks on nature positive economies.

Our Initiatives

May 2023	Joined the G7 Alliance on Nature Positive Economies as a founding member
September 2023	At the meeting, Nobuaki Mito (then a Senior Managing Executive Officer) presented a lecture on "Sumitomo Chemical's Approach to Regenerative Agriculture."
December 2023	At the COP28 Japan Pavilion in Dubai, we showed a video lecture on "Sumitomo Chemical's Approach to Regenerative Agriculture" presented by Nobuaki Mito (then a Senior Managing Executive Officer).

G7ANPE

<https://g7anpe.com/>



Task Force on Climate-related Financial Disclosures (TCFD)

This privately helmed special team was established by the Financial Stability Board, which comprises financial agencies of major countries, at the request of the G20 finance ministers and central bank governors. The task force encourages companies to make disclosures related to climate change.

Our Initiatives

The Sumitomo Chemical Group uses the TCFD recommendation framework to actively communicate its efforts. In addition, by participating in initiatives related to the TCFD recommendations, we are contributing to the creation of guidance through dialogue between investors and companies while learning best practices.

June 2017	Supported TCFD recommendations concurrently with their publication
From August to December 2018	Joined in the TCFD Study Group led by the Ministry of Economy, Trade and Industry (METI) This group studied the way in which Japanese companies disclose information to evaluate their strengths. December 2018: METI issued TCFD guidance
Since December 2018	Joined WBCSD TCFD Preparer Forum July 2019: WBCSD issued TCFD chemical sector guidance
Since May 2019	Joined the TCFD consortium established by Japanese industrial and financial communities In October 2019 at the TCFD Summit, Tokura (then a Chairman) introduced the Company's initiatives to seize climate-related opportunities. October 2019: TCFD consortium announced green investment guidance
	July 2020: TCFD consortium released TCFD Guidance 2.0
	October 2021: TCFD consortium announced green investment guidance 2.0
	At the TCFD Summit in October 2022, the Executive Officer Toshihiro Yamauchi introduced the Company's initiatives to address climate change. October 2022: TCFD consortium released TCFD Guidance 3.0 August 2024: TCFD consortium released the Transition Plan Guidebook.



Forum for the Taskforce on Nature-related Financial Disclosures (TNFD)

This international initiative was founded in 2021 with the purpose of helping companies and financial institutions appropriately evaluate nature-related risks and opportunities and transparently disclose relevant data.

■ Our Initiatives

- Support the vision of TNFD and participate in the TNFD Forum
- Announced our support for the TNFD's disclosure recommendations and registered as a TNFD Adopter in January 2024.

TNFD

<https://tnfd.global>

Alliance to End Plastic Waste (AEPW)

This international alliance was founded in 2019 to solve the plastic waste problem.

■ Our Initiatives

- Since the AEPW's launch in January 2019, as a member company, we have been financially supporting its activities.
- Engage in the selection of projects undertaken in places around the world, evaluate impacts, and work with others through the AEPW framework on initiatives that would be difficult to undertake alone
- Participate in events that consider efforts aimed at solving Japan's plastic waste problem with reference to successful examples of projects promoted around the world by AEPW

AEPW

<https://endplasticwaste.org/>

Clean Ocean Material Alliance

Japan Clean Ocean Material Alliance (CLOMA)

This domestic alliance was launched in January 2019 to help solve the marine plastic waste problem. By fostering cross-industry cooperation related to the plastic value chain, we are promoting activities to accelerate innovation as well as encouraging the sustainable use of plastic products and the development and adoption of alternative materials.

■ Our Initiatives

Participate in studies of specific actions aimed at realizing a circular economy and is considering participation in pilot tests that aim to improve the mechanical recycling rate.

CLOMA

<https://cloma.net/english/>



Japan Partnership for Circular Economy (J4CE)

The J4CE was founded in March 2021 for the purpose of further fostering understanding of the circular economy among a wide range of stakeholders, including domestic companies, and promoting initiatives. With the aim of strengthening public and private partnerships, the organization collects examples of Japan's initiatives related to advanced circular economy, disseminates and shares data on cases in Japan and overseas, shares information and forms networks related to a circular economy, and sets up forums for dialogues promoting a circular economy.

■ Our Initiatives

Introduces its initiatives to realize a circular economy, including plastic chemical recycling, on the J4CE website.

J4CE

<https://j4ce.env.go.jp/en>

J4CE, SUMITOMO CHEMICAL Co., Ltd.'s cases

<https://j4ce.env.go.jp/en/member/048>



Circular Partners (CPs)

This partnership was established in September 2023 to encourage collaboration across industries, the government, and academia with the aim of realizing a circular economy based on a growth-oriented resource-independent economic strategy.

■ Our Initiatives

Proactively participate in networking events to deepen bonds between members with the aim of promoting initiatives through collaboration.

CPs (Japanese only)

<https://www.cps.go.jp/>



International Council of Chemical Associations (ICCA)

This organization was established to harmonize the strategies of chemical industry associations and councils around the world through dialogue and cooperation. As the principal representative of the chemical industry, ICCA presents opinions to international organizations about key topics shared by its members and various activities of the chemical industry.

■ Our Initiatives

- The Company participates in the Energy and Climate Change Leadership Group of the ICCA. We promote joint international research related to chemical products and technologies that help reduce GHG emissions and strive to advance the widespread adoption of breakthroughs and achievements in this field. We also work to disseminate the results of research.
- As a participant in the Chemical Substance Policy and Health Leadership Group, we evaluate efforts and help formulate management plans in line with the Global Framework on Chemicals (GFC), a new framework for international chemical management. We also cooperate in conducting surveys and sharing data related to regulatory trends around the world and mechanisms for relaying information on chemical substances contained in products.
- We support solutions for sustainable development and participate in a working group related to the Globally Harmonized System of Classification and Labelling of Chemicals (GHS). In recent years, we have proactively participated in discussions grounded in sound science regarding such issues as international treaties related to microplastics and plastic waste.



GX (Green Transformation) League

GX League was founded in 2022 as a forum for collaborating on green transformation (GX) in industrial, governmental, and academic fields. GX League mainly sets rules for creating markets for GX products and engages in efforts related to GX-ETS (Emissions Trading System).

■ Our Initiatives

Participated in the GX League since signaling its support of GX League Basic Concept

GX League

<https://gx-league.go.jp/en/>



Women's Empowerment Principles (WEPs)

This seven principles were formulated collaboratively in March 2010 by the United Nations Global Compact (UNGC), which is a voluntary commitment framework between companies and the UN, and the UN Women. With companies taking proactive steps and positioning gender equality and female empowerment at the core of management, the WEPs were formulated with the expectation that they will be applied internationally to promote the economic empowerment of women.

■ Our Initiatives

2013	Signed
2016	Helped found the WEPs Subcommittee in the Global Compact Network Japan (UNGC's local network)

The Women's Empowerment Principles

- (1) Establish high-level corporate leadership for gender equality
- (2) Treat all women and men fairly at work – respect and support human rights and nondiscrimination
- (3) Ensure the health, safety and well-being of all women and men workers
- (4) Promote education, training and professional development for women
- (5) Implement enterprise development, supply chain and marketing practices that empower women
- (6) Promote equality through community initiatives and advocacy
- (7) Measure and publicly report on progress to achieve gender equality

Women's Empowerment Principles (WEPs)

<https://www.weps.org/>

P.132 Human Resources Management:
Promoting the Active Advancement of Women

Communication with Stakeholders

Principle 4 of the Sumitomo Chemical Group's Basic Principles for Promoting Sustainability states, "We are committed to work closely with various stakeholders through promoting spontaneous disclosure of information and open dialogue on the targets of our sustainability promotion initiatives and the progress of their implementation." Our efforts to communicate with shareholders based on this principle fall into the following two categories.

(1) Disclosure

We disclose necessary information and report on the progress of our various initiatives. We also make an analysis of the needs of society as appropriate and review external assessment results in order to improve our communication and ensure proper disclosure.

(2) Dialogue

Through dialogue, we engage in two-way communication with various stakeholders. Based on the feedback provided in dialogues, we work to improve our communication and implement new initiatives.

We will continue to fulfill our responsibility to all stakeholders on the two fronts of disclosure and dialogue by enhancing our communication through a variety of efforts. We will also align our future generations with a sustainable society, paying attention to the international community and global environment.

External Evaluation

<https://www.sumitomo-chem.co.jp/english/sustainability/management/evaluation/>

Stakeholder Engagement



Opportunities to Communicate with Stakeholders

Stakeholders	Sumitomo Chemical Group's Responsibility	Measures
Shareholders and Investors 	We proactively communicate about management policies, business strategies, and earnings trends. We thus fulfill our duty of accountability to shareholders and thereby maintain and improve the market's trust in the Sumitomo Chemical Group. We also promote the market's accurate understanding of the Company's shares and the improvement of our corporate value.	• General meetings of shareholders • Meetings, including corporate strategy briefing meetings and financial results conference calls • Briefing meetings for individual investors • Publications, including the Integrated Report • Disclosure via the Company's website and social media
Customers 	We supply high-quality products and services that satisfy customers' needs and ensure safety in use to establish long-term relations with customers that are built on trust.	• Customer support including communication in sales activities and quality assurance • Providing information via the Company's website and other communication media • Customer support by the customer support center
Business Partners 	We are committed to building mutually-beneficial sound relations with business partners based on our Basic Procurement Principles. We also conduct fair, equitable and transparent transactions, while also encouraging our business partners to engage in sustainability efforts, in order to promote sustainable procurement across our supply chain.	• Communication through purchasing activities • Information exchange meetings with business partners • Monitoring using our Sustainable Procurement check sheets • A dedicated team provides support, answering the inquiries of business partners
Employees 	We are committed to ensuring employees' health and respecting employee diversity, while also devoting constant effort to human resource development and the improvement of a workplace environment so that individual employees can realize their full potential. The Company is also committed to maintaining its good relationship with the Sumitomo Chemical labor union built on mutual understanding and trust.	• Central labor-management meetings and operation-site labor-management meetings • Establishment of a labor-management committee to promote the Sumika "Let's Do This Declaration" • Various training programs • Information provided via the Company's internal newsletters and intranet
Communities 	We work to help solve various global issues through cooperation on international initiatives as well as to achieve coexistence and collaboration with local communities by holding two-way dialogues and enhancing disclosure.	• Participating in international initiatives (Including UNGC) • Information provision through websites and other channels • Holding opinion exchanges with local communities, plant tours, and more • Community contribution activities

Governance



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Contributing to
the SDGs through Governance



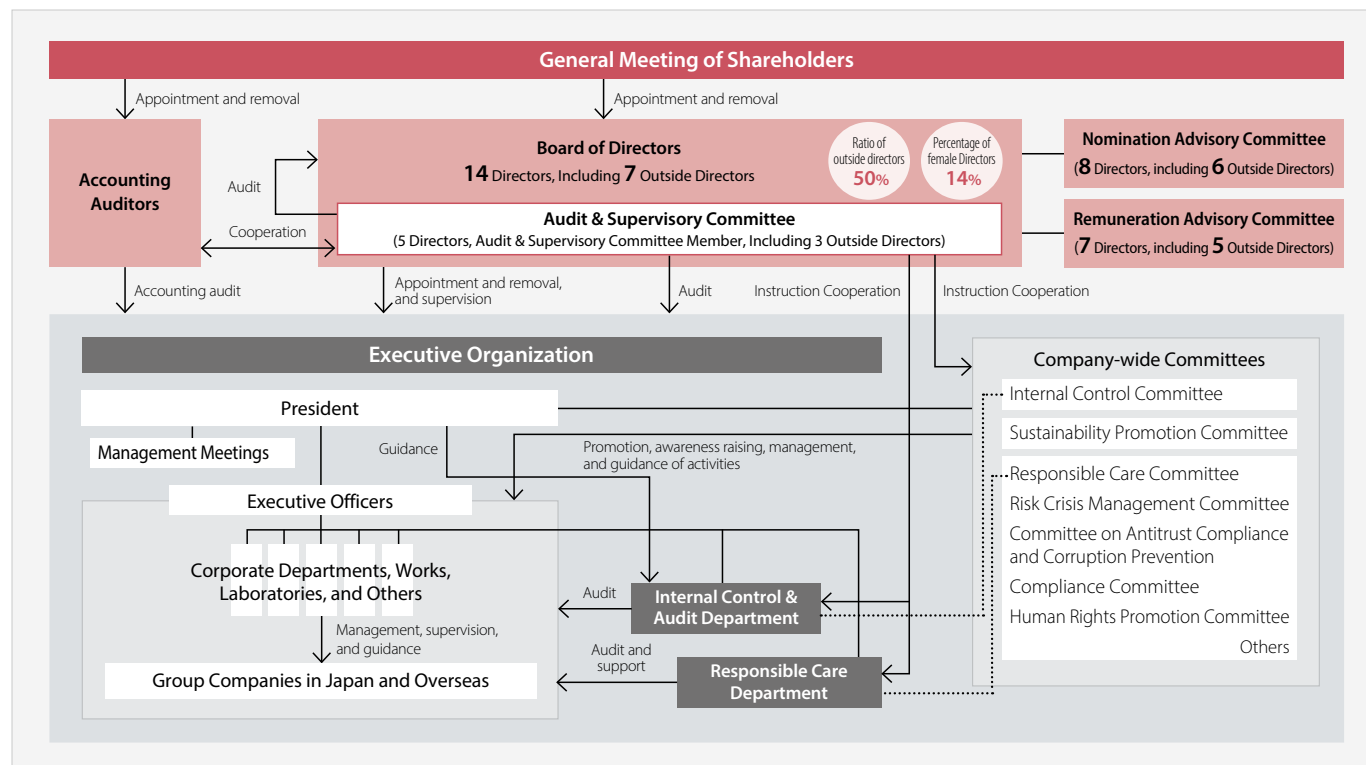
Corporate Governance

Sumitomo Chemical makes continual improvements to ensure that the company's governance structures serve their appropriate functions, including with respect to executive nomination and remuneration, and that the Board of Directors is highly effective, with the aim of further improving corporate governance.

Corporate Governance Organization

After continuously discussing and exploring the design of the corporate structure from the perspective of further enhancing the Board's monitoring capabilities, including management supervision as well as the deliberation and evaluation of the Company's medium- to long-term management strategies and policies, the Company has transitioned to a company with an Audit & Supervisory Committee in June 2025, aiming to transforming itself into an Innovative Solution Provider, a vision it aspires to achieve over the long term, and further strengthening its corporate governance system as an essential foundation for all these efforts.

■ Corporate Governance Organization (As of July 1, 2025)



Transition to a Company with an Audit & Supervisory Committee

In FY2024, we spent time engaging in repeated discussions, mainly at the Directors and Audit & Supervisory Board Members Discussion Meetings to prepare for the transition to a company with an Audit & Supervisory Committee. In the course of the study, we had discussions from various angles, including the ideal design of corporate structure based on the future management direction of the Company, the composition of the Committee and system of instruction and cooperation between the Committee and the Internal Control and Audit Department etc. from the perspective of ensuring the effectiveness of audits by the Committee after the transition, the support system for the Committee, the agenda setting and matters to be deliberated and resolved by the Board of Directors after the transition. Based on these discussions, the executive functions presented new proposals for further discussions, and eventually the Board of Directors approved and resolved the transition to a company with an Audit & Supervisory Committee.

Point of Transition

- (i) **Increasing the Board's supervisory capabilities**
 - Increasing the Board's supervisory capabilities by designating Audit & Supervisory Committee Members, who are responsible for, among others, auditing Directors' performance of duties, as members of the Board.
- (ii) **Enhancing the effectiveness of audits on business execution**
 - Enhancing the effectiveness of audits related to business execution by strengthening the system of instruction and cooperation between the Audit & Supervisory Committee and the Internal Control and Audit Department, etc.
- (iii) **Further deepening deliberations and accelerating decision-making by the Board**
 - Deepening the Board meeting discussions about management policies and strategies by enabling the Board to broadly delegate its decisions on business execution to Directors.
 - Realizing accelerated and more agile management decisions while also maintaining the Board's monitoring capabilities.



Corporate Governance

Internal Control

Risk Management

Compliance

Anti-corruption

Tax Transparency

Responsible Care

Cybersecurity

■ Corporate Governance Organization

Name	Number of Meetings	Details
Board of Directors	17 (FY2024)	Chairperson: Chairman of the Board (The Chairman of the Board does not concurrently serve as Executive Officer.) The Sumitomo Chemical Board of Directors decides management policy, business strategies, and other important matters concerning the company's management, in accordance with the law, the Articles of Incorporation, and the Board of Directors' own rules. It also receives reports from Directors and others on the performance of duties, the financial situation, and operating results, and oversees the performance of duties by each Director. In accordance with the Nomination Advisory Committee's advice, candidates for Director are nominated by the Board of Directors and are elected once a year at the General Meeting of Shareholders.
Audit & Supervisory Committee*1	— (FY2024)	Constituent members: 5 Directors, Audit & Supervisory Committee Members, including 3 Outside Directors The Audit & Supervisory Committee Members play a vital role in our corporate governance by auditing the performance of duties by Directors in accordance with the law and the Articles of Incorporation. The results of audits and the objective views of Outside Directors who are Audit & Supervisory Committee Members are appropriately reflected in internal audits, Audit & Supervisory Committee's audits, and accounting audits, so as to raise the effectiveness and efficiency of auditing. The Audit & Supervisory Committee's Office has been established with staff dedicated to providing assistance in auditing functions under the direction of Audit & Supervisory Committee Members.
Nomination Advisory Committee	4 (FY2024)	Chairperson (FY2025): Chairman of the Board Constituent members: Outside Directors and the Chairman of the Board, and the President An advisory committee of the Board of Directors relating to the selection of senior management*2 and the nomination of Directors and Audit & Supervisory Committee Members. The committee, whose members are directors (the majority of whom are outside directors) makes recommendations to the Board of Directors when selecting executives, with the aim of ensuring even greater transparency and fairness in executive selection and also clarifying the process of executive selection.
Remuneration Advisory Committee	4 (FY2024)	Chairperson (FY2025): Ms. Muraki, Outside Director Constituent members: Outside Directors and the Chairman of the Board, and the President An advisory committee of the Board of Directors relating to the remuneration system and remuneration levels for Directors and Executive Officers, as well as other related issues. The committee, whose members are directors (the majority of whom are outside directors) makes recommendations to the Board of Directors when determining systems for and levels of executive remuneration, among other issues, with the aim of further increasing transparency and fairness. In addition, upon authorization by the Board of Directors, the committee determines the amount of compensation for each individual senior management and Directors (excluding Directors, Audit & Supervisory Committee Members) in accordance with the policies for determining compensation of senior management and Directors.
Management Meetings	In principle, 24 times per year	Constituent members: the Executive Officers who are in charge of or who supervise key management functions, the Standing Audit & Supervisory Committee Members, and the Chairman of the Board Management Meetings support decision making by management as an institution for debating such important issues as corporate strategy and capital investment, including matters to be deliberated in the Board of Directors and reports to be made to the Board. In principle, the meetings are held 24 times a year.

Name	Number of Meetings	Details
Internal Control Committee	3 (FY2024)	By debating various measures to build or expand internal control systems, and monitoring their implementation status, this committee is intended to continually improve the internal control systems of the Sumitomo Chemical Group.
Sustainability Promotion Committee	1 (FY2024)	This committee suggests measures to accelerate the Sumitomo Chemical Group's contributions to sustainability, taking in a comprehensive perspective on risks and opportunities with regard to medium- to long-term issues in the environment and society.
Responsible Care Committee	1 (FY2024)	This committee formulates annual policies, medium-term plans, and specific measures concerning responsible care (safety, health, environment, and quality), including climate change issues.
Risk Crisis Management Committee	1 (FY2024)	This committee deliberates on policies for specific risks and crises, such as earthquakes, wind and flood damage caused by extreme weather, pandemics, and breakdowns in public security.
Committee on Antitrust Compliance and Corruption Prevention	1 (FY2024)	This committee reviews the regulatory trends and cases related to domestic and foreign antitrust laws and anti-corruption regulations and deliberates on the operation of compliance systems in the Group, new initiatives based on those, and action plans going forward.
Compliance Committee	1 (FY2024)	This committee deliberates on the Group's compliance policies and action plans, and the status of the operation of the compliance system, including responses to internal reports and the results of activities.
Human Rights Promotion Committee	1 (FY2024)	This committee promotes increasing awareness of human rights issues, and drafts and executes policies to respect human rights in the entire value chain including Sumitomo Chemical Group.

*1 Transition to a Company with an Audit & Supervisory Committee in June 2025

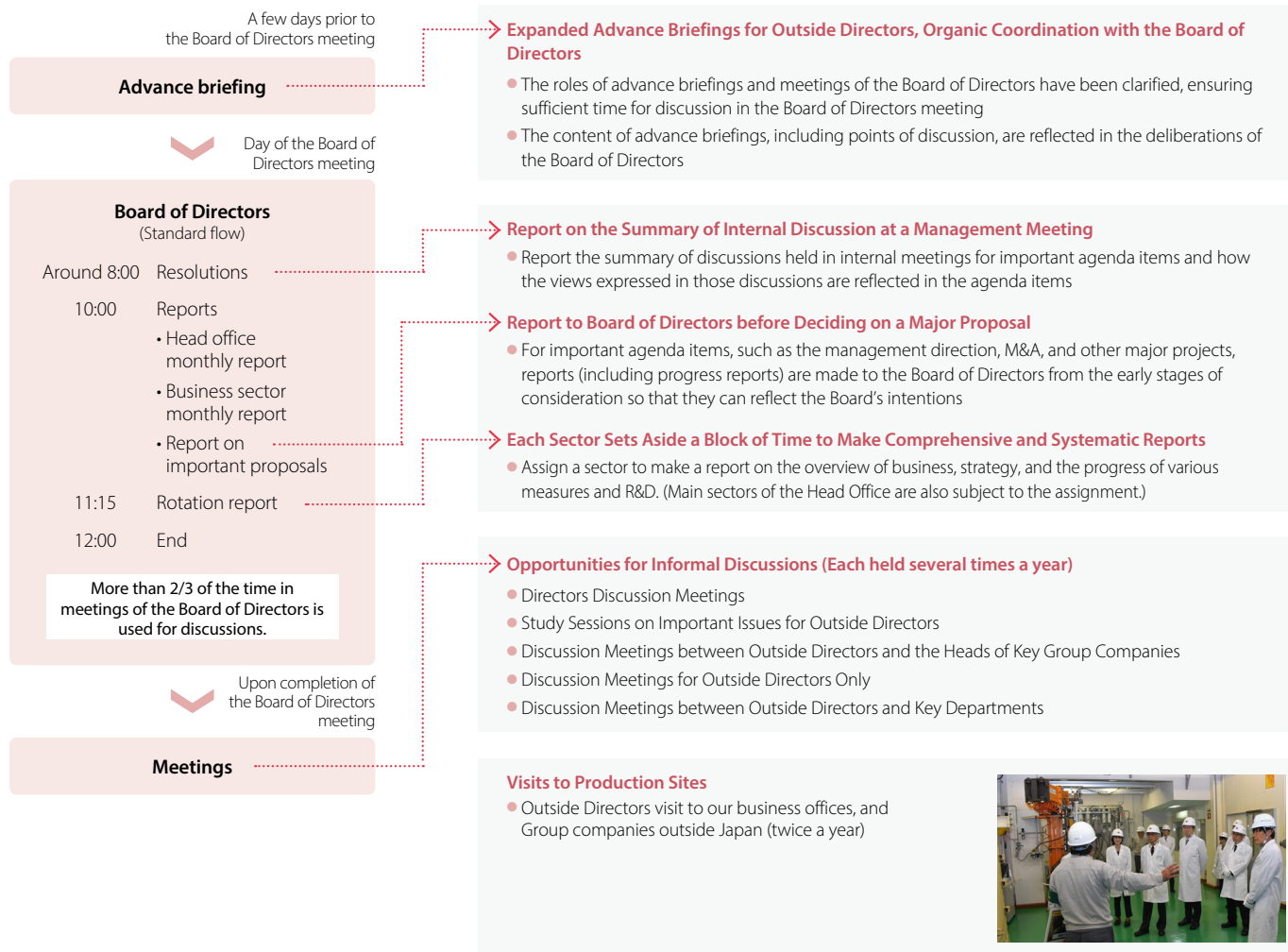
*2 Senior management means Executive Officers above Senior Managing Executive Officer, and Managing Executive Officers who are immediately under the President, supervising certain functions



Efforts to Substantively Strengthen Corporate Governance

Changes in the Method of Operation of the Board of Directors

Sumitomo Chemical has, since prior to its transition to a company with an Audit & Supervisory Committee, been continuously improving the operation of the Board of Directors and various corporate governance measures with the primary objectives of further strengthening the Board's monitoring functions and enhancing the transparency and objectivity of management. In particular, we place great importance on maximizing the effectiveness of Outside Directors and to this end, we have implemented various measures to reduce the information asymmetry between internal and outside directors. As a result of these improvements, the operation of the Board of Directors and its associated meetings is as shown in the diagram below.



Assessing the Effectiveness of the Board of Directors

The effectiveness of the Board of Directors is assessed in terms of its composition, operational status, deliberation/reports at its meetings, auditing status on its business execution, and the operations of the non-mandatory Nomination Advisory Committee and Remuneration Advisory Committee. The company conducts surveys of each Director and Audit & Supervisory Board Members about their assessing the effectiveness of the Board of Directors. Based on the results of these surveys, there is then a frank exchange of views in meetings of the Board of Audit & Supervisory Board Members, in informal meetings with Outside Directors and Outside Audit & Supervisory Board Members, and in management meetings, after which the Board of Directors then conducts a review of its own effectiveness in one of its meetings based on the views expressed in the prior meetings.

Issues Identified in FY2023	Fulfillment of the Board of Directors' functions for sustainable growth	Further reinforcement of Group Governance	Design of the corporate structure
Initiatives for FY2024	Flexibly provided opportunities for discussion as needed, including informal meetings in addition to Board of Directors meetings.	Reassessed the strategic importance of group companies, incorporating the perspective of the best owner and the business portfolio that the Group is aiming to achieve.	Continued discussions and reviews by Directors and Audit & Supervisory Board Members.
Evaluation of Initiatives for FY2024	Deepened discussions on the direction and specifics of immediate-term, concentrated measures to improve business performance and fundamental structural reforms, made speedy management decisions, and monitored progress to support a V-shaped recovery.	Promoted optimization of the group structure	Decided to transition to a company with an Audit & Supervisory Committee
	(Tasks for the next fiscal year) ● Need to further improve the monitoring by the Board, considering the shortfall of the targets of the previous Corporate Business Plan. ● Need to systematically set the agenda for the Board meetings after the transition.		
Initiatives for FY2025	Reviewing and verifying the monitoring process at the Board of Directors	● Verify the Board's monitoring of past management initiatives, etc. ● Further improve the Board's monitoring capabilities through efforts in conjunction with the various initiatives associated with the transition to a company with an Audit & Supervisory Committee.	
	Setting agenda for strengthening monitoring functions	● Taking the opportunity of the change in the corporate structure, reduce the number of items submitted to the Board, use the saved time for preliminary discussions on priority management topics at the Board or other meetings, and plan the agenda for the year, thereby strengthening the monitoring capabilities.	
	Enhancing of corporate value by leveraging market evaluations	● Analyze market valuations in more detail than before, and deepen discussions on capital policy and shareholder return policy. ● Aim to maximize shareholder value by further enhancing engagement with the market and through easy-to-understand disclosure of information on various initiatives.	

Policies and Procedures for Reshuffling Senior Management and Nominating Candidates for Directors and Directors, Audit & Supervisory Committee Members

Appointment Policy	
☐ Performance, knowledge, experience, personality, and the insight of a candidate are comprehensively considered from the standpoint of having "the right person in the right place" as well as ensuring a proper and prompt decision-making process, so as to select a person suitable for the respective duties. ☐ According to the criteria set forth by the Company, the person who has reached a certain age set for retirement will resign, in principle, upon completion of his or her tenure. ☐ For the nomination of candidates for Outside Directors and Outside Directors, Audit & Supervisory Committee Members, if a candidate also serves as an executive officer of other listed companies, the number of these companies must be less than five, including our company. This rule is to ensure that the candidate can properly fulfill his/her responsibility as our Director or Audit & Supervisory Committee Members.	
Appointment Procedures	
Candidates Selected by Representative Directors	● Representative Directors select candidates suitable for the positions of senior management, Directors and Audit & Supervisory Committee Members in accordance with the Appointment Policy.
Discussion by the Nomination Advisory Committee	● The results of the nomination will be deliberated at the Nomination Advisory Committee and recommended to the Board of Directors.
Decision by the Board of Directors	● The Board of Directors will deliberate based on the advice and make a decision.
Dismissal Policy and Procedures	
☐ The Board of Directors will deliberate and decide on its response if senior management commits a wrongful, inappropriate, or treasonous act, or if there is a cause that is deemed unsuitable to be committed by a member of senior management.	

Remuneration

Remuneration for Directors (excluding Directors, Audit & Supervisory Committee Members and Outside Directors) and Executive Officers shall consist of Basic Compensation as fixed compensation and Bonuses and Stock Compensation as variable compensation. In addition, the remuneration for Directors, Audit & Supervisory Committee Members and Outside Directors shall consist of Basic Compensation.

The remuneration shall be set at levels which are designed to be objectively competitive to attract and retain outstanding talent while comprehensively taking into consideration such factors as the scale and content of the Company's business and external evaluations of ESG and other non-financial factors. Based on surveys by a third-party organization and other materials, such levels shall be checked annually whether or not to be objectively appropriate.

Executive Compensation Structure

Mechanisms of Each Remuneration Element

1 Basic Compensation

Based on the factors for determination described below, the company will change the amount of remuneration when it is determinable that the company's position has changed from a comprehensive and medium- to long-term perspective.

Factors for Determination	Major Indicators
Growth	Sales revenue
	Total assets
	Market capitalization
Earnings capacity	Current income (belonging to the parent company)
	ROE
	ROIC
	D/E ratio
Outside evaluations	Credit ratings
	ESG index selected by GPIF

Note: The amount to be paid to each person will be determined by each position

2 Bonuses

Consolidated performance indicator	Core operating income plus financial profit and loss	
Calculation formula	Consolidated performance indicator	× Coefficient*

(Note) If a consolidated performance indicator does not exceed a particular level, bonuses will not be paid.
* The Company will arrange so that the higher the position, the larger the coefficient will be.

3 Stock Compensation

Stock Compensation shall be restricted stock compensation. Restricted stocks shall be allocated at a certain time after the ordinary general meeting of shareholders each year according to the amount determined for each position, and it shall be obligatory to hold the stocks during the term of office. In addition, the Company shall set the ratio of stock Compensation to total remuneration so that it will get larger as the position of a person gets higher.

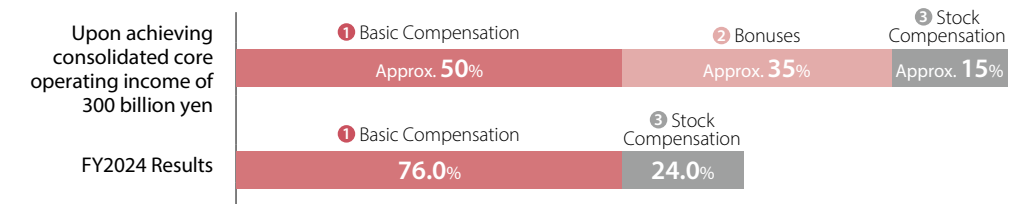
Procedures for Determining Remuneration of Directors, etc.

The remuneration amount of Directors (excluding Directors who are Audit & Supervisory Committee Members) shall be set at a level not higher than the upper limit of a total remuneration prescribed by the resolution of the 144th Ordinary General Meeting of Shareholders held on June 20, 2025 (i.e., 1.0 billion yen or less per year, of which, 150 million yen or less per year is for Outside Directors). Furthermore, the amount of remuneration to be paid to Directors (excluding Outside Directors and Directors, Audit & Supervisory Committee Members) for granting restricted stock shall be determined within the upper limit of 400 million yen per year set by the resolution of the 144th Ordinary General Meeting of Shareholders held on June 20, 2025.

The Board of Directors shall deliberate on and decide the method of determining remunerations of Directors (excluding Directors, Audit & Supervisory Committee Members), etc., based on the advice from the Remuneration Advisory Committee. Furthermore, the individual remuneration of senior management and Directors (excluding Directors, Audit & Supervisory Committee Members) shall be determined by the Remuneration Advisory Committee, which is authorized by the Board of Directors, in accordance with the policies for determining compensation of senior management and Directors.

Individual remuneration amounts for Directors who are Audit & Supervisory Committee Members shall be set at a level not higher than the upper limit of total remuneration prescribed by the resolution of the 144th Ordinary General Meeting of Shareholders held on June 20, 2025 (i.e., 200 million yen or less per year), which was a decision reached in cooperation with the Directors who are Audit & Supervisory Committee Members.

Image Diagram of Composition of Remuneration of Directors (excluding Directors, Audit & Supervisory Committee Members and Outside Directors)



Directors' and Audit & Supervisory Board Members' compensation (FY2024)

Title	Number of people	Total amount of compensation	Total amounts of compensation by type		
			Basic compensation (Fixed remuneration)	Bonuses (performance-linked remuneration)	Stock Compensation (non-monetary compensation)
Directors (Of which, Outside Directors)	14 (5)	500 (70)	397 (70)	—	103 (—)
Audit & Supervisory Board Members (Of which, Outside Audit & Supervisory Board Members)	5 (3)	119 (42)	119 (42)	—	—
Total	19	619	516	—	103

Note: The number of people and the total amount of compensation listed above include 4 Directors who retired during FY2024.



Listed Company with Listed Subsidiaries

Our Thinking Regarding Listed Companies with Listed Subsidiaries

For a publicly listed subsidiary, the advantages of being publicly listed include better employee morale, enhanced ability to recruit employees, greater trust from customers, and greater influence within the industry. In addition, the parent company can expect to benefit from synergies in collaboration and cooperation with its subsidiaries. Because of these benefits, in seeking to maximize the overall corporate value of the Sumitomo Chemical Group, we think that holding listed subsidiaries is one of the effective options on premise of preserving each subsidiary's autonomy and respecting the rights of minority shareholders.

Our company is currently promoting structural reforms aimed at returning to a path of growth. We believe that establishing the best growth model for each of our listed subsidiaries is of utmost importance. Accordingly, we will review the relationships between our company and each subsidiary, including our equity holdings, in alignment with the direction of our structural reforms.

Sale of Shares of Listed Associates

As part of the immediate-term, concentrated measures to improve business performance in FY2024, the Company sold a portion of shares held in our equity method associates Sumitomo Bakelite Co., Ltd., and Inabata & Co., Ltd., and all shares held in Shinto Paint Co., Ltd.

The Significance of Being a Listed Company with Listed Subsidiaries

Company Name	History	Position in Group	Synergies
Sumitomo Pharma Co., Ltd.	Sumitomo Chemical's pharmaceutical business began with the acquisition of the Japan Dyestuff Manufacturing Company in 1944. After being spun off as the subsidiary Sumitomo Pharmaceuticals in 1984, it merged with Dainippon Pharmaceutical in 2005 to become Sumitomo Dainippon Pharma (currently Sumitomo Pharma).	The company's core pharmaceuticals business is a pillar of Sumitomo Chemical's life sciences business, along with the agricultural chemicals business, and is a source of innovation. In the current Corporate Business Plan, it has positioned "healthcare" as one of the priority areas in making efforts for acceleration of the development of next-generation businesses, and further innovation is expected in next-generation pharmaceuticals such as regenerative medicine and cell therapies in the future.	- Research at the Bioscience Research Laboratory, which consolidates and integrates parts of the research organizations of the company and Sumitomo Chemical - Contract Development and Manufacturing Organization in regenerative medicine and cell therapies (combines the company's expertise in regenerative medicine and cell therapy with Sumitomo Chemical's expertise in the CMO business) - Having locations on Sumitomo Chemical's premises enables close collaboration in such areas as quality and production management, reducing indirect expenses - Strengthening governance through the deployment of multiple management personnel, and promoting thorough streamlining with full group support, including financial assistance through debt guarantees.
Koei Chemical Co., Ltd.	Sumitomo Chemical invested capital in 1951 for relationship-building because the company was Sumitomo Chemical's largest customer for methanol. Thereafter, when the company ran into a financial crisis, the collaboration was strengthened in order to rebuild the company, including dispatching executives from Sumitomo Chemical.	Through production outsourcing in both directions for such items as catalysts and electronic materials based on its unique organic synthesis technologies, the company has contributed to the expansion of the Sumitomo Chemical Group's business in the field of fine chemicals.	- Optimization of the Sumitomo Chemical Group's production of active pharmaceutical ingredients and intermediates through a new multi-purpose manufacturing equipment (multi-plants) approach - Joint research from the earliest stage into such areas as battery materials and additive agents - Having locations on Sumitomo Chemical's Works enables close collaboration in such areas as quality and production management, reducing indirect expenses
Taoka Chemical Co., Ltd.	In 1955 Sumitomo Chemical invested capital in the company, a leader in the dye business, to strengthen its own dye business.	Through production outsourcing in both directions for such items as electronic materials and pharmaceutical and agrochemical intermediates based on its various organic synthesis technologies and numerous multi-plants, the company has contributed to the expansion of the Sumitomo Chemical Group's business in the field of fine chemicals.	Expanded contract manufacturing of pharmaceutical and agrochemical intermediates with numerous multi-plants of the company
Tanaka Chemical Corporation	Sumitomo Chemical invested capital in the company in 2013 and began joint development of high-capacity cathode materials for automobiles. Afterwards, in light of the smooth progress in joint development work, and in light of expectations that, in line with the future growth of the environmentally friendly vehicles market, there would be significant medium- to long-term growth in the market for lithium-ion secondary batteries, the company was converted to a majority-owned subsidiary in 2016.	Through integration of the technologies relating to precursors held by the company and the findings related to cathode materials held by Sumitomo Chemical, the company accelerates joint development of new products and contributes to the full-scale market entry and expansion of the Sumitomo Chemical Group's cathode materials business.	- Contribute to a drastic rationalization of the manufacturing process and optimization of research and development through integration of the technologies of both companies - Sumitomo Chemical's capital investment and guidance has improved the company's management level in such areas as labor accidents and internal control



Building an Effective Governance System

When Sumitomo Chemical and its listed subsidiaries jointly work on maximizing Group synergy, Sumitomo Chemical respects independent decision making by listed subsidiaries and, at the same time, makes its best efforts to establish an effective governance system in order to avoid any conflicts of interests with minor shareholders.

With respect to the listed subsidiaries, we are taking the following measures to ensure appropriate supervision of such areas as transactions with the parent company and nomination of officers and remuneration of officers, from an independent and objective position.

- Electing a sufficient number of Outside Directors.
- Establishing committees for nomination of officers and remuneration of officers, the majority of the members of which are Outside Directors.
- Establishing and reliably operating committees, which aim to monitor and supervise transactions conducted between subsidiaries and the parent company and which is composed of Outside Directors only.

■ Design of the Organization, Composition of Outside Directors and Establishment of Non-mandatory Committees in Each Company

Company Name	Design of Organization	Composition of the Board	Non-mandatory Committees Established	
		Ratio of Outside Directors	Nomination/Remuneration	Monitoring and Supervision of Such Areas as Transactions with the Parent Company
Sumitomo Pharma Co., Ltd.	Company with an Audit and Supervisory Committee	50% (5/10) 	Nomination Remuneration	Supervising for Conflict of Interests Arising from Transactions Conducted among Group Companies
Koei Chemical Co., Ltd.	Company with an Audit and Supervisory Committee	44% (4/9) 	Nomination Remuneration	Supervising for Conflict of Interests Arising from Transactions Conducted among Group Companies
Taoka Chemical Co., Ltd.	Company with an Audit and Supervisory Committee	36% (4/11) 	Nomination Remuneration	Supervising for Conflict of Interests Arising from Transactions Conducted among Group Companies
Tanaka Chemical Corporation	Company with an Audit and Supervisory Committee	57% (4/7) 	Nomination Remuneration	Supervising for Conflict of Interests Arising from Transactions Conducted among Group Companies



Expertise and Experience of Directors

Our management requires expertise and business experience in a variety of fields. In light of these business characteristics, the Company's Board of Directors, in principle, consists of a diverse range of members, including those with extensive knowledge and experience in corporate management, the Company's business, finance and accounting, legal, compliance, and internal controls, etc., as well as international experience.

Directors & Senior Management

<https://www.sumitomo-chem.co.jp/english/company/executives/>

■ Expertise and Experience of Directors

		Position	Expertise and Experience								
			Corporate Management	Business Strategy/ Marketing	Technology/ Research	Global	ESG/ Sustainability	Finance/ Accounting	Human Resources and Labor	Legal/ Compliance/ Internal Control	Knowledge of Other Specialized Fields
Board of Directors											
	Keiichi Iwata	Chairman of the Board	●	●		●					
	Nobuaki Mito	Representative Director & President	●		●	●					
	Keigo Sasaki	Representative Director				●		●			● (Corporate Communications)
	Hiroshi Niinuma	Director					●		●	●	
	Takanari Yamaguchi	Director		●	●						● (IT/DX)
	Motoshige Itoh	Outside Director				●					● (International Economics) ● (IT/DX)
	Atsuko Muraki	Outside Director					●		●	●	
	Akira Ichikawa	Outside Director	●			●	●				
	Yumiko Noda	Outside Director	●			●		●			
Directors, Audit & Supervisory Committee Members											
	Kunio Nozaki	Director				●		●			
	Kenji Ohno	Director					●			●	
	Yoshitaka Kato	Outside Director				●		●		●	
	Michio Yoneda	Outside Director	●				●				● (Financial Markets)
	Masamichi Kamimura	Outside Director					●			●	

Note: In the table above, each person's main areas of expertise and experience, up to a maximum of three areas, are designated with a ●.



Internal Control

Status of the Development of the Internal Control System

Sumitomo Chemical established its Basic Policy for Enhancement of the Internal Control System by a resolution of the Board of Directors, creating a system to ensure the appropriateness of its operations as stipulated in the Companies Act.

In addition, we have formed the Internal Control Committee, which is chaired by the President, consists of Executive Officers responsible for and in charge of each business sector and corporate department, and includes Standing Audit & Supervisory Committee Members as observers. The committee meets three times a year to discuss and confirm plans for and the implementation status of

various measures based on the basic policy described above, and continuously enhances the internal control system by swiftly and appropriately responding to changes in the surrounding business environment.

Summaries of the matters covered in the committee are reported to the Audit & Supervisory Committee after each meeting. These summaries are then reported to the Board of Directors for deliberation.

Basic Policy for Enhancement of the Internal Control System

https://www.sumitomo-chem.co.jp/english/company/files/docs/InternalControlSystem_20250620_e.pdf

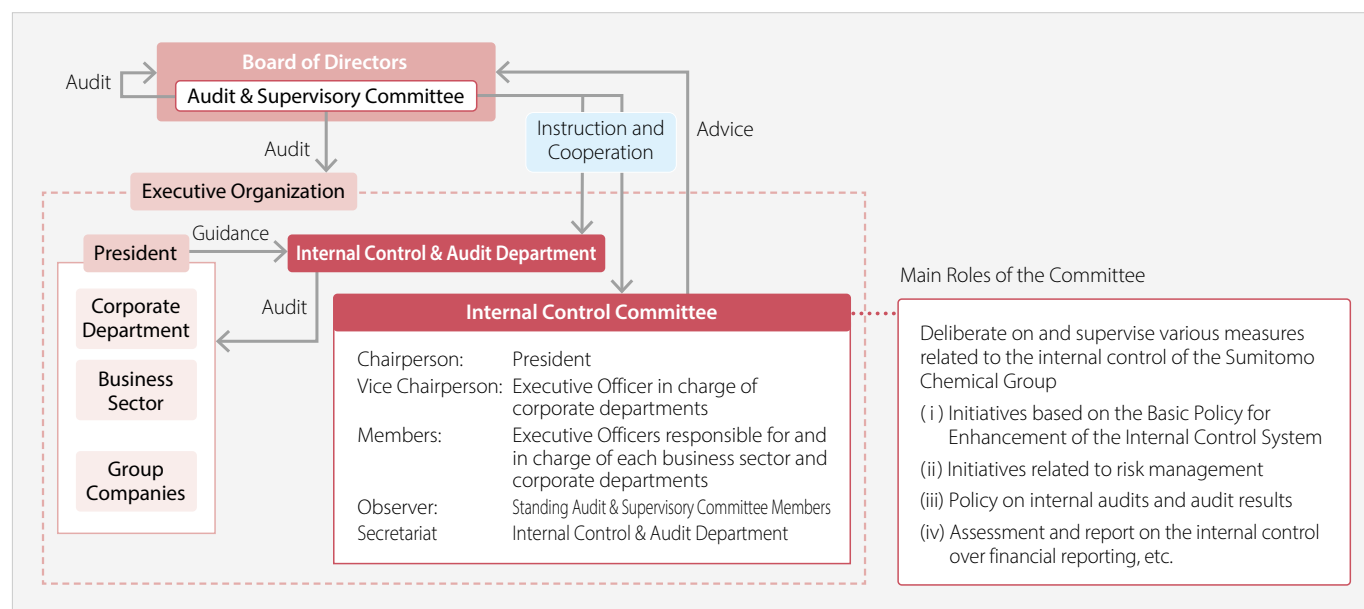
The Internal Structure Regarding Timely Disclosure

The Corporate Communications Department is in charge of working in conjunction with other relevant departments to continually disclose necessary information in a timely manner. In addition to items requiring disclosure under Japan's Financial Instruments and Exchange Act and under stock exchange regulations, we also actively disclose information that may be considered material to the decisions of investors. We endeavor to build stronger relationships of trust with society and capital markets by publishing documentation in accordance with the rules stipulated by the security exchanges in Japan, including reports on the Company's corporate governance philosophy and system, and notifications showing that Outside Directors and Outside Audit & Supervisory Board Members have no existing conflicts of interest with general shareholders. These documents are available on the website of Japan Exchange Group Inc.

Corporate Governance Report

https://www.sumitomo-chem.co.jp/english/company/files/docs/governance_report_e.pdf

Internal Control Committee





Internal Audits

As part of its internal control monitoring activities, Sumitomo Chemical has established a dedicated organization within the Company to conduct internal audits, in addition to audits by the Audit & Supervisory Committee Members and Financial Statement auditors. The Internal Control & Audit Department conducts internal audits for all matters related to the execution of operations by the Company and its Group companies, and dedicated audit teams for the Responsible Care Department conduct responsible care auditing from the perspective of safety, health and environment, and quality

throughout the life cycle of chemical products. The appointment of the General Manager of Internal Control and Audit Department and Responsible Care Department are both matters to be resolved by the Board of Directors.

In case any serious matter relating to internal controls is found, the matter will be promptly reported to the Executive Officer of the relevant reporting line and the Audit & Supervisory Committee (or in the event of a finding concerning senior management, to the Audit & Supervisory Committee and the Executive Director of the Compliance Committee).

When Audit & Supervisory Committee Members provide

guidance, appropriate inspections and reporting will be conducted in accordance with that instruction to aid the members in auditing operations.

① Internal Audits

Department Conducting the Audits	Internal Control & Audit Department
Objective of Internal Audits	Evaluate whether internal controls are in place, operating, and functioning appropriately from various perspectives, including maintaining the effectiveness and efficiency of operations, ensuring the reliability of financial reporting, and complying with relevant laws and statutes in all business activities
Audit Cycle	In principle, once every 2–5 years for each separately audited unit
Number of Companies and Organizations Conducting the Audits (FY2024)	• Business process audits: 6 in-house organizations, 10 Group companies in Japan, 8 Group companies overseas • Information system security audits: 3 in-house organizations; 5 Group companies in Japan, 8 Group companies overseas
Sharing of Audit Results and Status of Improvements	• Reported to the Internal Audit Liaison Meeting (Held regularly, three times a year, attended by Standing Audit & Supervisory Committee Members and a number of departments, including the Internal Control & Audit Department, the Responsible Care Department, the Legal Department, the Human Resources Department, the Accounting Department, and the planning & coordination offices of each business sector) • After reporting at the Internal Control Committee (Three times a year), the report is reported to the Audit & Supervisory Committee and the Board of Directors

② Responsible Care Audits

Department Conducting the Audits	Teams of dedicated auditors from the Responsible Care Department
Objective of Internal Audit	Evaluate whether internal controls relating to securing safety, health and environment, as well as maintaining and improving quality for all chemical products over their life cycle, are in place, operating, and functioning appropriately.
Audit Cycle	In principle, once every 1–3 years for each separately audited unit
Number of Companies and Organizations Conducting the Audits (FY2024)	11 in-house organizations, 8 Group companies in Japan, 3 Group companies overseas
Sharing of Audit Results and Status of Improvements	• Reported internally as necessary • Reported to the Responsible Care Committee (Held regularly, once a year)

Risk Management

To achieve sustainable growth, Sumitomo Chemical makes an effort to detect, at an early stage, various risks that may hinder the achievement of its business objectives, and takes proper measures. We focus on building and expanding a system relating to risk management so that we can promptly and properly address risks when they emerge.

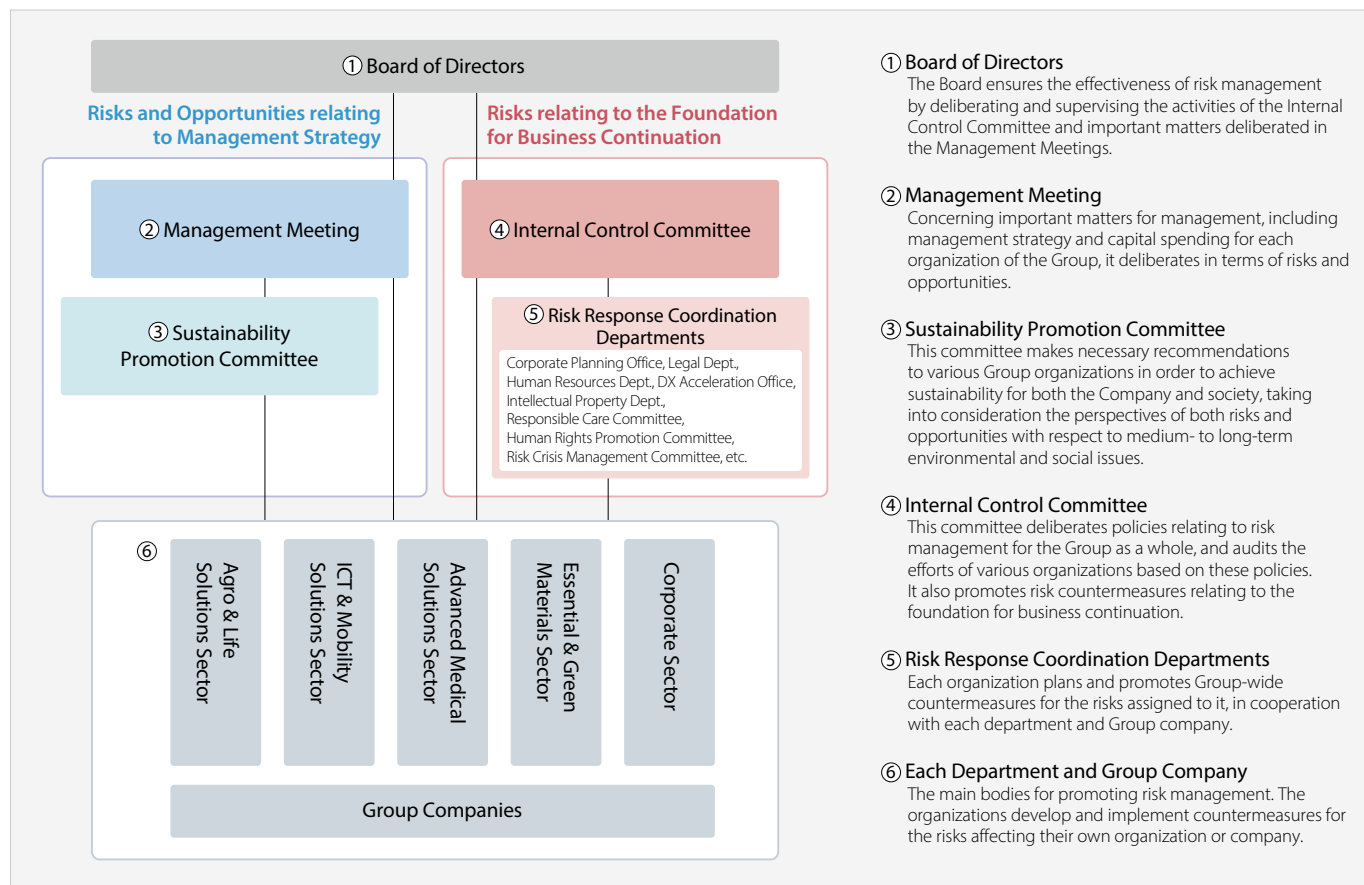
Systems for Promoting Risk Management

Sumitomo Chemical's Internal Control Committee works together with multiple other committees to implement systems for promoting risk management, under which each Group organization is able to properly manage risks associated with its business operations in accordance with Group policies.

The Internal Control Committee sets policies relating to risk management for the Group as a whole and monitors the efforts of each organization in accordance with those policies. Collecting risk-related information and evaluating it, this committee creates a risk map for the Group as a whole each year, aiming to comprehensively capture the status of risks relating to management strategy and the foundation for business continuation, and coordinate with risk response coordination departments, promoting countermeasures for priority risks relating to the foundation for business continuation, such as earthquakes, workplace accidents, and product-related accidents, on a Group-wide level.

The Management Committee deliberates on important management matters, including management strategies, capital investment, and investment and loans for the Company and its group companies, on a case-by-case basis, regarding risks relating to management strategy that require consideration from both a risk and an opportunity perspective. With regard to sustainability, the Sustainability Promotion Committee* makes necessary proposals on medium- to long-term environmental and social issues to each organization of the group to ensure that the management activities of the group

■ Diagram of Systems for Promoting Risk Management



① Board of Directors

The Board ensures the effectiveness of risk management by deliberating and supervising the activities of the Internal Control Committee and important matters deliberated in the Management Meetings.

② Management Meeting

Concerning important matters for management, including management strategy and capital spending for each organization of the Group, it deliberates in terms of risks and opportunities.

③ Sustainability Promotion Committee

This committee makes necessary recommendations to various Group organizations in order to achieve sustainability for both the Company and society, taking into consideration the perspectives of both risks and opportunities with respect to medium- to long-term environmental and social issues.

④ Internal Control Committee

This committee deliberates policies relating to risk management for the Group as a whole, and audits the efforts of various organizations based on these policies. It also promotes risk countermeasures relating to the foundation for business continuation.

⑤ Risk Response Coordination Departments

Each organization plans and promotes Group-wide countermeasures for the risks assigned to it, in cooperation with each department and Group company.

⑥ Each Department and Group Company

The main bodies for promoting risk management. The organizations develop and implement countermeasures for the risks affecting their own organization or company.

contribute to the realization of sustainability of society and the group itself.

Summaries of the matters covered in the Internal Control Committee and important matters deliberated in the Management Meetings are reported to the Board of Directors.

* Chairman and Outside Directors, Standing Audit & Supervisory Committee Members participate as observers

Promotion of Group-wide Priority Risk Assessment and Countermeasures

Every year, approximately 110 major organizations within both Sumitomo Chemical and Group companies around the world conduct risk evaluations using a list of risks compiled by the Company to assess the probability of occurrence and the potential impact of various risks that could hinder the achievement of business objectives and create risk maps. Based on the aggregation of these maps, a Group-wide risk map is created.

The department uses this Group-wide risk map to assess important risks that require Group-wide countermeasures and create risk

management policies. Risk response coordination departments collaborate to promote the Group's risk management.

In addition, each organization within the Group considers risk countermeasures based on their own risk map and with reference to the Group-wide risk map. As necessary, they take countermeasures in collaboration with the Company's sectors and Risk Response Coordination.

P.042 Risk Management: Systems for Promoting Risk Management

Cross-organizational Risks and Crisis Response

We established the Risk Crisis Management Committee to deliberate risks and crisis response policies that affect multiple business sites, departments, and Group companies, such as large-scale disasters (earthquakes, storms, floods, etc.), pandemics, deterioration of security in Japan or overseas (terrorism, riots, wars, etc.), and other issues.

Initiatives Related to Cyber Security Threats

We are working to create a framework for our IT business continuity plan (BCP), which is a BCP for our IT systems, as well as to formulate other BCPs to address cyber security threats.

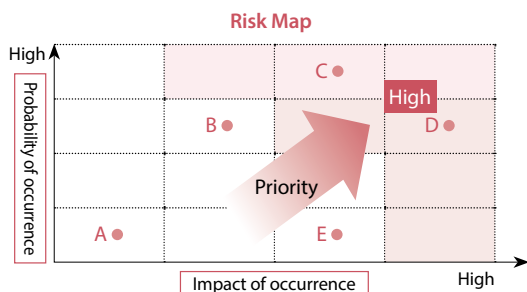
Evaluating Risks and Promoting Countermeasures

Risk Maps Created by Each Internal Department and Group Company

Each organization identifies risks critical to its own execution of duties and advances countermeasures.

Group-wide Risk Map

The Internal Control Committee identifies priority risks that require Group-wide countermeasures and advances them across the Group.



List of Risk Items

Risk response coordination departments have cooperated to create a list of risk items that broadly encompasses the Group's business activities, from management strategies to risks related to the fundamental drive to remain a going concern.

We revise the list every year in line with changes in internal and external conditions and the business environment. By evaluating Group-wide risks using this list, we have achieved systematic and comprehensive risk management.

Field	Example of Risks Included in the List
Business risks	Interruptions in the supply of raw materials, fuel, or products, or service; rapid price fluctuations; industrial reforms; price competition; technological innovations; digital innovations; extreme weather events; changes in standards and rules; rapid fluctuations in demand, imposition of tariffs, import restrictions
Political and social risks	GHG problems; plastic waste problems; transition to circular economy; terrorism; political instability, economic crises, or institutional changes in various countries and regions
Accident and disaster risks	Earthquakes, tsunamis, volcanic eruptions, meteorological disasters (typhoons, tornadoes, floods, hail, etc.) fires, explosions, product-related accidents, environmental pollution, ground subsidence, interruptions in or restrictions of the supply of electricity, gas, water, or other utilities
Legal violation and compliance risks	Bribery, collusion, falsification, scandals, criminal behavior, competition laws violations, export control regulation violations, infringement of intellectual property rights, insider trading
Personnel and labor risks	Workplace accidents, human rights problems, mental health issues, harassment, spread of infectious or contagious diseases
Information security risks	Cyberattacks, system failures, confidential information leaks, personal information leaks
Taxation and financial risks	Tax transparency, volatility of managed assets, interest rate volatility

Risk Factors

https://www.sumitomo-chem.co.jp/english/ir/policy/risk_factors/

Compliance

Basic Policy

The Sumitomo Chemical Group places compliance at the bedrock of its corporate management. As we engage in business in many parts of the world, all of the companies in the Sumitomo Chemical Group are devoting earnest efforts to stay in strict compliance with not only laws and regulations, but also ethical principles in a business environment. Both the spirit and the letter of ensuring compliance in business activities have consistently been enshrined at Sumitomo Chemical ever since its founding. This unwavering resolve towards compliance is embodied succinctly in the "Sumitomo Chemical Charter for Business Conduct," which serves as the guideline of conduct for every employee to abide by and constitutes the backbone of our day-to-day compliance activities. In recent years, in particular, companies are expected to fulfill their social responsibilities more than ever before. Given the circumstances, all companies in the Sumitomo Chemical Group are making concerted efforts to further compliance activities, under the strong leadership of top management, to further enhance compliance in the Group's business activities on a global basis.

The Sumitomo Chemical Charter for Business Conduct and Code of Ethics Embody the Sumitomo Spirit and Business Philosophy

Sumitomo Chemical has established the Sumitomo Chemical Charter for Business Conduct to embody the Sumitomo Spirit, Business Philosophy, and Basic Principles for Promoting Sustainability. In addition, to better define the Charter for Business Conduct and more clearly explain it to employees, we established the Sumitomo Chemical Code of Ethics (hereinafter, "the Compliance Manual") as corporate rules and distributed it to employees.

Sumitomo Chemical Charter for Business Conduct

<https://www.sumitomo-chem.co.jp/english/company/principles/charter/>



Sumitomo Chemical Code of Ethics (Compliance Manual)

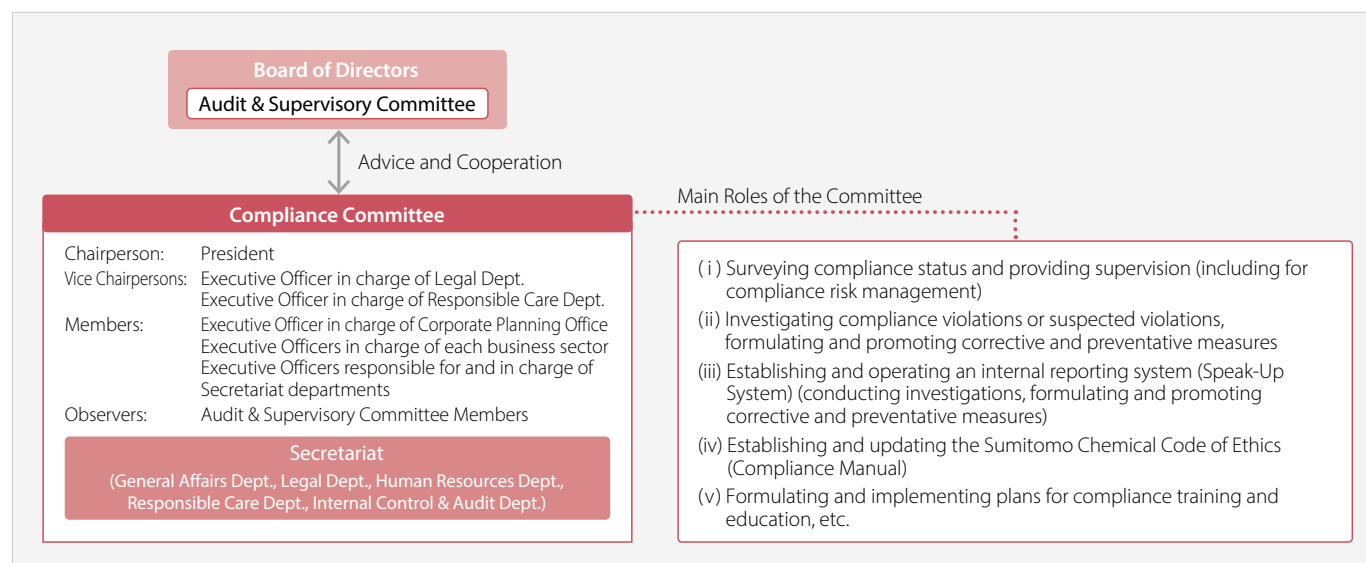
https://www.sumitomo-chem.co.jp/english/sustainability/governance/compliance/rules_society/

Compliance System at the Sumitomo Chemical Group

(1) Compliance Committee

Sumitomo Chemical has established a Compliance Committee chaired by the President and holds a Compliance Committee meeting at least once a year (or more frequently as needed). Details discussed by the committee are reported to the Board of Directors and Audit & Supervisory Committee, and the committee then receives feedback from them. The committee establishes overarching principles of compliance from a global perspective, and then works with each business sector and Group company, both in Japan and abroad, to build and operate their compliance systems locally in the required manner, according to those global principles.

Compliance Committee

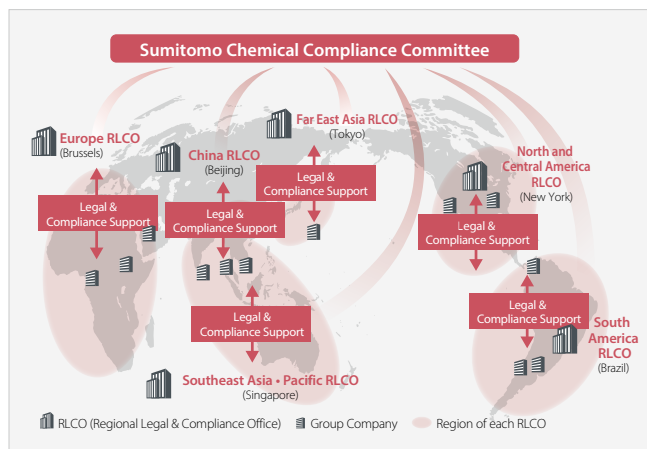


(2) Group Compliance Structure Focused on Effectiveness

“Think globally, Manage regionally, Act locally”

As business globalizes, it becomes more important that the operation of a corporation's compliance system be fine-tuned to situations specific to individual countries or companies. In light of this, we have established Regional Legal & Compliance Offices (RLCOs) in Sumitomo Chemical's major business regions. Grasping the concrete needs and tasks of their respective Group companies, the RLCOs provide hands-on support and guidance, such as helping Group companies set and implement necessary internal rules and procedures, building company compliance systems, and assisting in operations.

■ Compliance System at Sumitomo Chemical Group

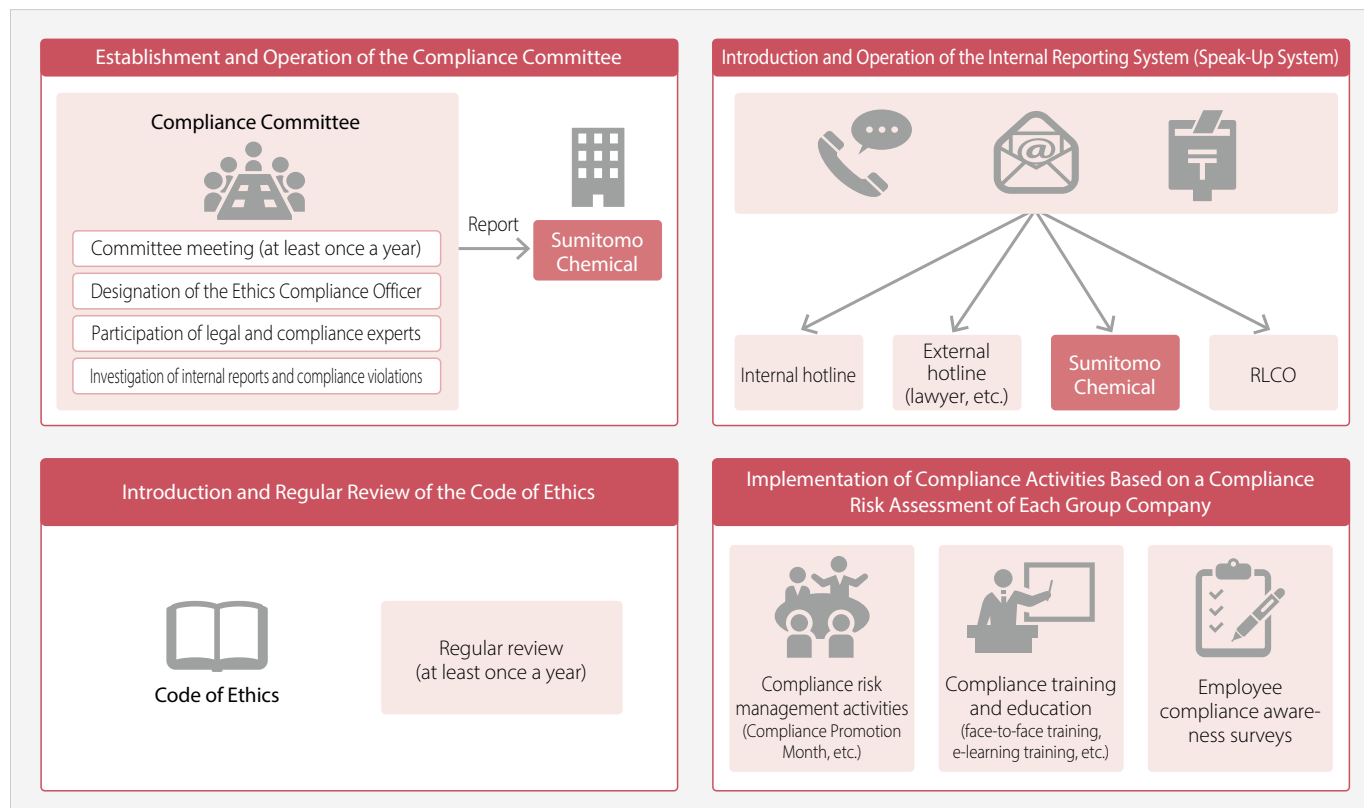


(3) Introducing and Operating a Compliance System for the Company and its Group Companies

To ensure thorough compliance throughout the entire Sumitomo Chemical Group, it is important that Sumitomo Chemical and its Group companies establish and operate their own compliance systems. Accordingly, we established the Sumitomo Chemical Group Compliance Standards, which outline the compliance systems and activities that serve as our standards. In line with these standards, Sumitomo Chemical and its Group companies are engaged in the following main initiatives.

- (i) Establishing and operating the Compliance Committee (including responding to internal reports and conducting compliance violation investigations)
- (ii) Introducing and regularly reviewing the Code of Ethics
- (iii) Introducing and operating the Internal Reporting System (the Speak-Up System)
- (iv) Conducting compliance activities (education, training, etc.) based on a compliance risk assessment of each Group company

■ Compliance System Operations



Internal Reporting System (Speak-Up System)

(1) The Internal Reporting System Is the Key to Ensuring Compliance

In order to detect any compliance violations as early as possible or to prevent them from occurring in the future, the Sumitomo Chemical Group has introduced an internal reporting system (the Speak-Up System) that allows company employees, etc., to report a compliance violation or a suspected violation, either directly to the Compliance Committee or to external lawyers. The Speak-Up System may be used by Sumitomo Chemical's management executives and employees (including contract employees) and their families, Group companies' management executives and employees and their families, retirees from the Company or Group companies, and anyone involved in the Group's businesses (including trading partners).

Furthermore, to receive Speak-Up reports without fail, Sumitomo Chemical has set up Speak-Up Reporting Hotlines to receive reports at (i) the Compliance Committees of each Group company, (ii) RLCOs, (iii) the Compliance Committee of Sumitomo Chemical, and (iv) external lawyers designated by these committees. The person reporting can choose the hotline they think most appropriate. In addition, anonymous reports are also accepted and responded to.

Notes: • Regarding reporting within the European Union, we act in compliance with the various laws and regulations of the European Union or its individual member countries.

• This Speak Up System allows any person for claims (reports) of research misconduct or research financing fraud in studies using public research funds.

(2) Guidance and Oversight by the Audit & Supervisory Committee

On the grounds that Speak-Up reports given to the Compliance Committees of Sumitomo Chemical and the Group companies, as well as compliance violation incidents at each company, are also important from a governance perspective, the Audit & Supervisory Committee will regularly, or as needed for important issues, receive reports on these reports and violations, and will provide guidance and oversight. Moreover, to further enhance the independence of whistleblower responses related to top management in line with the amended Whistleblower Protection Act, whistleblower reports regarding top management are submitted only to the Audit & Supervisory Committee. The Company takes steps to respond to the

report while being audited and instructed by the Board of Audit & Supervisory Board Members.

(3) Promoting Use of the Internal Reporting System (Speak-Up System)

In its Compliance Manual, Sumitomo Chemical Group makes clear that the Company carries out investigations based on the Speak-Up report with utmost consideration to protecting the privacy of a reporting person and maintaining confidentiality of information provided and that the Company doesn't put the truthful reporting person at any disadvantage, such as dismissal, transfer, or discrimination, on the grounds of having made the report. The manual also states that if someone commits a compliance violation but reports it to the Company of their own volition and cooperates with the Compliance Committee's investigation, the person is eligible for leniency regarding the disciplinary action that would ordinarily be proscribed. We are raising awareness of these facts among employees. Moreover, to ensure that the Speak-Up System functions in a truly effective manner, Sumitomo Chemical's Compliance Committee takes every opportunity to explain to employees that Speak-Up reporting will never disadvantage a reporting person. In this regard, the Committee has been working to help employees understand clearly that confidentiality about the reporting is maintained, any disadvantageous treatment to a reporting person is strictly prohibited, and leniency is possible. In addition, the Committee shares with employees information about how far the Speak-Up System is in use by employees.

(4) Latest Results of the Internal Reporting System

As a result of initiatives promoting use of the reporting system, in fiscal 2024, the total number of reports made to the Compliance Committees of Sumitomo Chemical and its Group companies (including listed companies in which the Company holds a stake of 50% or more) was 222, a year-on-year decrease of 10 reports. Upon its receipt, each report was worked on, and an investigation was conducted promptly and cautiously into the reported incident. If compliance violations were found or if a situation that might eventually develop into an incident of violation was recognized, corrective measures were taken properly. In addition, information on violation incidents and corrective measures actually taken was shared, as necessary, with other companies of the Group so that they could prevent similar incidents from occurring in their workplace in the future.

■ Number of Reports (Sumitomo Chemical Group*)

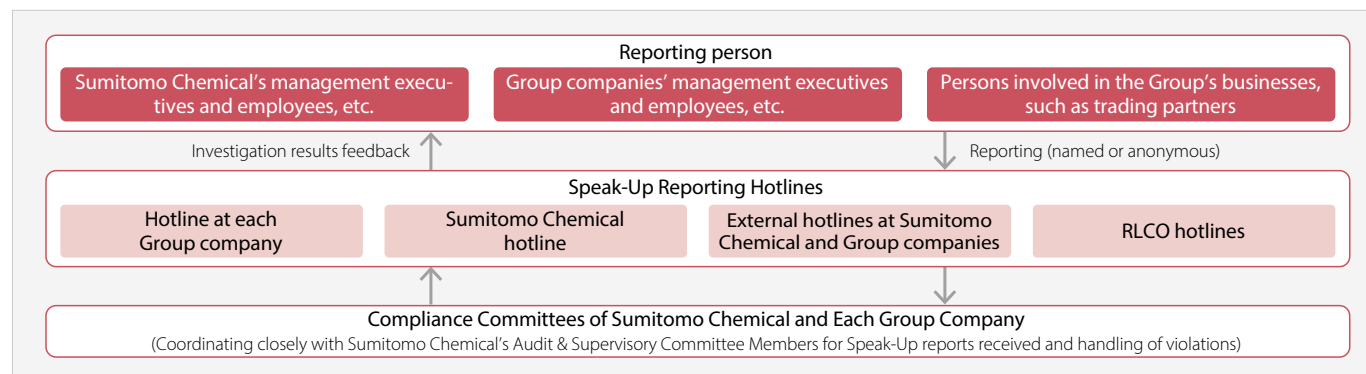
	FY2022	FY2023	FY2024
Number of reports	223	232	222

* Includes those listed companies in which the Company holds a stake of 50% or more

How to Make Use of Speak Up System

<https://www.sumitomo-chem.co.jp/english/sustainability/governance/compliance/forms/>

■ How a Report is Processed under the Internal Reporting System (Speak-Up System)



Response to Compliance Violations

At Sumitomo Chemical and Group companies, when a management executive or employee discovers a compliance violation or suspected violation, the compliance supervisor in the department promptly reports to the relevant department and the Compliance Committee. After submitting a report, an investigation is carried out, and if any compliance violation is discovered, corrective and preventive measures are formulated and rolled out not just to the offending department but to the entire Sumitomo Chemical Group to ensure a recurrence is thoroughly prevented. In addition, the Internal Control & Audit Department and the Responsible Care Department conduct audits from the perspective of compliance. When a compliance violation is discovered through these audits, corrective action is taken directly at that time. In fiscal 2024, there were no major compliance violations related to the Sumitomo Chemical Group's business continuity.

■ FY2024 Number of Compliance Violations (Sumitomo Chemical Group*)

	Number of Compliance Violations
Number of significant compliance violations	0
Significant violations of antitrust and monopoly legislations	0
Significant violations of anti-corruption legislations	0
Significant violations of laws or regulations in the social and economic area besides those mentioned above	0

* Includes those listed companies in which the Company holds a stake of 50% or more

Results of Main Compliance Activities in the Sumitomo Chemical Group

(1) Compliance Committee Meetings

Sumitomo Chemical and its Group companies have established Compliance Committees, which convene either regularly (at least once a year) or as appropriate. Sumitomo Chemical's Compliance Committee convened on April 17, 2025, and reported its results to the Board of Directors and Board of Auditors, from which it received feedback.

(2) Review and Update of the Code of Ethics

Sumitomo Chemical and its Group companies regularly consider revisions to the Code of Ethics (at least once a year). After conducting a review, if there is need for an update, it is made promptly. Sumitomo Chemical conducted a review of the Code of Ethics at relevant departments. In light of these results, we updated the Code of Ethics in April 2025.

Sumitomo Chemical Code of Ethics (Compliance Manual)

https://www.sumitomo-chem.co.jp/english/sustainability/governance/compliance/rules_society/

(3) Compliance Promotion Activities

(i) Compliance Risk Management Activities (Compliance Promotion Month, etc.)

Sumitomo Chemical and some of its Group companies have designated September as Compliance Promotion Month. During this month, all employees in each workplace, including manufacturing, research, sales, and various intermediate departments, participate in discussions to examine and identify all conceivable compliance risks, major or minor, that might arise in each workplace. They then

go on to select those risks that need to be specifically addressed and formulate concrete measures to prevent the risks from occurring in the future. For those preventive measures that are already in place, they review once again whether or not the measures are sufficiently effective when implemented. Continuous implementation of these measures not only reduces specific compliance risks in the workplace but also helps in raising employees' compliance consciousness.

During the 2024 Promotion Month, we held discussions aimed at fostering a workplace culture where both supervisors and subordinates, regardless of position, can actively exchange honest and constructive opinions about issues and concerns, even if the feedback is strict. Reports on these activities were submitted by each department, and an evaluation team that includes outside legal counsel objectively evaluated them. With the goal of further raising the level of compliance, we shared information on departments with positive evaluations and the details of their initiatives within the Company.

■ List of Essential Topics of Discussion during the Compliance Promotion Month

Fiscal Year	Essential Topics of Discussion
2016	Fraud risks
2017	Collusion and harassment
2018	Information leaks and management of company assets
2019	Compliance with business laws
2020	Environmental changes caused by the COVID-19 pandemic
2021	Possible improper cases in the processes of one's own department
2022	Information management
2023	Workplaces that are open and where workers can speak up
2024	Workplace culture where both supervisors and subordinates, regardless of position, can actively exchange honest and constructive opinions about issues and concerns, even if the feedback is strict.

(ii) Compliance Training

In line with its firm belief that strict compliance can only be achieved with each employee having high awareness of compliance, Sumitomo Chemical places importance on carrying out compliance education on a continual basis. This includes training programs geared to management executives at Sumitomo Chemical and Group companies as well as class-based training when someone is promoted. In addition, we conduct face-to-face lecture-style training courses and e-learning training, depending on each company's specific needs and situation. In fiscal 2024, we conducted compliance e-learning training for all Sumitomo Chemical employees (around 7,600 people) with a 100% participation rate. In addition, Group companies in Japan conduct compliance training.

■ FY2024 Compliance Training Status

	Status of Implementation
Sumitomo Chemical	Compliance e-learning training (personal information management and trade secrets, etc.): 100% participation rate (conducted at all worksites and departments) (already conducted training on promoting employees and individual training related to corruption prevention, quality assurance, safety, logistics, information security, etc.)
Sumitomo Chemical Group*	Percentage of employees who received training related to compliance (attendance rate) Attendance rate at Group companies in Japan: 99.4% Attendance rate at Group companies overseas: 80.1%

* Does not include Sumitomo Chemical

(iii) Employee Compliance Awareness Survey

In order to measure the effect of the initiatives listed above, including compliance activities and training, Sumitomo Chemical and Group companies in Japan and overseas regularly conduct employee compliance awareness surveys. In fiscal 2022, Sumitomo Chemical conducted its seventh employee compliance awareness survey. In the fiscal 2023–fiscal 2024 period, Group companies in Japan and overseas conducted similar surveys. Analyses are conducted comparing Sumitomo Chemical with Group companies and Group

companies with each other, a process that is intended to lead to the discovery of issues and the setting forth of measures aimed at the further improvement of compliance at each Group company.

(4) Initiatives to Respect Human Rights and Prevent Corruption

An area of our recent focus is to strengthen those initiatives which lead to respect human rights, and initiatives will more effectively serve to maintain sound business practices in companies' entire supply chains, through implementing measures to prevent corruption, such as bribes and collusion with business partners (including bribery and collusion with operators).

(5) Initiatives to Comply with Competition Laws

To fully ensure compliance with competition laws, Sumitomo Chemical has established the Committee on Antitrust Compliance and Corruption Prevention (chaired by the Company's President) to establish and manage competition law compliance systems for the entire Sumitomo Chemical Group under the guidance and supervision of the Board of Directors and Board of Audit & Supervisory Board Members. In addition, we issued the Competition Law Compliance Manual and have introduced it at Group companies in Japan and overseas in addition to actively providing training using it.

Moreover, as a general rule, we prohibit management executives and employees of business sectors from interacting with rival operators. We introduced an operator consultation system to permit such interactions only in the event that it is necessary for operations and, in such exceptional cases, that approval has been given in advance. In addition, product sales prices must always be independently set based on our own standards. To ensure this, when revising product sales prices and price formulae, the Company convenes the price deliberation committee, which determines the revisions after thorough deliberation.

■ Status of Implementation for Training Related to Competition Laws (Including Awareness Raising Activities)

	Status of Implementation
Sumitomo Chemical	Already implemented at eligible worksites and business sectors (cumulative total of 31 times since FY2018)
Sumitomo Chemical Group*	Group companies in Japan: 3 companies (implemented in FY2024) Group companies overseas: 13 companies (implemented in FY2024)

* Does not include Sumitomo Chemical

(6) Compliance Audit

As it is also important to conduct audits of whether the operations of the compliance structure and various compliance activities are being appropriately carried out in each department of Sumitomo Chemical, and in each Group company, the Internal Control & Audit Department and the Responsible Care Department conduct compliance audits. Regarding matters discovered during the compliance audits, appropriate corrective measures are taken.

▶ P.109 Respect for Human Rights

▶ P.052 Anti-corruption: Initiatives in the Supply Chain

▶ P.057 Responsible Care: Responsible Care (RC) Audits



Sumitomo Chemical Group Compliance Action Policy (FY2025)

Under the Sumitomo Chemical Group Corporate Business Plan set to begin in fiscal 2025, ensuring strict compliance for the entire Sumitomo Chemical Group while maintaining safe and secure operations is a basic policy. Sumitomo Chemical vigilantly monitors and addresses issues in the following areas.

- Appropriate responses to Speak-Up and compliance violation investigations
- Compliance training and educational activities
- Compliance audits

We will steadily implement compliance promotion activities across the Group, further enhance Group compliance, and focus efforts on addressing crossover compliance issues. In this way, Sumitomo Chemical will strengthen and improve the Group's compliance system operations and continue to further enhance its effectiveness.

FY2025 Sumitomo Chemical Compliance Action Goals

Items	FY2025 Goals	FY2024 Results	FY2023 Results	FY2022 Results
Internal Reporting* ¹ (Speak-Up reporting)	Regarding the number of employees per report, maintain 100% compared to the previous fiscal year (160 people per report)	160 people per report	158 people per report	173 people per report
Compliance Training	Conduct compliance training at 95% of Group companies	Sumitomo Chemical* ² : 100%	Sumitomo Chemical* ² : 100%	Sumitomo Chemical* ² : 100%
		Group companies in Japan* ³ : 92.5%	Group companies in Japan* ³ : 95.5%	Group companies in Japan* ³ : 97.8%
		Group companies overseas* ³ : 95.3%	Group companies overseas* ³ : 80.4%	Group companies overseas* ³ : 92.5%

*1 Includes those listed companies in which the Company holds a stake of 50% or more

*2 Attendance rate (percentage of employees)

*3 Percentage of companies that conducted training

Anti-corruption

Basic Policy

As corporations expand activities across national boundaries, promoting fair competition becomes increasingly important in the supply of goods and services in the international marketplace. As is evident from the ever tightening laws and regulations in the world designed to prevent corruption, such as the FCPA in the U.S. and the Bribery Act of 2010 in the U.K., there is a growing awareness globally that corrupt conduct, such as bribery, should be eliminated by any means necessary. Under the circumstances, Sumitomo Chemical has positioned the prevention of corruption in all its forms, including bribery of public officials, excessive business entertainment and gift-giving, collusion, embezzlement, and breaches of trust as one of the most important issues in ensuring thorough compliance. We are striving to ensure a sustainable and sound corporate climate by enhancing our internal organization to appropriately respond to corruption risks to prevent the occurrence of corruption.

Committee on Antitrust Compliance and Corruption Prevention

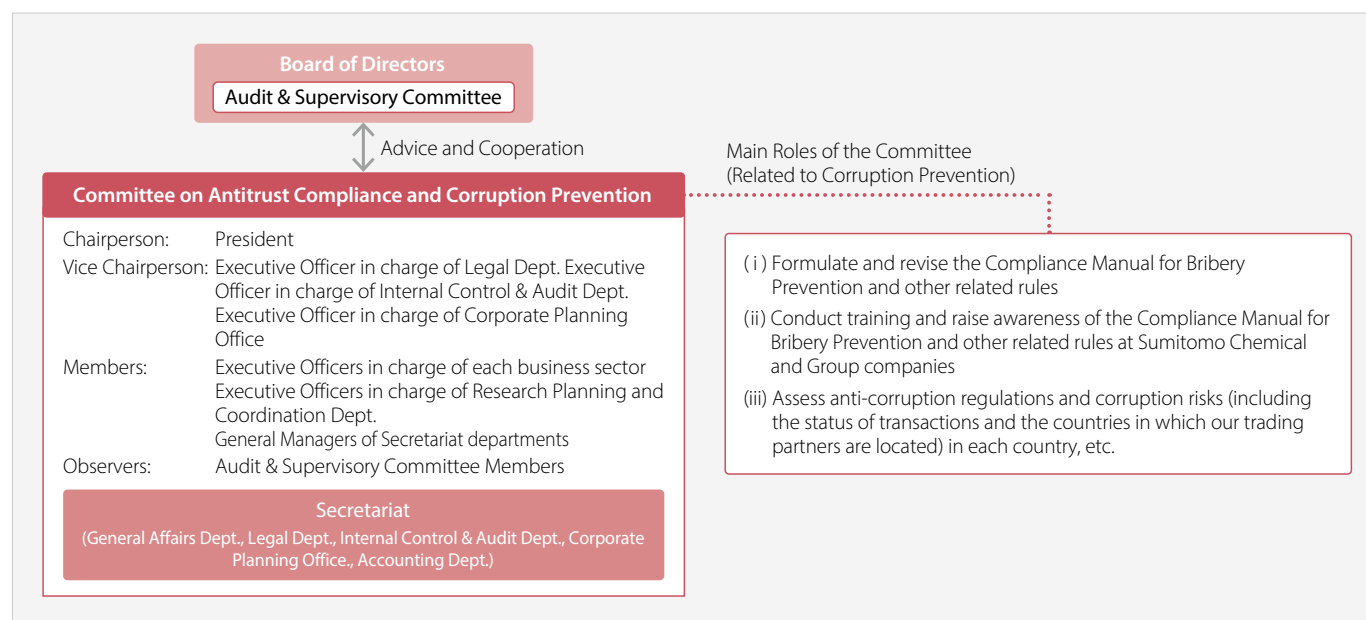
Sumitomo Chemical has established the Committee on Antitrust Compliance and Corruption Prevention (chaired by the Company's President) to establish and manage anti-corruption systems for the entire Sumitomo Chemical Group under the guidance and supervision of the Board of Directors and Audit & Supervisory Committee.

In the President's own messages, the committee states its policy and commitment to prohibit all forms of corruption, including bribery of public officials by management executives or employees, excessive entertainment and gift-giving, collusion, embezzlement, and breaches of trust. In addition, we have formulated a Compliance

Manual for Bribery Prevention that contains detailed anti-corruption rules. The manual has been disseminated to all Group companies in Japan and overseas, and has been posted on the Company intranet, and periodic training sessions are conducted to ensure thorough compliance among the employees of the Company and its Group companies.

Further, we conduct assessments of anti-corruption regulations and corruption risks in each country, such as the status of transactions and the countries in which our trading partners are located. Based on the results of these assessments, we decide on policies to strengthen measures to prevent corruption, and apply them to the Company and all Group companies.

Committee on Antitrust Compliance and Corruption Prevention





■ Compliance Manual for Bribery Prevention (Outline)

Chapter 1: General Principles

1. Prohibition of Giving Bribes

It is prohibited to give bribes to a government official or to any other person or entity, including private trading partners.

2. Prohibition of Accepting Bribes

It is prohibited to accept a bribe. In addition, it is prohibited to request a bribe or gift, entertainment, or other benefit from a third party.

3. Prohibition of Giving or Accepting Excessive Gifts or Entertainment

It is prohibited to give or accept excessive gifts or entertainment. All forms of gifts or entertainment that may harm the Company's reputation are always impermissible.

Chapter 2: Prohibition of Bribing Government Officials

The provision of any form of improper benefit to a government official may be considered a bribe. Furthermore, various rules are put in place, including those related to the circumstances where any type of gift and entertainment to a governmental official is prohibited, procedures for sponsoring site visits by governmental officials, procedures for giving donations and political contributions, and compliance with local regulations.

Chapter 3: Rules For and During Engagement of Business Partners

It is required to conduct due diligence when the Company engages new business partners or renews engagement of existing business partners, such as agents, distributors and consultants who could interact with government officials in the course of services for the Company. It is also required to fix the appropriate compensation and to take necessary internal procedures when concluding contracts with business partners.

Chapter 4: Proper Keeping of Books and Records

It is required to prepare and maintain appropriate and accurate books and records related to entertainment, gifts, payments to business partners, and other transactions.

Chapter 5: Monitoring Legal Compliance

It is required for each department to ensure thorough compliance, for the Internal Control & Audit Department to conduct audits, and the Committee on Antitrust Compliance and Corruption Prevention to take initiatives. In addition, the Company's executives and employees are obligated to file a report when a violation (or a suspicion of one) is detected.

Chapter 6: Violations

The Company's executives and employees who commit violations of this manual are subject to disciplinary action.

Initiatives in the Supply Chain

In order to prevent corruption in the Group’s supply chain, we are making our agents, consultants, distributors, and other business partners aware of our anti-corruption policy by holding regular training sessions when initially engaging or renewing a contract, or at business meetings and other occasions. We also ask our partners to pledge to comply with the policy. In addition, as part of our due diligence procedures, we ask business partners to submit written responses detailing their company’s profile and any past corruption problems, and assess the risk of corruption based on these responses. Especially, when we engage a business partner for business, such as in a public tender transaction or in a developing country, with a high risk of corruption, e.g. bribery of public officials, a more detailed risk assessment is carried out, including on-site interviews with the business partner conducted by an outside expert. If it is judged that there is a risk of corruption as a result of the assessment, we conduct awareness-raising activities concerning the prevention of corruption for such business partners, asking them to implement corrective measures such as strengthening the internal rules and organization to prevent corruption, and offering our support for such efforts. (The Company does not engage business partners if the implementation of remedial measures is refused or if there is a strong concern about corruption detected through the assessment process.)

Other Measures

In addition to the above-mentioned measures, we are striving to prevent corruption through the application of internal rules on business entertainment and gift-giving, and the strict application of approval procedures for business decisions and payment.

We have also established and operate an internal reporting system (the Speak-Up System, which allows anonymous reporting) that can be used by anyone involved in our business, including business and trading partners, in order to quickly identify corruption or the threat of corruption, to prevent compliance violations from occurring, and to rectify them as soon as possible. We also inform management executives or employees of Group companies, and business and trading partners, about the use of this system.

Management executives and employees whose corrupt conduct has been confirmed are subject to disciplinary action in light of internal rules. Business and trading partners are requested to rectify such actions, and other measures are taken, such as the suspension of transactions.

Tax Transparency

Basic Policy

The Sumitomo Chemical Group considers paying taxes one of the most fundamental and important social responsibilities of a company. We comply with the tax laws applicable to each country and properly pay taxes in accord with that spirit.

The Group understands that using exceedingly beneficial tax systems in regions or countries with no or low taxes (so called tax havens) hinders the collection of proper taxes in each country. By not using tax havens with the purpose of avoiding taxes and by paying appropriate taxes in the countries and regions where it does business, the Group aims to help spur economic development in those countries and regions.

The Sumitomo Chemical Group has established the Sumitomo Chemical Group Tax Policy to ensure tax transparency and enhance tax compliance.

Management System

The Sumitomo Chemical Group Tax Policy was established to diligently implement initiatives aimed at ensuring tax compliance and transparency, and it is shared with Group companies in Japan and overseas. We comply with the tax laws of each country and region where we do business and strictly and appropriately pay taxes.

Furthermore, important tax issues and strategies are reported to regular Management Meetings and Board of Directors meetings.

Goals and Results

Corporate Income Taxes Paid

Tax Amounts of Sumitomo Chemical Group						(Billions of yen)
	FY2020	FY2021	FY2022	FY2023	FY2024	
Tax amounts	54.4	68.3	65.5	48.3	10.1	

FY2024 Tax Amounts by Region of Sumitomo Chemical Group						(Billions of yen)
	Japan	Overseas	East Asia	North America	Others	Total
Tax amounts by region	-9.7*	19.8	11.3	2.1	6.4	10.1

* The Group received a tax refund in Japan on payments for the previous fiscal year.

Sumitomo Chemical Group Tax Policy

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/TaxPolicy_e.pdf



Responsible Care

Basic Policy

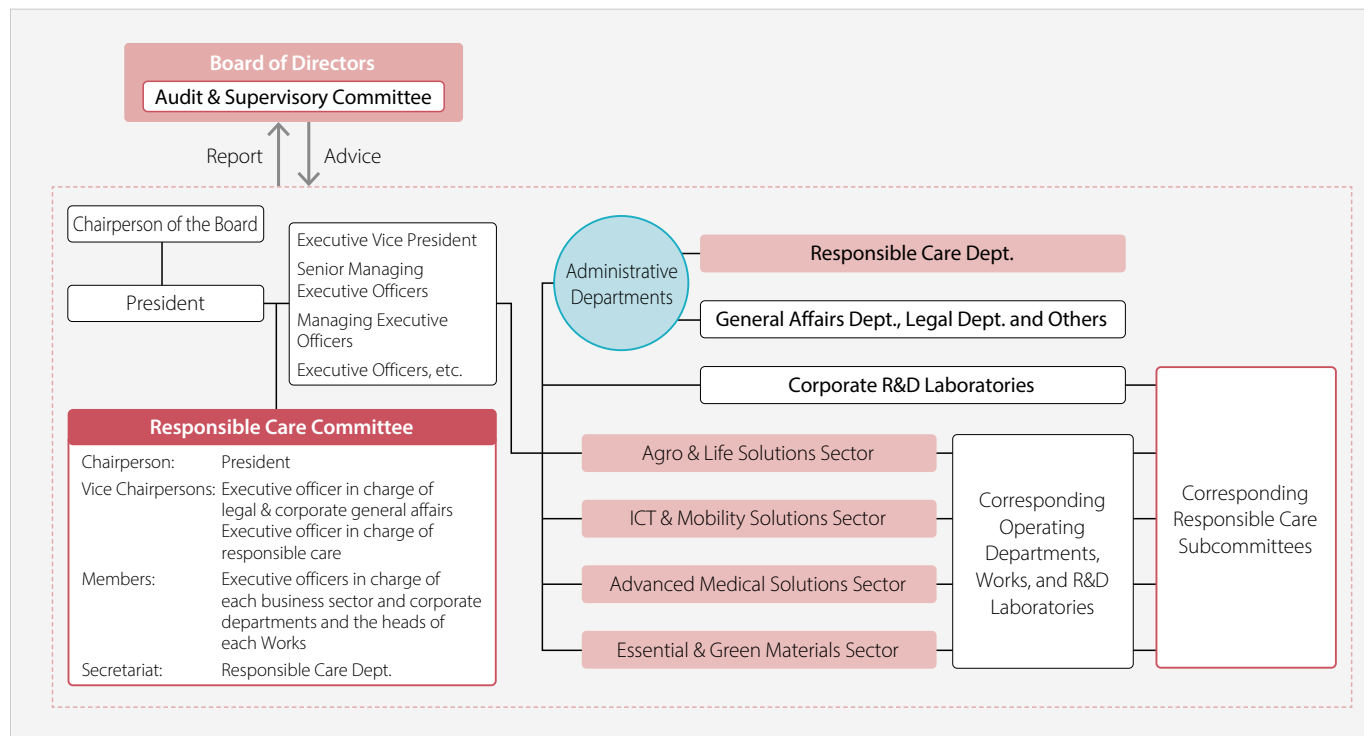
Responsible care (RC) activities refer to the voluntary initiatives undertaken by business operators in the chemical industry, with the goals of ensuring safety, health and the environment throughout the life cycle of chemical products, from development through to the manufacture, sales, use, and disposal after final consumption, maintaining and improving the quality of those products. These activities also strive to gain the further trust of society through continuous dialogue.

The Sumitomo Chemical Group has positioned responsible care activities as one of its most important management pillars. Based on the core principle of "Making safety our first priority," the Group has set goals for each of the following fields: occupational safety and health; industrial safety and disaster prevention; environmental protection; addressing climate change; product stewardship, product safety, and quality assurance; responsible care audits; and logistics. The Group is working to achieve the goals it has set.

Management System

As the body for deliberating and approving Sumitomo Chemical's RC activities, the Responsible Care Committee is chaired by the President and comprises executive officers responsible for and in charge of the administrative departments and the four business sectors of the Company, and the General Manager of each Works. The Committee puts in place annual policies on activities, medium-term plans, and specific measures as they relate to responsible care. The committee also analyzes and assesses the results of responsible care activities. The Committee then reports the content of its meetings to the Board of Directors as appropriate and receives necessary guidance in an effort to enhance its supervisory functions and the execution of its duties.

Organization of Responsible Care



Policies and Goals

Corporate Policy on Responsible Care

(Safety, Health, the Environment and Product Quality)

Sumitomo Chemical has set forth safety, health, the environment, and product quality as top priorities for all phases of its business activities in its Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality). This policy has been communicated to all employees of Sumitomo Chemical and its Group companies to ensure that each and every employee is fully aware of it.

Corporate Policy on Responsible Care
(Safety, Health, the Environment and Product Quality)

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/ResponsibleCarePolicy.pdf>

Promoting Responsible Care Activities

Sumitomo Chemical shares policies and targets regarding RC across the entire Group. We are working to maintain stable operations with zero accidents and zero injuries as the foundation of our business, which is one of the basic policies outlined in the responsible care medium-term plan. We are also striving to ensure safety, health and the environment throughout the life cycle of products as well as to improve the quality of chemical products the Company manufactures.

At present, we have stationed responsible care specialists at regional headquarters in Europe and the Americas as well as China and the wider Asia-Pacific region. This has enabled us to develop RC activities rooted in each area. We established the Sumitomo Chemical Group's Safety Ground Rules in 2016 as a measure to further secure safety at all Group locations. We have since been working to promote awareness of the rules among all Group employees

while further raising the level of Group-wide safety activities and eliminating work-related accidents. Moreover, we strive to ensure the safety of community residents and protect their environment while promoting mutual understanding by providing residents with information concerning our initiatives and engaging in dialogue.

Also, we continually work to develop human resources that are capable of implementing responsible care, for example, through training and practice at each production site and regional headquarters as well as regular meetings attended by the responsible care managers of Group companies in Japan and overseas. In addition, we publish a newsletter that covers various topics and information on accidents and disasters that have occurred within the Group in the hope of preventing similar occurrences. We also promote various kinds of RC activities through RC awards for excellent RC activities of Group companies.

	Medium-term Plan (FY2025-FY2027)
Occupational Safety and Health / Industrial Safety and Disaster Prevention	- Under the slogan "notice, share, and reduce risks," enhance efforts to call attention to risks that may change over time, building a safe organization that is resilient to change - Further utilize safety-focused technical knowledge gained using IT tools to prevent occurrences of similar disasters - Utilize the latest nondestructive inspection technology to eliminate leakage due to corrosion of outer surfaces - Enhance our efforts to prevent the occurrence of industrial accidents and minimize impacts caused by intensifying natural disasters as well as increasingly sophisticated and complex cyberattacks
Environmental Protection	- Promote the prevention of accidents and minimize troubles and reputational damage by thoroughly complying with environmental regulations and establishing a rapid and appropriate trouble-prevention system that is not dependent on individual experience - Advance the sophistication of environmental data aggregation management system to improve the efficiency of data aggregation and promote appropriate information disclosure
Addressing to Climate Change	- Support businesses by calculating and utilizing environmental values (promoting the use of CFP, LCA, SBC, reduction amounts, and more) - Address new issues, such as those related to biodiversity and water risks - Promote Sumika Sustainable Solutions
Product Stewardship, Product Safety, and Quality Assurance	- Work to address risks through use of the Company's systems, including the comprehensive chemical management system (SuCCESS) - Ensure the soundness of product quality and foster a quality-focused workplace culture to further enhance quality compliance. Furthermore, quickly and consistently conduct product safety inspections to strive to prevent product quality issues, thereby enhancing the safety and reliability of products
RC Audits	Conduct audits to ensure thorough operation of the responsible care management system, steady improvements to its operation, and compliance with related laws and regulations
Logistics	Work to reduce the number of logistics safety- and quality-related incidents

Note: More details on the key activities and initiative results for each field can be found in the following sections.



Eco-First Commitments

In November 2008, Sumitomo Chemical was the first diversified chemical company recognized as an Eco-First Company in the Eco-First Program promoted by the Ministry of the Environment. In November 2021, we updated our Eco-First Commitments for the third time, reflecting new initiatives related to environmental conservation. We made a declaration regarding this to the Minister of the Environment and are promoting initiatives based on these commitments.

Eco-First Commitments

<https://www.sumitomo-chem.co.jp/english/sustainability/governance/responsiblecare/ecofirst/>



Results

● Very favorable / ○ Generally favorable

Realizing a Carbon-Neutral Society

Formulated a grand design to achieve carbon neutrality by 2050

- The Sumitomo Chemical Group*1 commits itself to achieving carbon neutrality by 2050, and has established measures to reduce its greenhouse gas emissions by 50% by 2030 compared to the level of emissions in fiscal 2013. We will accelerate reductions in greenhouse gas emissions by approaching the issue from the perspectives of both obligations to reducing our own greenhouse gas emissions and contributions to global society through our products and technologies.

▶ P.064 Grand Design toward Achieving Carbon Neutrality

▶ P.072 Specific Initiatives for "Obligation"

▶ P.075 Specific Initiatives for "Contribution"

Promoting Sumika Sustainable Solutions

- We are promoting "Sumika Sustainable Solutions (SSS)", an initiative to designate products and technologies that contribute to global warming countermeasures and environmental impact reduction. The total sales of products and technologies designated under this initiative have reached 554.3 billion yen in fiscal 2024 (consolidated). In addition, the utilization of SSS-designated products and technologies in fiscal 2024 resulted in a total greenhouse gas (GHG) reduction of 6.6 million tons of carbon dioxide equivalent (CO₂e), with technology accounting for 2.9 million tons and final products accounting for 3.7 million tons.

"Sumika Sustainable Solutions" Main Products and Technologies

▶ <https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/sss/products/>

Realizing the Recycling of Plastic Resources and Solving Plastic Waste Problems

Practical application of plastic mechanical and chemical recycling

- We set a KPI for the amount of recycled plastic resources used in manufacturing processes, targeting 200,000 tons annually by 2030.
- To realize the recycling of carbon resources, beginning with plastics, we approach the plastic value chain at each level from the perspective of the 3Rs (reduce, reuse, recycle). Some related technologies have been selected by the Green Innovation Fund Project,*2 accelerating their technological development.

Conducting social contribution activities

- Since fiscal 2020, we have continued to provide education and raise awareness about resource recycling to all management executives and employees in the Sumitomo Chemical Group. In fiscal 2024, we carried out a total of 70 social contribution activities, such as cleaning up areas surrounding our business sites and cleaning up neighboring waterways and coasts.

Participating in various alliances

- Our participation in these alliances entails addressing broad social issues that would be difficult to solve alone.



▶ P.025 Participation in Initiatives

Management of Chemical Substances and the Promotion of Risk Communication

Reviewing Safety Information on Chemicals and Conducting Risk Assessments

- We publicly release safety summaries and are steadily revising the summaries. In fiscal 2024, we added 13 Chinese-language safety summaries. (https://www.jcia-bigdr.jp/jcia-bigdr/en/material/icca_material_list)

LRI*3 Initiatives

- Promoted research by actively participating in the LRI program implemented by the Japan Chemical Industry Association as a member of the steering committee and research strategy planning group.

Enhancing Information Disclosure and Risk Communication

- Published the Integrated Report, Sustainability Report, the Report on the Environment and Safety (at all worksites), local PR newsletters, etc., made information publicly available on the official website, made school visits, accepted student interns, and engaged in dialogue with local residents.

*1 Sumitomo Chemical and its consolidated subsidiaries in Japan and overseas

*2 To realize carbon neutrality by 2050, the Ministry of Economy, Industry and Trade created a 2 trillion yen fund in NEDO. These projects continuously support companies committed to ambitious targets pertaining to everything from research and development to pilot testing and practical application over a 10-year period.

*3 Long-range Research Initiative: Long-term support for research into the effects of chemical substances on human health and the environment



Responsible Care (RC) Audits

Basic Policy

The RC audit is a management system for verifying the proper implementation of RC activities, such as ensuring safety and environmental protection, and maintaining and improving the safety and quality of chemical products. It also promotes process enhancement if areas for improvement are found in those activities.

To promote the Sumitomo Chemical Group's RC global management, RC audit activities are used to study and evaluate duties executed in the course of business and the status of management and supervision from the perspectives of compliance, effectiveness, efficiency, and credibility of financial reporting. By offering advice and proposals for improvement and rationalization through the audit activities, we can prevent compliance violations, corruption, and errors as well as protect corporate assets and enhance operational efficiency. RC audits fulfill the functions of improving management at the Company and Group companies and aid in building, maintaining, and improving the internal control system (responsible audit rules) through the following four-step approach.

- Step 1:** Sharing Sumitomo Chemical's Business Philosophy
- Step 2:** Promoting an understanding of and sharing in the Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality); RC management systems; and Group Responsible Care Standards
- Step 3:** Establishing and developing RC management systems at each Group company
- Step 4:** Carrying out modifications to the direction and adjusting levels of RC activities by undergoing RC audits

Through face-to-face communication through each of the aforementioned steps, we have successfully provided assistance so that the RC management system is set in place by taking the scale, type of business, and attributes of each Group company into consideration. Relationships built on trust with Group companies that have been

nurtured through these RC audits are utilized to enhance individual support, the lively exchange of opinions, and various other initiatives aimed at resolving a wide range of issues at Group companies.

Management System

Sumitomo Chemical has an independent RC audit team. The auditors specially designated by the executive officers in charge of RC have a wealth of knowledge, experience, and technical expertise. Based on the RC audit policies and plans approved by the Responsible Care (RC) Committee every year, these auditors conduct audits of internal organizations as well as Group companies in Japan and overseas (consolidated business companies that have been determined to need auditing, Group business companies for which auditing has been requested, and listed Group companies (including their subsidiaries)). In fiscal 2024, we conducted all on-site audits as planned at

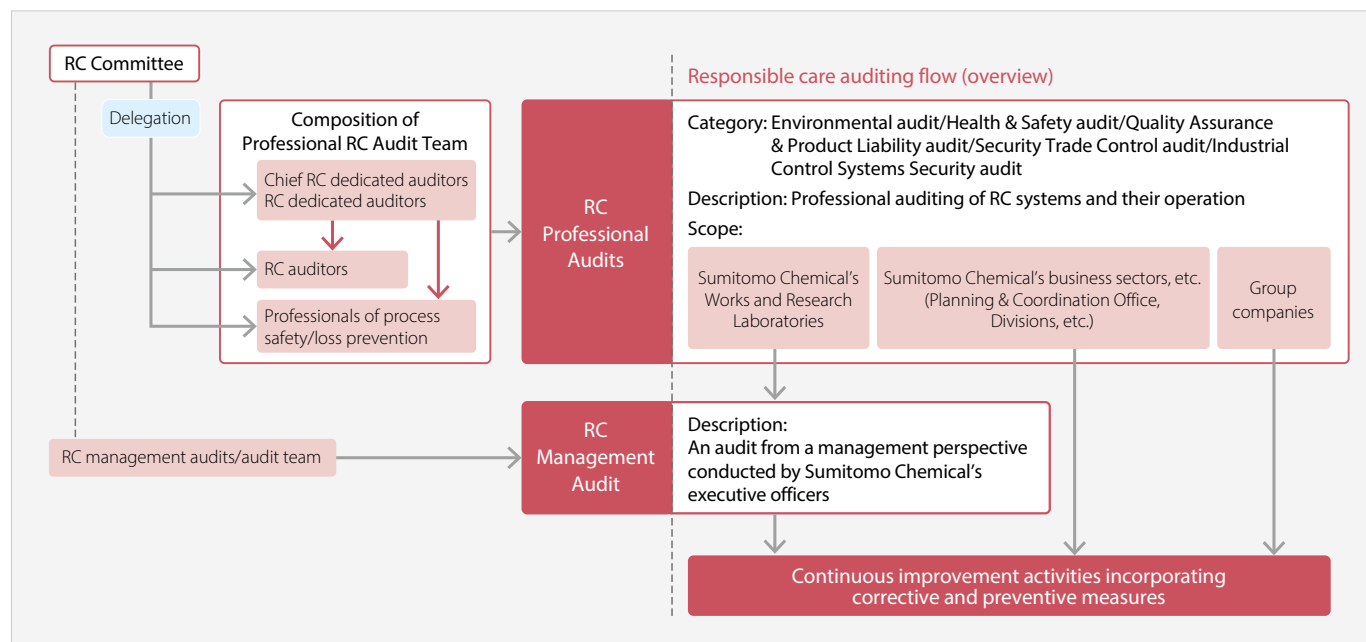
Group companies in Japan and overseas. RC audits of internal Works and research labs are conducted from a management perspective by an audit team comprising Sumitomo Chemical's executive officers in charge of RC, where the Works and labs report to the audit team and discuss their advancements of corrective and preventive measures against important assessments at RC audit as well as the status and important issues of their responsible care activities.

We continually work to prevent compliance violations, corruption, and errors as well as to improve the management of both Sumitomo Chemical and Group companies while building, maintaining, and improving their internal control systems as needed.

The Scope and Cycle

In principle, RC audits are conducted every one or two years at Sumitomo Chemical's Works and business sectors, and every three years at Group companies.

Responsible Care Auditing Framework



Goals and Results

■ Responsible Care Audit Results (Sumitomo Chemical Group)

Facilities		FY2022	FY2023	FY2024
Professional audits*1	Works and research laboratories	8	7	7
	Independent laboratories	0	1	1
	Logistics centers	0	0	0
	Business sectors	4	4	3
	Group companies in Japan	21	10	8*3
	Group companies overseas	12	13	3*3
Management audits*2	Works, research laboratories, and independent laboratories	5	8	6
Total		50	43	28

Note: Refer to Responsible Care Auditing Framework on page 057 for more details.

*1 Audits of systems and operations by specialists in each field

*2 Audits from a management perspective by Sumitomo Chemical officers

*3 In fiscal 2024, the target group companies consisted of 31 domestic companies (50 facilities) and 31 overseas companies (37 facilities). Selected companies were deemed subject to audit, and on-site audits were conducted accordingly.

■ FY2024 Professional Audits for Facilities and Business Sectors (Sumitomo Chemical)

Assessment	Facilities (Works, Research Laboratories)	Business Sectors (Head Office Business Sectors)	Total
Good Practice	18	3	21
Needs improvement	67	11	78
Needs to be considered	66	8	74
Total	151	22	173



Cybersecurity

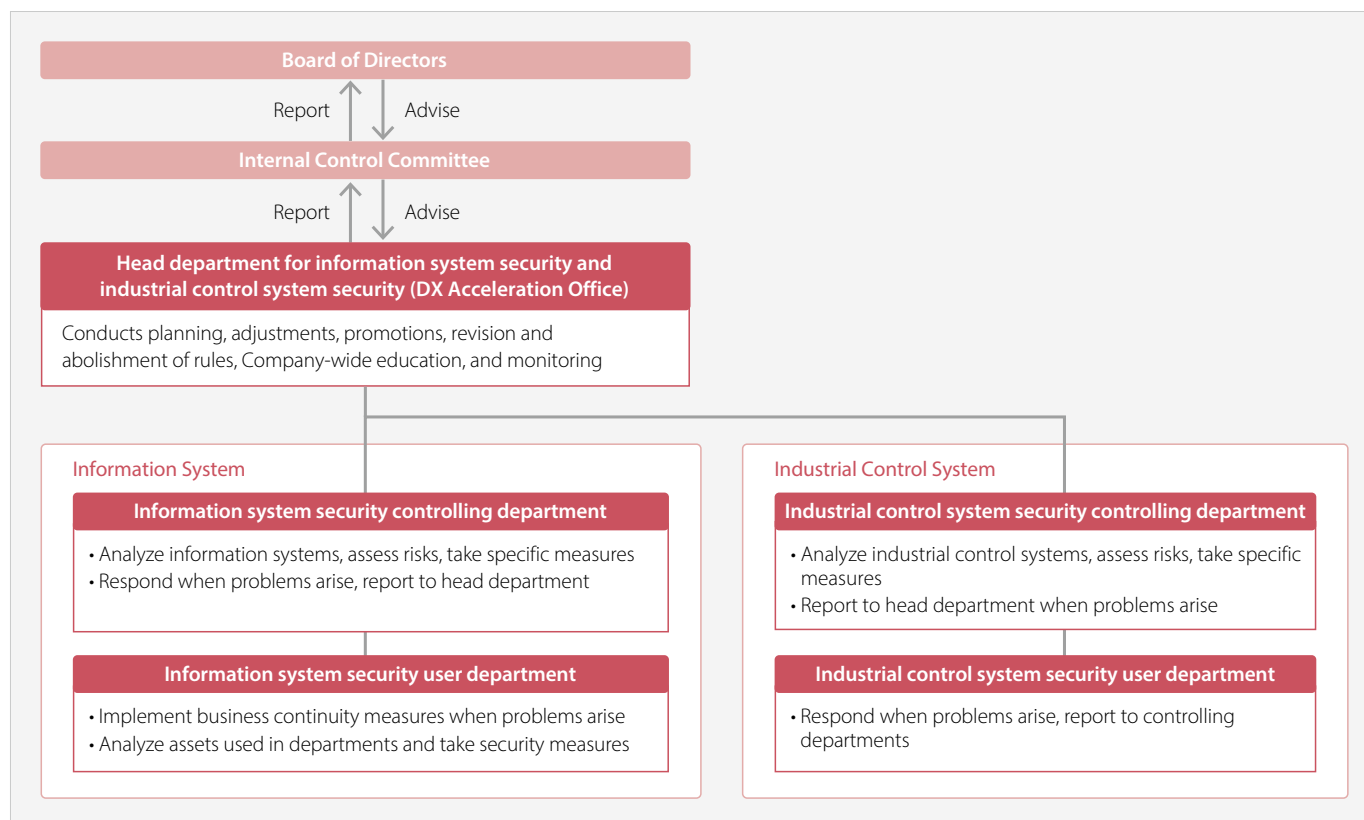
Basic Policy

Sumitomo Chemical has been accelerating Digital Transformation (DX) which seeks to strengthen business competitiveness and create new value through the utilization of IT. At the same time, however, the information system and industrial control system are facing ever greater risks due to skilled and sophisticated cyberattacks. The purpose of cyber security is mainly to prevent data leaks and loss by appropriately managing information systems, to prevent environmental impacts and ensuring health and safety by appropriately managing industrial control systems, and to minimize the impact of security incidents. We regard cyber security as a material issue for management as it works to fulfill its responsibility as a member of critical infrastructure operators, and takes multifaceted system security measures from organizational, institutional, human, technological, and physical aspects.

Management System

Sumitomo Chemical has constructed the following framework for information system security and industrial control system security, and is implementing the PDCA cycle.

Security Framework for Information System and Industrial Control System





Goals and Results

We have established a security policy in accordance with the concept of ISMS (Information Security Management System), an international standard for the organization's information security framework.

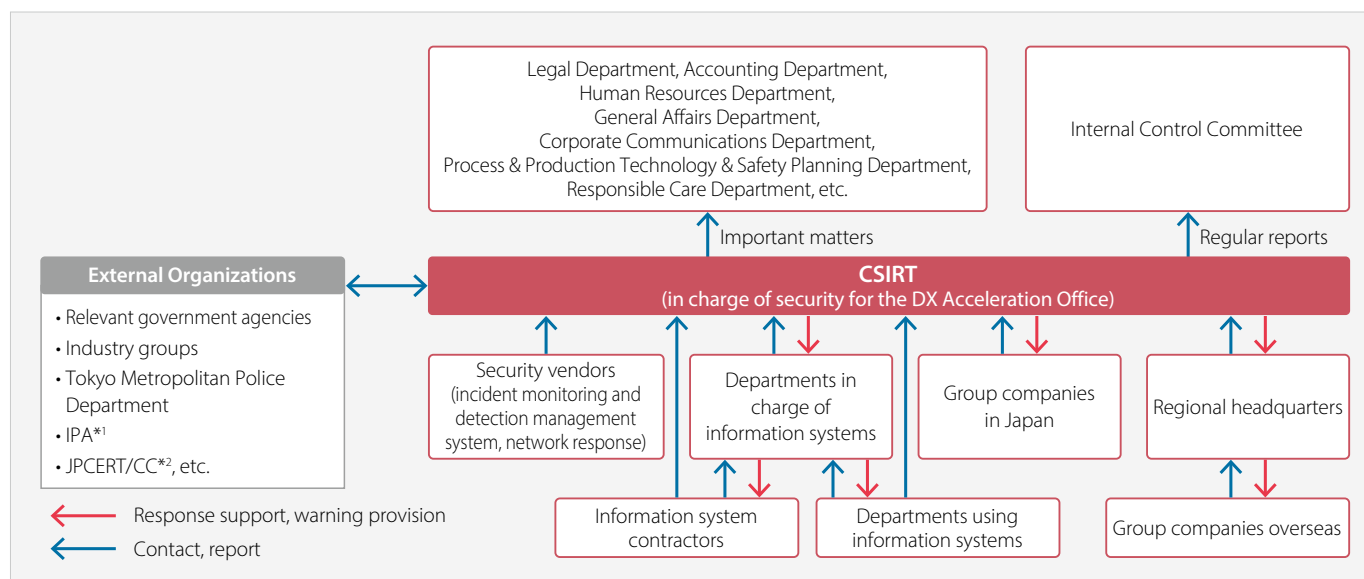
Our basic policy comprises multifaceted security measures (multilayered incident prevention and disaster mitigation), such as those outlined below.

Type of measure	Content of measure
Organizational measures	- Constructed an information system and industrial control system security framework - Constructed an information-sharing framework with inside and outside organizations to ensure preparedness against security incidents
Systematic measures	- Establish general standards and standards related to security, including for Group companies - Periodically conduct security self-inspections and conduct IT security internal audits that encompass Group companies
Personnel measures	- Conduct periodic security education using e-learning system, etc. - Conduct alerts and security incident response exercises
Technological measures	Implement a range of measures, including access restriction, malware measures, and vulnerability measures, for individual servers and computers as well as networks
Physical measures	Use cloud servers complete with entry/exit controls and other security features

Examples of Initiatives

We have established a CSIRT (Computer Security Incident Response Team) in the information system and industrial control system security head department (DX Acceleration Office). The team analyzes security information from external organizations, provides warnings to the Group, gathers information on security incidents that occur within the Group, and comprehensively manages the Group's response.

Security Incident Response Framework



*1 IPA: Information-Technology Promotion Agency, Japan

*2 JPCERT/CC: Japan Computer Emergency Response Team Coordination Center



Environment



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Contributing to the SDGs through Environmental Activities





Environmental Activity Goals and Results

Goal achieved or steadily progressing: ○ Goal not achieved: △

	Items	Boundary	Goals	Fiscal 2024 Results	Evaluation	Pages
Climate Change Mitigation and Adaptation	Greenhouse gas emissions Scope 1+2* ¹	Sumitomo Chemical Group Consolidated	Reduce 36% compared to fiscal 2020 levels by 2030 (Reduced 50% compared to fiscal 2013 levels)	Reduced 25% relative to fiscal 2020 (Reduced 42% relative to fiscal 2013)	○	Pages 064-075
	Scope 3* ²	Sumitomo Chemical Group Consolidated* ³	Reduce 14% relative to fiscal 2020 for categories 1 and 3* ⁴ by fiscal 2030	Reduced 26% relative to fiscal 2020	○	
	Unit energy consumption* ⁵	Sumitomo Chemical Group Consolidated	Improve more than 3% over the three years of the Corporate Business Plan (using fiscal 2021 as the base year for fiscal 2022–2024).	Improved 15% relative to fiscal 2021	○	
	Unit energy consumption in the logistics division	Sumitomo Chemical and Group companies in Japan* ⁶	Improve over 1% per year on average over five years	Worsened by an annual average of 0.5% over five years	△	

Note: Further details on goals based on the Act on the Rational Use of Energy and results are provided in the supplementary data (page 101).

*1 Scope 1: Direct greenhouse gas emissions from operators themselves (fuel burning and industrial processes), Scope 2: Indirect emissions from purchases of power and heat from outside the factory

*2 Scope 3: Emissions from the manufacturing and transportation of purchased raw materials

*3 Calculated for Sumitomo Chemical and Group companies listed on stock indices in Japan (Sumitomo Pharma Co., Ltd.; Koei Chemical Co., Ltd.; Taoka Chemical Co., Ltd.; and Tanaka Chemical Corporation).

*4 Category 1: Purchased goods and services, Category 3: Fuel and energy activities not included in Scopes 1 or 2

*5 Energy consumption divided by consolidated net sales

*6 Within the scope of specified shippers according to the definition stipulated under the Act on the Rational Use of Energy

Goal achieved or steadily progressing: ○ Goal not achieved: △

	Items	Boundary	Fiscal 2024 Goals	Fiscal 2024 Results	Evaluation	Fiscal 2025 Goals	Pages
Contribute to Recycling Resources	The amount of recycled plastics utilized in manufacturing processes	Sumitomo Chemical and Group companies in Japan/ Overseas	200k tons/year by 2030	Approximately 11,440 tons	—	200k tons/year by 2030	Pages 076-082
	Promoting the waste recycling and reuse	Sumitomo Chemical and Group companies in Japan	Improve the waste recycling and reuse rate* ⁷ by 5% or more relative to fiscal 2020 by fiscal 2025.	Worsened 18% relative to fiscal 2020	△	Improve the waste recycling and reuse rate by 5% or more relative to fiscal 2020 by fiscal 2025.	
		Group companies overseas	Improve the waste recycling and reuse rate* ⁷ by 5% or more relative to fiscal 2020 by fiscal 2025.	Improved 6% relative to fiscal 2023	○	Improve the waste recycling and reuse rate by 5% or more relative to fiscal 2023 by fiscal 2025.	
	Reduce the amount of waste sent to landfills	Sumitomo Chemical and Group companies in Japan	Maintain waste volume at below fiscal 2020 levels to fiscal 2024	Reduced by 20% relative to fiscal 2020	○	Maintain waste volume at below fiscal 2020 levels to fiscal 2025	

*7 Waste recycling and reuse rate: (amount internally and externally reused + Amount of internally and externally recovered heat) / Waste emissions

Pages
083-094

Notes: Regarding affiliated companies and plants newly included in the boundary of environmental data reporting, results data are tabulated from the fiscal year when the survey was conducted as the Sumitomo Chemical Group

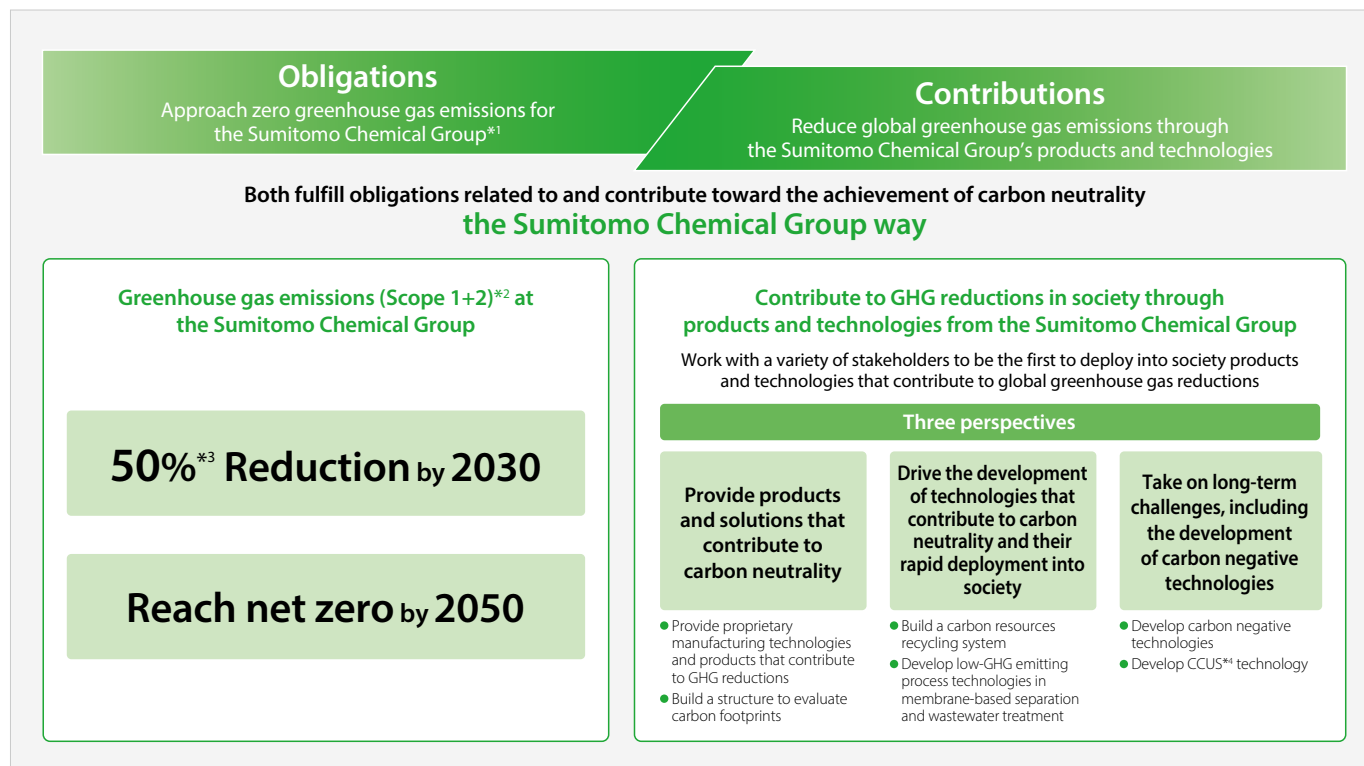
Climate Change Mitigation and Adaptation

Basic Stance

Sumitomo Chemical considers climate change a social issue on which chemical companies should take the lead. To swiftly address this problem, we are actively working to respond to risks and to seize opportunities by utilizing the technology we have cultivated to date. In addition, regarding disclosure related to climate change, we will continue gaining the trust of society by actively raising awareness of our initiatives using the framework of the TCFD recommendations.

Furthermore, with movements aimed at achieving carbon neutrality picking up steam in recent years, the chemical industry is being strongly called upon to create innovation and contribute to the achievement of carbon neutrality for society at large through its businesses. In December 2021, Sumitomo Chemical formulated and publicized its "grand design to achieve carbon neutrality," setting out a direction for its initiatives aimed at realizing carbon neutrality by 2050. In line with this, we will push ahead with initiatives that address both our obligation to bring our own greenhouse gas (GHG) emissions close to zero and the contribution we can make to promoting carbon neutrality for society as a whole through our technologies and products. To fulfill our obligation, we have committed ourselves to reducing our GHG emissions by 50% by 2030 (compared to the level of emissions in FY2013), and to achieving net zero GHG emissions by 2050. We will also contribute to the reduction of GHG emissions throughout society by engaging in external collaboration and otherwise facilitating innovation to develop products and technologies that serve this end, along with pursuing their social implementation, with the aim of helping communities around the world realize carbon neutrality.

■ Grand Design toward Achieving Carbon Neutrality



*1 Referring to Sumitomo Chemical Co., Ltd. and its consolidated subsidiaries in and outside Japan

*2 Scope 1: Greenhouse gases directly emitted by plants, such as in the use of fuels and in manufacturing products
Scope 2: Greenhouse gases emitted indirectly, such as through the purchase of electric power or steam from outside the Company's plants

*3 Compared to FY2013

*4 CCUS: Carbon dioxide Capture, Utilization and Storage

Disclosure in Line with TCFD Recommendations

Sumitomo Chemical expressed its support for the TCFD recommendations when they were published in June 2017. In line with the four recommended disclosure items, "Governance," "Risk Management," "Strategy," and "Metrics and Targets," the Group's efforts to address climate change issues are introduced on pages 065-075.

Governance

Sumitomo Chemical has established meetings and committees to deliberate important matters related to the management of the Group from a broad and diverse perspective in order to enhance its business execution and supervisory functions. Through these meetings and committees, the Company reports to the Board of Directors on issues related to the promotion of sustainability, including climate change.

Management Meetings:

Deliberation of important matters such as management strategies and capital investments, including agenda items and report items related to climate change response

Sustainability Promotion Committee:

Deliberations on important matters related to sustainability promotion

Responsible Care Committee:

Formulation of annual policies, mid-term plans, and specific measures to address climate change, as well as analysis and evaluation of performance

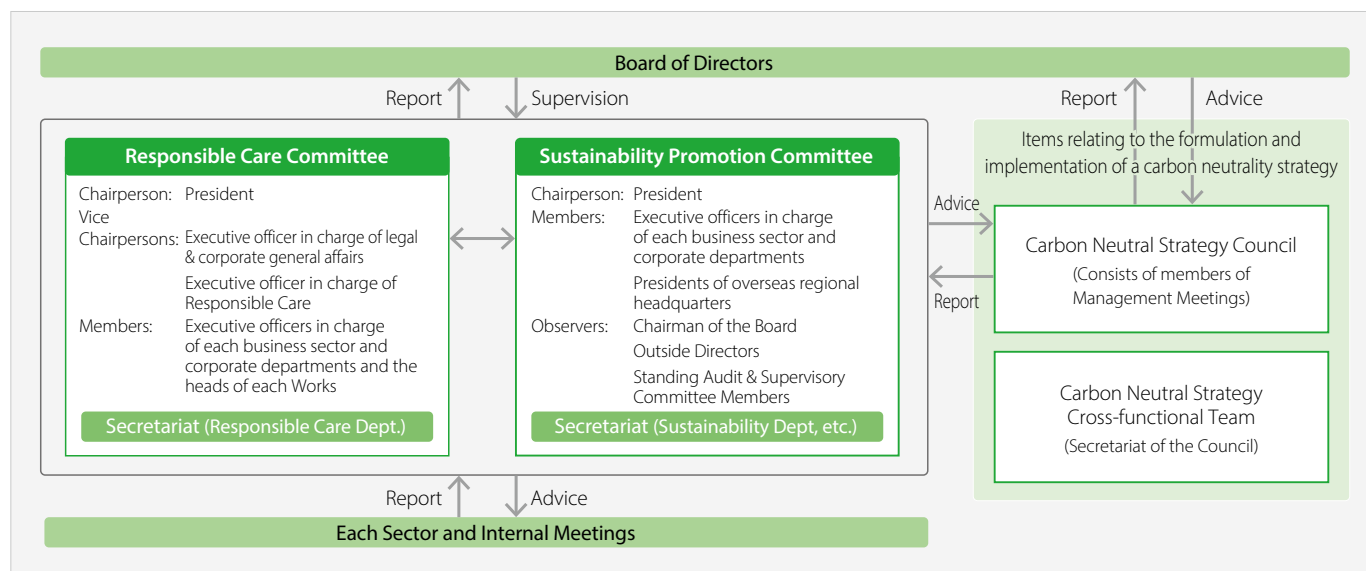
Carbon Neutral Strategy Council:

Deliberation and promotion of the grand design for achieving carbon neutrality by 2050

A wide range of specific issues related to energy and greenhouse gases (GHGs) are taken up for detailed discussion at Company-wide Science Based Targets (SBTs) GM Meetings, SBT Promotion Working Groups, Company-wide Energy Manager Meetings, Department Liaison Meetings on Global Warming, Group Company Information

Exchange Meetings, and other gatherings. Through the establishment of these various meetings, we have created a system capable of steadily and swiftly sharing important information in addition to managing energy and GHGs for Works, research laboratories, business sectors, and Group companies.

Structures for Responding to Climate Change



Meeting	Coordinator	Members	Content
Company-wide SBTs GM Meeting	Executive officer in charge of Responsible Care and Process & Production Technology & Safety Planning	General managers in charge of SBTs at individual worksites	Discussing various measures aimed at achieving SBTs
SBT Promotion Working Group	Process & Production Technology & Safety Planning Department general manager	Corporate Planning Office, Research Planning and Coordination Department, Process & Production Technology & Safety Planning Department, Responsible Care Department, and Environmental Burden Reduction Technology Development Group	Proposing various multi-faceted measures to achieve SBTs
Company-wide Energy Manager Meeting	Responsible Care general manager	Section managers in charge of Energy and GHGs at their worksites	Sharing and spreading information on initiatives at each worksite
Department Liaison Meeting on Global Warming	Responsible Care general manager	Section managers in charge of climate change action at the departmental and corporate levels	Sharing Company-wide policies and ESG issues
Group Company Information Exchange Meeting	Responsible Care general manager	Managers in charge of climate change action for Group companies	Sharing Group policies and issues and promoting best practices

Risk Management

To achieve sustainable growth, Sumitomo Chemical makes an effort to detect, at an early stage, various risks that may hinder the achievement of its business objectives, and takes proper measures. We focus on building and expanding our system relating to risk management so that we can promptly and properly address risks when they emerge.

Climate change issues are positioned as one of the Group's major medium- to long-term risks through, for example, an assessment from the perspective of the likelihood of their occurrence and impact, and are integrated into the Group's overall risk management process.

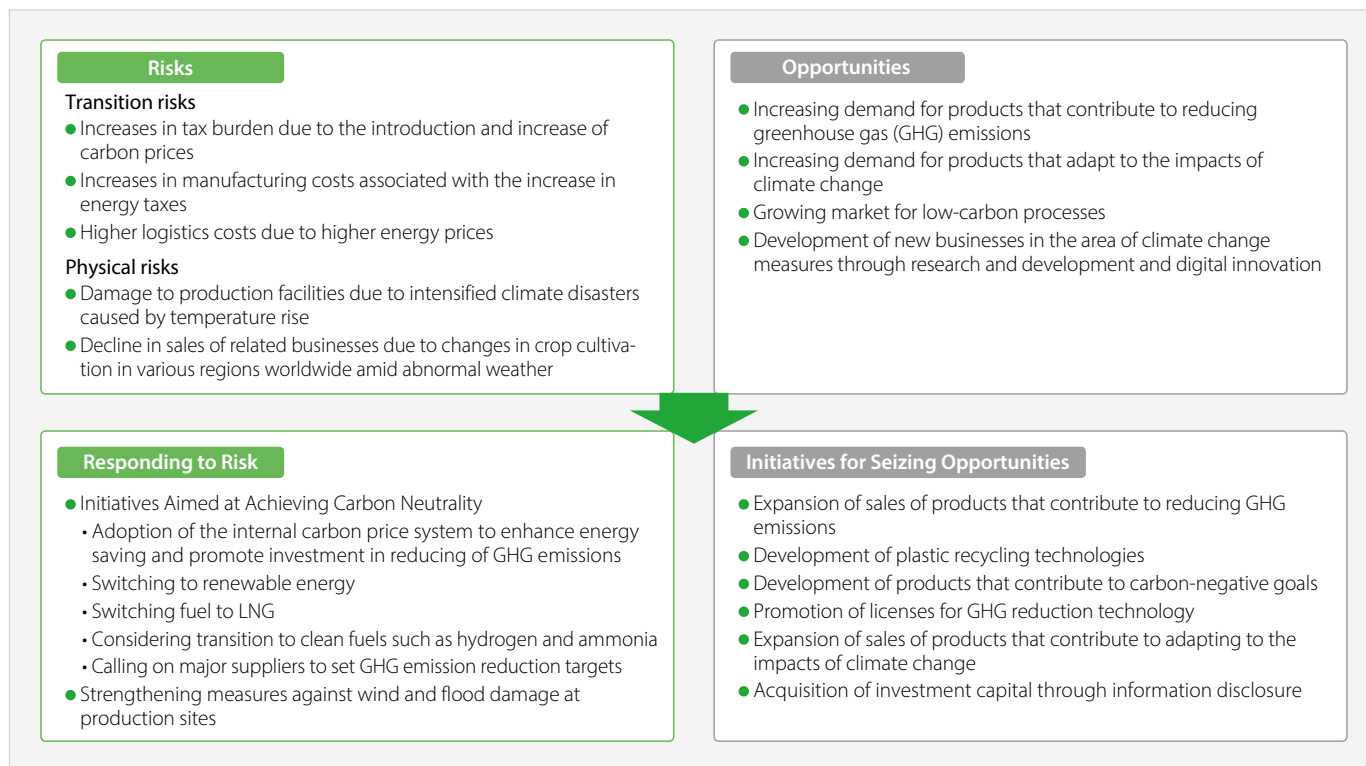
Specific Procedures

Each organization, including Group companies in Japan and overseas, conducts risk evaluations from the perspectives of probability of emergence (frequency) and financial impact in the event of emergence. The Internal Control Committee, which is chaired by the President, deliberates and identifies Company-wide material risks that need Group-wide initiatives, which may later be approved. The seriousness of each risk is determined by multiplying the probability of the individual risk by the financial or strategic impact on the Group's businesses.

Based on these processes, we have identified climate change-related risks and opportunities as detailed in the following table.

P.042 Risk Management

■ Risks and Opportunities



Strategy

In December 2021, Sumitomo Chemical formulated a grand design for achieving carbon neutrality by 2050. We will promote efforts to mitigate climate change from the perspectives of both "Obligation" (to bring the Group's GHG emissions close to zero) and "Contribution" (to reduce global GHG emissions through the Group's products and technologies).

In addition, as part of our efforts to adapt to climate change, we are striving to provide solutions adapted to global environmental changes, in such areas as agriculture and infectious diseases, and to strengthen new product development.

Investments to Achieve Carbon Neutrality

Starting in FY2019, in order to contribute to the realization of carbon neutrality for society as a whole, we calculate economic indicators reflecting internal carbon pricing (10,000 yen per ton) when GHG emissions are expected to increase or decrease for individual investment projects, and make investment decisions.

Investment Scale

We expect to invest a total of approximately 200 billion yen between FY2013 and FY2030 in carbon neutral-related investments.

Scenario Analysis

Scenario analysis, with regard to climate change, is a method in which we consider multiple scenarios, predict the impact of climate change and changes in the business environment due to long-term policy trends, and study the potential impact of these changes on our business and management. Currently, Sumitomo Chemical analyzes risks and opportunities with respect to both a scenario in which a variety of measures are taken to limit average global temperature increase to 1.5°C above the pre-industrial revolution levels, and a scenario in which countermeasures are not taken and temperatures increase by 4°C, evaluating the impacts of the two scenarios on our businesses and future actions that need to be taken.



■ Summary of the Scenario Analysis

● In blue: positive impact ● In red: negative impact

Scenario	Risks and Opportunities	Anticipated Situation (Example)	Impact Assessment	Action
Common for All Scenarios*1	Increasing Demands for Disclosure of Information	- Expansion of ESG investment - Increased demands for disclosure of the results of life cycle assessment - Introduction of international information disclosure guidelines related to the environment and sustainability, such as the ISSB Standards, CSRD and ESRS - Mandatory disclosure of emissions across the entire supply chain (Scope 3)	- Increased opportunity to get access to ESG investment capital by enhancing information disclosure - Improved rating in stakeholder assessments with regard to the disclosure of the amount of GHG emissions reduction calculated by life cycle assessment - Increased cost of compliance	- Formulate and release our Grand Design for achieving carbon neutrality - Disclose the amount of avoided GHG emissions (Science-Based Contributions) - Promote wider use of the carbon footprint calculation tool (CFP-TOMO™) - Respond to trends in regulations and movements by related institutions
1.5°C Scenario (Reduced GHG Emissions)	Increased Demand for Products and Technologies Contributing to the Mitigation of Climate Change	- Increasing investment and growing market for products and technologies contributing to the reduction of GHG emissions and for products and technologies related to recycling Examples - Growing markets for EVs and fuel cell vehicles (2030 to 2050) - Growing markets for components and materials for high-efficiency communication, due to change in consumer behavior (including expansion of the sharing economy and more efficient logistics with the use of IT) - Shift to energy sources with low environmental impact - Expansion of CCUS*2 (2030 onward) - Expansion of the circular economy, with the aim of reducing GHG emissions derived from fossil fuels (2030 to 2050) - Growing markets for energy-saving homes and building materials	- Increased demand for SSS*3-designated products - Increasing need for technological development for future SSS-designated products Examples - Components and materials for EVs and fuel cell vehicles - Increased sophistication in IT devices, demand for display and semiconductor materials necessary to reduce energy consumption, demand for functional materials and battery materials that contribute to the spread of smart mobility - Technology that contributes to reducing GHG emissions - Products and technologies for CO2 recovery, on the back of the expansion of CCUS - Carbon negative technologies - Recycling-related products and technologies - Biologically derived products and technologies - Energy-saving construction materials, such as heat-storing materials - Delay in recouping development costs in line with lagging shift in social needs and markets	- Enhance development and production systems for such materials as those used in displays, semiconductors, functional materials, and battery materials - Enhance development and production systems for materials for next-generation power devices and high-efficiency communications - Develop a process for recycling lithium-ion batteries - Promote licensing of technologies that contribute to reducing GHG emissions (for example: the hydrochloric acid oxidation process and the propylene oxide-only process) - Develop technologies relating to CO2 recovery - Develop products that contribute to negative carbon emissions (for example: agricultural materials utilizing fungi, resins produced from microbes) - Develop plastic recycling technology and build a recycling chain in cooperation with waste management companies, then deploy them in society Examples - Mechanical recycling of vehicles - MMA chemical recycling - Develop technology for biologically derived products and stoke demand for certified products - Develop technology for and expand sales of heat storage material products - Promote the feedstock shift to green ammonia - Active development of a brand to visualize environmental value (Meguri™) - Advocacy activities for systems related to the use of products that mitigate environmental burden
	Increased Regulation on GHG Emissions	- Higher carbon prices (in developed countries, USD 140/ton for 2030, USD 250/ton for 2050)*4 - Introduction of economic measures, including carbon taxes, carbon levies, and emissions trading systems, for green transformation (GX) systems - Stronger requirements for GHG emissions reductions and making energy-saving performance mandatory - Phased abolishment of subsidies for fossil fuels (in India and Southeast Asia, etc.) - Accelerating transition to a circular society and increased regulation - Increase in calls to promote use of renewable energy from customers	- Increased operational costs due to higher energy taxes including carbon prices (Assuming volume of GHG emissions in fiscal 2050 is about 5.55 million tons/year (Scope 1+2), the same level as in fiscal 2024, and a carbon price between 22,000–39,000 yen per ton of CO2, our expense burden will increase by about 130-220 billion yen per year.) - Lower utilization of high-energy consumption production facilities - Increase in utility expenses due to an increased proportion of renewable energy	- Consider carbon-neutral petrochemical complexes and ports - Switch to highly efficient equipment by actively utilizing government subsidies - Switch to renewable energy - Switch fuel to LNG - Rationalization research for manufacturing processes - Develop technologies to capture, separate, and utilize GHG, and deploy them in society - Promote the deployment of GHG emission removal equipment - Consider transition to clean fuels such as hydrogen and ammonia
	Increased Cost of Raw Materials	- More use of resources from circular systems and progress in the transition to lower environmental impact processes - Increased costs due to more use of recycled materials - Increase in calls for green procurement	- More difficult to procure raw materials - Lower profitability of the existing businesses	- Diversify raw material sources - Evaluate the use of recycled raw materials - Evaluate self-manufacture of raw materials with unstable supply - Shift to a local production, local consumption model (for products where raw material procurement costs make up a relatively high proportion of the price) - Optimization of business structure through corporate cooperation

*1 Common for all scenarios: Situations that can be expected in both the 1.5°C scenario (reduced GHG emissions) and the 4°C scenario (business as usual)

*2 CCUS: Carbon dioxide Capture, Utilization and Storage *3 Sumika Sustainable Solutions *4 Assumptions based on World Energy Outlook 2024



● In blue: positive impact ● In red: negative impact

Scenario	Risks and Opportunities	Anticipated Situation (Example)	Impact Assessment	Action
4°C Scenario (Business as Usual)	Increased Demand for Products and Technologies Adaptable to Climate Change	- Growing market for crops resistant to environmental changes such as temperature rise and drought - Spread of infectious diseases due to the impact of climate change	- Increased demand for SSS-designated products - Increased need for technological development for future SSS-designated products - Examples - Biorationals and soil amendments - Agrochemical products adaptable to the change in crop growth - Agents for prevention and treatment of infectious diseases	- Develop products such as biorationals - Provide solutions that respond to global changes in the environment for agriculture and infectious diseases - Enhance sales and marketing structures and new product development structures with an eye on changes in demand in targeted markets
	Intensified Climate Disasters due to Temperature Rise	- More impact on plant operations - Expanded impacts on product storage and logistics - Rising sea level, damage from storm surges and floods, and heat waves - Damage to farmland due to droughts and soil degradation	- Facilities located on seashores and river banks cease operations - Decreased cost competitiveness of plants due to increased costs for measures to be prepared for disasters - Decreased demand due to lower agricultural productivity	- Manage and respond to risks from a business continuity planning perspective - Expand and diversify the regions in which we do business

Metrics and Targets (Risk)

As a metric for climate-related risks, we are the first diversified chemical company in the world to utilize GHG emission reduction targets certified as Science Based Targets (SBT). Our Group's*¹ GHG emissions (Scope 1 + 2) reduction target for 2030 is 50%*², and has been certified under SBT's Well Below 2.0°C standard. Until 2030, we aim to achieve this goal by utilizing the best available technology (BAT) in the manufacturing process at existing plants and by making thorough energy conservation and fuel switching in the manufacturing process.

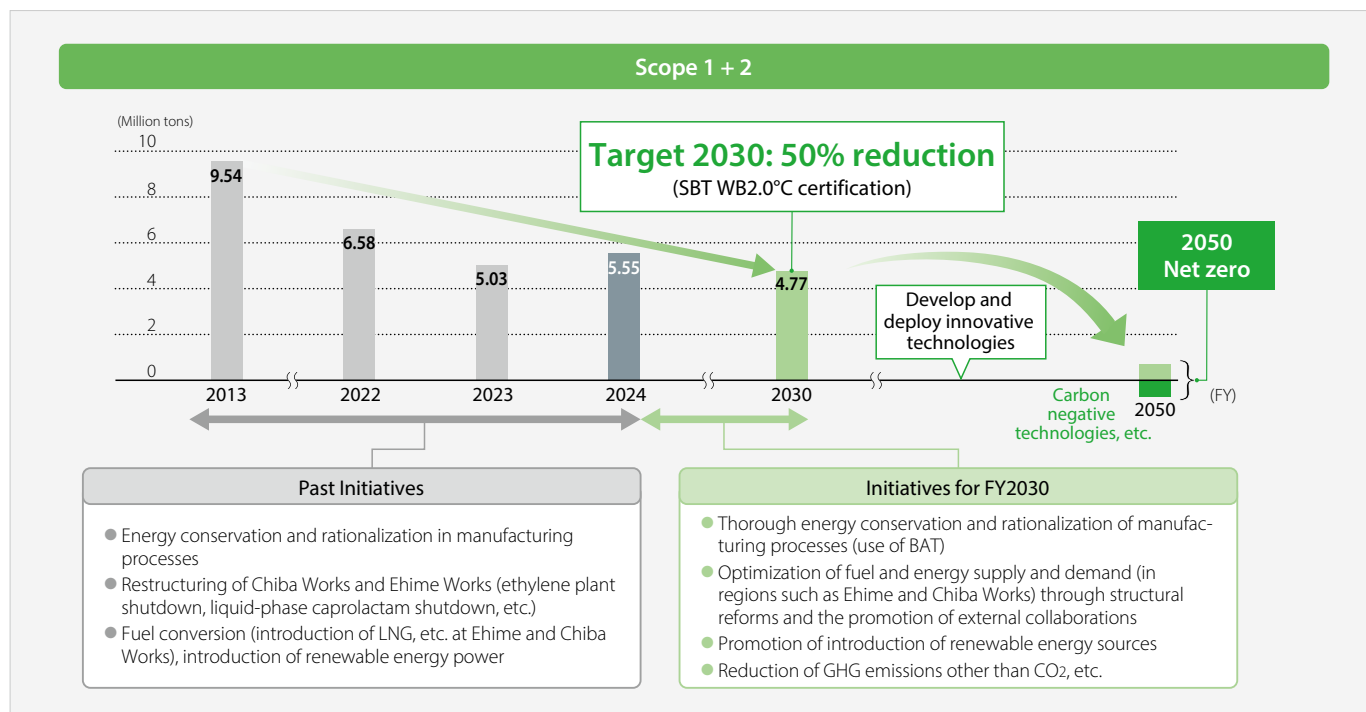
On the other hand, to reach net-zero emissions by 2050, it will be difficult to respond only with existing technologies, and innovative technologies such as carbon-negative emissions and CCUS*³ will be necessary. We will continue to study the development of them and their early implementation.

*1 Sumitomo Chemical + domestic and overseas consolidated subsidiaries

*2 Compared to FY2013

*3 Capture, effective utilization, and storage of CO₂ emitted from plants, etc.

GHG Emissions Trends and Reduction Targets (Scope 1+2)





★: Assured by an independent assurance provider

FY2024 Energy Consumption and Greenhouse Gas Emissions

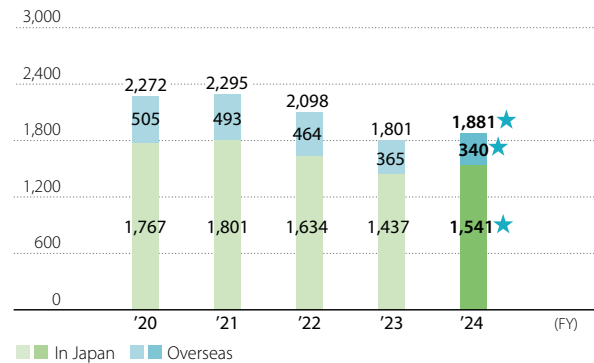
The Group's greenhouse gas emissions for fiscal 2017 onward are calculated with reference to the GHG Protocol (refer to page 173 "Calculation Standards for Environmental and Social Data Indicators"). The boundary of calculation has been expanded to include principal consolidated Group companies, which account for up to 99.8% of consolidated net sales.

Greenhouse Gas Emissions ★(Thousand tons of CO₂e)

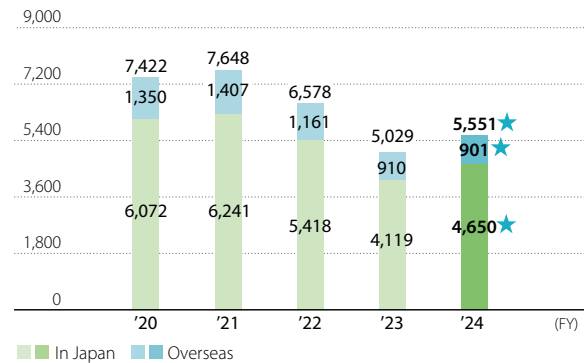
	Sumitomo Chemical and Group Companies in Japan	Overseas Group Companies	Total
Scope 1	4,529	306	4,836
Scope 2	121	595	715
Total	4,650	901	5,551

Note: Biomass-derived emissions were 0 thousand tons of CO₂e**Energy Consumption (GHG Protocol standards)**

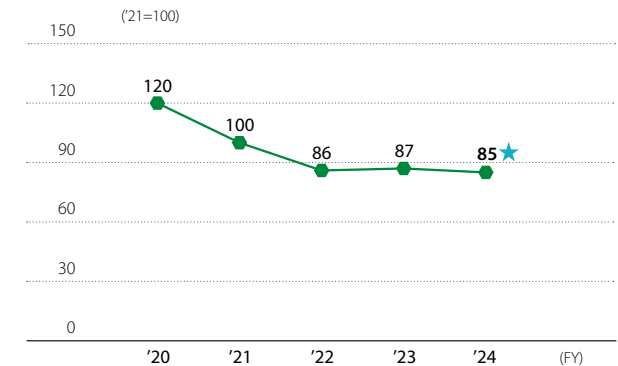
(Thousand kl of crude oil)



Note: • In line with the GHG Protocol standards, we now include the amount of energy consumed in the production of power and steam sold to external parties by Sumitomo Chemical Group.

Greenhouse Gas Emissions (GHG Protocol standards)(Thousand tons of CO₂e)

Note: • Having adopted the GHG Protocol standards for our GHG emission disclosures, we now include the following data: CO₂ emissions from energy sold to external parties by the Group; CO₂ emissions from energy use attributable to Sumitomo Chemical's non-production sites; CO₂ emissions from non-energy sources not included in the scope of the Act on Promotion of Global Warming Countermeasures.

Unit Energy Consumption Index (GHG Protocol standards)

Notes: • The figures are indexed to energy consumption (GJ) per unit of sales
• Improve more than 3% over the three years of the Corporate Business Plan (using fiscal 2021 as the base year for fiscal 2022–2024).

★: Assured by an independent assurance provider

GHG Emission Reduction Targets (Scope 3)

Scope 3

Reduce GHG emissions (Scope 3: Categories 1 and 3) of major Group companies

by 14% from the FY2020 level by FY2030 (SBT WB2.0°C certification)

Supplier Engagement Initiatives

We are promoting climate actions through dialogue with our suppliers, and at the same time setting reduction targets for indirect GHG emissions (Scope 3) across the supply chain by 2030, together with reduction targets for GHG emissions from our business activities (Scope 1 and 2). Through these initiatives, we have renewed our certification under the Science Based Targets (SBT) initiative at the “well-below 2°C” level. As one example, we explain our group’s efforts to achieve carbon neutrality to our key domestic suppliers annually while requesting their cooperation in reducing GHG emissions. In recognition of these efforts, the company has been selected as a “Supplier Engagement Leader,” the highest rating in the Supplier Engagement Rating conducted by CDP, an international NGO, for six consecutive years.

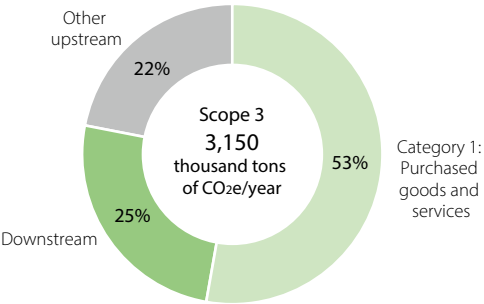


Status of Scope 3 GHG Emissions

(Thousand tons of CO₂e/year)

Category	Emissions				
	FY2020	FY2021	FY2022	FY2023	FY2024
1. Purchased goods and services	2,346	2,441	2,261	1,858	1,661★
2. Capital goods	164	141	146	186	216
3. Fuel- and energy-related activities (not included in scope 1 or scope 2)	585	559	550	512	488★
4. Upstream transportation and distribution	53	55	53	50	48★
5. Waste generated in operations	41	58	37	33	27★
6. Business travel	2	3	7	6	5
7. Employee commuting	11	9	9	9	10
8. Upstream leased assets	<1	<1	<1	<1	<1
9. Downstream transportation and distribution	<1	<1	<1	<1	<1
10. Processing of sold products	—	—	—	—	—
11. Use of sold products	42	45	34	24	23★
12. End-of-life treatment of sold products	806	788	772	662	666
13. Downstream leased assets	—	—	—	—	—
14. Franchises	—	—	—	—	—
15. Investments	—	—	—	—	—

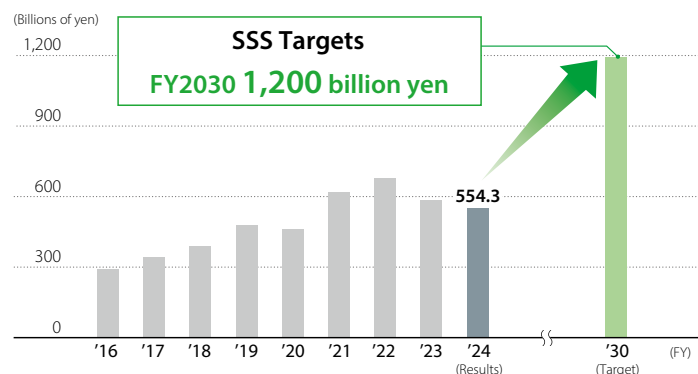
Notes: • For Scope 3 data, indirect greenhouse gas emissions from business activities throughout the supply chain are calculated separately by category and then added together.
• Calculated for Sumitomo Chemical and Group companies listed on stock indices in Japan (Sumitomo Pharma Co., Ltd.; Koei Chemical Co., Ltd.; Taoka Chemical Co., Ltd.; and Tanaka Chemical Corporation).
• Category 4 does not include Taoka Chemical Co., Ltd., but includes Nippon A&L Inc.
• Category 11 figures are N₂O converted into CO₂



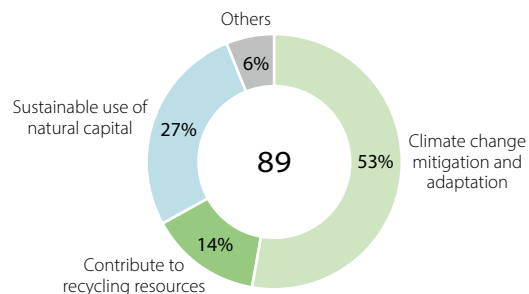
Metrics and Targets (Opportunities)

Sumika Sustainable Solutions (SSS) is used as a metric for climate-related opportunities. SSS is an initiative in which we designate those of our Group's products and technologies that contribute to the fields of climate change mitigation and adaptation, contribute to recycling resources, and sustainable use of natural capital in order to promote their development and spread. The sales revenue from certified products for FY2024 reached 554.3 billion yen. We will continue to advance our efforts towards achieving the FY2030 target of 1.2 trillion yen.

Sumika Sustainable Solutions' Sales Revenue Targets



Percentage of products and technologies in each certified field (FY2024)



Note: Number of SSS designated products and technologies 89

Science Based Contributions (SBC) Avoided GHG emissions through products and technologies

In order to more clearly demonstrate the contribution of our products and technologies to carbon neutrality (CN), we have established a new indicator, Science Based Contributions. By calculating and visualizing the contribution to avoided greenhouse gas (GHG) emissions, we will accelerate our efforts to achieve CN for society as a whole through our products and technologies. The SBC quantitatively and scientifically calculates the amount of GHG reductions achieved in society through the use of SSS designated products and technologies that we have sold and provided. The figures are calculated based on the product CFP and sales volume of the subject products and the production capacity of the licensed plants, etc. The calculation method is validated by external experts. We will strive to promote understanding of the contribution of our products and technologies to society through active disclosure of information to our stakeholders using the SBC, and promote efforts to realize CN around the world.

SBC results		FY2023	7.1 million tons	FY2024	6.6 million tons
Item	Beneficiaries	FY2023 (million tons)	FY2024 (million tons)		
SSS Technology	Propylene oxide (PO)-only process, Hydrochloric acid oxidation process	Licensees	2.7	2.9	
SSS End Products	Methionine, Flumioxazin, etc.	Users	4.4	3.7	
SSS Materials & Components	Components for Secondary Batteries and aircraft, etc.	Users	Not applicable (under consideration)		

Calculation Method	
SSS Technology	- PO-only process is compared to the average of other PO manufacturing processes, such as the chlorine process, and hydrochloric acid oxidation process is compared to the salt electrolysis process. - Calculation of reduction contribution by licensees.
SSS Products	- Methionine is compared to feed without additives. The contribution to the reduction of N₂O in poultry waste was calculated.* - Regarding the Flumioxazin, contributions to emissions reduction achieved by no-till farming in the U.S. were calculated by comparing no-till farming for soybean cultivation with the conventional farming method.

* In addition to the SBC, we conduct assessments of some products using the Life-cycle Impact assessment Method based on Endpoint modeling (LIME).

Contributing through Business — Sumika Sustainable Solutions (SSS)

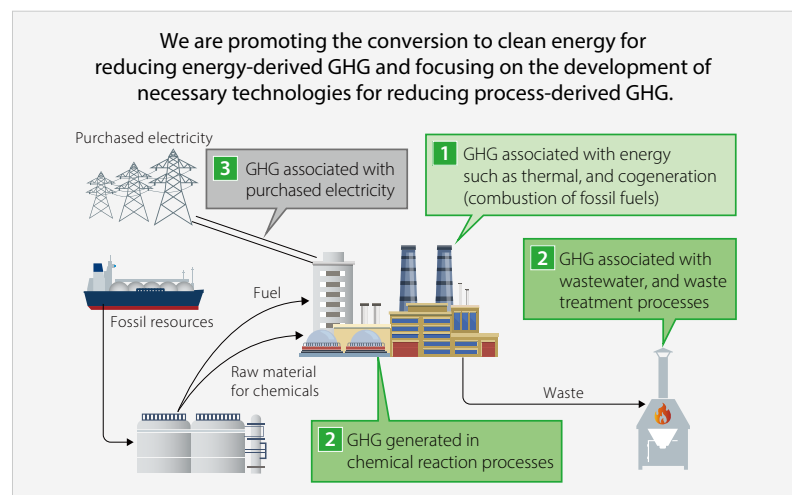
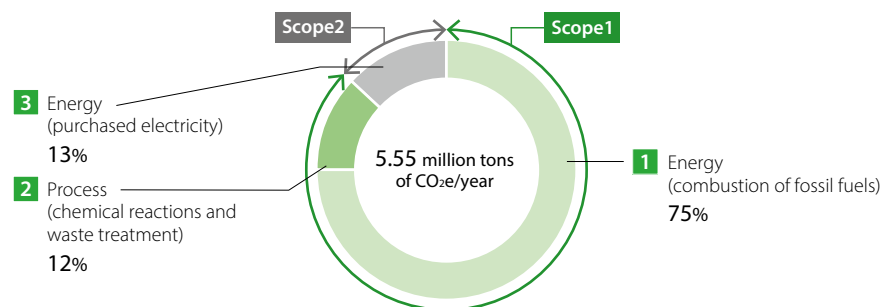
<https://www.sumitomo-chem.co.jp/english/sustainability/management/promotion/sss/>

Specific Initiatives for “Obligation”

Major Sources of GHG Emissions from Chemical Plants

The chemical industry is an industry in which raw materials are converted into products through chemical reactions that are driven by electricity, heat from steam, and other forms of energy. In FY2024, 75% of our GHG emissions came from **1** Energy (combustion of fossil fuels), 12% from **2** Process (chemical reactions and waste treatment), and 13% from **3** Energy (purchased electricity). We aim to reduce GHG emissions by focusing on the conversion to clean energy for energy-derived GHG and on the development of necessary technologies for process-derived GHG.

GHG Emissions in FY2024



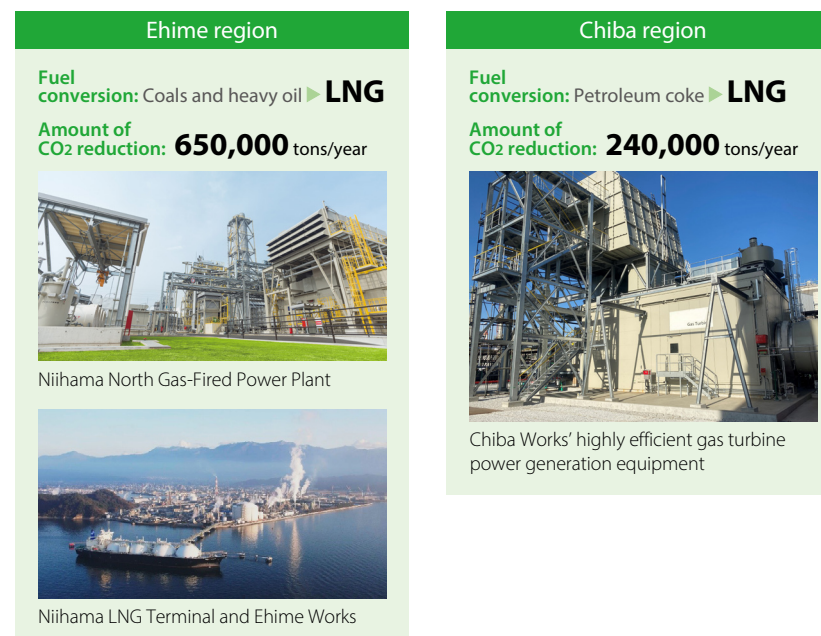
1 Reduction of GHG Emissions from Energy (combustion of fossil fuels): Fuel Conversion

Sumitomo Chemical is working to reduce the Group's GHG emissions as an SBT-certified company. At plants in Japan, we are introducing highly efficient gas turbine generators and decommissioning a number of existing boilers. Aiming to reduce carbon emissions, we are switching from using conventional high CO₂-emission fuels like coal, petroleum coke, and heavy oil to using low CO₂ emission intensity fuels like liquefied natural gas (LNG).

In March 2022, at Ehime Works, Niihama LNG Co., Ltd.* began operating the Niihama LNG Station, which supplies LNG instead of conventional coal or heavy oil. In November 2022, Sumitomo Joint Electric Power Co., Ltd. started operations of the Niihama North Gas-Fired Power Plant, a facility it constructed that uses LNG. These efforts will result in a 650,000-ton annual reduction in CO₂ emissions. In January 2024, we began operating highly efficient gas turbine power generation equipment at Chiba Works that uses LNG instead of the existing petroleum coke. With the construction of this equipment, we will reduce annual CO₂ emissions by over 240,000 tons (equivalent to around 20% of the CO₂ emitted by Chiba Works). It will also enable the supply of power to neighboring Group companies as we work hard to reduce GHG emissions across the entire Group.

* Funded by Tokyo Gas Engineering Solutions Corporation, Shikoku Electric Power Co., Inc., Shikoku Gas Co., Ltd., Sumitomo Joint Electric Power Co., Ltd., and Sumitomo Chemical

Fuel Conversion and CO₂ Emissions Reduction



In addition, the following initiatives are being implemented with respect to the conversion from LNG to cleaner fuels.

Transition to Clean Fuels

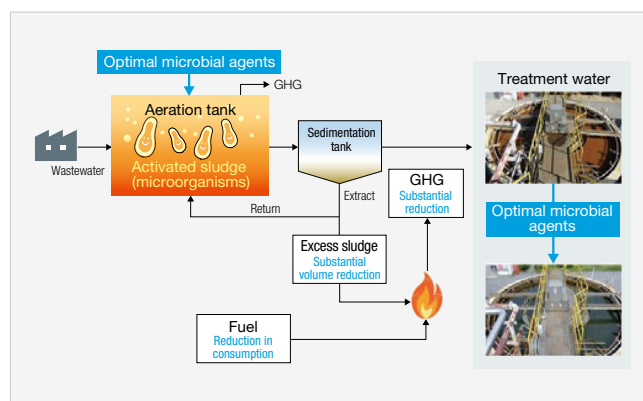
Hydrogen and ammonia are gaining attention as clean fuels that do not emit CO₂ during combustion, with ammonia also being recognized as a hydrogen carrier. We are continuing to secure a stable supply of ammonia, and focusing on clean ammonia by the most effective use of the existing large tanks in the Niihama area of Ehime Prefecture. We are also participating in regional collaboration initiatives to build a supply chain for ammonia and hydrogen for future fuel applications.

P.075 Climate Change Mitigation and Adaptation: Initiatives through Regional Collaboration

We will continue to study the possibility of making each power generation facility cleaner (zero GHG emissions) based on the development status of ammonia and hydrogen combustion technologies, biomass fuel market trends, and regional collaboration efforts.

2 Reduction of GHG Emissions from process (chemical reaction and waste treatment): Innovation in Wastewater Treatment Technology

Sumitomo Chemical is promoting biotechnological wastewater treatment. Wastewater treatment is an essential initiative to prevent water pollution and promote the recycling and reuse of water resources, however there was the issue that it requires a lot of energy and causes GHG emission when incinerating excess sludge. To address this issue, we have improved wastewater treatment capacity while reducing the amount of sludge generated, GHG emissions associated with wastewater treatment, and fuel consumption through the use of optimal microbial agents.



3 Reduction of GHG Emissions from Energy (purchased electricity): Use of renewable energy

From November 2021, Sumitomo Chemical's Oita Works switched its purchased electric power to 100% renewable energy-derived power, reducing GHG emissions from the Works by around 20%. In addition, at the same Works, we switched the fuel used on site from heavy oil to the low CO₂ emission intensity city gas and are working to optimize the plant operation conditions, achieving a GHG reduction of around 10%. Through these efforts, we realized a total reduction in GHG emissions of around 30% compared to fiscal 2013 at the Works.

Initiatives Aimed at Reducing GHG Emissions at Each Worksite

Each Sumitomo Chemical worksite helps reduce GHG emissions, including in the following ways: installing the latest highly efficient equipment; introducing rationalization and energy-saving measures in production processes; switching to lower-carbon fuels and other forms of energy; installing LED lighting; and soliciting employee suggestions on how to further improve our energy-saving efforts. Furthermore, regarding cleanrooms and other facilities that are highly specialized and difficult to manage, we have launched initiatives in cooperation with experts. Information on the state of these activities is exchanged at Company-wide Energy Manager Meetings, at which representatives from each worksite gather in one location to work on reducing the GHG emissions of the Company as a whole.

Chiba Works: Introduction of EV Bus

At Chiba Works, we introduced EV bus for commutes and for moving between plants. The purpose is to help reduce CO₂ emissions and raise awareness of carbon neutrality among employees. The body of the bus is wrapped in a design that was solicited from employees. In the near term, we plan to use renewable energy when charging the bus and, going forward, intend to use it for more than just transportation. For example, it can be used as emergency power source at times of natural disaster as well as for a wide range of other applications.



EV bus

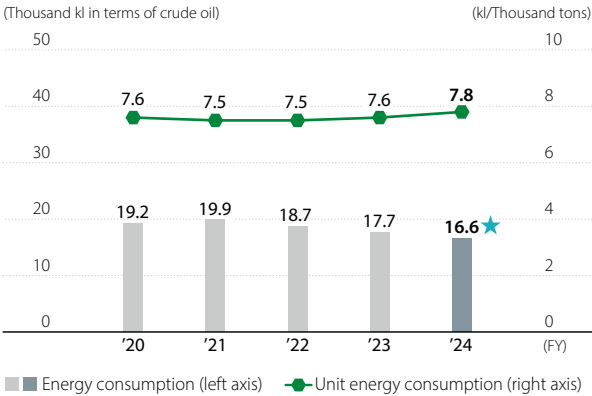
★: Assured by an independent assurance provider

Logistics Initiatives

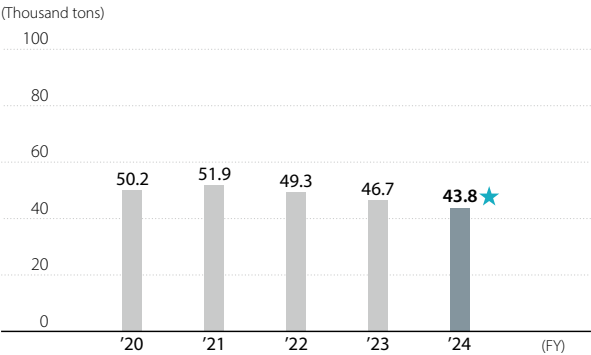
Sumitomo Chemical continues to promote modal shift, or transportation by more efficient and environmentally friendly modes, such as rail and ship instead of trucks. In fiscal 2024, the overall volume of cargo transported fell year on year, and, as a result, energy consumption (crude oil equivalent) and carbon dioxide emissions decreased. However, unit energy consumption increased 1.4% overall due to a decrease in the share of coastal transportation. This was an average 0.5% deterioration over the past five years. We will continue aiming to improve unit energy consumption by our target of 1% or more.

Reduction of Environmental Impact in Logistics Operations (Sumitomo Chemical and a Group company in Japan)

Energy Consumption and Unit Energy Consumption



CO2 Emissions



Note: Calculated for Sumitomo Chemical and a Group company in Japan (specified consigner Nippon A&L Inc.)

Specific Initiatives for “Contribution”

Establishment of Carbon Resource Recycling System

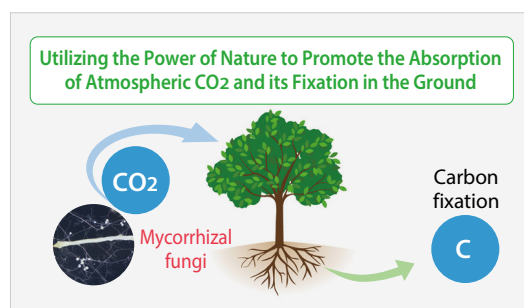
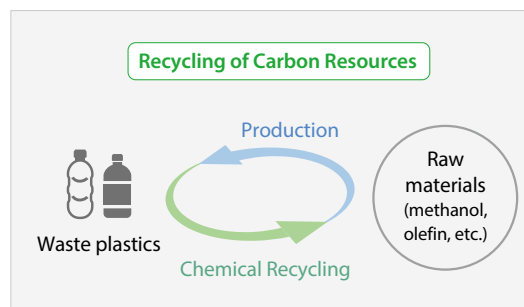
We are developing chemical recycling technologies to convert garbage and waste plastics into basic raw materials for chemicals, such as methanol, ethanol, and olefins, and to use them as raw materials for new plastics.

P.076 Contribute to Recycling Resources

Challenges to Carbon Negative Emissions

We are developing a technology whereby attaching useful micro-organisms existing in soil to the roots of plants and allowing them to coexist, we not only promote the absorption of CO₂ by plants through photosynthesis, we also fix CO₂ in the ground in the form of carbon compounds. This will enable ordinary fields, forests, and other natural spaces to absorb and fix even greater amounts of CO₂, contributing a net negative amount of carbon to the atmosphere.

P.093 Sustainable Use of Natural Capital



External Cooperation Initiatives

Dissemination efforts of Carbon Footprint of Products (CFP)* calculation tool

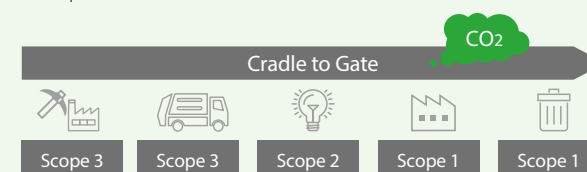
Although the evaluation of product CFP is essential to reduce GHG emissions in society, it is not easy to analyze the CFP of chemical products due to the complexity of their manufacturing processes. In response, we have developed our own automated calculation tool and calculated the CFP of approximately 20,000 products. We provide the tool free of charge to other companies. It is now used by many companies via collaboration with the Japan Chemical Industry Association. Additionally, we are considering expanding the use of CFP-TOMO™ for assessing environmental impacts other than GHG emissions, such as water.

* Greenhouse gas emissions from each stage of the product lifecycle, from procurement of raw materials to manufacturing, use, and disposal, expressed in terms of CO₂ emissions.

Our original calculation tool speeds up the calculation of CFP for our products

Created the original automatic CFP calculation tool

- Built based on commercially available software (Microsoft Access/Excel)
- Prepared multiple calculation models accounting for the characteristics of chemical manufacturing processes (co-products, by-product fuels, steam generation, etc.) (Choose from the pull-down menu of models and execute calculation)
- Can easily calculate carbon footprint for each stage (intermediates or final product). E.g., raw material to Intermediate A to Intermediate B ... to final product.



External Cooperation Initiatives

Initiatives through Regional Collaboration

Since there are limits to what individual companies can do to achieve carbon neutrality, it is necessary to accelerate regional collaboration with external parties such as companies outside our group and government agencies. In addition to participating in the Keiyo Coastal Industrial Complex Council on Carbon Neutrality, which was established in November 2022 mainly in Chiba Prefecture, we are also studying ways to achieve carbon neutrality, such as securing biomass feedstock and recovering

waste, in cooperation with Maruzen Petrochemical Co. Ltd. and Mitsui Chemicals, Inc. In the Shikoku and Setouchi region, we are collaborating on efforts to construct a clean ammonia supply chain by participating in “the Council for Utilizing Namikata Terminal as a Hub for Introducing Fuel Ammonia”, which was launched primarily by Mitsubishi Corporation and Shikoku Electric Power Company.

Contribute to Recycling Resources

For sustainable use of resources, we need to reduce the consumption of natural resources while at the same time efficiently circulating the resources we have. In addition to waste management and effective use of resources at our offices and Works, Sumitomo Chemical is working on the development and social implementation of carbon recycling technologies for plastics and other resources.

Circular System for Carbon Resource

Basic Stance

To realize a circular system for carbon resources including plastics, we are working to reduce, reuse, and recycle (mechanical recycling, chemical recycling) products at each stage of the plastic value chain. These efforts also extend beyond the plastic value chain. We are working to develop technology that utilizes the carbon contained in organic matter as a renewable resource, as well as to develop plastic products that use that carbon as a raw material.

In addition, the Group formulated the Sumitomo Chemical Group Basic Policy Towards a Circular System for Plastics in 2020 to work towards building a circular system for plastics and resolving plastic waste problems.

Sumitomo Chemical Group Basic Policy Towards a Circular System for Plastics

https://www.sumitomo-chem.co.jp/english/news/files/docs/20200601e_policy.pdf

Management System

We are actively promoting research and development on chemical recycling technologies within research groups dedicated to reducing environmental impact at the Essential & Green Materials Research Laboratory. In addition to chemical recycling of plastics, we have also been developing technologies and products that contribute to the circulation of various carbon resources, such as the appropriate utilization of biomass feedstocks.

In pursuit of practical, socially beneficial applications, we are working to commercialize chemical and plastic products that utilize this revolutionary technology, especially through the Business Development Office for Circular Carbon Economy.

Targets and Results

Sumitomo Chemical has identified "contribution to recycling resources" as one of our material issues to be addressed as management priorities, and we have set the amount of recycled plastic resources used in the manufacturing process as a KPI for this purpose. We are working to replace 200k tons/year of plastic used in our manufacturing process with recycled resources by 2030.

KPI: The amount of recycled plastics utilized in manufacturing processes	
Target	200k tons/year by 2030
Result	FY2024 Approximately 11,440 tons

Examples of Initiatives

Development of the Meguri™ brand

Meguri™ is a brand of plastic products and chemicals that can be obtained through recycling technology and contribute to reducing environmental impact.

Meguri™ products are the crystallization of the latest recycling technologies and the environmentally friendly technologies that we have cultivated in various fields as a diversified chemical company. We will expand the Meguri™ product lineup and increase production and sales of these products, thereby playing a role in realizing a circular economy.



The brand name Meguri™ means "circularity" in Japanese. The design of the icon is a deformed version of the kanji character "廻", which means "circularity" in Japanese.

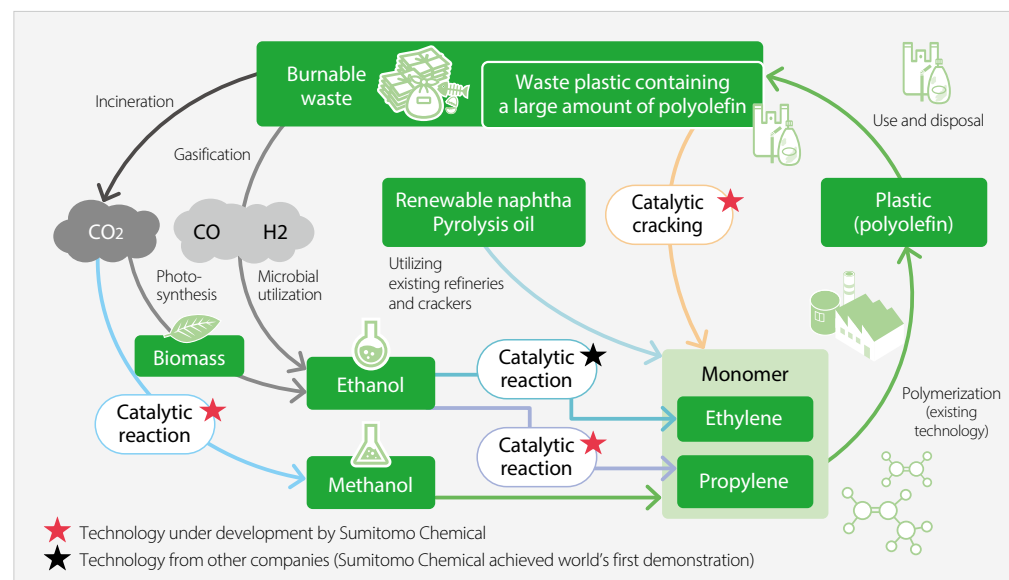
Sumitomo Chemical Circular System for Plastics Website

<https://www.sumitomo-chem.co.jp/circular-plastics/en/>

Chemical Recycling

We promote development of chemical recycling technologies through multiple circular carbon routes in parallel by combining our catalyst design and chemical process design technologies, in collaboration with external parties. Utilization of these technologies will reduce fossil resource use and plastic waste emissions, as well as GHG emissions from plastic waste incineration.

Overview of Carbon Resource Recycling (Chemical Recycling), Including Plastics



Examples of chemical recycling through collaboration with other parties

	Technology	Cooperating Partners	Reference
①	Polyolefin production from waste-derived ethanol	SEKISUI CHEMICAL CO., LTD.	Completion of test production facility in April 2022
②	Direct olefination of waste plastics	Maruzen Petrochemical Co., Ltd. Muroran Institute of Technology	NEDO ^{*1} GI Fund Projects ^{*2} (Project scale: approx. 25.30 billion yen)
③	Highly efficient methanol production from CO ₂	AIST Shimane University	NEDO GI Fund Projects
④	Olefin production from alcohols	AIST	(Project scale: approx. 24.08 billion yen)

*1 National Research and Development Agency, New Energy and Industrial Technology Development Organization (NEDO)

*2 Green Innovation Fund Project

Explanation of items ③ and ④ continues below.

③ CCU Technology for Highly Efficient Production of Methanol from CO₂ NEDO GI Fund Projects

We have completed the construction of a pilot facility to establish a highly efficient process for producing methanol from CO₂ at our Ehime Works and have commenced operations at the facility. In pilot testing, we achieved 80% methanol yield under certain conditions (conventional method: about 20%). Carbon capture and utilization (CCU) technology is expected to serve as a game-changing solution to fight global warming and achieve a circular economy for carbon by recovering CO₂ and utilizing it in products, and we are accelerating the development and spread of various new CCU processes.

We will establish the technology and work toward its commercial production and licensing to other companies in the 2030s.

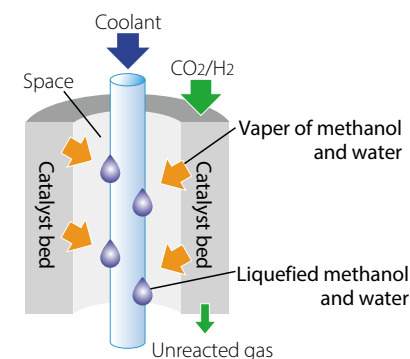
Features of this Technology

- Separating generated methanol within the reactor, which leads to improved yield, smaller equipment, and higher energy efficiency
- Separating by-product water, mitigating catalyst degradation



Pilot Facility for Methanol Production from CO₂

■ Principle of the ICR (Conceptual drawing)



4 Technology for olefin production from alcohols

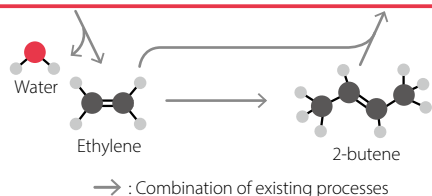
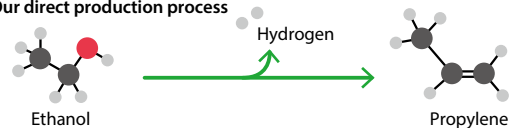
NEDO GI Fund Projects

We are developing technology to produce olefins directly from ethanol, which has been attracting attention as a sustainable chemical raw material. Since we achieved 80% yield of targeted olefin yield in bench trials, we began designing of pilot facilities for demonstration.

Features of this Technology

- Producing olefin directly from ethanol
- A newly-developed compact and low-cost process
- Producing hydrogen as a by-product, in addition to propylene

Our direct production process



Chemical Recycling System for Acrylic Resin

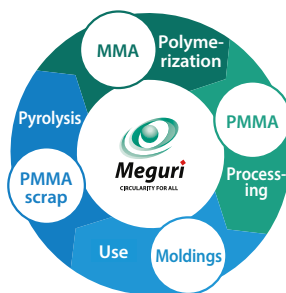
We have jointly developed with The Japan Steel Works, Ltd. a technology for efficiently breaking down acrylic resin using pyrolysis and recycling it back into MMA (methyl methacrylate) monomer, which is a raw material for acrylic resin (polymethyl methacrylate or PMMA). We have built the pilot facility at our Ehime Works and commenced sales of a chemically recycled PMMA material (SUMIPEX™ Meguri™)*¹ in March 2025.

In addition, we have also received third-party certifications, such as ISCC PLUS,*² and are globally promoting the practical application of recycling techniques that utilize the mass balance approach.

*¹ PMMA made from recycled monomers reduces GHG emissions throughout the product lifecycle compared to products derived from fossil resources.

*² An international certification system guaranteeing proper management of recycled, biomass, and other sustainable raw materials in supply chains, including product manufacturing.

Overview of PMMA Chemical Recycling



PMMA Chemical Recycling
Pilot Facility

Examples of the Practical Applications of PMMA Chemical Recycling

SUMIPEX™ Meguri™ is a sustainable PMMA material produced using our chemical recycling technology at mass production scale. It is supplied for demanding applications, such as electronics and automobiles.

We supply the product to South Korea-based LG Display Co., Ltd. as a raw material for light guide plates used in back-light units of LCDs and to Nissan Motor Co., Ltd. as a material for lenses used in headlights.



LCD applications
Note: This is an illustration.



Automotive applications
Photograph provided by Nissan Motor Co., Ltd.

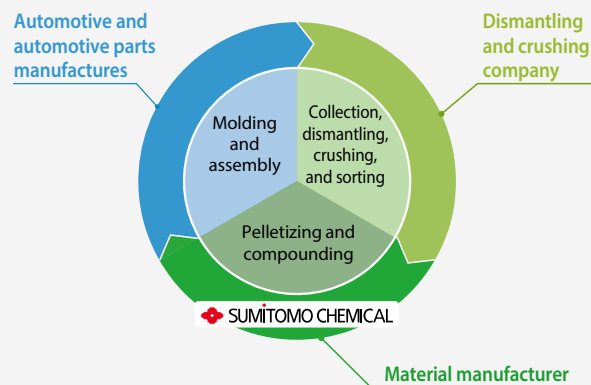
Mechanical Recycling

We are promoting the development of various technologies to achieve mechanical recycling for plastic products.

PP (Polypropylene) Mechanical Recycling

Our mechanical recycling initiatives include collaboration with REVER CORPORATION. In this partnership, we are developing technology to produce high-quality recycled plastics for use in automobile parts, made from waste plastics recovered from end-of-life vehicles. This initiative also seeks to strengthen cooperation between the waste management industry and the manufacturing industry as well as steadily maintain the amount and quality of recycled plastics, beginning with those used in automobile parts.

Overview of PP Mechanical Recycling



In September 2022, we made a decision to introduce a pilot-scale mechanical waste processing facility that performs an integrated process of high-precision sorting and removal of foreign matter according to the type and characteristics of waste plastics.

In addition, we will work towards the acceleration of business development.

Release of "NOBLEN™ Meguri™" in 2024

Examples of the Practical Applications of PP Mechanical Recycling

Since 2024, we have been providing NOBLEN™ Meguri™, produced through our mechanical recycling technology, for use in the front grille of the electric vehicle N-VAN e, marketed by Honda Motor Co., Ltd.

Scrap bumpers collected from Honda's vehicles will be crushed by Kyowashizai Co., Ltd. an automotive parts recycling contractor, and then provided to Sumitomo Chemical. Sumitomo Chemical recycles these materials into NOBLEN™ Meguri™ using its unique advanced material design and compounding technologies, and supplies the polypropylene material to Honda.



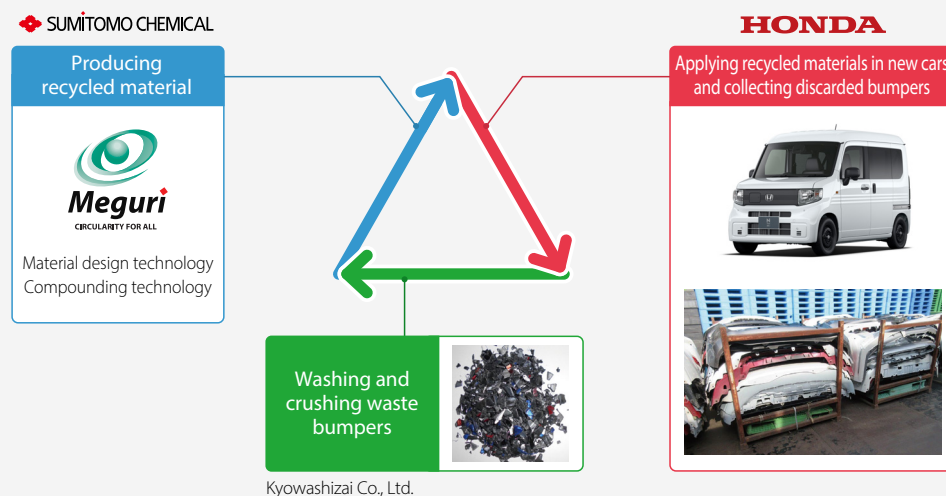
Honda N-VAN e:



Front grille

Photograph provided by Honda Motor Co., Ltd.

Horizontal Car-to-Car Recycling System for Plastic Bumpers



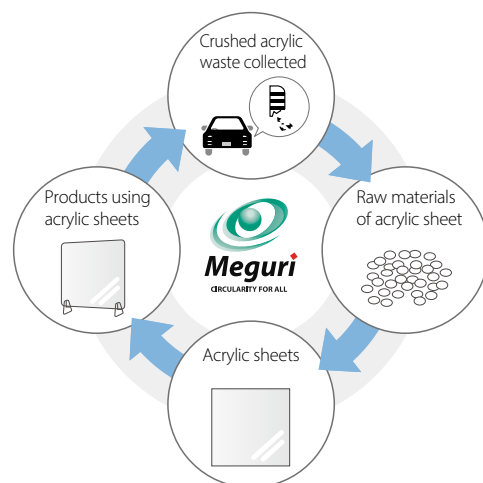
Sumitomo Chemical Circular System for Plastics Website NOBLEN™ Meguri™

<https://www.sumitomo-chem.co.jp/circular-plastics/en/>

PMMA (Polymethyl Methacrylate) Mechanical Recycling

"SUMIKA ACRYL SHEET™ Meguri™" is an acrylic sheet commercialized by SUMIKA ACRYL Co., Ltd., made from mechanically recycled raw materials by collecting, sorting, and crushing waste materials generated in the acrylic resin manufacturing process. Despite being recycled material, this product has excellent optical properties.

■ Overview of PMMA Mechanical Recycling



Examples of the Practical Applications of PMMA Mechanical Recycling

We are supplying the acrylic sheet "SUMIKA ACRYL SHEET™ Meguri™," produced through mechanical recycling technology, to Koizumi Lighting Technology Corp., a specialized lighting manufacturer.



Lighting sample made using recycled MMA through mechanical recycling

Photograph provided by
KOIZUMI LIGHTING TECHNOLOGY CORP.

Resource Saving and Waste Reduction

Basic Stance

Our company is working towards the realization of a circular society by collaborating with domestic and overseas group companies to promote resource conservation and waste reduction. In addition, based on the voluntary action plans for circular society management established by the Japan Business Federation (Keidanren) and the Japan Chemical Industry Association (JCIA), we set specific targets for the recycling of waste and waste plastics, as well as for the reduction of landfill volume, and we manage and disclose progress toward these goals.

Management System

The President serves as the chief coordinator and the executive officer in charge of Responsible Care serves as the coordinator of the Environment and Climate Change Action Group of the Responsible Care Department. This group is responsible for matters related to environmental protection for the Company as a whole and supports the environmental protection activities of Group companies.

Our worksites (head offices, Works, research laboratories, etc.) have established sections in charge of environmental protection operations, appointed coordinators and managers, and execute specific duties. Regarding the execution of duties, the corporate department (Responsible Care Department) formulates Company-wide annual policies and Company-wide medium-term (three-year) policies. Then each worksite, in light of these policies and in consideration of its own characteristics and regional situation, formulates an action policy and undertakes specific activities from the new fiscal year.

Regarding amendments to laws and regulations, the Responsible Care Department vigilantly pays attention to trends related to the enactment and amendment of environmental laws and, as appropriate, provides feedback through national specialized committees and other organizations. All people addressing the problems also establish targets (details of the amendments, possible impacts,

visualization of countermeasures, etc.) and commit the Company to addressing the issue being targeted.

Furthermore, with regard to amendments that have a large impact on business, we access the necessary information in advance and notify worksites to prepare for meeting compliance requirements.

P.054 Organization of Responsible Care



Examples of Initiatives

Promoting Resource Saving

In addition to strengthening waste reduction and recycling, we are also working to improve the yield of non-renewable raw materials and the product yield. Through these resource-saving initiatives, we not only create economic value but also contribute to the prevention of resource depletion and the reduction of environmental impact.

Note: Economic effects are detailed in the supplementary data (page 098)

Exhaustible Raw Material Use (Sumitomo Chemical and Group Companies in Japan)

(Thousand tons)

	FY2022		FY2023		FY2024	
	Sumitomo Chemical and Group Companies in Japan	Sumitomo Chemical	Sumitomo Chemical and Group Companies in Japan	Sumitomo Chemical	Sumitomo Chemical and Group Companies in Japan	Sumitomo Chemical
Hydrocarbon compounds	1,684	1,421	1,451	1,196	1,406	1,178
Metals (excluding minor metals)	104	100	85	81	92.7	89.1
Minor metals	16.2	0.07	15.0	0.04	14.3	0.08

Promotion of Recycling of Waste and Waste Plastics, and Reduction of Landfill Volume

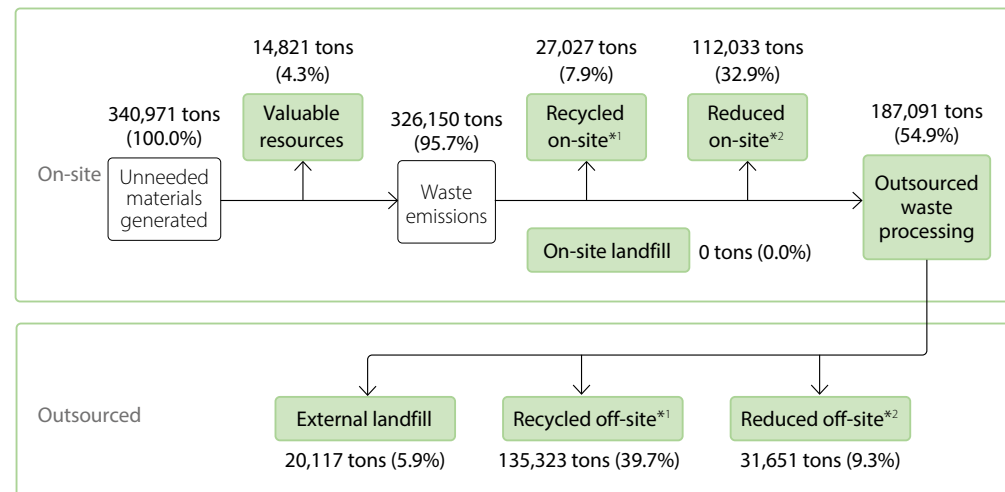
Various types of waste, such as sludge, waste plastics, waste oil, and paper waste, are generated through our production activities. At each site, we are implementing various initiatives to promote recycling and reduce the amount of waste sent to landfill. In addition, we are promoting the digitization of industrial waste management manifests, and except for a few special cases, digitization has been completed company-wide.

Examples of Initiatives at Worksites

Worksites	Examples of Initiatives
Chiba Works	Installing incinerators to reduce waste volume and promoting recycling by using ash as a raw material for soil amendments and roadbeds
Ehime Works	Reducing the amount of waste that is currently difficult to recycle by incinerating it as well as promoting thermal recycling
Oita Works	Striving to limit the amount of sludge produced from wastewater treatment methods and reduce the amount of waste sent to landfills by recycling the soot remaining after incineration into a raw material for cement
Misawa Works	Works are held as fundamentally responsible for disposing of the waste they produce, and we continue to promote recycling by shifting to a system where waste generated from construction efforts, such as expansion or maintenance, is treated as waste generated by Misawa Works, which bears the responsibility for disposing of and thoroughly separating this waste

Waste Disposal Flow Chart and FY2024 Results

(Sumitomo Chemical and Group Companies in Japan)



Note: The waste amount for Sumitomo Chemical and Group companies in Japan accounts for around 80% of the entire Group total, which includes overseas Group companies.

*1 Recycled waste: Total amount of waste that was reused, recycled, or thermally recycled

*2 Reduced waste: Total amount of waste reduced through incineration, etc.



■ Results of Recycling and Reusing Waste*

(Sumitomo Chemical and Group Companies in Japan)

(Tons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions	377,062	446,397	405,298	297,476	326,150
Amount internally reused	33,711	49,003	16,922	8,989	11,866
Amount of internally recovered heat	0	0	27,032	21,457	15,161
Outsourced waste processing	247,908	276,071	232,013	156,995	187,091
Amount externally reused	195,737	213,309	173,416	101,867	131,566
Amount of externally recovered heat	0	0	9,903	6,423	3,758
Recycling and reuse rate (%)	60.9	58.8	56.1	46.6	49.8

(Overseas Group Companies)

(Tons)

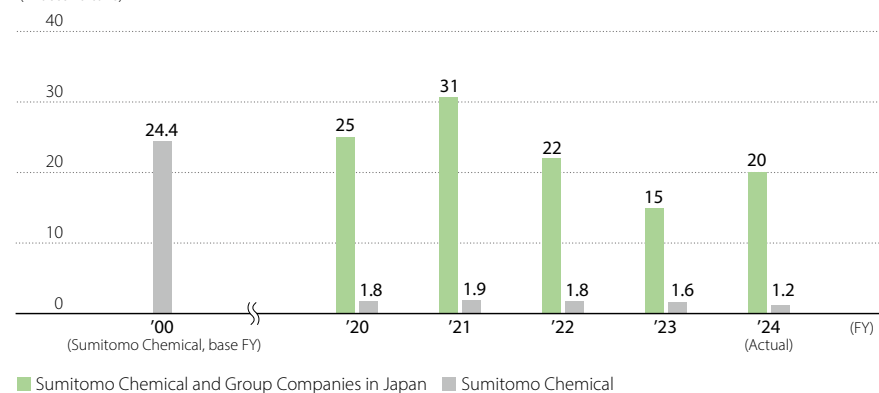
	FY2023	FY2024
Waste emissions	65,348	65,463
Amount internally reused	4,167	3,034
Outsourced waste processing	60,749	62,045
Amount externally reused	26,045	29,045
Recycling and reuse rate (%)	46.2	49.0

* Amount of waste recycled and reused: Amount internally and externally reused + Amount of internally and externally recovered heat
Waste recycling and reuse rate: (Amount internally and externally reused + Amount of internally and externally recovered heat) /
Waste emissions

■ Landfill Disposal Amount

(Sumitomo Chemical and Group Companies in Japan)

(Thousand tons)



(Goal) Maintain waste volume at below fiscal 2020 levels



Sustainable Use of Natural Capital

Basic Stance

Sumitomo Chemical conducts its business using various types of natural capital such as water and soil. In line with the so-called Nature Positive direction outlined in the Kunming-Montreal Global Biodiversity Framework, which was adopted at COP15, we have again designated biodiversity conservation and sustainable use of natural capital as material issues. The Company has formulated Sumitomo Chemical's Commitment to the Conservation of Biodiversity and is promoting specific actions to realize a Nature Positive stance from the perspectives of both obligation and contribution by taking an integrated approach to carbon neutrality and a circular economy. We also continue to conduct social contribution activities as well as educational activities with the aim of achieving a sustainable future. We have set ISO14001 activity goals for biodiversity preservation at each worksite and also promote initiatives through our businesses, such as participating in the Japan Business Federation's Biodiversity Initiative, while giving considerable thought to what we should be mindful of as a chemical company.

The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity

Sumitomo Chemical, aiming to create a society where humans live in harmony with nature, established the Sumitomo Chemical Biodiversity Guideline ("the Guideline") in 2011. Since then, the Company has proactively disclosed information about its initiatives and engaged in dialogue with stakeholders both inside and outside the Company. This policy was revised in February 2025 with the goal of further expanding our efforts.

Key Points of the Revision

- Beyond the conservation of biodiversity, Sumitomo Chemical will also work toward the conservation and restoration of natural capital.
- These initiatives will be integrated with efforts toward achieving carbon neutrality and circular economy.
- Sumitomo Chemical will promote these initiatives from the perspectives of both obligation*¹ and contribution*², and will continuously engage in societal contribution and awareness-raising activities.

■ The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity (Established in 2011, revised in 2025)

We at the Sumitomo Chemical Group strive to help create a society where humans live in harmony with nature and advance efforts to achieve a nature-positive*³ world in accordance with our Basic Principles for Promoting Sustainability.

1. [Material issue]

We consider the conservation and restoration of biodiversity and natural capital*⁴ one of the material issues to address as management priorities.

2. [Approach]

As we advance efforts to achieve a nature-positive world, we think both globally and locally, consider in an integrated manner how the efforts interrelate with the issues of carbon neutrality and a circular economy, and work from the perspectives of both obligation and contribution.

3. [Dependencies and impacts]

We endeavor to identify dependencies and impacts on biodiversity and natural capital across our business activities, including supply chains.

4. [Obligation]

We aim to continuously reduce the environmental impact of

our business activities and endeavor to conserve and restore biodiversity and natural capital by taking characteristics of local communities into consideration and cooperating with stakeholders in our supply chains.*¹

5. [Contribution]

We contribute to conserving and restoring biodiversity and natural capital across our value chain through development and provision of technologies, products, and services.*²

6. [Disclosure and communication with stakeholders]

We proactively disclose information about our initiatives to conserve and restore biodiversity and natural capital, provide relevant information to stakeholders, and engage in dialogue with stakeholders.

7. [Social contribution activities]

We continue to conduct social contribution activities that help to conserve and restore biodiversity and natural capital by cooperating and collaborating with stakeholders.*⁵

8. [Awareness-raising activities]

We conduct awareness-raising activities to ensure that employees, residents of local communities, consumers, and other stakeholders are able to rightly recognize and understand the importance of conserving and restoring biodiversity and natural capital.

*1 Examples of initiatives related to the obligation: Reduction of greenhouse gas (GHG) emissions from energy and processes, appropriate chemical substance management, reduction of waste emissions, effective use of water resources, and promotion of sustainable procurement initiatives

*2 Examples of initiatives related to the contribution: Provision of products and technologies that promote regenerative agriculture, development and implementation in society of technologies that contribute to recycling plastics and other resources, and provision of products, technologies, and services that contribute to GHG emissions reduction

*3 Nature-positive: Halting and reversing biodiversity loss to put nature back on a path to recovery

*4 Natural capital: Capital made of natural resources including forests, soil, water, the atmosphere, underground resources, and biological resources. Natural capital is one of the essential forms of capital that support people's lives and the foundations of corporations.

*5 Examples of social contribution activities: Nature conservation activities, tree planting activities, and clean-up activities



Obligation

We aim to continuously reduce the environmental impact of our business activities and endeavor to conserve and restore biodiversity and natural capital by taking characteristics of local communities into consideration and cooperating with stakeholders in our supply chains.

- Reduction of greenhouse gas (GHG) emissions from energy and processes
- Appropriate chemical substance management
- Reduction of waste emissions
- Effective use of water resources
- Promotion of sustainable procurement initiatives

Contribution

We contribute to conserving and restoring biodiversity and natural capital across our value chain through development and provision of technologies, products, and services.

- Provision of products and technologies that promote regenerative agriculture
- Development and implementation in society of technologies that contribute to recycling plastics and other resources
- Provision of products, technologies, and services that contribute to GHG emissions reduction

from the Internal Control Committee, then utilizes these reports as important factors in management judgments. Membership of the three committees each includes the president and executive officers in charge of each business sector, and each committee receives reports on evaluating and managing nature-related dependencies, impacts, risks, and opportunities from each business sector and Group company as well as fills the role of offering recommendations and guidance.

The Group also conducts engagement activities with a wide range of stakeholders, including indigenous groups, local communities, and impacted stakeholders, based on the organization's human rights policy regarding its evaluation of and action on nature-related dependencies, impacts, risks, and opportunities.

Disclosure in Line with TNFD Recommendations

Sumitomo Chemical discloses information related to biodiversity and natural capital in line with the TNFD recommendations.

TNFD

The Taskforce on Nature-related Financial Disclosures (TNFD) is an international initiative seeking to build a framework for corporations and financial institutions to evaluate and disclose the impact of their financial activities on biodiversity and natural capital. The TNFD recommendations were published in September 2023.

Sumitomo Chemical participates in the TNFD Forum, endorses the TNFD recommendations, and is registered as a TNFD Adopter.*1 In accordance with the TNFD recommendations, the Company now reports the results of its analyses and evaluations based on the LEAP approach,*2 in this publication. Going forward, we will continue working hard to expand the scope of our analyses as we address the issues they reveal.

*1 TNFD Adopter: A company, group or organization registered on the TNFD website as committed to making public disclosures in line with the TNFD recommendations

*2 LEAP approach: A method developed by the TNFD as an integrated approach for evaluating issues related to interfacing with nature, dependencies, impacts, risks, opportunities, and more

Governance

The Sumitomo Chemical Group has designated the conservation and restoration of biodiversity and natural capital as one of the material issues to be addressed as management priorities and is promoting initiatives via a system centered on the Board of Directors.

The Board of Directors receives reports on nature-related dependencies, impacts, risks, and opportunities from Management Meetings, the Carbon Neutral Strategy Council, the Internal Control Committee, and the Responsible Care Committee. In turn, the Board provides oversight by offering recommendations and guidance. Furthermore, the Board receives reports on matters related to business strategies from the Sustainability Promotion Committee as well as on matters related to foundations for business continuation

▶ **P.008 Management System:** Sustainability Promotion System

▶ **P.032 Corporate Governance:** Corporate Governance Organization

▶ **P.042 Risk Management:** Systems for Promoting Risk Management

▶ **P.054 Responsible Care:** Management System

▶ **P.065 Climate Change Mitigation and Adaptation:** Structures for Responding to Climate Change

▶ **P.076 Contribute to Recycling Resources:** Management System

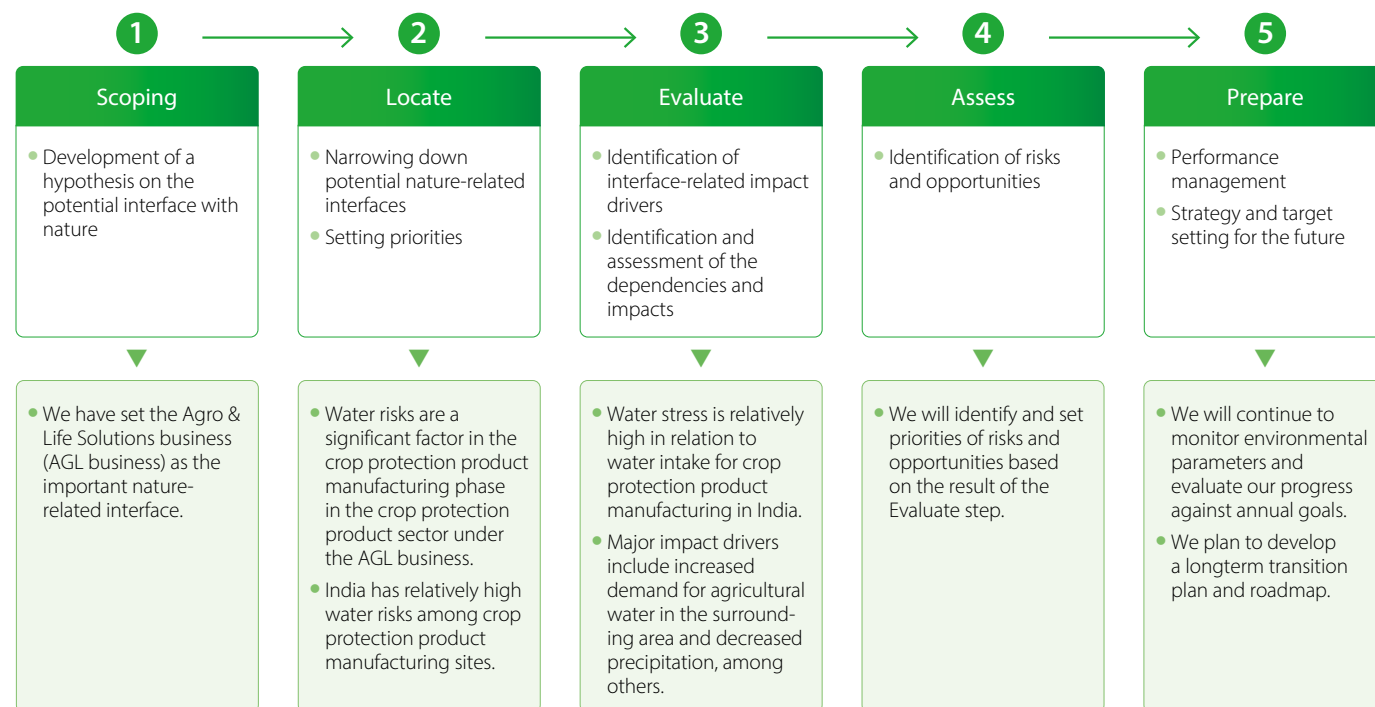


Strategy

The Sumitomo Chemical Group assesses nature-related dependencies and impacts, as well as risks and opportunities, based on the LEAP approach recommended by the TNFD, and incorporates the results into the formulation of the Group's strategy.

Leap Approach

Summary



1 Scoping

Upon examining the entire value chain, it is clear that nature-related dependencies and impacts exist in each of the Group's four business sectors.

This section will focus on the Agro & Life Solutions Sector, which

is involved in the food supply through its regenerative agriculture efforts. Food supply, ICT, healthcare, and the environment are the four important material social issues to be addressed by the Company in pursuit of value creation.

2 Locate

Overview of the Agro & Life Solutions Sector

For details, please refer to the page on the Agro & Life Solutions Sector in the Integrated Report 2025.

Agro & Life Solutions Sector in the Integrated Report 2025.

https://www.sumitomo-chem.co.jp/english/ir/library/annual_report/files/docs/scr2025e.pdf#page=43

Evaluating dependencies and impacts on natural capital

The impacts on natural capital in this report involve the damage to (and recovery of) natural capital via the business activities, products, technology and services related to the Agro & Life Solutions Sector. Dependencies on natural capital refer to the benefits to business activities, products, technology and services via the function of natural capital (ecosystem services).

Method for evaluating dependencies and impacts on natural capital

This report provides the results of qualitative risk evaluations, which were performed in reference to the IUCN Guidelines for Planning and Monitoring Corporate Biodiversity Performance. The evaluations also utilize the Group's unique evaluation framework, which considers the scale of the Group's business and the degree of impact.

Evaluation results for impacts on natural capital

The impacts of the crop protection product business are significant overall, and the main impacts include the use of land and freshwater, water pollution, and soil pollution.

Evaluation results for dependencies on natural capital

Large dependencies exist in crop protection product and feed additive product lines and processes. As for ecosystem service-related items, there is a tendency toward high dependency on items related to disaster prevention or water resources.

Evaluations related to water risk

Water risk was evaluated for river basins where major bases for Group businesses are located.

Water risk evaluation method

This evaluation was performed for the following items for water-related risks in basins near major bases within the scope.

1. Water supply and demand risks

- i) Current status of supply and demand (competition for water and groundwater, seasonal changes, frequency of droughts, water retention capabilities)
- ii) Estimates for future trends (estimated shifts in competition for water, rate of conservation for water sources)

2. Vulnerability of basins with regard to water pollution

- i) Public health risks (access to drinking water, water pollution)
- ii) Ecosystem risks (conservation of downstream regions, inhabitation by endangered species)

This evaluation qualitatively and quantitatively assessed water risks using the Group's unique method that references the following database.

- WRI Aqueduct water risk atlas
- WWF-DEG Water Risk Filter (Map)
- Integrated Biodiversity Assessment Tool (IBAT)

Water risk evaluation results

The following is an overview of the results of an evaluation of water risks for major bases and their surrounding areas.

1. Water supply and demand

✓ Evaluations of the current condition of water supply and demand at Japanese bases showed risk levels as either "somewhat low" or "medium." We expect that risks will ease in the future as increased water supply from climate change and reduced water demand.

✓ India has been raised as a region where water supply and demand risks will become greater in the near future. In particular, demand for water supplies is expected to greatly increase at our bases in India, and we expect that water stress will rise further above its current level.

2. Vulnerability to water pollution

✓ Regarding public health, medium to high levels of risk are present at various overseas bases. Even in bases with low water supply risks, low access rates to drinking water could potentially lead to reputational risks (e.g., Tanzania). We believe we need to pay attention to trends in such areas as public opinion and NGOs.

3 Evaluate

Based on the results of the aforementioned evaluations of dependencies and impacts within the Locate phase and in accordance with the LEAP approach, we determined the target of our analysis would be the crop protection products from the wide product line handled by the Agro & Life Solutions Sector. It has become clear that there is a comparatively large degree of dependence on water resources within this business sector, therefore we are taking countermeasures in India, where risks are relatively higher, taking into account the results of water risk evaluations at our major directly operated bases.

Initiatives in a Relatively High-Risk Region (Sumitomo Chemical India)

Sumitomo Chemical India Ltd.'s Bhavnagar Plant serves as a crop protection product manufacturing site in India. The plant used to purchase river water from the local municipality to secure water for production. However, in recent years, securing the water required for production has become difficult due to population growth in the surrounding area, rising demand for agricultural water, and a decline in annual precipitation.

At the Bhavnagar Plant, we purchase a portion of household wastewater to be treated by local municipalities, then treat it and utilize it in production. We have also constructed a pipeline approximately two kilometers long that brings this household wastewater to the Bhavnagar Plant. Furthermore, a unique aspect of this method of wastewater treatment is that it utilizes vermiculture technology instead of an activated sludge method to turn pollutants in household wastewater into nutrients.

Through this initiative, we have been able to reduce the amount of river water we purchase from local municipalities by over 70%, providing a solution to the long-term issue of securing stable amounts of the water necessary for production activities as well as allowing us to successfully lower the cost of purchasing water by around half, achieving financial efficacy.



Water Treatment at the Bhavnagar Plant



4 Assess

With reference to key impact drivers, and based on the nature-related risks and opportunities identified and assessed during the Evaluate phase, and we plan to continue to identify risks and opportunities while creating an order of priority.

5 Prepare

The following is a future action plan made in consideration of the initiatives conducted by the Group.

Continue to monitor environmental parameters for Sumitomo Chemical and the Group as a whole

- Evaluate achievement of annual targets
- Revise nature-related risk screening as needed

Continue to monitor and manage environmental parameters for each region and base

- Appropriately respond to laws and regulations in each region
- Comply with agreed limits established with national and local governments for each site
- Continuation of and revisions to risk mitigation methods at regions and locations where priority risk management measures are needed
- As necessary, deeply investigate the nature-related risk screening performed for every region and base

We plan to continue creating future transition plans related to biodiversity and natural capital as well as medium- to long-term roadmaps.

Risk Management

For the risk evaluation items assessed by the aforementioned LEAP approach, the Sumitomo Chemical Group has created a system to manage the degree of impact via the process shown below for nature-related risks in the value chain of its businesses.

P.043 Risk Management: Promotion of Group-wide Priority Risk Assessment and Countermeasures

P.043 Risk Management: Cross-organizational Risks and Crisis Response

Metrics and Targets related to Biodiversity and Natural Capital

With respect to metrics for nature-related dependencies and impacts on a global scale, targets are set and managed both on a standalone basis for Sumitomo Chemical and on a consolidated basis including Group companies. With respect to metrics at the local level, targets are set and managed individually by manufacturing sites and Group companies.

For details on environmental targets, please refer to the supplementary data.

P.062 Environmental Activity Goals and Results

P.095 Environmental Activities: Supplementary Data

Specific Initiatives for “Obligation”

Each Group company and worksite sets targets in such fields as biodiversity preservation, atmospheric environment protection, effective water resource usage, sustainable soil usage, and appropriate chemical substance management. They are striving to enhance measures aimed at achieving the targets.

Effective Use of Water Resources

In accordance with The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity, we strive to maintain production at worksites and conserve nearby aquatic environments by appropriately managing wastewater, achieving more sophisticated activated sludge treatment, and promoting effective water use based on water risk evaluations at each production base.

Protecting the Aquatic Environment

In addition to our initiatives aimed at reducing overall water use, we have realized thorough purification of wastewater from worksites by operating stable and sophisticated wastewater treatment facilities.

Responding to Increasing Sophistication of Activated Sludge Treatment

At all our sites, we are striving to develop management technologies for water treatment that will further reduce our environmental impact and apply these technologies to realize safe and secure wastewater treatment.

At Works, for process wastewater that is difficult to break down, which was conventionally incinerated for treatment, we have developed an activated sludge treatment utilizing microbial immobilization technology to stabilize the process water and reduce treatment costs. We are still considering applying this treatment to a wider scope of water.

P.073 Reduction of GHG Emissions from process (chemical reaction and waste treatment):
Innovation in Wastewater Treatment Technology

★: Assured by an independent assurance provider

Water Area Surveys Conducted around Works (Misawa Works)

To confirm the impact of business activities on water areas, we conduct aquatic wildlife surveys of the Sabishiro River, into which process water from the Works flows.

In the Sabishiro River, we confirmed 10 species of precious aquatic benthic organisms, such as a vulnerable species of *Stenothyra* and the endangered species *Cottus reinii*. We determined that we were maintaining ecosystems with extremely good water quality.

*Stenothyra**Cottus reinii**Dugesia japonica*A subspecies of *Tubifex tubifex*

Responding to Water Quality Standards

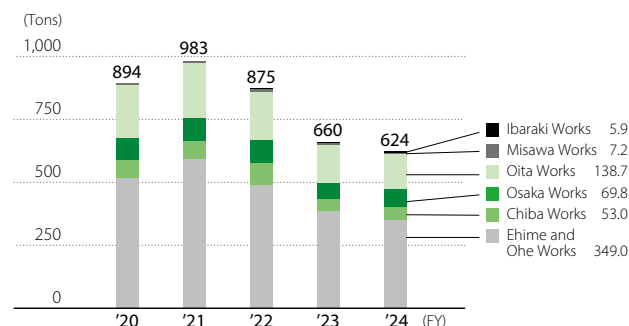
We are strengthening our voluntary management to continually reduce the COD, nitrogen, and phosphorus in wastewater emitted into the ocean and waterways from wastewater treatment facilities. In addition, we have realized stable treated water quality by enhancing the management technologies used in our water treatment facilities. We are continually working to reduce the impact of water emissions from our plants on Tokyo Bay and other closed coastal waters where regulatory systems have been implemented to control the total water emissions of COD, nitrogen, and phosphorus.

Water Emissions of COD, Nitrogen, and Phosphorus

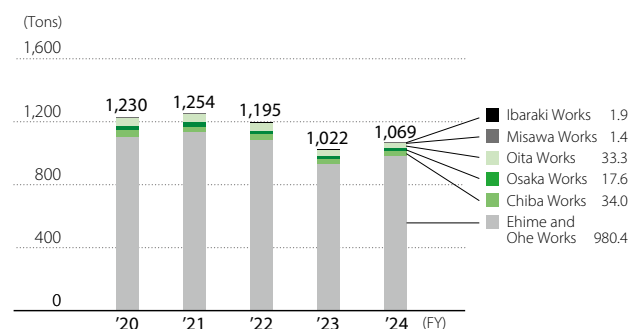
A number of measures have been implemented to cut emissions, in line with fifth-generation Water Quality Standards, and emissions of COD, nitrogen, and phosphorus into waterways have been significantly reduced since fiscal 2004. Sumitomo Chemical has also concluded cooperative agreements with local municipal governments to establish voluntary control levels for COD, nitrogen, and phosphorus released into waterways at each Works. These standards are also stricter than those established under applicable laws and regulations.

(Note) Data for the Gifu Works (former Gifu Plant) and Okayama Works (former Okayama Plant) is included in Oita Works

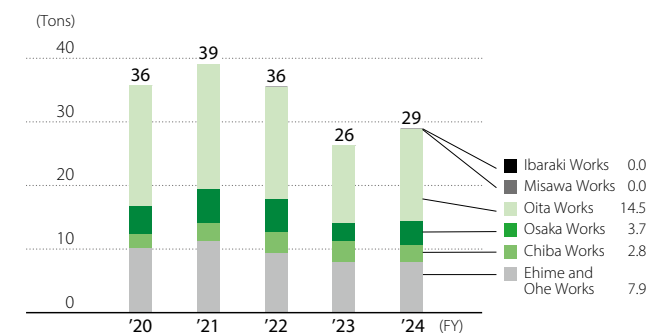
COD Emissions (water emissions include water discharge to sewage systems) (Sumitomo Chemical)



Nitrogen Emissions (Sumitomo Chemical)



Phosphorus Emissions (Sumitomo Chemical)



Promoting the Effective Use of Water

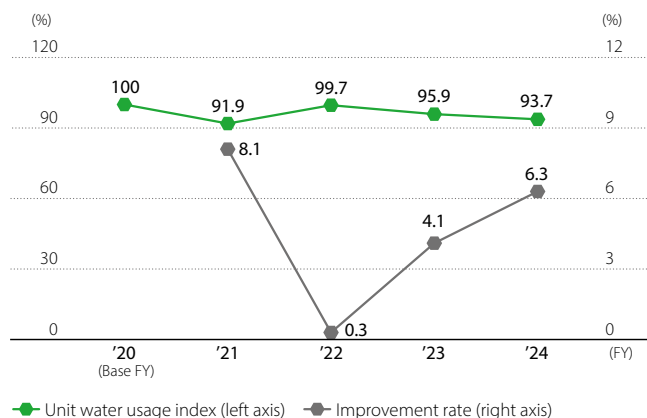
We investigate water risks related to intake, effluence and physical risk at each worksite and Group companies in Japan and overseas. We uncover various issues related to the use of fresh water on the worksite level and assess and manage the associated risks. In addition, we strive to reduce the amount of water we use by examining more effective ways to use water by application, while continuing to maintain and improve the quality of water released from our business sites into public water resources such as the ocean and waterways.

Water Usage (Sumitomo Chemical Group)

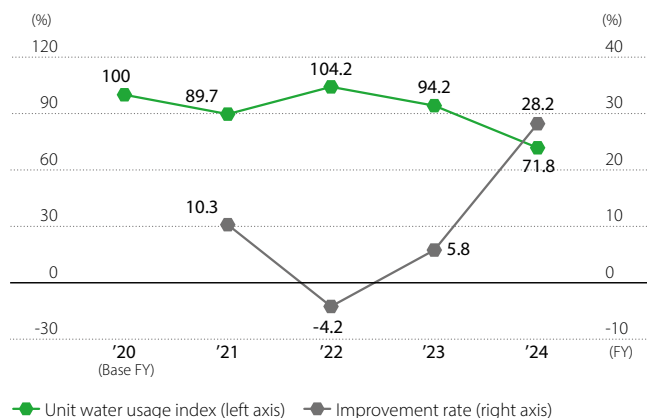
	(Million tons)		
	FY2022	FY2023	FY2024
Sumitomo Chemical Group	871	707	840
(Breakdown 1)			
Sumitomo Chemical	280	251	241 ★
Group companies in Japan	583	450	593 ★
Overseas Group companies	7.58	5.74	5.74
(Breakdown 2)			
Seawater	764	607	741
Fresh water	107	100	99

Note: Water usage volume includes seawater

Unit Water Usage Indices (2020 = 100) (Sumitomo Chemical and Group companies in Japan)



(Group companies overseas)



(Goal) Improve unit water consumption by at least 1% on average by fiscal 2025 (FY2020 level as baseline)

Wastewater Detoxification Initiatives (Misawa Works)

Wastewater from the Misawa Works goes through general activated sludge treatment, then, after finishing tertiary treatment of activated carbon absorption and the removal of floating substances through coagulation and sedimentation, analysis equipment does quality checks and the water is released into public waterways.

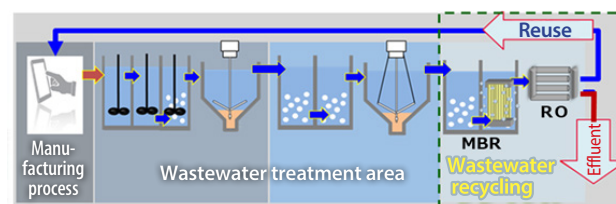


Activated Sludge Treatment Facility

Initiative to Effectively Utilize Wastewater (Dongwoo Fine-Chem)

Dongwoo Fine-Chem's Pyeongtaek Works recycles wastewater to reduce the amount of industrial water consumed as an initiative to mitigate water risks. The wastewater treatment facility at Pyeongtaek Works recycles treated water into industrial water, using a wastewater recycling system that combines membrane bioreactor (MBR) and reverse osmosis (RO) methods.

Composition of Wastewater Recycling System (Pyeongtaek Works)



Conserving Soil Environment

In accordance with The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity, we recognize that the conservation and restoration of soil environments is an important initiative to ensure the sustainable use of natural capital. In addition, as specific measures in line with the Soil Contamination Countermeasures Act, we maintain careful control of the execution and management of construction plans in order to ensure appropriate responses to notifications when modifying soil types at specified facilities that use hazardous substances and an expansion of opportunities for soil contamination surveys.

Regularly Monitoring Groundwater

We analyze the groundwater at the boundaries of our worksites to confirm that levels of hazardous materials are below those stipulated by standards.

Preventing Soil Contamination

We have established rules regarding the construction standards and the content of regular inspections for various equipment, including the gutters, floors, plumbing, and bund walls of facilities handling chemical substances. We are working to prevent soil contamination from leaks by thoroughly complying with these rules and to prevent the dispersal of hazardous substances outside of plant premises.

Protecting the Atmospheric Environment

In accordance with The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity, we are working on reducing our various environmental impacts, including emissions of soot and dust mainly from boilers and gas turbines, leaks of fluorocarbons from refrigeration equipment, emissions of mercury from waste incineration, emissions of chemicals and VOCs from manufacturing plants, and airborne asbestos from the demolition of buildings. In addition, we appropriately respond to laws and regulations.

Reining in PM2.5* Emissions

We constructed a cogeneration facility fueled by LNG and reined in PM2.5 emission volumes, achieving significant reductions in the emissions of atmospheric pollutants, including NOx and SOx.

* Particulate matter of up to 2.5 µm in diameter



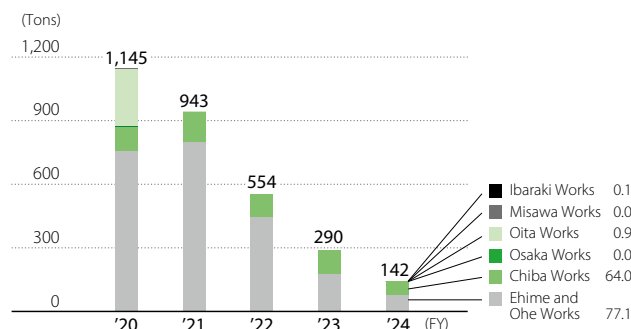
Chiba Works' Highly Efficient
Gas Turbine Power Generation
Equipment

Preventing Pollution: Atmospheric Emissions of SOx, NOx, Soot, and Dust

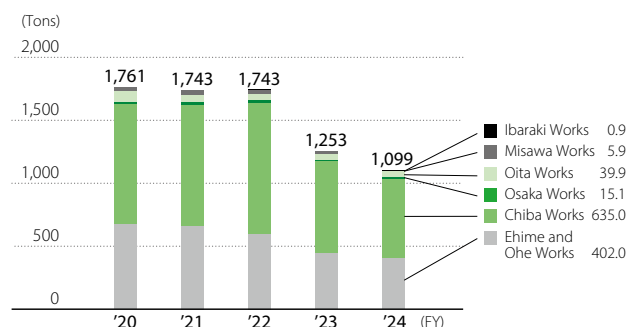
In 1970, Sumitomo Chemical achieved a marked reduction in the release of SOx, NOx, soot, and dust into the atmosphere, and continued to maintain low levels of emissions from 1980 to the present. Furthermore, the Company has concluded cooperative agreements with local municipal governments at each of its Works, establishing voluntary control levels that are stricter than the standards given under applicable laws and regulations.

(Note) Data for the Gifu Works (former Gifu Plant) and Okayama Works (former Okayama Plant) is included in Oita Works

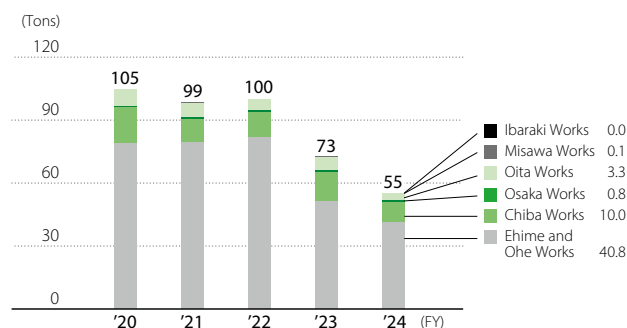
SOx Emissions (Sumitomo Chemical)



NOx Emissions (Sumitomo Chemical)



Soot and Dust Emissions (Sumitomo Chemical)



Responding to Fluorocarbon Emission Controls

Initiatives to reduce leakage

We conduct twice annual fluorocarbon leakage surveys at all worksites to assess leakage amounts, identify equipment with significant leakage discovered during the assessment, and clarify the sources of leaks, then take measures to prevent recurrences. Specifically, in addition to the simple and regular inspections defined in the Act for Rationalized Use and Proper Management of Fluorocarbons, which we carry out as directed as a matter of course, we carry out more frequent inspections, introduce fluorocarbon detectors to promptly detect leaks at an early stage, thereby working to reduce the amount of leakage.



HFO (R1233zd) Refrigeration Equipment



Management for disposal

When disposing of equipment, to ensure fluorocarbon refrigeration equipment is properly treated, we diligently utilize disposal check sheets for Class I designated products so that there are no gaps in their management linked to fixed asset ledgers or in procedures for recovering fluorocarbons.

● Systematic upgrades and use of green coolants

Regarding CFC and HCFC refrigeration equipment employed in production processes, we have set a target deadline for upgrading the equipment and conduct progress surveys once a year.

In addition, we are promoting a switch to green coolants at all Group companies in Japan, and Group companies in Japan and all worksites are promoting a switch to HFO refrigeration equipment.

● Fluorocarbon Countermeasures Rating

Our management of fluorocarbon has been evaluated in the JRECO Fluorocarbon Countermeasures Rating, receiving the highest grade of "A" for the second year in a row.



● Upgrade Deadlines for Each Type of Equipment

CFC equipment: Eliminate use of all units by fiscal 2025
(currently a total of 9 units held by Sumitomo Chemical and Group companies in Japan)

HCFC equipment: Eliminate use of all units by fiscal 2045
(currently a total of 147 units held by Sumitomo Chemical and Group companies in Japan)

■ Calculated Emissions for Fluorocarbons (Sumitomo Chemical: All Worksites)

(tons-CO₂e)

	FY2020	FY2021	FY2022	FY2023	FY2024
Calculated Emissions	4,362	5,100	5,844	4,051	3,082

■ Number of Refrigeration Units That Use Specified CFCs and HCFCs as Coolants (Sumitomo Chemical and Group Companies in Japan) as of the End of Fiscal 2024

(Number of Units)

	Sumitomo Chemical	Sumitomo Chemical and Group Companies in Japan
CFC11	1	1
CFC12	1	7
CFC13	0	0
CFC115	1	1
HCFC22	22	130
HCFC123	13	17
HCFC124	0	0

Emissions of Mercury into the Atmosphere from Waste Incinerators

We measured concentrations of mercury (both gas and particles) emitted into the atmosphere by our waste incinerators, which we own, and completed a study of the impact of these emissions. The results have confirmed that mercury is being effectively removed by emission gas removal equipment, including bag filters and scrapers installed at incinerators, and that the concentration of mercury released into the atmosphere from all of the incinerators we own is within the emission guideline value set under the Air Pollution Control Act.

Appropriate Chemical Substance Management

In accordance with The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity, regarding Class I designated chemical substances (PRTR Act) and VOCs, we conduct environmental risk analyses regardless of the amount emitted into the environment. We also take measures to reduce use and emissions.

Meeting Voluntary Environmental Targets

At the boundaries of plant premises and at final drainage exits, we have set voluntary environmental targets for the concentration of pollutants in air and water and work to meet those targets.

Reducing Atmospheric Emissions (FY2024 results: atmospheric emissions accounted for around 90% of total air and water emissions)

We are, of course, taking measures to reduce emissions mainly by sealing facilities and improving operation methods. But we are also working to intently and systematically reduce atmospheric emissions primarily by additionally taking such disposal measures as recovering emissions through absorption, purification, and stronger cooling; incinerating emissions; and suppressing emissions through internal floating roofs for tanks.

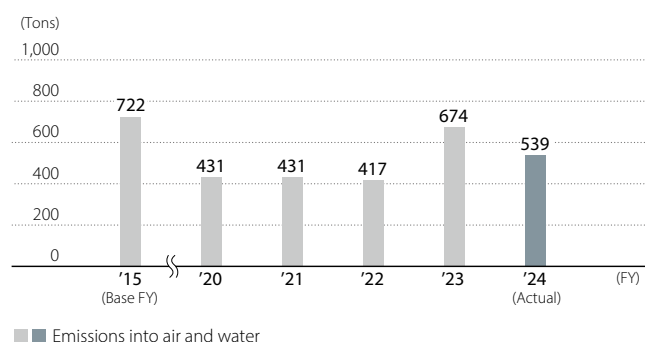
Operating Company-wide PRTR Calculation Systems

Using the Company's proprietary calculation system, which complies with the Revised PRTR Act enforced from April 2024, Sumitomo Chemical is striving to increase the accuracy and level of detail of the data on emission amounts and transfer amounts for each substance.

Moving up the Schedule for the Treatment of Waste with Minute Amounts of PCBs before Legal Disposal Deadline Set by the PCB Special Measures Law

We winnowed the external operators jointly contracted to dispose of waste by Group companies in Japan down to just one. Regarding the waste with minute amounts of PCBs (transformers, condensers, etc.) being stored or used by each company, we formulated and are carrying out a plan to treat the waste over multiple years. We have treated all of the high-concentration PCB waste and plan to complete treatment for all low-concentration PCB waste by March 2027.

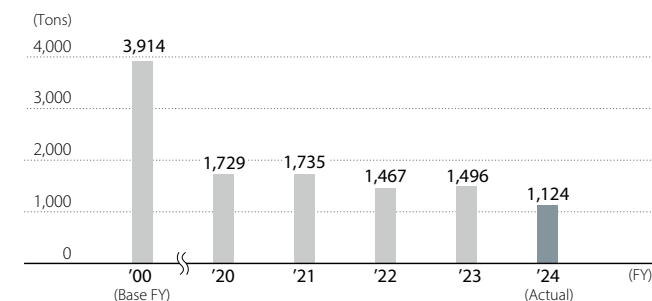
Trends in Emissions of Substances Subject to the PRTR Act* (Sumitomo Chemical and Group Companies in Japan)



(Goals) Keep total emissions from Group companies in Japan below the fiscal 2015 level

* The number of substances subject to the PRTR Act increased from 462 to 515 in April 1, 2023.

Initiatives to Reduce Emissions of Volatile Organic Compounds (VOCs) (Sumitomo Chemical)



(Goals) Maintain VOC emissions reductions at 30% relative to fiscal 2000

Examples of Initiatives for “Contribution”

In accordance with The Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity, focusing on responses at production sites, in fields concerning atmospheric, water and soil quality as well as waste disposal we will continue striving to achieve independent medium- to long-term targets going forward and promote unique initiatives at each worksite in line with the local characteristics.

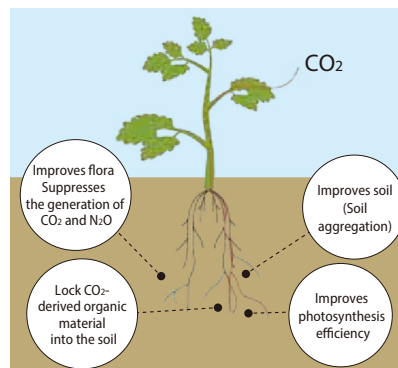
Soil Fertility by Mycorrhizal Fungi

Mycorrhizal fungi, a type of soil-dwelling microorganism that lives in symbiosis with plant roots, stimulates plant growth. These fungi receive carbon compounds produced by plants through photosynthesis, which increases the amount of carbon compounds in the soil and promotes carbon fixation, thereby reducing atmospheric CO₂ and contributing to soil fertility. We are working on the development of technology utilizing mycorrhizal fungi to achieve carbon negativity and solve food problems.

Contributed to the Spread of No-till Farming

No-till farming is an agricultural method of growing crops without tilling, and is attracting attention from the perspective of reducing greenhouse gas (GHG) emissions by contributing to the reduction of CO₂ emissions from the ground, in addition to its significant environmental benefits such as soil protection and organic matter conservation. We have several herbicides suitable for use before sowing crops, and we will contribute to the spread of this farming method by ensuring the convenience of no-till cultivation through the promotion of these herbicides.

■ Benefits of Mycorrhizal Fungi (Including some hypotheses undergoing validation)



P.021 Promoting Sustainability: SSS

Examples of Initiatives for “Social Contribution”

In accordance with the Sumitomo Chemical Group Biodiversity Action Plan, we are coordinating and collaborating with our stakeholders in ongoing social contribution activities that help conserve and restore biodiversity and natural capital.

Nature Preservation Initiatives

● Preserving the Environment of Sakuragaike (Misawa Works)

To prevent damage from heavy rains at Misawa Works, we created a retention pond that can store 50,000 tons of water. The area around the regulating pond is planted with many cherry trees, including double-flowered cherry blossoms (yaezakura) and Oyama-zakura, which is why it has been named “Sakura-ga-ike” (“Cherry Blossom Pond”). In addition, lilacs and Todo firs have been planted in the surrounding area, and a variety of wildlife can be found, including ducks, cormorants, and other waterfowl, as well as wild animals such as foxes, raccoon dogs, and Japanese serows.

To maintain Sakuragaike, we do not use synthetic chemical insecticides or germicides and instead regularly prune the trees of withered and diseased branches every three years.



Sakuragaike



Double cherry



Left: Grey heron Right: Cormorants



Left: Rabbit Right: Bat

● Revitalizing Prairieland (Valent BioSciences LLC)

The Osage Plant of Valent BioSciences LLC, which is based in Iowa, U.S.A., is working to revitalize prairieland on its site, to this end replanting native vegetation on part of the farmland. The revitalized portion of prairie covers 14 hectares and supports ecosystems with native grasses, trees, and shrubs. It has become a habitat for endangered and other small creatures, including birds, butterflies and other insects, and reptiles. This initiative is being undertaken in partnership with Iowa State University, local municipalities, and local schools.



The Revitalized Prairieland on the Osage Plant

● Promoting 30by30

30by30 is a worldwide goal to effectively conserve at least 30% of Earth's land and sea areas as healthy ecosystems by 2030, with the aim of stopping the loss of biodiversity and reversing the trend. Sumitomo Chemical participates as an initial member in the 30by30 Alliance for Biodiversity, which comprises volunteer companies, municipalities, and organizations. We aim to certify the green spaces we manage as nature coexistence sites that contribute to the 30by30 goal and will continue further promoting the conservation of biodiversity.



● Obtaining certification in the “Conservation Site for Human-Nature Symbiosis” Trial Program (Ehime Works)

The Miyoshima Area, which is on the site of Ehime Works, was originally an island in the Seto Inland Sea. In the Showa era, the expansion of the Works through land reclamation connected it to the mainland and it is now an onsite green area. Such rare species as peregrine falcons have been confirmed to be inhabiting the Miyoshima Area, and the area is therefore considered to have value in terms of biodiversity conservation. For this reason, in fiscal 2023 the area acquired certification as a Conservation Site for Human-Nature Symbiosis, which Japan's Ministry of the Environment is promoting as a measure to achieve 30by30 in Japan. We will continue preserving the area as a green area and contributing to the achievement of 30by30.



The Miyoshima Area

P.156 Contributions to Communities



★: Assured by an independent assurance provider

Environmental Activities: Supplementary Data

Environmental Performance

Sumitomo Chemical collates and totals environmental data for the Company and Group companies in Japan and overseas, including data on energy and resource consumption, production quantities, and environmental impact (e.g., release of pollutants into the air and water).

FY2024 Environmental Performance

INPUT Energy and Resources



Water

(Million tons)

	Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
	FY2022	FY2023	FY2024★	FY2024★
Industrial water	69.5	68.7	72.3	69.4
Drinking water	0.8	0.8	0.8	0.5
Seawater	763	606.6	740.5	152.6
Groundwater	26.3	22.2	19.9	17.5
Other water	2.5	2.3	0.5	0.5
Total	863	701	833.8	240.6



Energy

Calculated as kl of
crude oil

(Thousand kl)

	Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
	FY2022	FY2023	FY2024★	FY2024★
Fuel, heat, and electricity*1	1,634	1,437	1,541	905

Exhaustible
Resources

(Thousand tons)

	Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
	FY2022	FY2023	FY2024	FY2024
Hydrocarbon compounds	1,684	1,451	1,406	1,178
Metals (excluding minor metals)*2	104	85	93	89
Minor metals*3	16.2	15.0	14.3	0.1

PCB/CFCs under Secure Storage

	Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
	FY2022	FY2023	FY2024	FY2024
No. of electrical devices containing high concentration of PCBs*4	0	0	25	0
PCB volume (pure equivalent) (kl)*4	0	0	0	0
No. of refrigeration units using specified CFCs as a coolant	20	24	9	3
No. of refrigeration units using HCFCs as a coolant	277	214	147	35

Note: The number of companies included in the boundary of calculation for the environmental performance data on pages 095-096 is as follows for each year.

FY2022: Sumitomo Chemical and Group companies in Japan: 22 companies

FY2023: Sumitomo Chemical and Group companies in Japan: 23 companies

FY2024: Sumitomo Chemical and Group companies in Japan: 21 companies

*1 • The energy (calculated as kl of crude oil) indices are calculated with reference to the GHG Protocol (refer to page 173 "Calculation Standards for Environmental and Social Data Indicators") and were calculated for major domestic consolidated Group companies, which account for up to 99.8% of net sales.

• Having adopted the GHG Protocol standards for our GHG emission disclosures, we now include the following data that was not included in previous calculations: amount of energy used to produce electricity and steam sold to external parties by the Group and the resultant CO₂ emissions; amount of energy used by Sumitomo Chemical and Group companies in Japan non-production sites and the resultant CO₂ emissions; CO₂ emissions from non-energy sources not included in the scope of the Act on Promotion of Global Warming Countermeasures.

*2 Calculations include the following 12 metals: iron, gold, silver, copper, zinc, aluminum, lead, platinum, titanium, palladium, gallium, and lithium.

*3 Calculations include the following seven minor metals: nickel, chromium, tungsten, cobalt, molybdenum, manganese, and vanadium. The supply structure for each of these minor metals is extremely fragile. These minor metals are subject to national stockpiling.

*4 Fluorescent lamps and mercury lamp ballast as well as contaminated substances (wastepaper, etc.), including PCB waste, are not included in unit and volume data.



★: Assured by an independent assurance provider

OUTPUT Product Manufacturing and Environmental Impact**Products**

(Thousand tons)

	Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
	FY2022	FY2023	FY2024★	FY2024★
(Calculated on the basis of ethylene production)*1	2,413	1,963	2,143	1,140

**Water Pollutant Emissions**

(Tons)

		Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
		FY2022	FY2023	FY2024★	FY2024★
COD	Coastal waters/waterways	825.0	641.0	590.9	547.9
	Sewer systems	175.0	137.3	149.6	75.7
Phosphorus	Coastal waters/waterways	32.0	24.9	27.1	25.2
	Sewer systems	6.1	5.0	5.2	3.7
Nitrogen	Coastal waters/waterways	1,236.0	1,056.7	1,091.0	1,049.1
	Sewer systems	47.8	27.2	34.1	19.5
Substances subject to the PRTR Act		13.3	97.3	54.0	51.8

**Water Discharge**

(Million tons)

		Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
		FY2022	FY2023	FY2024	FY2024
Total amount of water discharge		809	658	801	205

Note: Includes seawater emissions of Sumitomo Joint Electric Power Co., Ltd.

**Waste Materials**

(Thousand tons)

		Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
		FY2022	FY2023	FY2024★	FY2024★
Outsourced waste processing*2		232	157	187	40
Landfill*2		22	15	20	1
(Breakdown)					
On-site landfill		0	0	0	0
External landfill		22	15	20	1

**Atmospheric Emissions**

(Thousand tons of CO₂e)

		Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
		FY2022	FY2023	FY2024★	FY2024★
Greenhouse gases (seven gases)*3		5,418	4,119	4,650	2,529
CO ₂	(Energy sources)	4,639	3,661	4,164	2,135
	(From other than energy use)	633	382	407	377
CH ₄		6	—	—	—
N ₂ O		137	75	77	16
HFC, PFC, SF ₆ , NF ₃		3	1	2	1

Others

(Tons)

		Sumitomo Chemical and Group Companies in Japan			Sumitomo Chemical
		FY2022	FY2023	FY2024★	FY2024★
NO _x		3,783	2,597	2,074	1,099
SO _x		3,098	1,958	1,200	142
Soot and dust		167	127	102	55
Substances subject to the PRTR Act*4		404	577	485	394

Note: The number of companies included in the boundary of calculation for the environmental performance data on pages 095-096 is as follows for each year.

FY2022: Sumitomo Chemical and Group companies in Japan: 22 companies

FY2023: Sumitomo Chemical and Group companies in Japan: 23 companies

FY2024: Sumitomo Chemical and Group companies in Japan: 20 companies

*1 Certain assumptions were made in calculations due to the difficulty of obtaining weight-based figures for some products.

*2 The amount of coal ash generated at Sumitomo Joint Electric Power, which is included in "Waste emissions" and "Landfill" (Sumitomo Chemical and Group companies in Japan) is calculated on a dry-weight basis.

*3 From fiscal 2017, Greenhouse gases (seven gases) indices are calculated with reference to the GHG Protocol (refer to page 173 "Calculation Standards for Environmental and Social Data Indicators"), and include major domestic consolidated group companies accounting for 99.8% of sales.

*4 Calculated based on the amount released into water/the air of each substance subject to the PRTR Act.

Compliance with Environmental Laws and Regulations

(Yen)

	FY2022	FY2023	FY2024
Total fines	0	0	0

Note: Sumitomo Chemical and our 20 Group companies in Japan, making a total of 21 companies, are included in the boundary of calculation Sumika-Kakoushi Co., Ltd.; Sumika Plastech Co., Ltd.; Nippon A&L Inc.; Asahi Chemical Co., Ltd.; Ceratec Co., Ltd.; Sumika Assembly Techno Co., Ltd.; Sumika Agro Manufacturing Co., Ltd.; SC Environmental Science Co., Ltd.; Sumika Agrotech Co., Ltd.; Sumika Polycarbonate Ltd.; Nihon Medi-Physics Co., Ltd.; Sumitomo Joint Electric Power Co., Ltd.; Koei Chemical Co., Ltd.; Taoka Chemical Co., Ltd.; Tanaka Chemical Corporation; Sumitomo Pharma Co., Ltd.; SN Kasei Co., Ltd.; Sanritz Corporation; Sumika Kowa Tech Co., Ltd.; Sumika High-Purity Gas Co., Ltd.



Evaluation of Environmental Protection Costs and Economic Effects through Environmental Accounting

Sumitomo Chemical continuously gathers and evaluates data on environmental protection-related expenses, investments, and economic results in line with the Company's environmental accounting system introduced in fiscal 2000.

◆ Items Pertaining to Environmental Accounting

(1) Period: April 1, 2024 to March 31, 2025 for Group companies in Japan; January 1, 2024 to December 31, 2024 for overseas Group companies

(2) Boundary: Sumitomo Chemical and 17 major consolidated subsidiaries (12 in Japan and 5 overseas)*; 18 companies in total

(3) Composition (Classification): Based on Ministry of the Environment (Japan) guidelines

(4) Outline of the results (investment and expenses): Consolidated investment increased year on year by 2.6 billion yen, and consolidated expenses increased by 20.0 billion yen.

■ Environmental Protection Cost

(Billion yen)

Classification		Details of Major Initiatives	FY2023				FY2024			
			Non-Consolidated		Consolidated		Non-Consolidated		Consolidated	
			Investment	Expenses	Investment	Expenses	Investment	Expenses	Investment	Expenses
Facility Area Costs			1.4	23.7	2.9	36.8	1.2	42.1	5.5	56.9
Breakdown	Pollution Prevention Costs	Prevention of air pollution, water pollution, soil contamination, noise pollution, odors, ground subsidence, etc.	1.1	17.9	1.9	23.7	0.9	35.4	3.4	41.9
	Global Environmental Protection Costs	Energy saving, prevention of global warming, ozone layer depletion, and other measures	0.0	0.2	0.5	3.8	0.0	0.7	1.7	5.0
	Resource Recycling Costs	Resource saving, water saving and rainwater usage, waste reduction/disposal treatment, recycling, etc.	0.3	5.6	0.4	9.3	0.3	6.1	0.4	9.9
Upstream/Downstream Costs		Green purchasing, recycling, recovery, remanufacturing and appropriate treatment of products, recycling costs associated with containers and packaging, environmentally friendly products and services, etc.	0.0	0.1	0.0	0.3	0.0	0.1	0.0	0.3
Administrative Costs		Costs associated with environmental education, environmental management systems, the monitoring and measuring of the environmental impact of business activities and products, environmental organization operations, etc.	0.0	0.8	0.0	1.5	0.0	0.8	0.0	1.5
R&D Costs		Development of products with attention to environmental safety, research into energy-saving processes, etc.	0.0	9.9	0.0	10.0	0.0	2.5	0.0	2.6
Social Activities Costs		Protection of the natural environment and enhancement of its scenic beauty and greenery, support for community initiatives aimed at environmental protection, support for environmental preservation groups, environment-related paid contributions and surcharges, etc.	0.0	0.4	0.0	0.7	0.2	0.6	0.2	0.8
Environmental Remediation Costs		Environmental rehabilitation of contaminated environments and other environmental damage, reserve funds to cover environmental recovery, etc.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total			1.4	34.9	2.9	49.4	1.4	46.2	5.7	62.2

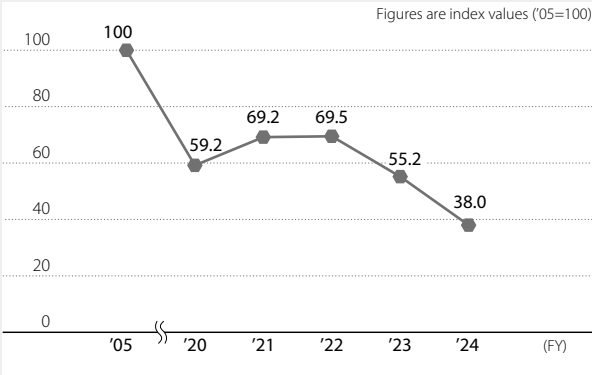
* Sumitomo Pharma Co., Ltd.; Koei Chemical Co., Ltd.; Taoka Chemical Co., Ltd.; Sumitomo Joint Electric Power Co., Ltd.; Nihon Medi-Physics Co., Ltd.; Nippon A&L Inc.; Sumika Agrotech Co., Ltd.; Ceratec Co., Ltd.; SN Kasei Co., Ltd.; Sumika Polycarbonate Ltd.; Sanritz Corporation; Tanaka Chemical Corporation; Dongwoo Fine-Chem Co., Ltd.; Sumitomo Chemical Asia Pte Ltd.; The Polyolefin Company (Singapore) Pte. Ltd.; Sumika Technology Co., Ltd.; and Sumika Electronic Materials (Wuxi) Co., Ltd.

Economic Effects

(Billion yen)

Results	FY2023		FY2024	
	Non-Consolidated	Consolidated	Non-Consolidated	Consolidated
Reduced costs through energy saving	1.2	1.5	0.4	3.0
Reduced costs through resource saving	0.4	1.9	0.8	2.6
Reduced costs through recycling activities	5.0	6.4	2.2	0.5
Total	6.5	9.8	3.4	6.1

Cost Efficiency of Environmental Protection Measures (Sumitomo Chemical: All Worksites)



In fiscal 2005, we began implementing measures to improve the cost efficiency of our environmental protection measures by making sure that all activities were as cost effective as possible. We will implement more effective measures by analyzing and studying the breakdown of our environmental protection costs and reviewing each item to determine its importance. We calculate the cost efficiency of our environmental protection as the ratio of annual total production value to total environmental protection costs, in order to better reflect actual production activities in the calculation.

Environmental Management System

Between 1997 and 2001, ISO 14001:1996 certification was obtained at all Works and continually maintained thereafter. Updated ISO 14001 certification was obtained later and all Works have been inspected on a continual basis to ensure the certification does not expire.

Acquisition of ISO 14001 Certification

1. Sumitomo Chemical (Acquisition Rate: 100%)

Works	Certificate Number	Registration Date
Ehime Works (including Ohe Works)	JCQA-E-0018	April 1998
Chiba Works	(KHK-)97ER・004	June 1997
Osaka Works	JQA-E-90072	November 1997
Oita Works (Gifu Plant)	JCQA-E-0206	December 2000
Oita Works (Okayama Plant)	JCQA-E-0218	January 2001
Oita Works	JQA-E-90152	March 1998
Misawa Works	JQA-EM0355	March 1999
Ibaraki Works	RC15J0024	March 1997

2. Group Companies in Japan

Companies	Certificate Number	Registration Date
Sumika-Kakoushi Co., Ltd.	JCQA-E-0532	January 2004
Nippon A&L Inc. (Ehime Works)	ISO14001-0076790	March 2001
Nippon A&L Inc. (Chiba Works)	(KHK-)97ER・004	June 1997
Asahi Chemical Co., Ltd.	JUSE-EG-717	February 2006
Ceratec Co., Ltd.	JCQA-E-0018	April 1998
Sumika Assembly Techno Co., Ltd.	JCQA-E-0018	April 1998
Sumika Agro Manufacturing Co., Ltd. (Ehime Fertilizers Works)	JCQA-E-0018	April 1998
Sumika Agro Manufacturing Co., Ltd. (Other Works)	13ER・925	August 2004
Koei Chemical Co., Ltd.	JCQA-E-0969	March 1999
Taoka Chemical Co., Ltd. (Ehime Works)	JCQA-E-0018	April 1988
Taoka Chemical Co., Ltd. (Yodogawa Works)	JQA-EM3938	April 2004
Tanaka Chemical Corporation	4526844	November 1998
Sumitomo Pharma Co., Ltd. (Suzuka Works)	00ER-094	December 2000
Sumitomo Pharma Co., Ltd. (Oita Works)	JQA-E-90152	March 1998
Sumika Polycarbonate Limited	JCQA-E-0436	December 2002
SANRITZ Co., Ltd.	JMAQA-E105	April 2000
Sumika Kowa Tech Co., Ltd.	EMS 601582	December 2013

3. Overseas Group Companies

Companies	Certificate Number	Registration Date
Bara Chemical Co., Ltd.	24120907002	November 2009
SSLM Co., Ltd.	EAC-06178	April 2016
Sumitomo Chemical India Private Limited (Tarapur plant)	IND.23.5072/IM/U	April 2008
Sumitomo Chemical India Private Limited (Vapi plant)	IND.24.1076/IM/U	March 2021
Sumitomo Chemical India Private Limited (Bhavnaga Plant)	99 104 01891	December 2018
Sumitomo Chemical India Private Limited (Gajod Plant)	99 104 01883	November 2024
Sumitomo Chemical India Private Limited (Silvassa Plant)	IND.24.1109/IM/U	May 2024
Sumitomo Chemical Advanced Technologies LLC (Phoenix Facility)	43631-2008-AE-USA-ANAB	December 2008
Sumika Technology Co., Ltd.	EMS 89814	December 2024
Dongwoo Fine-Chem Co., Ltd. (Pyeongtaek)	EAC-0600301	July 2005
Dongwoo Fine-Chem Co., Ltd. (Iksan)	KR15/02363	March 2003
Dongwoo Fine-Chem Co., Ltd. (Samki)	KR20/81826429	August 2013
Sumika Electronic Materials (Xi'an) Co., Ltd.	CN15/10719	November 2015
Sumika Huabei Electronic Materials (Beijing) Co., Ltd.	19924E01042R2M	January 2019
Sumika Electronic Materials (Wuxi) Co., Ltd.	64188-2009-AE-RCG-RVA	October 2009
Sumika Electronic Materials (Changzhou) Co., Ltd.	CN20/10228	May 2020
Sumika Polymer Compounds (Thailand) Co., Ltd.	66 104 130035	September 2013
Sumitomo Chemical Asia Pte Ltd (MMA plant)	10604962	July 2024
The Polyolefin Company (Singapore) Pte. Ltd.	SG05/00847	December 2005
Botanical Resources Australia	AU1588-EC	August 2023
PCS PTE. LTD.	SCS 1026920I	December 2009
PCS PTE. LTD.	SCS 102692EI	November 2009

Note: Surveys are conducted once per year, and the above list is based on the survey results as of July 14, 2025

Energy Management System

■ Acquisition of ISO 50001 Certification

Works	Certificate Number	Registration Date
Dongwoo Fine-Chem Co., Ltd. (Pyeongtaek)	EN-0632901	October 2016



Reducing Greenhouse Gas Emissions

Greenhouse Gas Emissions (All Seven Gases) (Sumitomo Chemical: All Worksites)

(Thousand tons of CO₂e)

		FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
CO ₂	Energy sources	2,559	2,405	2,454	2,543	2,722	2,645	2,549	2,537	2,322	1,991
	From other than energy use	55	50	93	155	142	157	146	137	217	226
Methane (CH ₄)		—	—	—	—	—	—	—	—	—	—
Nitrous oxide (N ₂ O)		65	45	35	23	15	20	22	22	16	16
Hydrofluorocarbon (HFC)		—	—	—	—	4	4	—	—	—	1
Perfluorocarbon (PFC)		—	—	—	—	—	—	—	—	—	—
Sulfur hexafluoride (SF ₆)		—	—	—	—	—	—	—	—	—	—
Nitrogen trifluoride (NF ₃)		—	—	—	—	—	—	—	—	—	—

Note: Calculated based on the Act on the Rational Use of Energy and the Act on Promotion of Global Warming Countermeasures.

Energy Saving

FY2024 Breakdown of Unit Energy Consumption (Sumitomo Chemical)

	Energy consumption (Thousand kl in crude oil equivalent) (a)	Production (Thousand tons in ethylene equivalent) (b)	Unit energy consumption (a/b)
Ehime Works	394	608	0.647
Chiba Works	319	322	0.988
Osaka Works	23	14	1.590
Oita Works	52	37	1.408
Misawa Works	9	6	1.480
Gifu Works	6	2	2.302
Okayama Works	6	8	0.824
Ohe Works	23	136	0.172
Total	832	1,135	0.733

Notes: • Calculated based on the Act on the Rational Use of Energy and the Act on Promotion of Global Warming Countermeasures.
 • Ibaraki Works' energy consumption, total floor area, and unit energy consumption were 4.8 thousand kl (crude oil equivalent), 16.6 thousand m², and 0.291, respectively

FY2024 Energy Consumption and CO₂ Emissions (Sumitomo Chemical and Group Companies in Japan: All Worksites)

	Energy consumption (Thousand kl in crude oil equivalent)	CO ₂ emissions from energy use (Thousand tons)
Sumitomo Chemical	849	1,991
Works	836	1,974
Non-manufacturing sites including the Head Offices and Research Laboratories	13	16
Sumitomo Chemical and Group companies in Japan	1,541	2,575
Works	1,512	2,529
Non-manufacturing sites including the Head Offices and Research Laboratories	29	46

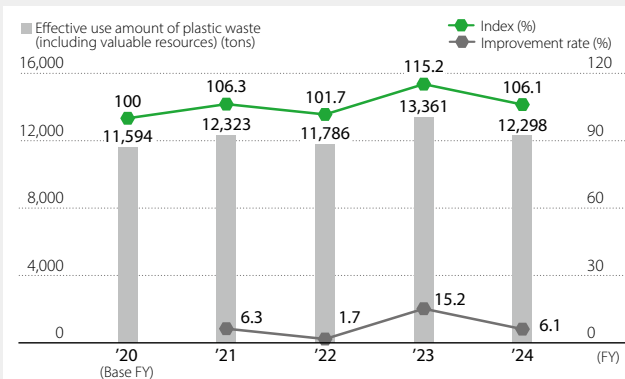
Notes: • Calculated based on the Act on the Rational Use of Energy and the Act on Promotion of Global Warming Countermeasures.

• The boundary of calculation covers major consolidated Group companies, accounting for 99.8% of Sumitomo Chemical's consolidated net sales.

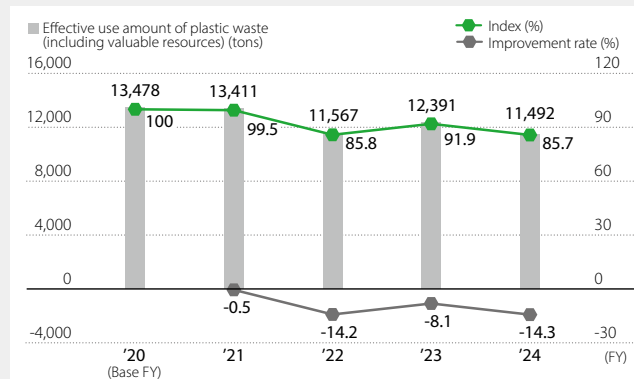


Waste Reduction

Effective Use Amount of Plastic Waste (including valuable resources)*1 (Sumitomo Chemical and Group Companies in Japan) (2020 = 100)

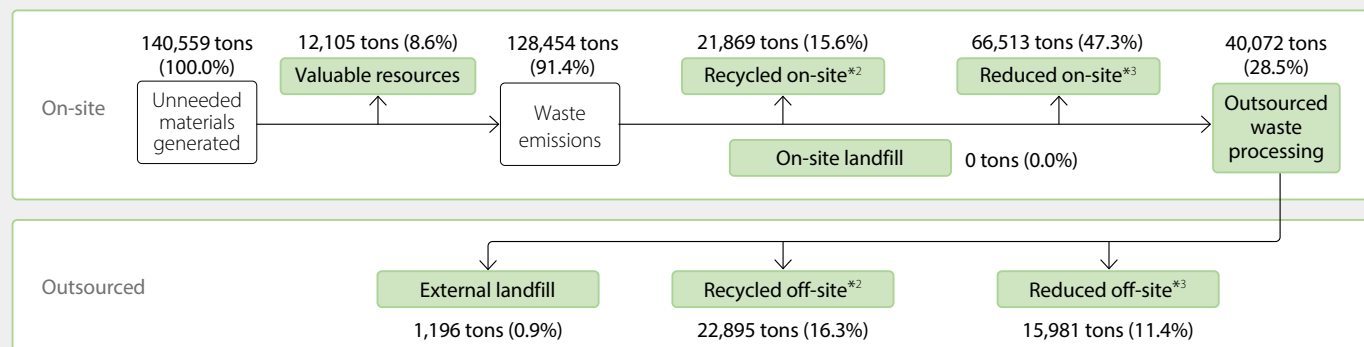


Effective Use Amount of Plastic Waste (including valuable resources)*1 (Overseas Group Companies) (2020 = 100)



*1 Effective use amount of plastic waste (including valuable resources) = (amount of valuable resources) + (amount of internally recycled and reused waste + amount of internally recovered waste heat) + (amount of externally recycled and reused waste + amount of externally recovered waste heat)

Waste Disposal Flow Chart and FY2024 Results (Sumitomo Chemical)



*2 Recycled waste: Total amount of waste that was reused, recycled, or thermally recycled

*3 Reduced waste: Total amount of waste reduced through incineration, etc.

FY2024 Results by Item in Connection with the Disposal of Waste
(Sumitomo Chemical)

(Tons)

Type	Waste emissions	Recycled on-site		Reduced on-site		Outsourced waste processing	On-site landfill	Reduced off-site	Recycled off-site		External landfill	Valuable resources
		Reused, recycled	Thermally recycled	Incineration	Other				Reused, recycled	Thermally recycled		
Burnt residue	2,733.0	0.0	0.0	0.0	0.0	2,732.9	0.0	0.0	2,490.7	0.0	242.2	0.0
Sludge	38,443.4	0.1	727.9	22,628.2	1,850.7	13,236.7	0.0	3,549.4	9,048.6	405.0	233.8	35.7
Oil waste	33,185.5	1,643.2	8,866.4	14,205.6	0.0	8,470.3	0.0	4,525.1	3,636.8	207.6	100.8	958.5
Waste acid	7,773.1	0.0	23.7	5,891.0	0.0	1,858.5	0.0	1,339.2	492.1	2.8	24.2	903.5
Waste alkali	38,892.8	10,201.7	4.8	20,359.6	0.0	8,326.7	0.0	5,702.4	2,287.5	289.3	47.4	213.8
Waste plastic	4,264.7	0.0	401.6	591.0	0.0	3,272.1	0.0	309.6	2,255.7	332.3	374.6	6,144.6
Waste paper	916.2	0.0	0.0	858.2	0.0	58.1	0.0	15.9	42.2	0.0	0.0	395.8
Wood waste	834.3	0.0	0.0	120.6	0.0	713.7	0.0	43.1	483.0	183.6	4.0	5.2
Textile waste	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Animal and plant residues	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Metal waste	631.1	0.0	0.0	6.9	0.0	624.2	0.0	147.8	473.1	0.0	3.3	3,447.7
Glass and pottery waste	317.5	0.0	0.0	1.8	0.0	315.6	0.0	23.2	223.9	30.2	38.4	0.0
Slag	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Debris	434.1	0.0	0.0	0.0	0.0	434.1	0.0	325.3	10.4	0.0	98.4	0.0
Soot and dust	28.7	0.0	0.0	0.0	0.0	28.7	0.0	0.0	0.0	0.0	28.7	0.0
Total	128,454	11,845	10,024	64,663	1,851	40,072	0	15,981	21,444	1,451	1,196	12,105

(Sumitomo Chemical and Group Companies in Japan)

(Tons)

Type	Waste emissions	Recycled on-site		Reduced on-site		Outsourced waste processing	On-site landfill	Reduced off-site	Recycled off-site		External landfill	Valuable resources
		Reused, recycled	Thermally recycled	Incineration	Other				Reused, recycled	Thermally recycled		
Burnt residue	8,678.4	0.0	0.0	0.0	0.0	8,678.4	0.0	0.0	7,145.1	1.0	1,532.3	0.0
Sludge	82,793.8	0.1	727.9	22,628.2	37,969.1	21,468.7	0.0	7,728.3	10,404.1	615.8	2,720.8	88.7
Oil waste	41,507.0	1,664.2	14,003.0	14,205.6	0.0	11,634.3	0.0	6,590.2	4,307.3	611.3	125.3	1,580.8
Waste acid	9,661.4	0.0	23.7	5,891.0	0.0	3,746.8	0.0	2,140.4	685.1	887.9	33.2	903.5
Waste alkali	57,713.9	10,201.7	4.8	29,760.6	0.0	17,746.9	0.0	13,642.2	3,064.2	910.3	130.0	213.8
Waste plastic	7,812.6	0.0	401.6	591.0	0.0	6,820.0	0.0	817.3	4,407.3	485.8	1,109.7	7,002.8
Waste paper	1,749.0	0.0	0.0	858.2	0.0	890.9	0.0	109.8	770.8	0.0	11.0	1,144.0
Wood waste	1,084.8	0.0	0.0	120.6	0.0	964.2	0.0	63.8	683.9	210.0	6.5	5.2
Textile waste	0.4	0.0	0.0	0.0	0.0	0.4	0.0	0.4	0.0	0.0	0.0	0.0
Animal and plant residues	4.9	0.0	0.0	0.0	0.0	4.9	0.0	1.9	0.0	2.8	0.2	0.0
Metal waste	753.7	0.0	0.0	6.9	0.0	746.8	0.0	206.2	522.5	0.9	17.2	3,833.8
Glass and pottery waste	354.7	0.0	0.0	1.8	0.0	352.9	0.0	25.1	232.0	31.8	64.0	0.5
Slag	143.8	0.0	0.0	0.0	0.0	143.8	0.0	0.0	0.0	0.0	143.8	0.0
Debris	437.0	0.0	0.0	0.0	0.0	437.0	0.0	325.3	10.4	0.0	101.3	0.0
Soot and dust	113,454.7	0.0	0.0	0.0	0.0	113,454.7	0.0	0.0	99,333.0	0.0	14,121.7	47.3
Total	326,150	11,866	15,161	74,064	37,969	187,091	0	31,651	131,566	3,758	20,117	14,821

FY2024 Categories of Hazardous* and Non-Hazardous Waste (Sumitomo Chemical)

(Tons)

Type	Waste emissions	Recycled on-site		Reduced on-site		Outsourced waste processing	On-site landfill	Reduced off-site	Recycled off-site		External landfill
		Reused, recycled	Thermally recycled	Incineration	Other				Reused, recycled	Thermally recycled	
Non-Hazardous Waste	48,603	0	1,129	24,207	1,851	21,416	0	4,414	15,028	951	1,023
Hazardous Waste	79,851	11,845	8,895	40,456	0	18,656	0	11,567	6,416	500	172

(Sumitomo Chemical and Group Companies in Japan)

(Tons)

Type	Waste emissions	Recycled on-site		Reduced on-site		Outsourced waste processing	On-site landfill	Reduced off-site	Recycled off-site		External landfill
		Reused, recycled	Thermally recycled	Incineration	Other				Reused, recycled	Thermally recycled	
Non-Hazardous Waste	217,268	0	1,129	24,207	37,969	153,963	0	9,278	123,509	1,348	19,829
Hazardous Waste	108,882	11,866	14,031	49,857	0	33,128	0	22,373	8,057	2,410	289

* Waste oil (including waste organic solvents), alkaline waste, acidic waste



Initiatives to Recycle and Reuse Plastic and Other Waste

Sumitomo Chemical is proactively working to recycle and reuse plastic and other waste.

■ Results of Recycling and Reusing Waste*¹ (Sumitomo Chemical)

(Tons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions	164,492	189,499	174,602	139,728	128,454
Amount internally reused	6,383	16,602	16,906	8,968	11,845
Amount of internally recovered heat	23,382	28,798	22,324	16,384	10,024
Outsourced waste processing	53,515	65,471	55,356	48,933	40,072
Amount externally reused	31,334	38,584	32,010	26,951	21,444
Amount of externally recovered heat	3,617	3,223	4,436	2,586	1,451
Recycling and reuse rate (%)	39.3	46.0	43.3	39.3	34.8

(Sumitomo Chemical and Group Companies in Japan)

(Tons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions	377,062	446,397	405,298	297,476	326,150
Amount internally reused	33,711	49,003	16,922	8,989	11,866
Amount of internally recovered heat	0	0	27,032	21,457	15,161
Outsourced waste processing	247,908	276,071	232,013	156,995	187,091
Amount externally reused	195,737	213,309	173,416	101,867	131,566
Amount of externally recovered heat	0	0	9,903	6,423	3,758
Recycling and reuse rate (%)	60.9	58.8	56.1	46.6	49.8

(Overseas Group Companies)

(Tons)

	FY2023	FY2024
Waste emissions	65,348	65,463
Amount internally reused	4,167	3,034
Outsourced waste processing	60,749	62,045
Amount externally reused	26,045	29,045
Recycling and reuse rate (%)	46.2	49.0

*1 Amount of waste recycled and reused: Amount internally and externally reused + Amount of internally and externally recovered heat
Waste recycling and reuse rate: (Amount internally and externally reused + Amount of internally and externally recovered heat) /
Waste emissions

■ Results of Recycling and Reusing Plastic Waste*² (Sumitomo Chemical)

(Tons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions	5,295	5,933	5,407	4,421	4,265
Amount internally reused	0	0	0	0	0
Amount of internally recovered heat	273	437	321	330	402
Outsourced waste processing	4,184	4,788	4,449	3,562	3,272
Amount externally reused	2,923	3,473	3,317	2,560	2,256
Amount of externally recovered heat	47	110	270	211	332
Recycling and reuse rate (%)	61.2	67.8	72.3	70.1	70.1

(Sumitomo Chemical and Group Companies in Japan)

(Tons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions	8,386	9,856	9,415	8,280	7,813
Amount internally reused	37	35	0	0	0
Amount of internally recovered heat	273	437	321	330	402
Outsourced waste processing	7,203	8,644	8,458	7,421	6,820
Amount externally reused	4,502	5,296	5,569	4,810	4,407
Amount of externally recovered heat	464	622	688	587	486
Recycling and reuse rate (%)	62.9	64.8	69.9	69.2	67.8

(Overseas Group Companies)

(Tons)

	FY2023	FY2024
Waste emissions	9,162	7,722
Amount internally reused	270	341
Outsourced waste processing	8,892	7,381
Amount externally reused	7,207	6,218
Recycling and reuse rate (%)	81.6	84.9

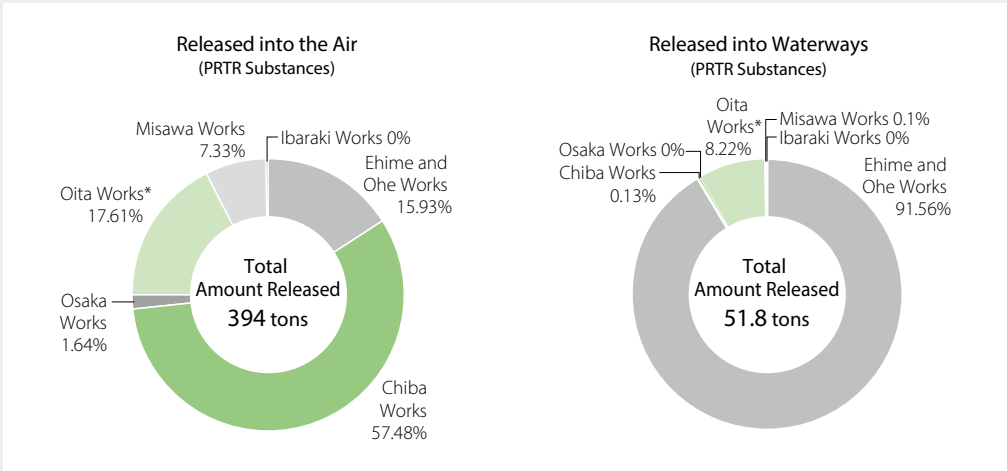
*2 Amount of plastic recycled and reused: Amount internally and externally reused + Amount of internally and externally recovered heat
Plastic recycling and reuse rate: (Amount internally and externally reused + Amount of internally and externally recovered heat) /
Waste emissions

Addressing PRTR

FY2024 Release and Transfer of PRTR Substances (Sumitomo Chemical and Group Companies in Japan) (Tons)

	Released			Transferred		
	Air	Water	Subtotal	Sewage	Waste	Subtotal
PRTR substances						
Sumitomo Chemical	394	51.8	446	3.1	3,243	3,247
Sumitomo Chemical and Group companies in Japan	485	54	539	4.9	5,001	5,005

FY2024 PRTR Substances Released by Works (Sumitomo Chemical)



* Data for the Oita Works includes data for Gifu Works (former Gifu Plant) and Okayama Works (former Okayama Plant)

Emissions data for PRTR substances (fiscal 2024)

Regarding substances reported to the PRTR, data was collected on the top ten substances and dioxins with the highest emission volumes from Sumitomo Chemical. Please refer to the Ministry of the Environment’s PRTR information forum (<https://www.prtr.env.go.jp/prtrmap/>, Japanese only) for data on the other substances at each worksite.

(Tons, Dioxins: mg-TEQ)

No.	JPSN (Japan PRTR-SDS Number)	Name of Chemical Compound	Amount Released				
			Air	Water	Soil	Landfill	Total
1	729	1-Hexene	135.66	0.00	0.00	0.00	135.66
2	731	Heptane	53.34	0.14	0.00	0.00	53.47
3	737	Methyl isobutyl ketone	52.57	0.04	0.00	0.00	52.60
4	300	toluene	45.41	0.05	0.00	0.00	45.46
5	598	Chloric acid and its potassium and sodium salt	0.00	41.08	0.00	0.00	41.08
6	94	chloroethylene	20.46	0.00	0.00	0.00	20.46
7	134	vinyl acetate	13.66	0.00	0.00	0.00	13.66
8	83	cumene	12.54	0.01	0.00	0.00	12.54
9	392	n-hexane	11.49	0.03	0.00	0.00	11.52
10	420	methyl methacrylate	9.21	0.00	0.00	0.00	9.21
	243	dioxins	<0.01	<0.01	0.00	0.00	<0.01

* As of June 2025



Social



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Contributing to the SDGs through Social Activities



Respect for Human Rights

Basic Stance

Sumitomo Chemical regards respect for human rights as part of the foundation for business continuation. We are continuing to make a Group-wide effort to address this as a material issue to be addressed as management priorities, and provide disclosures on our measures and progress. In order to accelerate its efforts on human rights, Sumitomo Chemical formulated the Sumitomo Chemical Group Human Rights Policy in April 2019, based on the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the United Nations Global Compact, and the United Nations Guiding Principles on Business and Human Rights. At the same time, we established the Human Rights Promotion Committee, a committee tasked with promoting our human rights initiatives. In order to pursue a Group-wide effort to respect human rights, we are committed to ensuring that all Group companies in Japan and overseas are fully aware of the Human Rights Policy and take action on these principles.

Sumitomo Chemical Group Human Rights Policy (Effective April 1, 2019)

This policy was formulated based on the advice of outside human rights experts with practical experience.

How to Make Use of Speak Up System

<https://www.sumitomo-chem.co.jp/english/sustainability/governance/compliance/forms/>

Sumitomo Chemical Group (Sumitomo Chemical Co., Ltd. and its Group Companies) has put in place this Human Rights Policy ("Policy") to demonstrate its commitment to international standards on human rights. All directors, executive officers and employees ("Personnel") of the Sumitomo Chemical Group will uphold this Policy.

1. Our Position on Human Rights

(1) Compliance with Standards, Laws and Regulations

We support and respect international standards on human rights, such as the Universal Declaration of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and promote respect for human rights in line with the United Nations Guiding Principles on Business and Human Rights. Sumitomo Chemical Co., Ltd. is a signatory to the United Nations Global Compact and supports its Ten Principles, which include human rights and labor.

We comply with applicable laws and regulations in countries and regions where we operate, and where local laws and regulations conflict with international standards, we will seek ways to honor the principles of internationally recognized human rights.

(2) Respect for Human Rights in Our Business Activities

We do not discriminate against individuals based on employment status, age, sex, ethnic or social origin, ancestry, nationality, disability, religion, beliefs, marital status, or any other status. We do not tolerate any form of harassment, including sexual harassment or workplace bullying. We also respect fundamental labor rights including freedom of association and the right to collective bargaining, and prohibit forced labor or child labor.

We are committed to respecting human rights in our business activities and also strive to avoid contributing to infringement of human rights. In order to prevent and mitigate human rights risks related to our business activities, we will take necessary measures, including ensuring compliance with the Compliance Manual (the Sumitomo Chemical Code of Business Conduct) and other relevant policies and guidelines. We are also committed to understanding

our impact on local communities and aim for harmonious coexistence with these communities.

We expect our business partners, including our suppliers, and other relevant stakeholders to act in line with the principles in this Policy, and we will seek ways to work with them to promote respect for human rights.

2. Our Approach to Human Rights Issues

(1) Providing Education and Raising Awareness

We will provide appropriate education and training to our Personnel so that this Policy is understood and effectively implemented.

(2) Human Rights Due Diligence

We will identify adverse human rights impacts, and seek to prevent or mitigate such impacts through our human rights due diligence framework.

(3) Responding to Identified Human Rights Impacts

We will engage with relevant stakeholders in order to address actual or potential adverse human rights impacts.

(4) Remedy

Where we identify that we have caused or contributed to adverse human rights impacts, we will endeavor to remediate such impacts through appropriate processes.

(5) Grievance Mechanisms

We have grievance mechanisms in place in the form of the Speak-Up System (whistle-blowing channels) in order to address concerns about activities that may adversely impact human rights or any other concerns raised about our business activities. These channels are available for anyone having involvement in Sumitomo Chemical Group's business activities, including their business partners as well as Sumitomo Chemical Group Personnel and their families. We will continuously seek to optimize our grievance mechanisms.

(6) Disclosure

We will report on our efforts to respect human rights including through our website, integrated report, Sustainability Data Book, and other relevant channels.

Respect for Human Rights

Procurement Human Resources Management Occupational Safety and Health / Industrial Safety and Disaster Prevention
Product Stewardship / Product Safety / Quality Assurance Responsibility to Our Customers Contributions to Communities Social Activities: Supplementary Data

Announcement of the Group Statement Based on Human Rights Laws and Regulations

We at the Sumitomo Chemical Group, as a globally operating corporation, have announced a Group statement on our efforts to address risks related to modern slavery and human trafficking in our business activities and supply chain. This statement is based on laws and regulations in various countries with regard to respect for human rights and the prevention of modern slavery and human trafficking, including the Modern Slavery Act of the United Kingdom, the Modern Slavery Act of Australia, the California Transparency in Supply Chains Act of the United States, and Fighting Against Forced Labour and Child Labour in Supply Chains Act of Canada.

Compliance with the Laws and Regulations involving Respect for Human Rights World-wide

https://www.sumitomo-chem.co.jp/english/sustainability/society/human_rights/statement/

Management System

Human Rights Promotion Committee

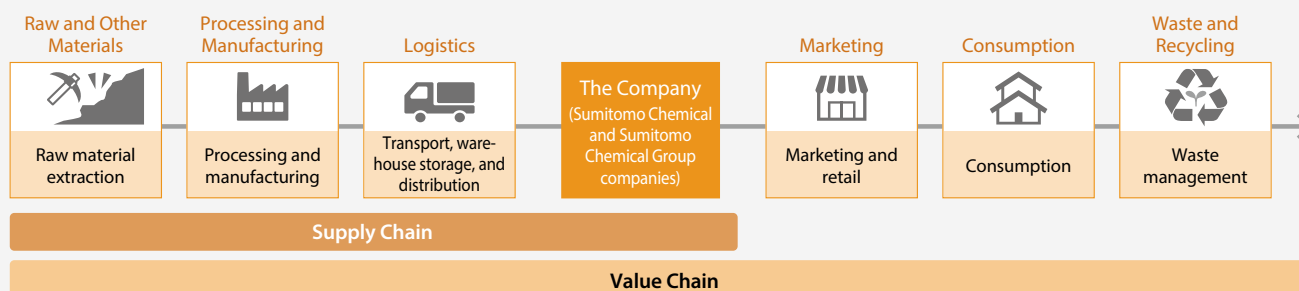
Sumitomo Chemical has established the Human Rights Promotion Committee as its organization for promoting activities in compliance with the Human Rights Policy. In order to plan and implement measures to respect human rights across the entire value chain,*1 this committee consists of members from a broad range of related departments and functions. The senior executive officer in charge of corporate departments serves as chair, while from the business sectors, executive officers in charge of the Planning & Coordination Offices*2 of their respective departments participate as committee members.

*1 Value chain is defined by ISO 26000, which is an international standard related to social responsibility, as an "entire sequence of activities or parties that provide or receive value in the form of products or services." See the explanation to the right for details.

*2 The Planning & Coordination Offices are departments in charge of matters related to the planning, technologies, and development of each business sector.

Roles of the Committee

- (1) Formulation and implementation of measures regarding respect for human rights across the Group's value chain, including:
 - Formulation and publication of policies required by the Guiding Principles on Business and Human Rights and relevant national laws
 - Identification of human rights issues across the value chain, assessment of risks, and implementation of measures, including remedies, that are appropriate for specific issues and their associated risks (human rights due diligence and relief efforts)
- (2) Promotion of awareness of human rights inside and outside the Company



Human Rights Promotion Committee



**Respect for Human Rights**

Procurement Human Resources Management Occupational Safety and Health / Industrial Safety and Disaster Prevention
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Group-wide Approach

Based on its basic policy for respect for human rights, Sumitomo Chemical continues to take various measures to promote respect for human rights by working closely with its Group companies in Japan and overseas, while also engaging business partners.

Overseas, in particular, we are working with our regional headquarters in Europe, the Americas, China, and the Asia-Pacific region to ensure and promote compliance, including initiatives to protect human rights, based on our compliance system that we have established in accordance with respective local legal systems of the countries where we operate.

Examples of Initiatives**Human Rights Due Diligence and Relief Efforts**

With the aim of promoting respect for human rights in its business activities, the Sumitomo Chemical Group has established a system for

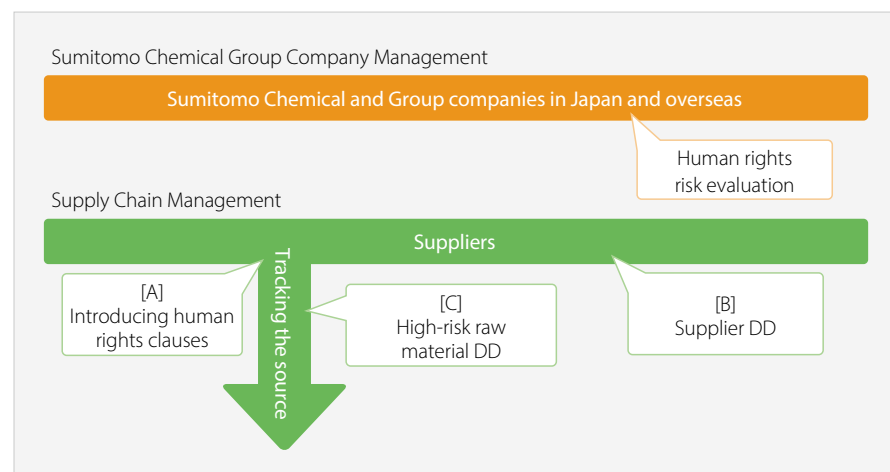
human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights. Under our approach to evaluating, reducing, and preventing human rights risks, not only for Sumitomo Chemical itself and its supply chain, but also for Group companies in Japan and overseas and their supply chains, we set priorities based on potential human rights risks, and implement our efforts in steps. The Sustainability Department, Legal Department, Procurement Department, and Logistics Department collectively serve as our secretariat office for human rights due diligence, working with business sectors and other relevant departments to ensure that our entire value chain is assessed.

External specialists conduct human rights risk evaluations of the Group to evaluate, reduce, and prevent human rights risks within the Group.

Moreover, for the supply chain, we rank priorities based on assumed human rights risks, conduct surveys, and promote engagement. As a comprehensive initiative, we ensure the effectiveness of human rights risk reduction initiatives by including clauses related to the implementation of human rights-related initiatives in new

and existing agreements. As a practical risk reduction initiative, we distribute the Sumitomo Chemical Group Supplier Code of Conduct and collect responses to check sheets and human rights questionnaires, which independently confirm the status of initiatives by each supplier, thereby determining the status of general sustainability measures and management systems, including those related to human rights, at suppliers (supplier due diligence, hereinafter "supplier DD"). In addition, for suppliers of raw materials that have a high risk of having a negative impact on human rights (high-risk raw materials), we conduct high-risk raw material due diligence (DD) through surveys that track to the source.

If it is discovered through these activities that any negative impacts on human rights are occurring because of our Group's business activities, or have been fostered by the Group's business activities, we will redress or resolve those incidents through the appropriate procedures, in collaboration with related stakeholders.

Human Rights Due Diligence Overview of Initiatives**Approach to Our Human Rights Due Diligence Efforts**

**Respect for Human Rights**

Procurement

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Social Activities: Supplementary Data

Sumitomo Chemical Group Company Management**Sumitomo Chemical Group Company Management Flow****Group Company Risk Evaluation**

Based on our risk approach policy, we are undertaking an overview of human rights due diligence over the past three years.

Sumitomo Chemical Group Company Management

Sumitomo Chemical and Group
companies in Japan and overseasGroup company
risk evaluation

Supply Chain Management

Suppliers

[A]
Introducing human
rights clauses[B]
Supplier DD[C]
High-risk raw material DD

Tracking the source

FY2022

- Human rights risk evaluations (risk mapping) conducted by external specialists

FY2023

- Conducted written surveys and detailed surveys of Group companies thought to have relatively high levels of risk in the human rights risk evaluations (risk mapping) conducted in fiscal 2022

FY2024

- Regarding written survey responses that indicate concerns about human rights violations, we confirmed actual conditions at each company
- Studied and implemented countermeasures for matters pointed out in detailed surveys conducted by external specialists

Risk Evaluation Items

For this risk assessment, we first set the four categories of society, environment, occupational safety and health, and governance as major focal areas, and for each category, we determined items in detail for assessing risks. For example, in the category of "society," we selected such diverse items as forced labor, child labor, discrimination, harassment, freedom of association, indigenous people, and cultural heritage. In other categories, we conducted risk assessment as to those items that we had addressed in audits, by examining them from a human rights perspective.

Society

S1	Forced labor and human trafficking
S2	Child labor
S3	Work hours
S4	Wages and employment contract
S5	Discrimination
S6	Harassment and punishments
S7	Freedom of association
S8	Land rights
S9	Negative social impact on local communities
S10	Indigenous people and cultural heritage
S11	Privacy
S12	Countermeasures and management procedures (supply chain)

Environment

E1	Environmental pollution
E2	Resource management
E3	Noises, vibrations, and odors

Occupational Safety and Health

HS1	Countermeasures and management procedures
HS2	Machine safety
HS3	Fires and explosions
HS4	Hazardous operations
HS5	Infectious, dusty, and asbestos operations

Governance

G1	Prevention of bribery
G2	Prevention of accounting fraud
G3	Prevention of quality-related fraud
G4	Examples of violations

**Respect for Human Rights**

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Social Activities: Supplementary Data

● Policy for Calculating Risk Scores

Regarding each item, we confirm activities as factors either contributing to or reducing risk. When there are activities that could become risk factors, we add to the risk score, and when there are activities that reduce risk factors, we subtract from the risk score, thereby quantifying risk. The higher the risk score, the higher the human rights risk.

Examples that add to the risk score:

- Employing foreign national workers and migrant workers
- Operational region of the Group company ranked as a high-risk country in indices published by international institutions (for example: the Global Child Forum & UNICEF's Children's Rights and Business Atlas)
- Businesses considered labor-intensive (business categories considered to have a relatively high ratio of low-wage workers)

Examples that subtract from the risk score:

- Confirming the personal IDs of migrant workers and storing copies
- Formulating policies related to prohibiting child labor
- Confirming the provision of employee wages in an amount adequate to provide for a family and meet basic needs, such as food and housing

● Human Rights Risk Assessments (the Second Round : FY2022-2024)

We considered the following factors to ensure that changes in social conditions are appropriately reflected.

- Country-specific indicators newly formulated and released by international organizations
- Among raw materials being handled, the presence or absence of materials that are considered to have high human rights risks, such as conflict minerals
- Problematic rises in cases of human rights violations in the chemical industry and in countries where Group companies are based
- The addition of the safety and health field to the International Labour Organization's (ILO) Core Labour Standards

● FY2024 Initiatives

In fiscal 2022, we conducted a human rights risk assessment (risk mapping) encompassing the Company and consolidated management companies. Based on the results, we selected 30 Group companies and conducted written and detailed surveys in fiscal 2023.

In fiscal 2024, we then followed up on the results of these surveys. Specifically, we discovered issues from the results of this survey regarding Group policies related to procurement and suppliers, such as lapses in communication. Regarding these issues, we surveyed their relationships and backgrounds and confirmed the status of initiatives regarding respect for human rights at Group companies.

As a result, the Group companies where written and detailed surveys were conducted are currently conducting initiatives in accordance with various national laws and regulations. We discovered no large risks that infringed upon items pursued internationally, such as labor guidelines central to the International

Labour Organization (ILO). Nevertheless, we have taken such countermeasures as once again spreading knowledge of Group policies among suppliers as a way to further enhance respect for human rights. We are also sharing insights from the previous fiscal year's surveys among Group companies that were not included in the scope of the new survey. We are spreading this information within the Group to ensure risks are further reduced.

● FY2025 Initiative Plans

As there is a need to conduct regular risk assessments in accordance with changes in social conditions, we will conduct a human rights risk assessment (the third round) encompassing the Company and consolidated management companies. In addition, we will continue to thoroughly spread knowledge of the Human Rights Policy, which is the core of our efforts regarding respect for human rights. We will also continue to conduct educational activities, which include training for employees at Group companies, in order to further deepen their individual understanding of respect for human rights.

Human Rights Risk Assessments (the First Round : FY2019-2021)

 https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/humanrights_riskassessment_1.pdf 

Respect for Human Rights

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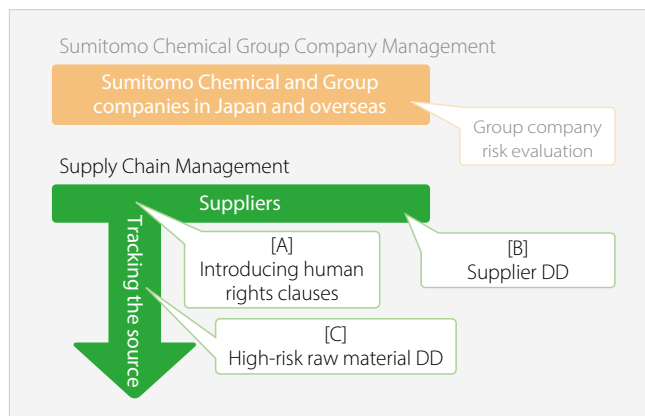
Occupational Safety and Health / Industrial Safety and Disaster Prevention

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Social Activities: Supplementary Data

Supply Chain Management**Supply Chain Management Flow****A. Introducing Human Rights Clauses into Contracts**

We have formulated contract provisions that request understanding of and cooperation with our efforts to respect human rights are conducting initiatives that include them in our contracts with our business partners, including raw material suppliers, materials and equipments suppliers, logistics providers, and contract manufacturers.

We will not only continue to sign contracts that include these human rights provisions, but also respond in line with the procedures defined in these human rights provisions when negative impacts on human rights occur in our supply chain, or under the apprehension that such an impact has occurred.

Main Content in Human Rights Clauses (required matters)

- Comply with human rights-related international standards and the Sumitomo Chemical Group Supplier Code of Conduct
- Strive to seek similar responses from suppliers further upstream
- Formulate policies and conduct human rights due diligence

B. Supplier DD

The Sumitomo Chemical Group is committed to building mutually beneficial and sound relationships with its business partners. We ourselves do business in a fair, equitable and transparent way, while also promoting sustainable procurement efforts across the entire supply chain with respect for human rights and a firm commitment to compliance. In order to encourage our business partners to work on sustainability efforts, in the Sumitomo Chemical Group Supplier Code of Conduct, we ask our business partners to respect human rights, prohibit complicity with human rights violations, prohibit discrimination and harassment, respect basic rights related to labor, prohibit forced labor and child labor, comply with the minimum wage, and assurance of a living wage. In addition, to accurately recognize the risk status related to legal compliance and ethics, society, occupational safety and health, and the environment in the procurement of raw materials in the supply chain, we send the Sumitomo Chemical Group Supplier Code of Conduct to our major business partners, collect the Sumitomo Chemical Group Sustainable Procurement Check Sheets filled out by each company, and confirm the status of initiatives.

Furthermore, we are conducting detailed investigations of the Company's major business partners using questionnaires specialized for human rights (the human rights questionnaire). The human rights questionnaire comprises two parts: one for the management system of the entire company and one with questions specialized for human rights (the presence or absence of human rights risks and the implementation status of risk reduction measures). We provide feedback on the results for all business partners who respond. And for those business partners that we would like to take further action, we engage with them on an individual basis (including exchange information related to sustainability initiatives and share the best practices of the Sumitomo Chemical Group, providing support as needed).

P.121 Procurement:
Promoting Sustainable Procurement throughout the Supply Chain

Excerpts of the Human Rights Questionnaire

Major items	Examples of specific questions
(1) Questions related to company-wide management systems	Numbers of employees, presence of labor unions, status of formulation of policies (for example: human rights policies, legal and regulatory compliance, environmental conservation, occupational safety and health), supply chain management status (for example: status of risk assessments for business partners and the supply chain), establishment of whistleblower hotline
(2) Questions specially focused on human rights*	We collect responses to the following questions to confirm the risk of forced labor of foreign national workers and migrant workers. • Employment status of foreign national workers and migrant workers • Does the company use recruitment specialists when employing foreign national workers and migrant workers? • If using recruitment specialists, is the company doing its due diligence to ensure the specialists' business activities do not violate the human rights of job seekers? • Has the company established an internal procedure for confirming whether recruitment specialists are collecting fees from job seekers? • Before the planned worker departs their home country, does the company provide documents that clarify the main working conditions (job duties, wages, workhours, etc.) in the worker's native language or a language the worker can understand? • Before the planned worker departs their home country, does the company explain necessary information related to the country where they will work or the workplace (rules of the workplace, occupational safety and health, performance considerations, use of dormitory, helpdesk contact information if there are problems, etc.) in the worker's native language or a language the worker can understand?

* We confirm a wide range of human rights issues, such as child labor, forced labor, discrimination (responsible recruitment), and the rights of indigenous people.

**Respect for Human Rights**

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Social Activities: Supplementary Data

Initiatives in FY2024

We send the Sumitomo Chemical Group Sustainable Procurement Check Sheets to the raw material suppliers we have worked with in the past as well as to major materials and equipment suppliers and logistics providers. We also send a questionnaire specializing in human rights (the human rights questionnaire) to major suppliers and collect responses, confirm the status of initiatives, and pursue engagement as necessary.

FY2025 Initiative Plans

We will continue to send the Sumitomo Chemical Group Sustainable Procurement Check Sheets and human rights questionnaires to major suppliers and collect their responses. Based on an analysis of the responses and results, we will take improvement measures as necessary to broadly promote sustainable procurement in the supply chain.

C. High-risk Raw Material DD

The Sumitomo Chemical Group formulated the "Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials" in March 2020. Under the policy, the Group defines high-risk raw materials as those that having a high probability of negatively impacting human rights in the supply chain, including, but not limited to, tantalum, tin, gold, tungsten, cobalt, mica, graphite, and pulp. Depending on the characteristics of the high-risk raw materials, we promote initiatives aligned with the premise of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the OECD Guidance).

Initiatives in FY2024

In line with the Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials, we conducted surveys of the usage status of high-risk raw materials at the Company and Group companies in Japan.

FY2025 Initiative Plans

Going forward, we will consider remedial measures to reduce human rights risks in line with the Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials and continue implementing necessary initiatives. In addition, for business partners that handle high-risk raw materials, we will continue requesting reports based on the Responsible Minerals Initiative (RMI) and steadily promote risk assessments.

P.121 Procurement: Initiatives Related to High-Risk Raw Materials

Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/MineralandRawMaterialsPolicy.pdf>

**Respect for Human Rights**

Procurement

Human Resources Management

Occupational Safety and Health / Industrial Safety and Disaster Prevention

Product Stewardship / Product Safety / Quality Assurance

Responsibility to Our Customers

Contributions to Communities

Social Activities: Supplementary Data

Grievance Mechanisms

We have grievance mechanisms in place in the form of the Speak-Up System (whistle-blowing channels) in order to address concerns about activities that may adversely impact human rights or any other concerns raised about our business activities. These channels are available for anyone involved in Sumitomo Chemical Group's business activities, including their business partners as well as Sumitomo Chemical Group Personnel and their families.

In addition, regarding harassment in particular, Sumitomo Chemical has established a harassment consultation office and consultants. We have set up systems to provide consultations for employees regarding various types of harassment, including power harassment, sexual harassment, maternity harassment, and SOGI harassment.*

Each of these aforementioned consultation offices accepts anonymous consultations and whistleblower reports. In the Compliance Manual, we make clear that the Company gives utmost consideration to protecting the privacy of the reporting person and maintaining the confidentiality of information provided and that the Company does not put people at any disadvantage, such as through dismissal, transfer, or discrimination, on the grounds of having received a consultation or made a report. We are raising awareness of these facts among employees.

Furthermore, at all aforementioned offices, in fiscal 2024, there were no confirmed cases related to discrimination and no major negative impact on human rights affecting the business continuation of the Group.

The Group will continue working to more effectively operate grievance mechanisms going forward.

* Harassment related to sexual orientation and gender identity

Education and Awareness Raising

Our basic policy of respect for human rights is articulated in our Compliance Manual (Sumitomo Chemical Code of Business Conduct) and also communicated across through our intranet. In addition, our labor-management agreement makes it clear that an employee who damages the work environment for other employees through sexual speech and behavior, harassment, or other similar actions is considered violating our work regulations and thus subject to disciplinary action.

Under these principles, we value respect for an individual's personality, prohibiting any action to disrespect or disparage an individual's personality taken based on personal emotions or values or any harassment, bullying or similar speech or action.

We also prohibit all kinds of harassment, including power harassment and sexual harassment (including harassment of a person of the same gender and harassment of LGBTQ people regarding sexual orientation and gender identity).

In addition, we prohibit discrimination and do not allow any discriminatory action that is taken for reasons of employment type, age, gender, birthplace, ancestry, nationality, race, disability, religion, beliefs, marital status, or other such attributes and harms an individual's dignity. We particularly make it clear that discrimination based on gender or a difference in sexual orientation or gender identity and discrimination against people with disabilities are prohibited.

Raising Employees' Awareness of Human Rights

To ensure that each employee, including managers, correctly understands and is fully aware of human rights issues, Sumitomo Chemical incorporates human rights in its employee education. We highlight human rights not only in the introductory training in which all employees participate after joining the Company but also in many other internal training programs, such as those for newly promoted employees (when promoted to a higher grade or a manager position) and those for recruiting interviewers.

In addition, we regularly implement awareness-raising training and initiatives at each site of our operations and each Group company. In fiscal 2024, based on the Sumitomo Chemical Group Human Rights Policy, a total of 28,725 people, including management executives and employees of Group companies, received training related to preventing discrimination against sexual and social minorities, harassment, and human rights violations; training related to upholding human rights in hiring efforts; and e-learning training with the theme of "business and human rights—aiming to respect human rights through business" for both domestic and overseas Group companies.

Engaging in Human Rights Initiatives

Stakeholder Engagement Program Hosted by Caux Round Table Japan

Since fiscal 2019, Sumitomo Chemical has participated in the Stakeholder Engagement Program hosted by Caux Round Table Japan, a non-profit organization, to better understand what circumstances can cause human rights issues and how business activities are related to human rights, as well as material human rights issues and the importance of considering human rights in business activities.

This program invites companies, non-government and non-profit organizations, and experts to discuss human rights due diligence that is required by the Guiding Principles on Business and Human Rights. The subject for fiscal 2024 was "Human Rights Issues by Sector" formulated by the Nippon CSR Consortium in fiscal 2023. Participants engaged in sectoral discussion, referring to the human rights guidance tool created by the United Nations Environment Programme Finance Initiative (UNEP FI). (We participated in the discussion for the chemical, construction material, and manufacturing sectors.)

Fiscal 2024 Stakeholder Engagement Programme (Human Rights Due Diligence Workshop) Report

https://www.aoyama-syouji.co.jp/ir/esg/pdf/2024_SHE_final_report_en.pdf

Stakeholder Engagement Program

<https://crt-japan.jp/en/portfolio/human-rights-due-diligence-workshop/>

Human Rights Due Diligence Subcommittee Hosted by Global Compact Network Japan

Since fiscal 2019, Sumitomo Chemical has engaged in the Human Rights Due Diligence Subcommittee hosted by the Global Compact Network Japan in order to promote human rights due diligence based on the Guiding Principles on Business and Human Rights.

In fiscal 2024, the subcommittee organized various initiatives such as seminars by experts and workshops related to human rights due diligence. We will continue to deepen our understanding of human rights by engaging in various initiatives, and leverage the learning in the Group's human rights promotion efforts.

Others

Signed onto the Declaration of Partnership Building

Sumitomo Chemical supports the premise of the "Council on Promoting Partnership Building for Cultivating the Future" promoted by Japan's Cabinet Office and the Small and Medium Enterprise Agency and announced our Declaration of Partnership Building. This initiative aims to encourage the collaboration of large companies with small and medium-sized companies, promote measures to enhance productivity across the entire supply chain, and build mutually beneficial relationships between large companies and small and medium-sized companies. In its declaration, Sumitomo Chemical not only clarifies as one of its individual items that it will conduct trade in a manner that ensures fairness and transparency but also clarifies that it emphasizes human rights and compliance and is promoting sustainable procurement initiatives throughout the supply chain to enforce sustainability initiatives at suppliers.

"Partnership Building" Portal site (Japanese only)

<https://www.biz-partnership.jp/>

Consideration for Human Rights in Investment

Along with interviews and legal due diligence for investment candidates, before acquisition we confirm consideration for human rights issues, response status, and the systems of investees.

Initiatives for the Rights of Children

The Sumitomo Chemical Group focuses efforts not only on eliminating child labor in Japan and overseas but also on educational support regarding respecting the rights of children.

P.156 Contributions to Communities



Procurement

Basic Stance

Policy on Sustainable Procurement

The Sumitomo Chemical Group is committed to building mutually beneficial and sound relationships with business partners. In addition to ensuring fairness, equitability, and transparency in our transactions with business partners, we are promoting sustainable procurement activities throughout the supply chain with an emphasis on compliance and respecting human rights, which will encourage our partners to also engage in sustainability initiatives. Furthermore, Sumitomo Chemical's stance toward and policy on sustainable procurement is clarified in the Basic Procurement Principles and the Group Business Standards of Procurement, which provide guidelines for procurement operations for Group companies in Japan and overseas.

■ Basic Procurement Principles (Outline)

1. The Procurement Section shall strive to conduct procurement transactions on the basis of fair, equitable, transparent and free competition without involving personal interests or arbitrary considerations.
2. The Procurement Section shall strive to select suppliers to transact with in accordance with the most appropriate and economically rational methods and shall pursue the maintenance of sound business relationships with suppliers, aiming for mutual growth and development.
3. The Procurement Section shall strive to provide corporate services globally throughout the entire Group.
4. In its procurement, the Procurement Section shall give preference to those suppliers that are active in sustainability initiatives, with the aim of fulfilling its corporate social responsibilities and building sound relationships with suppliers.
5. The Procurement Section shall strive always to meet the quality requirements of Sumitomo Chemical's internal sections that request purchases of Goods and Services.
6. In performing Procurement Operations, the highest priority shall be given to safe and stable operations in order to realize zero-accident and zero-injury operations.
7. In performing Procurement Operations, the highest consideration shall be given to customer satisfaction.
8. The Procurement Section shall ensure the transparency of Procurement Operations.



■ Sumitomo Chemical Group Policy for Responsible Procurement of Minerals / Raw Material (Established March 17, 2020)

Recognizing the principles set out in our Sumitomo Chemical Group Human Rights Policy, Sumitomo Chemical Group (Sumitomo Chemical Co., Ltd. and its group companies, hereafter "Sumitomo Chemical Group") defines those raw materials that involve a high risk of having a negative impact on human rights in the supply chain (including but not limited to Tantalum, Tin, Gold, Tungsten, Cobalt, Mica, Graphite, Pulps etc.) as high-risk raw materials ("HRRM"). Sumitomo Chemical Group recognizes the adverse impact against human rights which may be associated with mining, extracting, refining, manufacturing, trading, handling and/or importing/exporting HRRM, and sets out the following Policy for Responsible Procurement of Minerals/Raw Materials. Sumitomo Chemical Group will comply with this policy, and requests all of its suppliers to acknowledge the contents of this policy and comply with it.

Incorporating the essence of the standards set out in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the "OECD Guidance") with necessary adjustments, Sumitomo Chemical Group adopts the following 6-step framework in conducting due diligence in respect of HRRM:

1. Establish Strong Company Management Systems

Sumitomo Chemical Group will clearly communicate and explain to suppliers and to the public the contents of this policy, and appoint a senior executive and staff assigned to supply chain management of HRRM. Sumitomo Chemical Group will request HRRM suppliers to comply with this policy by abiding by the standard contract clause or commitment letter.

2. Identify and Assess Risks in the Supply Chain

Sumitomo Chemical Group will establish a system of controls and transparency over the supply chain of HRRM, and will periodically identify and assess risks of HRRM suppliers through an approach consistent with OECD Guidance Annex II. In identifying

and assessing the risks, Sumitomo Chemical Group will (i) request HRRM suppliers to map its supply chain to origin and maintain a database of the same, and (ii) conduct additional due diligence procedures against the HRRM supplier, when red-flags of adverse impact on human-rights are discovered in its supply chain, with due attention to the geographical characteristics of conflict-affected and high-risk areas.

3. Design and Implement a Strategy to Respond to Identified Risks

Once risks are identified and mitigation measures are undertaken, the senior executive assigned to HRRM, will compile a risk management plan and will implement either of the following measures:

- i) continuing trade throughout the course of measurable risk mitigation efforts;
- ii) temporarily suspending trade while pursuing ongoing measurable risk mitigation efforts;
- iii) disengaging with the HRRM supplier after failed attempts at mitigation, such as where lack of cooperation, refusal to follow improvement requests etc.

Sumitomo Chemical Group will implement the risk management plan, monitor and trace the risks and progress of risk mitigation efforts, report them to the assigned senior executive of HRRM, and keep record of the same for a designated period. Sumitomo Chemical Group will undertake additional assessments of the identified risks once there is change of circumstance.

4. Sumitomo Chemical Group will request HRRM suppliers who is in a position to more directly and effectively mitigate the adverse impact on human rights in the supply chain to undergo supply chain due diligence audits conducted by Sumitomo Chemical Group or by Sumitomo Chemical Group's designated independent third-party auditor.

5. Sumitomo Chemical Group will report the above HRRM related activities through our web site, annual report, sustainability data book etc. If required, Sumitomo Chemical Group will request HRRM suppliers to report its HRRM related activities periodically to Sumitomo Chemical Group, and to promptly report to Sumitomo Chemical Group any signs of adverse impact on human-rights discovered in their supply chain, and to follow any instructions of corrective measures by Sumitomo Chemical Group.

6. Sumitomo Chemical Group will support relevant industry initiatives in respect of HRRM and respond to changing situations flexibly.

Sumitomo Chemical Group requests all of its suppliers to develop and implement its own initiatives in accordance with the above 6-step framework, and to cause its upstream suppliers to do the same.



Management System

In line with the policy on sustainable procurement, we formulate and implement plans related to sustainable procurement, share these plans with Group companies. Furthermore, Sumitomo Chemical's stance toward and policy on sustainable procurement is clarified in the Group Business Standards of Procurement, which provide guidelines for procurement operations for Group companies in Japan and overseas. We are promoting relevant initiatives across the entire Group.

Examples of Initiatives

Sustainable Procurement Activities

Sumitomo Chemical has a webpage about sustainable procurement in the Procurement Information section on its official website to inform more stakeholders of its sustainable procurement initiatives. The webpage features the Sumitomo Chemical Group Supplier Code of Conduct. Moreover, Sumitomo Chemical has formulated the Sumitomo Chemical Group Sustainable Procurement Check Sheets to enable suppliers to conduct self-evaluations regarding all items. Suppliers can now download these documents and report the results of their evaluations.

Sumitomo Chemical Group Sustainable Procurement Check Sheets

I Compliance and Ethics

Questions in this chapter focus on whether the company properly complies with laws and regulations; upholds and respects international norms; complies with competition laws; maintains sound relations with governments and administrative agencies as well as prohibits bribery; prohibits the offering and receiving of inappropriate profit; respects intellectual property; establishes a system for the prevention, early detection, and remedy of wrongdoings as well as

protects whistleblowers; makes appropriate information disclosure; protects the organization's confidential information and personal information; and develops cyber security measures.

II Society

Questions in this chapter focus on whether the company properly respects human rights; prevents complicity in human rights violations; prohibits all forms of discrimination and harassment; complies with laws and regulations regarding working hours, leave, etc. and labor agreements; respects the ILO standards; reduces excessive working hours; respects basic labor rights, including employees' freedom of association and the right to collective bargaining; prohibits forced labor; prohibits child labor; gives due consideration to young workers; complies with legal minimum wage requirements and gives due consideration to living wages; establishes and implements a product quality management system; ensures safety of products and services; clarifies and complies with relevant laws and regulations, customer requirements, and internal quality control standards; properly manages chemical substances and complies with relevant laws and regulations; makes appropriate information disclosure for products and services; take proper measures in the event that an accident occurs or that a defective product should be shipped out; advances efforts to reduce any negative impact on local communities and contributes to local communities; manages suppliers; establishes a system necessary to ensure a stable supply of products and services; properly controls imports and exports; and responsibly procures raw materials.

III Occupational Safety and Health

Questions in this chapter focus on whether the company properly establishes and implements an occupational safety and health management system; prepares emergency scenarios, including natural disasters and accidents, takes measures to improve facilities, formulates manuals for emergency response measures, and provides

awareness-raising and training programs; assesses safety and health risks, implements proper safety and health measures, and provides awareness-raising and training programs regarding safety and healthy information; provides a safe and hygienic work environment; implements proper health management measures; and categorizes and records cases of occupational accidents and illnesses, provides necessary treatment, and conducts investigations, reports, and takes remedial measures.

IV Environment

Questions in this chapter focus on whether the company properly establishes and implements an environment management system; properly controls and reduces chemical substances released to the environment; take measures to respond to climate change, such as greenhouse gas (GHG) emissions reduction and adaptation to climate change; properly manages, reduces, and responsibly treats and disposes of waste; sustainably and efficiently utilizes resources (energy, water, raw materials, etc.); and conserves biodiversity.

Sumitomo Chemical Group Supplier Code of Conduct

 https://www.sumitomo-chem.co.jp/sustainability/files/docs/suppliers_code_of_conduct_e.pdf 

Sumitomo Chemical Group Sustainable Procurement Check Sheets

 https://www.sumitomo-chem.co.jp/english/sustainability/files/sustainable_procurement_checksheets_e.xlsx 

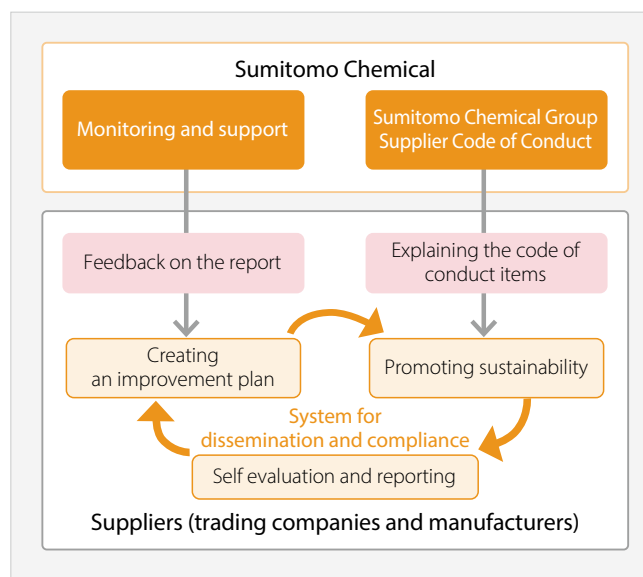
Promoting Sustainable Procurement throughout the Supply Chain

We have every new supplier gain a better understanding of Sumitomo Chemical's policies and stances through the Sumitomo Chemical Group Supplier Code of Conduct. We also have them fill out and submit the Sumitomo Chemical Group Sustainable Procurement Check Sheets. This enables us to do our due diligence regarding their compliance status, and, upon confirmation of satisfactory evaluation results, we begin doing business with them. Following that, we regularly monitor their compliance status and strive to prioritize procurement from those suppliers who are working hard to ensure sustainable procurement. We manage the data from the monitoring and periodically assess the content.

For suppliers whose initiatives have been determined to be insufficient according to their replies to the sustainable procurement check sheets, we furnish feedback, such as requesting confirmation of improvement plans, to raise awareness of and cooperation in ensuring sustainable procurement. Furthermore, for suppliers who have not shown improvement over the long term regarding important initiatives related to human rights and other issues, we designate them high-risk suppliers and offer more focused feedback and monitoring.

In addition, we send out and collect the code of conduct and check sheets from our main suppliers. The collection status is managed as our sustainable procurement rate.

System for Promoting Sustainable Procurement throughout the Supply Chain



In addition to the initiatives above, we have conducted detailed surveys of the Company's major suppliers through questionnaires specially focused on human rights (the human rights questionnaire). The questionnaires comprise two parts, questions confirming the existence of company-wide management systems and questions specially focused on human rights (the presence of human rights risks and the status of risk mitigation measures). We provide the results of the survey to all suppliers who respond. We also conducted engagement with each supplier that we wish to see promote further measures on an individual basis. This includes exchanging information on sustainability initiatives, sharing best practices in the Sumitomo Chemical Group, and supporting suppliers.

P.114 Respect for Human Rights: B. Supplier DD

Initiatives Related to High-Risk Raw Materials

We formulated the Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials in March 2020. We define high-risk raw materials as those that involve a high risk of having a negative impact on human rights in the supply chain (including but not limited to tantalum, tin, gold, tungsten, cobalt, mica, graphite, pulps, etc.). In line with the characteristics of each high-risk raw material, we promote initiatives aligned with the content of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance). In line with this procurement policy, we designate high-risk raw materials and conduct due diligence.

In line with this policy, we extract data on all raw materials, including identified high-risk raw materials, from our internal database and regularly confirm its accuracy for subject suppliers using templates issued by the Responsible Minerals Initiative (RMI) or documents based on said templates. If we determine there is a problem, we request improvements be made, and, if we do not receive sufficient cooperation, we take appropriate measures, such as suspending procurement.

P.115 Respect for Human Rights: C. High-risk Raw Material DD

Promoting Sustainable Procurement throughout the Group

We periodically hold Group purchasing information exchange meetings that gather together responsible purchasing representatives from each Group company in Japan and overseas to discuss promoting sustainable procurement throughout the Group. In addition, to ensure smooth communication, we set up a website with the Group companies to reciprocally share information as we strive to promote and encourage sustainable procurement as a unified Group.

Supplier Information Exchange Meeting

Sumitomo Chemical regularly holds information exchange meetings with major suppliers and has introduced initiatives related to the sustainability of the Sumitomo Chemical Group. We aim to help realize a sustainable society throughout the supply chain by helping suppliers understand the Group's policies related to procurement activities.

Results

FY2024 Group-wide Initiatives

Main Initiatives	Details
Group purchasing information exchange meetings1 time	Participating companies: 23 • Sustainability initiatives (respect for human rights, including high-risk raw materials, etc.); Shared information about BCPs
Company-wide procurement liaison meetings1 time	Participants: Representatives responsible for the procurement of business sectors • Sustainability initiatives (respect for human rights, including high-risk raw materials, etc.); Shared information about BCPs
Procurement staff education	Participants: All procurement staff (including new employees and transferees) • Sustainability initiatives (respect for human rights, including high-risk raw materials, etc.)

FY2024 Initiative for Suppliers

Main Initiatives	Details
Suppliers Dialogues3 times	Participating companies: 42 (major suppliers of materials and equipment) • Shared information regarding occupational safety; Sustainability initiatives (respect for human rights), etc.
Supplier Information Exchange Meeting1 time	Participating companies: 51 (major raw material suppliers) • We explained the Company's efforts to reduce Scope 3 emissions to our major suppliers, requested that each such company cooperate with us in reducing GHG emissions and share related information, and introduced the Carbon Footprint of Product calculation tool (CFP-TOMO™). • Provided briefings on and requested cooperation in sustainability initiatives (respect for human rights, including high-risk raw materials, environmental conservation, etc.), introduced on internal reporting systems, etc.
Evaluation of Established Suppliers (Sustainable Procurement Rate Survey)	Targeted companies: (Raw materials, Logistics) Existing suppliers accounting for the top 90% of purchasing volume (Materials and equipment) Major suppliers responsible for daily maintenance or permanently stationed on the premises Sustainable procurement rate (As of April 30, 2025): Raw materials 88%, Logistics 100%, Materials and equipment 55%
Audits	Number of times monitoring was conducted in conjunction with quality audits: 5 (All audits were documentation audits. We confirmed that there were no problems on the sustainable procurement check sheets.)
Initiatives Related to High-Risk Raw Materials	We conduct due diligence in accordance with the Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/ Raw Materials. For conflict minerals (gold, tantalum, tungsten, and tin), cobalt, and mica, we request they use the template*1 issued by the Responsible Minerals Initiative (RMI), and, for other high-risk raw materials, we request they use a document based on the RMI. We have already received replies from all current suppliers of raw materials, including these high-risk raw materials. Reply collection status: • Conflict minerals, cobalt, and mica: 100% reply collection rate, 0% of suppliers have been determined to have a problem • Other high-risk raw materials: 100% reply collection rate, 0% of suppliers have been determined to have a problem
Human Rights Questionnaire	• Surveys were newly conducted for the seven major suppliers of raw materials, materials and equipment, and logistics, and we received responses from the companies as a whole. • For suppliers who completed the surveys in the previous fiscal year, we conducted engagement*2 activities at six companies where they were deemed necessary.

*1 • Conflict minerals (gold, tantalum, tungsten, tin): Conflict Minerals Reporting Template (CMRT)
• Cobalt and mica: Extended Minerals Reporting Template (EMRT)
*2 Exchanging information on sustainability initiatives, sharing best practices in the Sumitomo Chemical Group, supporting suppliers, etc.

Human Resources Management

Basic Stance

Human resources are the most important management resource, and securing highly motivated and capable personnel is the foundation of business operations. In addition, our business environment has become more complex and sophisticated. In these circumstances, it has become extremely important to secure personnel with broad knowledge and diverse skills, and to conduct training so that employees can maximize their abilities.

Against this backdrop, the Corporate Business Plan (FY2025–2027) sets forth one of its basic policies as securing and developing human resources from a long-term perspective as well as achieving Group structural reforms and sustainable growth through enhanced engagement.

Based on this policy, we are strengthening our talent acquisition capabilities dramatically while steadily running the current personnel system and promoting training based on the basic philosophy of “growth and development.” We are also working to create an environment in which diverse personnel can work healthily and energetically.

Human Resources System Initiatives

Sumitomo Chemical engages with its employees through a human resource system that takes account of the results individuals achieve in their roles, depending on the scale of their responsibilities, along with the abilities they employed and their actions in the process. The system enables those willing and capable employees to aspire to higher roles at an early stage, and to build their self-motivated desire to grow in their career process.

Accordingly, our annual performance evaluations are not limited to evaluating how well each employee fulfills their expected role and their achievements; it also evaluates how well said employee demonstrates their ability and acquires the knowledge and skills needed. The system thus contributes to individual growth and development without overly focusing on short-term achievements.

Managers talk with all their subordinates on a regular basis to review their performance and objectives and to provide feedback on their behavioral advantages and areas for improvement. In the interviews, they also discuss future job expectations and career paths in an effort to increase their motivation and abilities.

Moreover, we have adopted a similar human resources system for managers at overseas Group companies to that for Sumitomo Chemical's managerial employees. We are working to develop personnel on a global level and provide opportunities for advancement.

Philosophy and Aims of the Human Resources System





Characteristics of Our HR Systems

(1) Career Development Fields (CDFs)

To encourage the development and growth of each employee amid a time of diversifying ideas about career trajectories, we have incorporated career development fields (CDFs) into our HR systems. We decided to do this because we understand the importance of implementing from the medium- to long-term perspective placements and training in line with each employee's ability and suitability as well as based on their career goals. Planned placements and training are promoted in line with each employee's career goals, and employees are encouraged to take the reins when thinking about their careers.

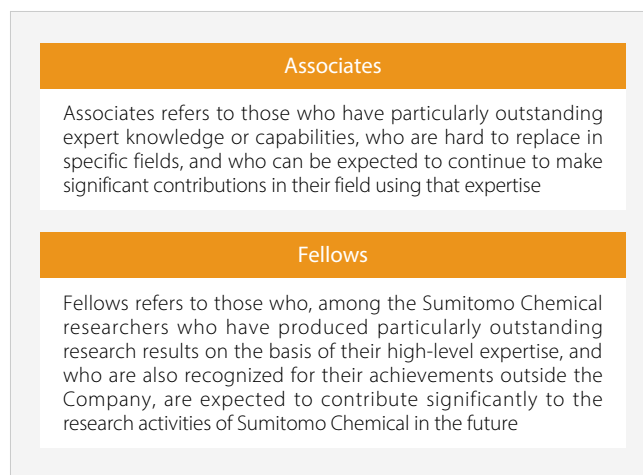
■ CDFs

Field X	A career in which the employee takes on a specified role, while also working on tasks that support the maintenance and development of Sumitomo Chemical's business over the medium- to long-term.
Field Y	A career in which the employee works on tasks that contribute to the development of business as a professional, within a role with a defined scope.
Field Z	A career in which the employee works on a variety of tasks supporting things like the development of new technology and the increasing sophistication and complexity of business.

(2) Careers for Specialists

We offer more than the conventional path, which assumes a largely vertical progression in rank from manager to general manager, and so on. To reflect the need for complex and advanced knowledge in operational and R&D fields, we have introduced a mechanism that provides appropriate compensation so that personnel with a high degree of specialization can unleash their full potential and rack up accomplishments.

■ Careers for Specialists



Internal Side Jobs

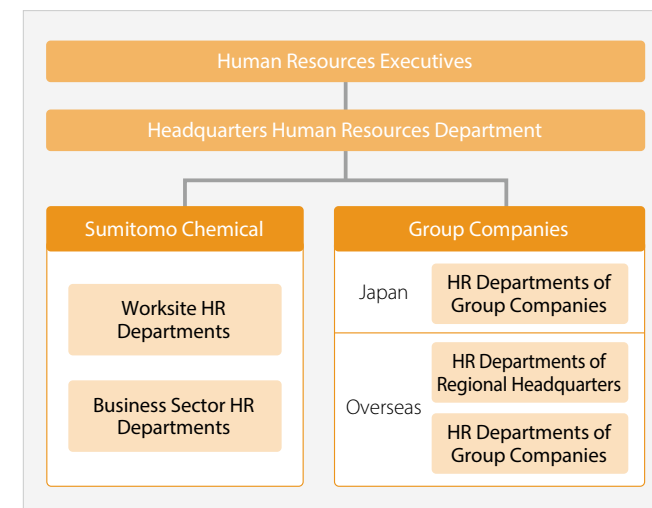
As a system supporting employees' proactive career building, we have introduced a program that allows employees to take on cross-departmental assignments based on their own initiative.

Based on this program, employees are able to experience a wide range of jobs in various business sectors with the aim of acquiring knowledge and expanding their perspectives while also gaining new insights in the workplace.

Management System

Under the direction of human resources executives, the Headquarters Human Resources Department works closely with the HR departments of worksites, business sectors, regional headquarters, and Group companies in Japan and overseas to promote and roll out various measures. In addition, employees are rotated through job assignments based on each person's specific training plans while sharing information with the aforementioned HR departments and other departments with corporate functions, such as research, production, and administration.

■ Human Resources Management System





Sumika "Let's Do This Declaration"

We have set forth a number of important values and views to help our employees find significance and feel pride in working at Sumitomo Chemical in the Sumika "Let's Do This Declaration," and we are promoting this initiative so that they can lead healthy and fulfilling lives as employees, both mentally and physically. The initiative is divided into a series of five steps, with each step further broken down into five action items, and we are promoting various measures to support progress. In addition, we established a labor-management committee to promote the Sumika "Let's Do This Declaration" to ensure that information is shared and opinions are exchanged between labor and management on the progress of initiatives and their direction.

1 Work-life Balance

Aiming to harmonize
work and private life to lead fulfilling lives

- ① Stop long working hours!
- ② Create an environment that makes it easy for employees to fully utilize work-life balance systems.
- ③ Encourage employees to take at least 80% of paid leave and facilitate effective use of the flextime system.
- ④ Prohibit business instructions that would require holiday or late-night work.
- ⑤ Cooperative framework in the workplace.

Joint labor and management declaration

▶ P.128

2 Activities by All Employees (DE&I)

Respect and leverage diversity, promote
active roles for all, and leave no one behind

- ⑥ Active roles for everyone regardless of gender!
- ⑦ Let's eliminate preconceptions and assumptions!
- ⑧ Let's build a hybrid human resource group!
- ⑨ Encourage active roles for people with disabilities.
- ⑩ No harassment!

Joint labor and management declaration

▶ P.131

3 Development and Growth

Development and growth to help our employees
and the Company flourish together!

- ⑪ Invest in growth for everyone.
- ⑫ Support the desire to learn.
- ⑬ Study every day, grow every day.
- ⑭ Strive to enhance management capabilities!
- ⑮ Allow people to take on challenges and demonstrate their growth.

Joint labor and management declaration

▶ P.135

4 Healthy Employees

Good health is a prerequisite for
good work and a good life!

- ⑯ Revise eating habits, achieve a healthy weight.
- ⑰ Exercise a little and stay healthy forever!
- ⑱ High performance depends on quality sleep.
- ⑲ Smoking does nothing but harm.
- ⑳ Don't forget to take care of your mental health.

Joint declaration by Company and
corporate health insurance association

▶ P.138



Declaring
what we want to cherish

5 How to Proceed with Work

Reasonable, efficient, and creative work by
each employee will lead to the improvement of
their skills and the growth of the Company.

- ㉑ Always review work goals and methods.
- ㉒ Make the use of digital technologies the default.
- ㉓ Eliminate excessive quality, streamline your work.
- ㉔ Maximize the added value of meetings.
- ㉕ Put customers first!

Company declaration



Action Items

1 Work-Life Balance

We are fostering a work environment where it is easy to work and ensuring each employee feels a deeper sense of fulfillment through work-life balance.

① Stop long working hours!

As a general rule, we aim to eliminate long working hours (on average over 45 hours/month worked after regular hours and on weekends and holidays).

② Create an environment that makes it easy for employees to fully utilize work-life balance systems.

We are working to encourage employees to fully utilize systems for childcare, caregiving, illness treatment, and more, and to create an environment that makes it easy to use those systems.

③ Encourage employees to take at least 80% of paid leave and facilitate effective use of flextime system.

We aim for employees to take at least 80% of paid leave. We also facilitate the effective use of the flextime system for afternoon work (no core time).

④ Prohibit business instructions that would require holiday or late-night work.

As a general rule, we do not delegate or carry out tasks that are predicated on working late-night overtime or on days off, such as an email asking for a reply on a day off.

⑤ Cooperative framework in the workplace.

Supervisors manage subordinates in a way that burdens are not distributed unevenly. Employees carry out tasks with a genuine feeling of cooperation and support in close communication with each other.

2 Activities by All Employees (DE&I)

We aim to activate every single employee through the mutual respect and utilization of diversity.

⑥ Active roles for everyone regardless of gender!

We will ensure anyone can thrive in the workplace and enhance employee capabilities regardless of gender and age.

⑦ Let's eliminate preconceptions and assumptions!

We will eliminate assumptions about the fixed division of roles and unconscious bias, e.g., thinking you have to do something "because I'm a man/woman."

⑧ Let's build a hybrid human resource group!

We will flexibly incorporate and leverage the different abilities and ideas of diverse human resources to help invigorate the workplace and grow the organization.

⑨ Encourage active roles for people with disabilities.

The Company and Sumika Partners Co., Ltd. have come together to provide an environment where people with disabilities can thrive. Everyone in the workplace offers support as fellow workers.

⑩ No harassment!

Aiming for complete eradication, we will not tolerate any form of harassment.

3 Development and Growth

Through development and growth, we are working to enable employees and the Company to develop.

⑪ Invest in growth for everyone.

We will continue to invest 300,000 yen per person* per year in education for the growth of our employees, who constitute our human capital.

⑫ Support the desire to learn.

We offer a learning platform that enables employees to learn and grow for themselves regardless of when they joined the Company or their age.

⑬ Study every day, grow every day.

We aim for 10% of work time to be used for training and work study to cultivate more professionals.

⑭ Strive to enhance management capabilities!

We strive to enhance management capabilities, with managerial employees learning every day. We also proactively provide support for the personal growth of non-managerial employees.
 Target 1: 800 or more people taking training courses to enhance management capabilities per year.

Target 2: Support for personal growth from supervisors and colleagues

Receive 80% or higher positive responses to the following questions in the employee opinion survey.

⑮ Allow people to take on challenges and demonstrate their growth.

We allow subordinates looking to grow to take on challenges, for example, to try work designated for personnel one rank above their current rank. Subordinates give their all to tackle these new challenges.

* Direct costs, off-the-job training opportunity costs, on-the-job opportunity costs



4 Healthcare

Under the slogan of “Good health is a prerequisite for good work and a good life!” we are undertaking specific action plans in the five fields of meals, exercise, sleep, quitting smoking, and mental health.

⑯ Revise eating habits, achieve a healthy weight.

To prevent lifestyle diseases, all employees should maintain an appropriate BMI (18.5–24.9).

Target: 100% of employees received specified health guidance.

- Introduced nutritionally balanced dishes at the employee cafeteria.

⑰ Exercise a little and stay healthy forever!

Exercise regularly every day to build habits.

Target: 80% or more of employees being habitual walkers.

(About 10,000 steps per day)

- Enhance exercise and training environments.
- Everyone should work out together after lunch.

⑱ High performance depends on quality sleep.

Improve the quality of your sleep to ensure energy for the next day.

Target: Increase the percentage of people getting enough rest through sleep to 80% or more.

⑲ Smoking does nothing but harm.

We ban smoking for the health of ourselves and those around us.

- As a general rule, smoking is banned during work hours and on the Company's premises (including on business trips).
- Participate in programs to support smoking cessation.

⑳ Don't forget to take care of your mental health.

Fostering fuller workplace communication and eliminating stress in your own way.

- Supervisors and subordinates should directly communicate with each other at least once a day.
- Practice mindfulness 10 minutes per day.

5 Initiative to Enhance Productivity

By using digital tools and constantly revising work methods, we are enhancing productivity and promoting rational, efficient, and creative work.

㉑ Always review work goals and methods.

Do not rely on old ways of thinking. Constantly think of methodologies aligned with this era and work that is currently in demand.

Target 1: Reduce current workload by 10%.

Target 2: Receive 80% or higher positive responses to the following questions in the employee opinion survey.

In my workplace, I can say anything about work without being conscious of my rank, age, gender, or other characteristic

㉒ Make the use of digital technologies the default.

Everyone in the Company, from top management to employees, utilizes digital technologies more than ever to create value and revise operations!

Target 1: Participate in other new DX-related education courses and lectures.

Target 2: Raise the number of inquiries made to generative AI by a factor of 10 and make 100% of employees active AI users (medium-term)

Target 3: Further improve operational efficiency using digital tools already introduced in-house in the workplace.

㉓ Eliminate excessive quality, streamline your work.

Do not assume too much. Do not hesitate to confirm your partners' intentions and clarify communications in order to stay on track and eliminate excessive quality.

- Superiors clearly point out “what, why, and by when.” Subordinates confirm.
- Report when 30% done.

㉔ Maximize the added value of meetings.

Meetings are for discussion and decision making.

- Target halving the number of meetings and attendees as well as their duration compared with FY2019.

㉕ Put customers first!

Aim to increase by 50% the amount of time spent on customer communication and assessing social needs.

Through action items ㉑ to ㉔, streamline the in-house use of time and labor as much as possible.

Communication with Employees

Sumitomo Chemical and the Sumitomo Chemical Labor Union are working together to solve various issues within a labor-management relationship based on mutual understanding and trust.

We have concluded a labor agreement covering such topics as union members' concerns about human resources, work duties, compensation, disaster compensation, welfare facilities, safety and health, labor-management meetings, and collective bargaining. Based on this agreement, as a place for labor and management representatives to exchange opinions, we hold central labor-management meetings twice a year as well as regional labor-management meetings at each worksite twice a year. In addition, we have established Safety and Health Committees at each worksite to ensure and improve the safety and health of union members.

Furthermore, the Company and labor union have concluded a union shop agreement, ensuring that 100% of non-managerial employees at the Company are enrolled in the labor union. The percentage of union employees among all the Company's employees is 69.8%.



Work-Life Balance

Basic Stance

We aim to ensure that each employee feels greater motivation and a deeper sense of fulfillment while promoting a better work-life balance. In addition, we are working to foster a workplace environment where it is easy to work, mainly by introducing a flextime system, utilizing telework, and establishing daycare facilities at worksites.

Management System

In 2010, Sumitomo Chemical established a labor-management committee to promote DE&I (Diversity, Equity, and Inclusion) as well as work-life balance. To this end, the committee has shared information and exchanged opinions in addition to sharing the progress of efforts undertaken by labor and by management.

From 2020, we delegated these functions to the labor-management committee for promoting the Sumika "Let's Do This Declaration" as we strive to be more constructive.

Targets and Results / Examples of Initiatives

To encourage work-life balance, Sumitomo Chemical established key performance indicators (KPIs) along with three main targets: ① Correct long working hours, ② Encourage employees to take paid annual leave, and ③ Promote flexible workstyles. We implement various measures to achieve these targets.

Measures to Promote Work-Life Balance

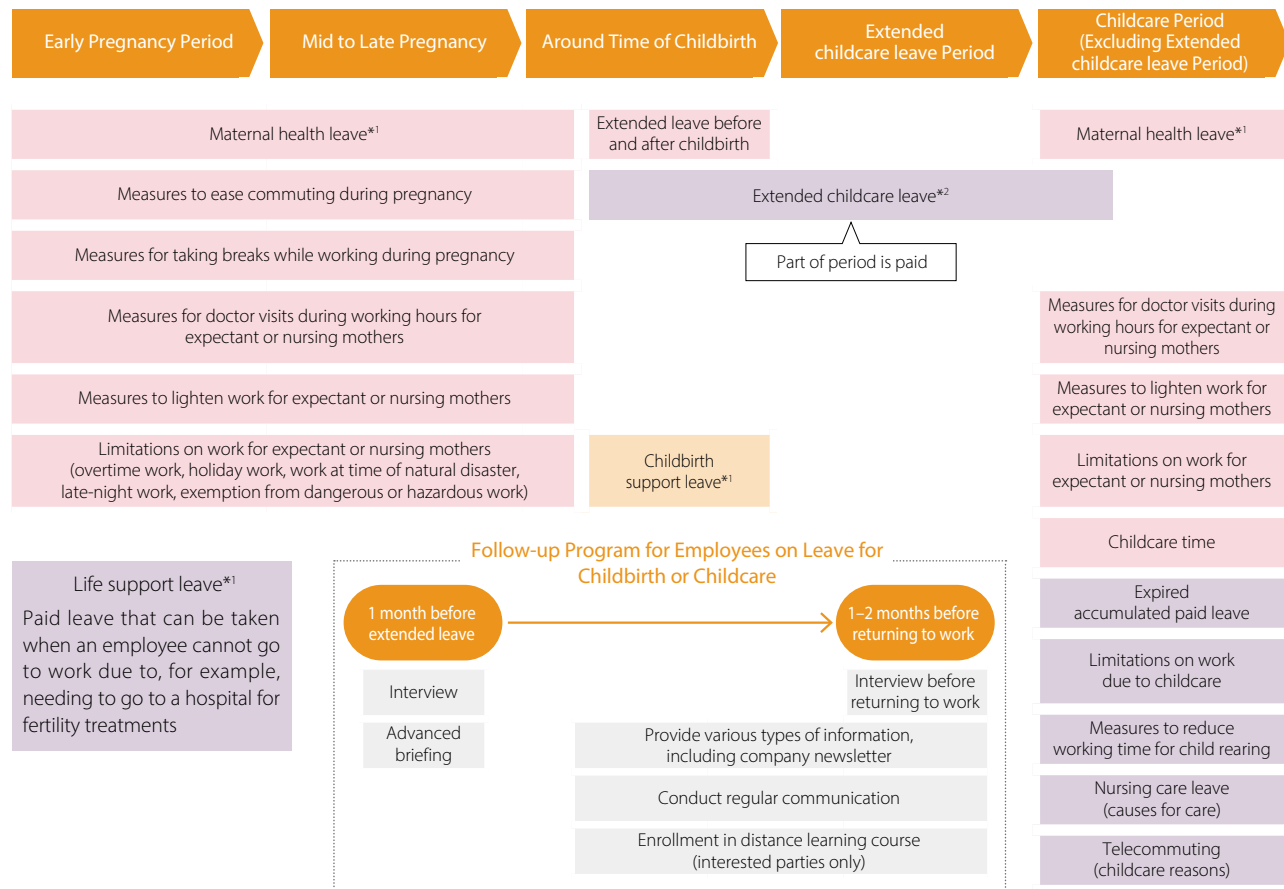
	KPI	Measure Details
① Correct Long Working Hours	Aim to eliminate long working hours as a general rule (on average over 45 hours/month worked after regular hours and on weekends and holidays).	A. Enhance productivity by utilizing digital tools Enhance productivity by utilizing digital platforms and tools, automate and enhance efficiency of operations by proactively utilizing robotic process automation (RPA), conduct training for effectively utilizing digital tools, etc. B. Improve productivity by promoting a better work-life balance Regularly convene the Labor-Management Committee consisting of labor and management representatives, take various measures to improve productivity in each workplace, hold lectures to promote better work-life balance, etc. C. Promote initiatives for the Sumika "Let's Do This Declaration" We declared details related to work-life balance in the Sumika "Let's Do This Declaration," which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have positioned the elimination of long working hours as an action item. D. Appropriately manage working hours and health - Reduced the upper limit on overtime work from April 2017 (upper limit: 80 hours per month and 720 hours per year) - Regarding the occupational physician interviews for people working long hours mandated by the Industrial Safety and Health Act, we have been enforcing our own guidelines, which are more stringent than legally mandated. - We established an even more appropriate work management system by displaying computer logon and logoff times when reporting work hours.
② Encourage Employees to Take Paid Annual Leave	Realize an average of 80% of paid leave taken annually.	A. Create an annual leave chart that covers several fiscal years Every year create an annual leave chart that covers several fiscal years to make it easier to plan far into the future and help encourage employees to take paid leave. B. Encourage employees to take paid leave - Encourage employees to take paid leave during Golden Week and other similar periods - Encourage employees to create four-day weekends by adding days of paid leave to either side of weekends and promote taking time off in the September–November period - Encourage senior employees to take paid leave C. Continue to systematically provide paid leave Systematically provide five paid-leave days every year (does not include statutory leave) D. Promote initiatives under the Sumika "Let's Do This Declaration" We declared details related to work-life balance in the Sumika "Let's Do This Declaration," which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have positioned the use of 80% of paid leave as an action item.
③ Promote Flexible Workstyles	Achieve at least 90% of male employees who have taken extended childcare leave or other childcare-related leave due to birth of a child during the current fiscal year*	A. Promote and raise awareness about programs Continually promote and raise awareness about various programs that enable employees to flexibly adjust for their individual needs, including those related to life events like childcare and caregiving. In addition, encourage male employees with newborns to take extended childcare leave. B. Foster an environment that allows the realization of flexible workstyles By taking the measures outlined above in the action plan for ① Correct Long Working Hours, create an environment where it is easy to improve the productivity of employees and their workplaces and to realize flexible workstyles. C. Promote initiatives under the Sumika "Let's Do This Declaration" We declared details related to work-life balance, DE&I in the Sumika "Let's Do This Declaration," which is an initiative in which we proclaim those values and views that are of importance to us as a company. In addition, we have set the following action items: creating an environment that makes it easy for employees to fully utilize work-life balance systems, facilitating the effective use of the flextime system, establishing a cooperative framework in the workplace, and eliminating unconscious bias (including the assumption of fixed roles for men and women).

* In the case of children born between January and March, calculated as the portion taken by the end of the following fiscal year



★: Assured by an independent assurance provider

■ Systems and Measures for Better Work-Life Balance and for Use at Time of Pregnancy, Childbirth and Childcare



Available to both males and females Available only to females Available only to males

*¹ Leave unique to Sumitomo Chemical*² The Company's unique program encompassing legally mandated extended leave around the time of childbirth and extended childcare leave

■ Results of Systems for Work-Life Balance (Sumitomo Chemical)

System/Measure		(No. of people)		
		FY2022	FY2023	FY2024
Childcare/Nursing Support	Total	480	498	491★
	Male	411	423	401★
	Female	69	75	90★
	Extended leave for nursing care	2	4	2
	Nursing care leave	184	252	168
	Childbirth support leave	179	186	179
	Maternal health leave	34	36	46
	Expired accumulated paid leave* ¹	175	189	212
	Reduced working hours system	173	188	193
	Telecommuting* ²	224	241	259
	Reemployment system* ³	9	8	8
Other	In-house childcare facilities* ⁴	121(83)	105(73)	102(70)
	Mutual aid association support money for childcare* ⁵	120	96	94
	Suspension from work for special reasons for employees accompanying spouses going on overseas transfer* ⁶	3	4	6
	Employee awareness survey* ⁷	Conduct	—	—

Note: Employee numbers do not include temporary employees, part-time staff, or dispatch employees.

*¹ Only for childcare and nursing care*² Number certified in each fiscal year (for childcare, nursing care, pregnancy, and other reasons that make coming into work more difficult)*³ Number registered as of the end of each fiscal year*⁴ Number of users on April 1 each fiscal year. Includes users other than Sumitomo Chemical. The figures in parentheses are the number of Sumitomo Chemical users.*⁵ Aggregate number of people at end of each fiscal year*⁶ Number of applicants as of the end of each fiscal year*⁷ Conducted once every three years

Employee Awareness Survey

Sumitomo Chemical conducts an employee awareness survey that covers work, the working environment, career values, diversity and inclusion, and work-life balance with the principle aim of grasping the current situation and uncovering issues in order to enhance work environments and create more satisfying workplaces. Using the results of this survey, we promote measures to further increase people's desire to work at the Company.

2025 Employee Awareness Survey

- Conducted with indicators unique to those surveyed
- Number of respondents: 6,167, 96% response rate
- Positive response rate: Rate of answers totaling four or five out of a total of five points.

Item	Positive Response Rate
I am satisfied working at the Company.	71%
Going forward, I want to continue working at the Company.	70%
I feel there is balance between my work and my daily life.	62%
Systems and environments are conducive to easily working while balancing childbirth, childcare, or caregiving.	74%
I feel it is easy for both men and women to actively take leave and use the reduced working hours system for childcare or caregiving.	71%

Daycare Facilities at Worksites

With support from the Company, we encourage the use of these facilities by setting a daycare fee that is lower than those of the municipalities. To make it easy for parents to accompany children to the facilities, we consider the commuting method depending on the location, such as allowing employees to commute using their private vehicles in special cases.

Support for Childbirth and Childcare

For employees to achieve work-life balance, Sumitomo Chemical operates generous systems, for example, it offers a system that allows for a period far longer than is legally required for extended childcare leave (up to 3 years, 11 months) and a system that offers male employees leave to support their spouses during childbirth.

In addition, to support employees' balance of childcare and work, the health insurance association and mutual aid association provide various forms of monetary support for childbirth and childcare, subsidies for home aides, and other help.

Kurumin Mark

In September 2015, Sumitomo Chemical was certified for the third time as a company that supports childcare and received the next-generation Kurumin certification mark. Under this system, business operators who successfully carry out action plans based on the Act on Advancement of Measures to Support Raising Next-Generation Children and meet all the certification criteria receive certification from the Minister of Health, Labour and Welfare.



Next-generation
Kurumin
certification mark

This certification was in recognition of our third round of initiatives covering the period between June 2012 and March 2015. The first certification covered the period between April 2005 and May 2007, the second one covered the period between June 2007 and May 2012, the third one covered the period between June 2012 and March 2015, and the fourth one covered the period between April 2015 and March 2020. The Company was commended for its initiatives to help promote work-life balance, such as expanding in-house childcare facilities and encouraging employees to take various forms of leave. (We are currently applying for our fifth certification.)



Utilizing Diverse Human Resources

Basic Stance

The Group has formulated the Group Diversity, Equity, and Inclusion (DE&I) Policy. In line with this policy, we respect the individuality and array of traits our employees bring. We mutually embrace and utilize their highly diverse range of knowledge and experience. By empowering every employee to fully leverage their own aptitude and capabilities, we intend to foster the growth of the Group as a whole.

Group Diversity, Equity, and Inclusion Policy

We will promote diversity, equity, and inclusion across the Sumitomo Chemical Group. We understand that a variety of ideas and values among our employees represents a vital resource that forms the foundation of the Sumitomo Chemical Group's competitiveness. In order to continuously create new value, we will build and enable an inclusive organizational culture that allows us to respect the individuality of each employee and embrace diversity to empower employees in an environment of mutual and close communication.

In addition, we are promoting various initiatives to prevent workplace discrimination and harassment and to ensure that people of all different backgrounds can thrive.

▶ P.109 Respect for Human Rights

▶ P.020 Key Performance Indicators (KPIs) for Material Issues: DE&I, development & growth, health

Management System

For management systems for promoting DE&I, refer to the management systems for work-life balance.

▶ P.128 Work-Life Balance: Management System

Targets and Results

Around 100 major foreign and domestic Group companies have set specific KPIs in accordance with conditions in their particular country and company, and the entire Group promotes measures relevant to these KPIs. The Group has also established the following Critical Success Factors (CSFs) so that each company can set appropriate KPIs.

◆ Critical Success Factors (CSFs)

- (1) Employ and develop diverse human resources, including those at senior management level
- (2) Implement measures to empower diverse human resources
- (3) Enhance diversity and inclusion awareness among managers and employees at all levels, and implement measures to build an inclusive culture that empowers employees

● Sumitomo Chemical (Non-Consolidated): KPIs (FY2023–2027)

Sumitomo Chemical set a new KPI focusing on the promotion rate to managerial positions as a measure that can reflect the total progress of measures to promote the advancement of women, including recruitment, training, promotion, and environmental improvement, in line with the Company's basic human resources policy of focusing on growth and development from a medium- to long-term perspective.

1. Percentage of employees promoted to managerial positions (equivalent to section manager) being female
Target: Over 15% over the 5 years between FY2023 and FY2027 on average
Result: 14.3% (FY2024)*
2. Percentage of male employees who have taken extended childcare leave or other childcare-related leave due to birth of a child during the current fiscal year.
Target: Over 90%
Result: 97.5% (FY2024)

* Of the cumulative total number of employees promoted to managerial positions between FY2023 and FY2024, the percentage who were female.

Progress on the setting of KPIs at Group companies in Japan and Overseas

Many of the KPIs set by Group companies are related to the active promotion and empowerment of women, work-life balance, and diversity regarding nationality, racial background, and age. Going forward, we will continue working with Group companies to promote initiatives aimed at achieving these KPIs.



Examples of Initiatives

Promoting the Active Advancement of Women

As a part of our DE&I promotion efforts, we are actively taking measures to create an environment where even more women can thrive. Sumitomo Chemical has outlined the following targets in line with the Act on Promotion of Women's Participation and Advancement in the Workplace and is implementing the specific initiatives detailed below.

Sumitomo Chemical Co., Ltd. Action Plan

1. Plan period:

From April 1, 2023 to March 31, 2028

2. Targets, initiative details, and implementation period

Target 1 Achieve at least 15% of employees promoted to managerial positions (equivalent to section manager) being female over the 5 years between FY2023 and FY2027 on average

Initiative Details

• Diversity management training

We hold diversity management training that helps us practice diversity management (leadership, human relations skills) and comprehend unconscious bias.

Eligible employees: Mandatory for all people in positions equivalent to manager or above (managerial employee MGI grade)

• E-learning related to unconscious bias

We hold e-learning training with the purpose of raising awareness and recognition related to overall unconscious bias.

Eligible employees: All employees and management executives

- Internal lectures to help promote diversity, equity, and inclusion
We hold lectures related to the significance of DE&I and the importance of providing growth opportunities through operations.

Eligible employees: All grades equivalent to manager or above (managerial employee MGI grade)

- Dispatching employees mainly to training programs held by outside groups

Regularly dispatch employees mainly to training programs held by outside groups with the purpose of career building, enhancing knowledge and skills, and forming networks with outside groups. (Several employees per year as a general rule.)
Eligible employees: Young female employees

- Conducting career design training

Conduct training to form career image based on balancing work and life for young employees.

Eligible employees: Young employees (grades II and III)

- Implement initiatives for the Sumika "Let's Do This Declaration"

We have positioned promoting the active advancement of women and eliminating unconscious bias as an action item in the Sumika "Let's Do This Declaration," in which we proclaim those values and views of importance to us as a company. To this end, we implement various relevant initiatives.

Target 2 Achieve at least 90% of male employees who have taken extended childcare leave or other childcare-related leave due to birth of a child during the current fiscal year*

Initiative Details

- Implement measures to raise awareness of program details and encourage men to take extended childcare leave

Continuously implement awareness-raising measures related to the Company's various programs to flexibly respond to individual situations, including such life events as childcare and

nursing care. In addition, we implement measures to encourage male employees with newborn children to take extended childcare leave and their supervisors to accommodate them.

Details of Measures

- Male employees with newborn children, as a general rule, plan two or more weeks of extended childcare leave and submit the plan to the human resources department via their manager
- If leave is not taken, the reason is submitted to the human resources department via their manager

- Improve environment to realize flexible workstyles

By utilizing digital tools and work-life balance to enhance productivity, we will further enhance the productivity of workplaces and individuals and foster a workplace environment where flexible workstyles can be easily achieved.

- Take measures to promote use of programs

(1) Through labor-management committee meetings and other meetings, we determine specific user needs and ways to improve various programs. We then use this information to help craft and implement measures to promote greater use of the programs.

(2) In the Sumika "Let's Do This Declaration," in which we proclaim those values and views of importance to us as a company, we have set the following action items: creating an environment that makes it easy for all employees to fully utilize work-life balance systems, including male employees to take extended childcare leave, facilitating the effective use of the flextime system, and establishing a cooperative framework in the workplace. To this end, we have implemented various relevant initiatives.

* Regarding children born between January and March, calculated for the portion taken as of the end of the following fiscal year.

Diversity Management Training

For workplace managers (manager level employees), who play an essential role in promoting DE&I in the workplace, we conduct training that provides them with necessary management skills in this area. Content includes the management qualities and skills needed to bring together diverse personnel and to foster teamwork and achieve goals as well as how to influence organizational performance.

Encouraging Male Employees to Take Childcare Leave

As a general rule, male employees who have had children plan to take at least two weeks of childcare leave in total and submit plans for such leave. By default, the application assumes that eligible employees will take the childcare leave they are offered; should they decide not to take it, they must state the reason why on the application.

Joining the Ikuboss Corporate Alliance

To support male employees' active participation in childcare, Sumitomo Chemical develops ikubosses.* We are actively working to establish workplace environments where employees easily balance work and private life.

* "Ikuboss" refers to a superior (manager level, including women) who gets results and enjoys their work and private life while supporting subordinates' careers and lives.

Hiring Personnel with Diverse Skill Sets and Qualities

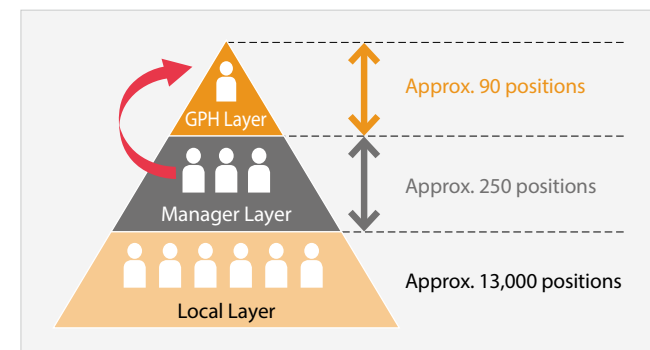
The Sumitomo Chemical Group works hard to secure diverse personnel to support its sustainable growth.

We engage in fair hiring practices, regardless of gender or nationality, and focus on hiring Ph.D. holders with a high degree of expertise as well as other experienced individuals in light of the changing labor market.

Promoting the Utilization and Advancement of Global Personnel

To enhance personnel who support the global business development of each Group company, Sumitomo Chemical has introduced a personnel system common to Sumitomo Chemical managerial employees for managers at overseas Group companies. In addition, we actively hire local employees for senior management positions at overseas Group companies and appoint global position holders (GPHs), providing them with opportunities for advancement and personnel training that include learning about our corporate philosophy.

Overseas Human Resources Pipeline (Local employees at overseas Group companies)



Utilization of Personnel Beyond Borders

	(People)
	FY2024
Dispatched from Sumitomo Chemical to an overseas Group company	Around 130
Dispatched from an overseas Group company to Sumitomo Chemical	Around 80

Note: As of March 31, 2025



★: Assured by an independent assurance provider

Promoting the Hiring of Persons with Disabilities

To help realize a society where the employment of persons with disabilities is normalized, Sumitomo Chemical works to hire such individuals. In August 2017, we established Sumika Partners Co., Ltd.* to support the increased participation of persons with disabilities in society and to provide employment opportunities to persons with disabilities who want to work. This company actively hires persons with intellectual and mental disabilities. It has established a support system to enable employees with disabilities to thrive at work in their own way, such as by assigning one leader for every four persons with disabilities.

Going forward, we will continue working with Sumika Partners to provide an environment where persons with disabilities can thrive.

* In March 1, 2018, Sumika Partners acquired certification from the Minister of Health, Labour and Welfare as a special subsidiary based on the Handicapped Persons' Employment Promotion Act.

Sumika Partners Co., Ltd. (Japanese only)

<https://www.sumika-partners.co.jp/>

Equal Pay for Equal Work

In line with the main purpose of the revised Part-time and Fixed-term Employment Act and the Worker Dispatching Act—ensuring equal pay for equal work—we set wages for part-time employees, fixed-term employees, and employees dispatched to the Company. Going forward, we will provide explanations to eligible employees upon demand.

Achievements in DE&I (Sumitomo Chemical)

Name	Concept	FY2022	FY2023	FY2024
Number of women in positions equivalent to manager or above* ¹	In order to promote the success of female employees, Sumitomo Chemical sets quantitative targets regarding the ratio of women in positions equivalent to sectional manager or above and systematically promotes female employees.	194	182	178 ★
Percentage of women in positions equivalent to sectional manager or above (%)* ¹		9.5	9.4	9.1 ★
Employment rate for people with disabilities (%)* ²	Sumika Partners Co., Ltd., a special subsidiary, began operations in April 2018, and we are working to expand employment opportunities for persons with disabilities who are motivated to work, including at Group companies in Japan that have received approval as special affiliated companies.	2.54	2.56	2.66 ★
Reemployment of retiree rate (%)* ³	Sumitomo Chemical has established a retiree reemployment system that enables a variety of workstyles while appropriately reflecting the motivation and abilities of each person.	93.8	88.0	0.0

Note: Results include staff assigned to other companies but do not include staff assigned from other companies.

*¹ FY2022: As of April 1 of the following fiscal year; FY2023-2024: As of March 31 of fiscal year

*² As of June 1 of each fiscal year

Group companies that have received approval as special affiliated companies:

FY2022: Group companies in Japan: 8, FY2023-2024: Group companies in Japan: 9

*³ As of March 31 of each fiscal year. In FY2024, there were no employees who retired due to reaching the mandatory retirement age, as the retirement age was extended.



Human Resources Development and Growth

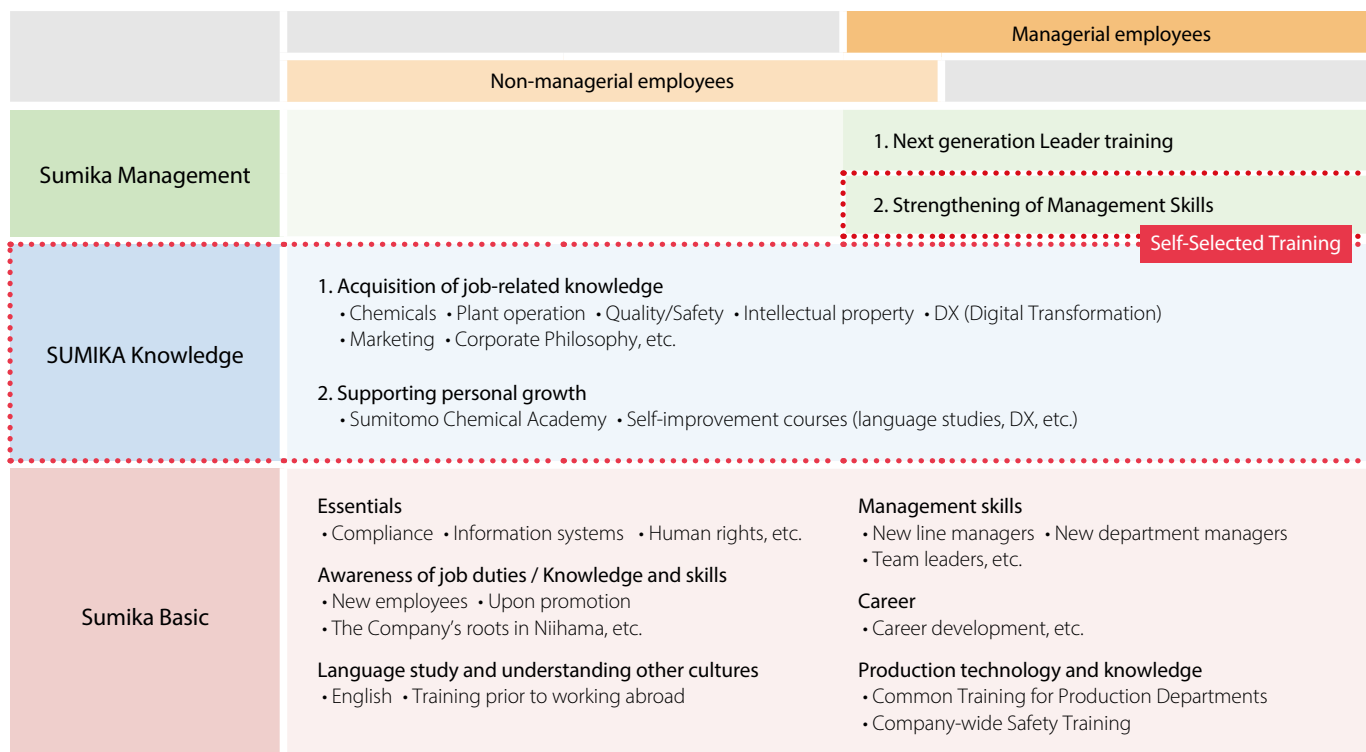
Basic Stance

We are implementing various measures to realize our current human resources system, the basic philosophy of which is “development and growth.”

Specifically, we established the “SUMIKA Learning Square,” a system of educational programs for different purposes and employee classes. It encompasses basic programs for all employees, class-based occupational education, career education, programs to enhance management skills, programs to enhance language skills appropriate to global business development, and more.

Additionally, to support the efforts of employees to learn and grow autonomously, we offer a program that they can choose to attend called “Self-Selected Training.” This training facilitates the necessary development of knowledge and skills.

Educational System “SUMIKA Learning Square”



Targets and Results / Examples of Initiatives

KPI

Target: 50% or more of all employees taking self-selected training programs* by FY2024
Result: 59.1% (FY2024)

* Self-selected training program has been called Voluntary Training since FY2025.

Investment in Training (Sumitomo Chemical)

FY2024

Results

Approx.

310,000 yen/year per person

Target

300,000 yen/year
per person or more
continuously

Time Spent on Training (Sumitomo Chemical)

FY2024

Results

Approx.

132 hours/year per person
(8% of regular working hours)

Target

Aim to spend 10% of
work time on training or
studying for work

Methodical Development of Senior Management Candidates

Sumitomo Chemical is carrying out a staged training program in human resource development for employees both in Japan and at overseas Group companies, in order to discover and develop next-generation leaders in a systematic way, emphasizing the creation of Global Leaders who can take on the role of core management.

(1) Advanced Global Leader Training

In our Advanced Global Leader Training for general managers inside and outside of Japan, we instill management perspectives and insights among participants through lectures and discussions featuring the Company's executive officers and external experts.

(2) Global Leader Training

In Sumitomo Chemical's Global Leader Training for managerial employees both inside and outside of Japan, Sumitomo Chemical has worked with a graduate school of business with the goal of developing the employees' ability to propose and conceptualize business strategies. They decide on their own topics and provide advice on the content of these specific initiatives to the President and others in management.

Next-Generation Leader Development System



Training for Development of Global Talent (for select participants)

Name	Approach	(No. of people)		
		FY2022	FY2023	FY2024
Development of Global Talent	In order to create global leaders who will play a central role in management and to develop talent that supports our global business operations, we systematically conduct various training programs.			
(1) Advanced Global Leader Training	The purpose of our global leader training program is to develop senior management. The program focuses on lectures and discussion.	13	10	0
(2) Global Leader Training	Our global leader training program focuses on action learning.	14	14	12

FY2024 Results

Participants

12

Average time

93 hours per person

(breakdown: 10 men, 2 women)



Management Skills Enhancement Training

We are conducting a training program to provide managers with the ability to guide their own organization and thus achieve their goals through the learning of general principles and practical skills needed for workplace management.

Management Skills Enhancement Training (required for all eligible employees)

Name	Approach	(No. of people)		
		FY2022	FY2023	FY2024
IV grade-based business skills training	Through education on basic management principles, this training deepens understanding of the roles and behaviors expected of the corresponding job grade.	123	119	141
New department manager/team leader training	Training for developing and guiding subordinates as well as managing workplaces from the perspective of risk management, including the authority of management supervisors in the Labor Standards Act	65	68	89
MG I grade promotion training	Training for management-level employees aimed at fostering self-awareness regarding their roles and occupational duties along with cultivating strong self-actualization and at changing their mindsets as organizational leaders	126	111	104
Training for new line managers	Training that depicts scenarios for transforming organizations and deepening knowledge through learning aimed at instilling the knowledge and perspectives needed in a general manager	25	34	35
Training in communicating with subordinates	Training on feedback methods used to develop subordinates and ensure understanding of basic communication policies	55	69	63
Diversity management training	Training covering management capabilities, including how to influence organizational performance, and the management qualities and skills needed to gather diverse personnel and guide them on teamwork and achieving goals	269	83	93

FY2024 Results

Participants
384

Average time
14 hours per person

System for Passing on Skills and Developing Personnel

We have established a Trainer System, a Senior Training Advisor System, and an Advanced Maintenance Specialist System with the main aim of steadily passing on skills essential to the manufacturing frontlines and developing future core personnel.

System for Passing on Skills and Developing Personnel

Name	Approach	(No. of people)		
		FY2022	FY2023	FY2024
Trainer System	Highly skilled employees who have an aptitude for teaching provide instruction and advice to facilitate development.	58	65	66
Senior Training Advisor System	Supervisors and potential supervisors are provided OJT to develop core personnel for manufacturing departments.	8	9	7
Advanced Maintenance Specialist System	This system certifies people who have high practical knowledge and a wealth of experience in maintaining equipment to take the Company's safety level to the next level.	20	21	21

Enhancing R&D Capabilities (Sumitomo Chemical Academy)

This Company-wide seminar discusses technical issues related to the Company's businesses beyond the organizational framework and serves as a forum in which people can gain new ideas, knowledge, and perspectives aimed at realizing solutions. The seminar is also intended to provide fertile soil for innovation and the development of human resources. In FY2024, we held workshops on the four themes of materials, life science, process engineering, and process systems, encompassing the Company's technical fields. Specialists with a top level of expertise in fields such as research and development served as the chair and vice chair of the workshops. Taking place over a period of about eight months, we worked to share and blend diverse and highly specialized expertise in order to nurture and highlight the emergence of useful ideas with the potential of leading to the development and creation of new businesses.

We are beginning to see the fruit of our efforts in a variety of ways, such as in these comments from workshop participants.

- In this activity, I was able to have discussions with people from a wide array of fields, including experts from outside the Company. This enabled me to widen the breadth of my interests and passions, allowing me to gain multiple new perspectives regarding searching for and devising new themes as well as for cultivating fertile soil for innovation.
- By widening the breadth of specialized knowledge available to me, I was able to combine these new topics with my previously held knowledge, and I feel like I was able to create a base for developing new ideas. I was also able to connect with new networks of people.

Healthcare

Basic Stance

To ensure that employees can live healthy and active lives both physically and mentally, Sumitomo Chemical is promoting a variety of health support programs to help solve employee health issues and on the other hand improve employee health.

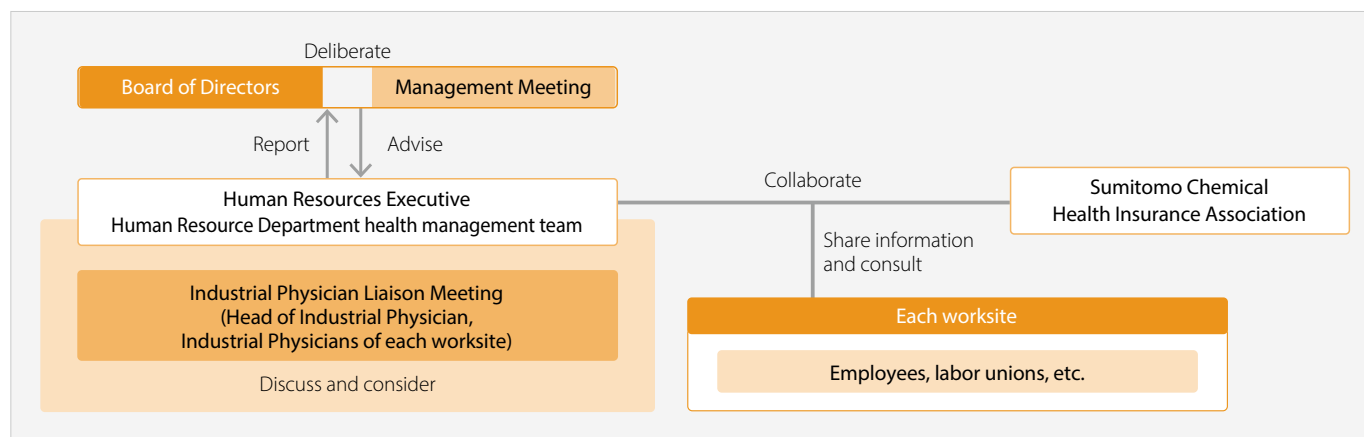
Management System

The Board of Directors and the Management Meeting seize opportunities to receive reports and hold discussions on the status of employee health and the direction of initiatives addressing various issues. At the annual liaison meeting of industrial physicians, the head of industrial physician and the industrial physicians of each worksite hold discussions and their opinions are being sought when deciding on Company-wide measures and targets. Moreover, the industrial physicians, medical staff (public health nurses, registered nurses, etc.), and health managers of each worksite work together to implement measures to maintain and promote employee health in collaboration with the Company and the Health Insurance Association.

Furthermore, at Health Manager Meetings, the progress of Company-wide measures at each worksite and the measures taken at each worksite are shared and the results are assessed. The Health Management Promotion Committee shares financial status of the Health Insurance Association's healthcare business and medical expenses.

As for Group companies, through liaison meetings encompassing executive officers in charge of human resources at Group companies, we announce such information as key points regarding legal amendments related to health management and disseminate information to ensure appropriate responses.

Promotion System for Health Maintenance and Promotion Measures



Targets and Results / Examples of Initiatives

To maintain employee health both physically and mentally, we are implementing the following initiatives.

Physical Health

Based on the Industrial Safety and Health Act, we appropriately conduct regular health checkups and provide health guidance as needed in cooperation with industrial physicians and medical staff. In addition, we coordinate with the Health Insurance Association to promote measures to improve employee health.

Initiatives Aligned with the Health Insurance Association

- (1) Specified health checkups and specified health guidance
 - We expanded the eligible age range for specified health guidance to include all ages as we work to prevent lifestyle diseases with the goal of ensuring 100% of employees receive such guidance.
 - We analyze results and medical questionnaire responses to study employee health.

- (2) Smoking cessation support programs
 - We have banned smoking during work hours and on the Company's premises as a general rule and are supporting employees' smoking cessation efforts through specialized programs in conjunction with the Health Insurance Association.

Initiatives Promoted by Sumitomo Chemical (Non-Consolidated)

- (1) Walking events
 - With the aim of establishing exercise habits, we hold walking events through the use of a walking-related app. We help stimulate internal communication through the use of the app's group chat function.
- (2) Enhancing exercise and physical training environments
 - We are promoting embedding of exercise habits by providing more and better opportunities for exercise, including increasing the number of physical training facilities we partner with (increased from approx. 420 facilities to approx. 5,800 throughout Japan).

Mental Health

We have been cooperating with medical staff to properly perform the stress checks required by law for companies. We are working to prevent mental health problems by encouraging employees to take care of themselves and encouraging superiors to look after their subordinates. Employees can receive counseling from the Company's medical staff. We have also set up external counseling services available to employees for individual counseling.

We also carry out group analysis through stress checks, and while analyzing trends at worksites and workplaces, we provide feedback to workplaces and select themes for lectures, etc., in an effort to provide mental healthcare to our employees.

Additionally, during the new employee training and the grade-based promotion training, we hold appropriate mental healthcare training for participants eligible for training, encouraging employees to take care of themselves and encouraging superiors to look after their subordinates. Besides, we produced lecture videos on mindfulness, which is said to contribute to building good human relationships and increasing productivity, and released them in-house as part of our efforts to improve the mental healthcare environment.

KPI

Target: Continuing certification as a Health & Productivity Management Outstanding Organization (White 500)

Result: Maintained certification over the past 8 years since fiscal 2017 (March 2025)

Health & Productivity Management Outstanding Organization (White 500)

After analyzing medical examination results and questionnaire responses, we set quantifiable targets, such as improving BMIs, and take various measures to maintain and promote employee health.

In addition, Sumitomo Chemical was certified as a Health & Productivity Management Outstanding Organization (White 500) for the eighth year in a row. The Company's various measures and systems related to health and productivity management received a positive evaluation.



Occupational Safety and Health / Industrial Safety and Disaster Prevention

Basic Stance

Reflecting the core principle of "Making safety our first priority," the Sumitomo Chemical Group has formulated five fundamental and personal safety principles that each employee is expected to follow as well as guidelines based on the core principle. All Group employees and all involved parties, including partner companies, are thus united in promoting safety and health activities based on international standards (including occupational safety and health management systems*¹ and machinery safety) with the goal of eliminating all accidents.

Although activities to enhance a culture of safety have taken root, we currently have not entirely eliminated severe accidents, including those resulting in fatalities. It is therefore important that we measure the level of safety culture reached by each workplace and constantly strive to make improvements as we strive to foster a culture where safety is a given. Furthermore, the Group undertakes stringent process risk assessments of the entire life cycle (development, manufacture, distribution, use, disposal), and takes appropriate safety measures based on its evaluation of risks. The aim of these efforts is to prevent unforeseen industrial accidents, including fires, explosions, and the leakage of hazardous substances, and to minimize damage in the event of a natural disaster such as a major earthquake.

Sumitomo Chemical has acquired the international standard ISO 45001 and OSHMS certification at its worksites. In addition, the Company implements PDCA cycles that support a host of measures on the path to realizing improvements based on risk assessments. These safety-related measures and their results are reviewed at the end of each fiscal year by the Responsible Care Committee, which is headed by the President. The reviews ensure a continuous connection to future fiscal years' cycles, thereby strengthening safety and health activities that prevent accidents. In addition, we will further strengthen our safety infrastructure by carefully managing our facilities and construction projects, providing advanced training for

safety-related personnel, and introducing sophisticated risk assessment methods and cutting-edge technologies, including IoT, to bolster our employee safety and industrial safety management technologies. We will also prepare our responses to new threats, such as intensifying natural disasters and terrorism.

*1 ISO (International Organization for Standardization) 45001 and JISHA (Japan Industrial Safety and Health Association) OSHMS (Occupational Safety and Health Management System) Standards equivalent to OHSAS (Occupational Health and Safety Assessment Series) 18001

Core Principle: Making Safety Our First Priority

Raison D'être for the Core Principle

1. Line management is fundamental to Safety and Health.
2. Each person is responsible for Safety and Health.
3. Sumitomo Chemical is united with partner companies on Safety and Health.

Five Fundamental and Personal Safety Principles that Each Employee is Expected to Follow.

- I will give safety and health the top priority in every aspect of business.
- I will identify and resolve safety and health issues at the source.
- I will comply with rules and instructions.
- I will act with safety in mind 24 hours a day, not just during working hours.
- I will cooperate with all involved parties, including partner companies, to ensure safety and health.

■ Illustration of How We Ensure Safety through Safety Infrastructure and Safety Culture



Management System

The President serves as the chief coordinator and the executive officer in charge of Responsible Care serves as the coordinator of the Safety Group of the Responsible Care Department. This group is responsible for matters related to safety, health, industrial safety, and disaster prevention of the Company as a whole and supports the safety, health, industrial safety, and disaster prevention activities of Group companies. To assess the safety, health, and industrial safety management status and to consider measures for improvement, the safety, health, industrial safety, and disaster prevention departments of each worksite and Group company regularly meet and exchange information. In these and other ways, relevant departments work together to steadily enhance the level of safety, health, industrial safety, and disaster prevention activities.

In addition, Safety and Health Committees*² (called the Safety & Health Committee at some worksites) comprising labor and management representatives are convened every month at each worksite of Sumitomo Chemical and Group companies in Japan. The committees investigate and deliberate matters related to safety and health risks to all employees at worksites and promotes specific measures in unison with labor and management. The minutes of the meetings of these committees are shared with all employees within the worksites. Group companies overseas also share policies and initiatives related to safety, health, industrial safety, and disaster prevention through the Global Meeting and other meetings.

*2 Worksites with 50 or more employees

P.054 Organization of Responsible Care



★: Assured by an independent assurance provider

Goals and Results

Occupational Safety and Health

The Sumitomo Chemical Group*¹ targets a frequency rate of lost-workday injuries*² of under 0.1, but its rate was 0.21 in fiscal 2024, or a total of 16 injuries, failing to meet the target. Moreover, while the Group has set a goal of zero severe accidents,*³ a contractor at a Sumitomo Chemical facility recorded no severe accidents in fiscal 2024, the same number of severe accidents as the previous fiscal year, achieving the target. On a non-consolidated basis, Sumitomo Chemical recorded a frequency rate of 0.30 (lost-workday injuries: 5) and a severity rate of 0.006 in fiscal 2024, while contractors and other affiliate companies recorded a frequency rate of 0.12 (lost-workday injuries: 1) and a severity rate of 0.002.

Goals and Results

Items	Boundary	FY2024 Goals	FY2024 Results	FY2025 Goals
Lost-workday injuries	Sumitomo Chemical	0	5	0
	Sumitomo Chemical contractors (including others)	0	1	0
Frequency rate of lost-workday injuries* ²	Sumitomo Chemical Group* ¹	Less than 0.1	0.21	Less than 0.1
Severe accidents* ³	Sumitomo Chemical Group* ¹	0	0	0

Lost-workday Injuries (Sumitomo Chemical Group*¹)

	Boundary	FY2020	FY2021	FY2022	FY2023	FY2024
Number of injuries (including fatalities)	Sumitomo Chemical	2	1	2	3	5
	Sumitomo Chemical contractors (including others)	5	6	6	4	1
	Domestic consolidated subsidiaries	17	11	16	8	6
	Overseas consolidated subsidiaries	16	8	20	8	4
	Total	40	26	44	23	16

Note: A partner company injury is defined as one suffered within a Sumitomo Chemical worksite by an employee of a company affiliated with a subcontractor (including construction and logistics companies) or other company (including spot construction-related companies and delivery companies not included in an association).

*1 The Sumitomo Chemical Group as defined for occupational safety and health:

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

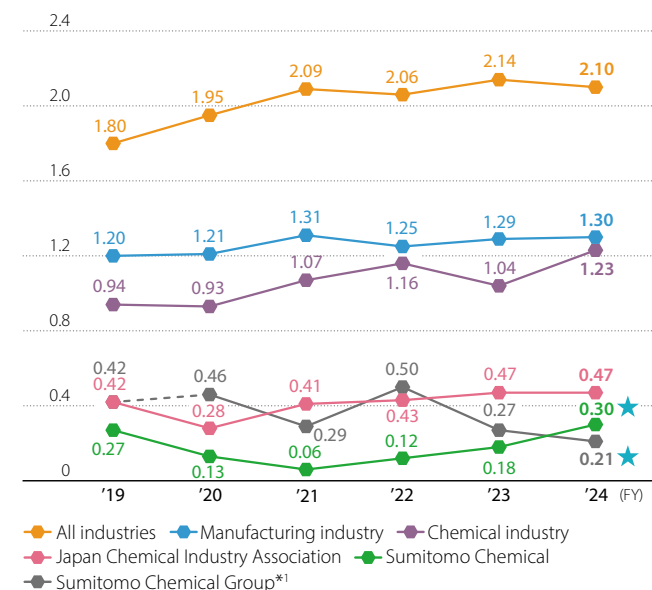
From FY2020 onward: Sumitomo Chemical (including contractors) and consolidated subsidiaries in Japan and overseas.

*2 Scope of frequency rate: Employees of Sumitomo Chemical (including contractors) and consolidated subsidiaries, including temporary employees, part-time staff, and dispatch employees.

Calculation of hours worked: For the number of hours worked by consolidated Group subsidiary employees, the Company uses an estimate reached by multiplying the number of employees by 1,928 hours (Sumitomo Chemical's standard number of hours worked annually). (For the number of hours worked by Sumitomo Chemical employees (non-consolidated) and contractors, the Company uses the actual number of hours recorded.)

*3 Severe accidents are defined as those that result in a fatality or those that result in severe lost-workday injuries, including blindness and loss of a limb.

Frequency Rate of Lost-workday Injuries



Disaster Prevention

Regarding the fatal accident at the Ehime Works in November 2021, all management executives and employees have gravely accepted the seriousness of this accident, identified problems, and thoroughly debated preventive countermeasures. We have implemented the following initiatives.

We reaffirm the core principle of "Making safety our first priority," are keenly aware of our mission to protect precious life, and will continue working with all our might to ensure this kind of tragic accident never occurs again.

- Revisions were made to the Development and Commercialization Regulations to include a method for taking intrinsic safety into account. A review meeting that confirms fundamental safety has been newly established and is being carried out.
- Using a third-party agency, we perform partnership surveys with each of our partner companies and implement necessary measures.
- Having performed a zero-based review of our safety-related activities to date, we continuously carry out these activities within the framework of our management system. In addition, to prevent a recurrence at Ehime Works, we are promoting facility countermeasures, including those to address root causes.

Industrial Safety and Disaster Prevention

The Sumitomo Chemical Group*¹ achieved the target of “no severe industrial accidents”*² in fiscal 2024, recording zero severe industrial accidents. In addition, there were six industrial accidents, which are minor accidents whose scale does not reach that of a severe industrial accident, in fiscal 2024. We will work to enhance industrial safety management and quickly share the causes of the minor industrial accidents and the lessons learned across the entire Sumitomo Chemical Group.

Goals and Results

Items	Boundary	FY2024 Goals	FY2024 Results	FY2025 Goals
Severe industrial accidents* ²	Sumitomo Chemical Group* ¹	0	0	0

Severe Industrial Accidents (Sumitomo Chemical Group*¹)

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of severe industrial accidents	0	1	0	2	0

*1 The Sumitomo Chemical Group as defined for industrial safety and disaster prevention: Sumitomo Chemical (including contractors) and consolidated Group companies in Japan and overseas.

*2 “Severe industrial accidents” refers to any of the following workplace incidents:

- Accidents that cause injuries to local residents requiring outpatient/hospital treatment
- Accidents that result in lost-workday injuries to workers on the site
- Accidents that result in equipment and facility damage exceeding 10 million yen

Examples of Initiatives

Occupational Safety and Health

Sumitomo Chemical thoroughly investigates the causes of each accident and works to prevent accidents by taking such measures as ensuring strict adherence to safety rules, providing hazard prediction training, also known as Kiken Yochi Training (KYT), and sharing accident information. In addition, we are working to raise safety awareness among all partner companies that enter our Works and research laboratories by distributing pocket-size cards and entrance certificates that feature the ground rules and core principles of safety as we promote our initiative of “Making safety our first priority.”

Ensuring Thorough Compliance with the Sumitomo Chemical Group’s Basic Safety Rules (Ground Rules)

In light of trends in the causes of accidents, the Group has established the following ground rules and is working to ingrain safe behavior.

1. Think Before You Act!
2. Help each other to be more aware of unsafe actions
3. Do not place hands in or around areas of working machinery/equipment

Improving Hazard Prediction Abilities

We are working to improve employees’ hazard prevention ability—their ability to perceive and avoid danger—through, for example, behavior-based safety training and workplace discussions using illustrations.

Sharing and Using Accident Data

The Group shares information about all accidents mainly for use in safety education and comprehensive on-site investigations. When an accident occurs, we conduct a thorough examination of the causes and organize studies on how to prevent recurrences through on-site inspections with the top management of the affected workplace and safety managers.

Awards for Safety

Safety awards are given to workplaces (Works and research laboratories) that achieve zero lost-workday injuries. The President's Award for workplace safety is presented to workplaces with both a solid safety track record and good practices for safety and health, which could be an example to other workplaces. The President's Award was given to eight workplaces in fiscal 2024.

Safety Promotion through In-house Magazine, Slogan and Poster

Since fiscal 2013, in our in-house magazine entitled "Raising the Level of Safety!" (renamed "Learn through Manga! Promoting a culture of safety" since fiscal 2019), we have introduced examples of accidents that tend to happen at work and their preventive measures in a series of articles on enhancing safety.

Preventing Severe Accidents in Subcontracted Operations and Construction Operations

Sumitomo Chemical is taking action across the Company to ensure the safety and health of all involved parties, including partner companies. For example, one of the key initiatives outlined in the "Fiscal 2022 to Fiscal 2024 Medium-Term Plan for Responsible Care Activities" and "Fiscal 2024 Annual Responsible Care Policy" is responding to changes in employment structure, working to establish a foundation to ensure work safety and health, and promoting measures to prevent severe accidents in subcontracted operations and construction operations. We also conduct thorough risk assessments.

Risk Assessment of Chemical Substances

Sumitomo Chemical and all Group companies in Japan* that handle chemical substances conduct risk assessments of chemicals based on the Industrial Safety and Health Act and strive to reduce the risk of crises caused by chemicals.

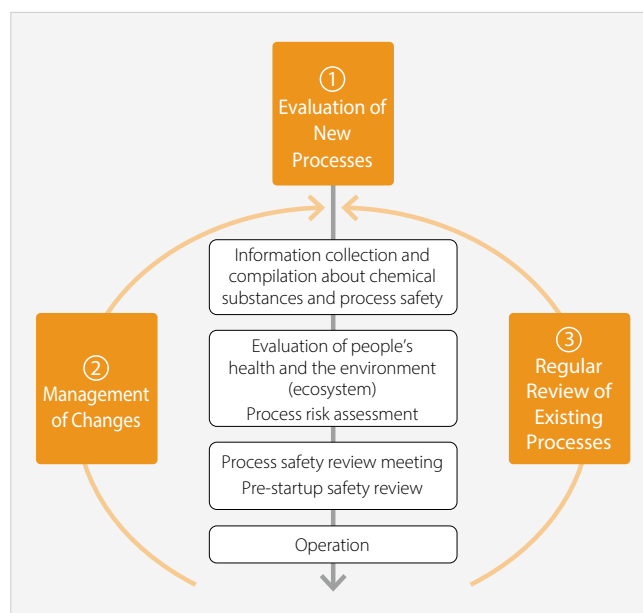
* The percentage of worksites that conducted assessments at Sumitomo Chemical and Group companies in Japan is 100%.

Industrial Safety and Disaster Prevention

Risk Management Initiatives

Sumitomo Chemical manages risks related mainly to process safety, chemical (raw materials, products) safety, and occupational safety and health at each stage from new chemical process R&D through the commercialization process to plant design, construction, operation, maintenance, and even demolition. The items and procedures essential to risk management are specifically outlined in the Product Development Regulations, the Safety Management Rules, the Chemical Safety Management Regulations, and other similar documents that provide the standards for the Company. In addition, we introduced this system to major consolidated subsidiaries as part of efforts to enhance safety management across the entire Group.

Risk Management (Three Routes)



① Evaluation of New Processes

The Process Safety Review Meeting (levels 1 to 5) convenes at every step, from R&D through to industrial-scale production. These meetings are held to identify risks related mainly to process safety and chemical safety, to review risk assessment results as well as to determine whether safety countermeasures are appropriate. This mechanism ensures that processes do not proceed to the next step unless adequate safety has been confirmed. Furthermore, before starting operations, the meeting conducts safety reviews to assess responses to risks related to occupational safety and health. For example, the meeting confirms the absence of problems in the operational environment (including temperature, noise, vibration, etc.), if safety signs are appropriately displayed, if necessary personal protective equipment and ample equipment and materials for emergency have been secured, and whether there is sufficient preparation of and education regarding instruction manuals.

② Management of Changes

When certain changes are made to, for example, improve plant facilities or modify operating conditions, the Company conducts all necessary safety assessments before such changes are made to confirm whether there are new risks related mainly to process safety, chemical safety, and occupational safety and health following the changes and to, as needed, consider additional safety measures.

③ Regular Review of Existing Processes

Even when there is no change in the process, Sumitomo Chemical conducts regular process hazard reviews (no more than every five years, as a general rule) to catch up with the latest information on industrial safety technologies and to check whether there will be a significant impact from the long-term use of a plant. In addition, in our internal audits conducted every year for each workplace, we check whether or not safety management systems are functioning appropriately.



Preparation for Large-Scale Natural Disasters

Sumitomo Chemical drew up a basic plan on earthquake counter-measures in 2004, taking the initiative to improve the earthquake resistance features of equipment that was especially susceptible to the risk of damage. Furthermore, in accordance with recent directives by government authorities to improve the seismic adequacy of existing facilities, we made a plan to obtain required earthquake-resistant features of critical high-pressure gas equipment and are carrying out reinforcements and reconstruction in line with the plan. Before carrying out this work, we took measures to reduce risk and ensure safety, such as reducing the volume of gas held in equipment in order to decrease its weight and meet the earthquake resistance criteria.

In addition, as natural disasters continue to grow more extreme, including the typhoons and torrential rains seen in recent years, we continually review the current status of our safety measures to ensure they are adequate and take measures aimed at securing facilities and personnel as necessary. Furthermore, we confirmed that even in the event of flooding inside a plant due to a typhoon or torrential rain, the risk of the following is low: a loss of power to the plant's cooling facilities or water-reactive substances inside the warehouse coming into contact with water causing large-scale fires and explosions that could cause trouble for neighboring residents.

Safety Education and Drills

Sumitomo Chemical has a variety of industrial safety educational programs that reflect the operational roles of employees throughout the Company. The programs are aimed at bolstering the ability of employees to acquire knowledge and skills in order to ensure process safety. In addition, we provide safety education to Group companies in Japan suited to each company's needs.

At each of their worksites, Sumitomo Chemical and Group companies conduct education when necessary regarding operational details, substances handled, and the setup of protective equipment for operators who need to consider occupational health and safety in situations such as operations in high places, operations in hazardous places with poor oxygen, operations in high or low temperature environments, operations in high-noise environments, and operations handling specified chemical substances and organic solvents. In addition, special health assessments are made, operational environments are monitored, and workplace patrols are regularly conducted by occupational physicians and health inspectors as we strive to upgrade and maintain operational environments.

Examples of Safety Education and Drills at Sumitomo Chemical Worksites

Safety Education Examples	Safety and health training for new employees, newly appointed supervisors, and newly appointed managers; briefings on laws and regulations (Industrial Safety and Health Act, High Pressure Gas Safety Act, Fire Service Act, etc.), health management system education, safety and health seminars (protective equipment, etc.), hazard experience training (exposure to liquids, squeezing, falling, etc., includes VR training materials.), hazard prediction training, also known as Kiken Yochi Training (KYT), training in accident analysis methods (the five whys, etc.) safety and health education in officers, traffic safety education, etc.
Safety Drill Examples	Petrochemical complex integrated emergency response drills (municipalities, companies in petrochemical complex districts), earthquake and tsunami evacuation drills, joint firefighting drills with specialized firefighting teams and workplace firefighting teams, drills using fire extinguishers and fire hydrants, drills on lifesaving procedures (AEDs, etc.), drills on emergency contacts at night and on holidays, etc.

In addition, for everyone at partner companies conducting operations within our worksites (works, research laboratories), we provide safety education for entering worksites (basic policy on safety, basic rules inside worksites, etc.), construction supervisor training (supervisor obligations, risk assessments, etc.), hazard experience training, and more.

FY2024 Main Safety Education Programs (Company-wide Education)

Name	Type	Purpose	Boundary	Participants
Disaster Prevention Theory	E-learning	Promoting the acquisition of basic knowledge regarding industrial safety and disaster prevention for fires, explosions, reaction hazards, static electricity, etc.	Sumitomo Chemical (Works, research laboratories) Group companies in Japan	101 4
Fire and Explosion Training	Group training and self-study	Promoting the acquisition of knowledge to prevent accidents and perceive hidden dangers in the workplace through hands-on training related to fires and explosions	Sumitomo Chemical (Works, research laboratories) Group companies in Japan	185 37
HAZOP* Training	Group training	Training personnel to learn the basics of HAZOP and to be able to conduct HAZOP	Sumitomo Chemical (Works, research laboratories) Group companies in Japan	41 3
Safety Engineer Training Course	Group training and self-study	Training personnel who have central roles in uncovering process hazard sources, carrying out appropriate risk assessments, crafting safety measures, and effectively reducing risks	Sumitomo Chemical (Works, research laboratories) Group companies in Japan	13 2

* HAZOP:

A method of assessing process hazards that was developed with the aim of uncovering all latent hazards in chemical processes, assessing those impacts and results, and considering necessary safety measures.

Industrial Safety Action Plan

In a bid to step up efforts aimed at promoting industrial safety, industry organizations came together with the Japan Petrochemical Industry Association to draw up an industrial safety action plan in July 2013 that is revised every year. Here we introduce the Company's initiatives based on the action plan.

(1) Commitment by Top Management to Industrial Safety

- Sumitomo Chemical has established its basic stance toward responsible care as "providing safety and peace of mind to our stakeholders through thorough compliance" under its Responsible Care Plan (FY2025–2027).
- The President issues a safety week message to all employees and Group companies in Japan and overseas to coincide with National Safety Week, which begins on July 1 each year.
- We have held the President's Awards for workplace safety on a continuous basis since fiscal 2012.

(2) Setting Industrial Safety Targets

- Each year, Sumitomo Chemical sets targets for a variety of key parameters, including the elimination of all accidents resulting in lost workdays as well as all severe industrial accidents. The Company engages in a broad spectrum of activities aimed at achieving these targets.

(3) Drawing Up an Action Plan to Secure Industrial Safety

- Sumitomo Chemical pursues activities aimed at thoroughly identifying industrial safety risks that encompass regular and irregular operations.
- Sumitomo Chemical has introduced an internal certification and qualification system related to process risk assessment (safety engineer (SE)).
- Sumitomo Chemical promotes smart security utilizing such new technologies as AI and IoT.

(4) Checking and Evaluating Progress toward Achieving Targets and Implementing Measures

- The Responsible Care Committee reviews progress toward the achievement of targets and the implementation of measures. Findings under this review are reflected in the plan for the next fiscal year.

(5) Initiatives Aimed at Promoting Voluntary Safety Activities and the Fostering of a Culture of Safety

- The Sumitomo Chemical Group established the ground rules related to safety and strives to foster a culture of safety.
- Sumitomo Chemical designates one day each month as a "safety day" in an effort to continuously focus the attention of the entire Group on the importance of industrial safety.
- Academic experts conduct seminars and undertake an evaluation of safety assurance capabilities by the Process Safety Competency Center of Japan Society for Safety Engineering.

Logistics Initiatives

The Sumitomo Chemical Logistics Partnership Council was formed by Sumitomo Chemical and the logistics subcontractors (112 companies) for Sumitomo Chemical and its Group companies in Japan with the core principle of "Making Logistics Safety the First Priority." The Council maintains committees for Works in each area as well as for stock points (transport and storage) and marine transport-related operations nationwide. The Council is expanding the Logistics Department's responsible care activities. In fiscal 2024, we conducted discussions, such as exchanges of opinions, to further strengthen our partnerships with logistics subcontractors, and focused on further promoting the activities of this council.

Goals and Results

Items	Boundary	FY2024 Goals	FY2024 Results	FY2025 Goals
Lost-workday injuries in logistics	Logistics	0	0	0

Lost-workday Injuries in Logistics

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of cases	1	0	0	2	0

Note: Lost-workday accidents caused by logistics subcontractors on the premises of Sumitomo Chemical workplaces and lost-workday accidents caused by major logistics subcontractors outside the premises of Sumitomo Chemical workplaces.

In terms of health and safety, there were no accidents resulting in lost workday injuries, so we did not achieve zero accidents. We will continue to review operational risks and further improve the level of safety and health management.

In addition, as for industrial safety and disaster prevention, we present our logistics subcontractors with transport standards to ensure safety, such as safety management rules related to the land and marine transport of hazardous substances, and strictly ensure the rules are followed. We built a system under which we cooperate with logistics subcontractors even during critical times when an accident occurs to quickly arrive at the crisis site and address the situation as well as a system that enables rapid response to accidents, to this end joining the Hazardous Materials Emergency Response Service of the Maritime Disaster Prevention Center.



Product Stewardship / Product Safety / Quality Assurance

Basic Stance

Product Stewardship at Sumitomo Chemical

Under its Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality), the Sumitomo Chemical Group promotes product stewardship*¹ and works to provide products and services that satisfy customers and can be used with peace of mind.

In the fifth session of the International Conference on Chemicals Management (ICCM5) held in September 2023, a new international framework known as the Global Framework on Chemicals (GFC)*² was adopted. This framework is filled with items illustrating policies to strengthen the engagement of industry, health departments, labor departments, and more, enhancing the promotion of independent chemicals management by a more various stakeholders.

Sumitomo Chemical promotes voluntary initiatives to enhance product stewardship, including the Global Product Strategy (GPS)*³/Japan Initiative of Product Stewardship (JIPS)*³ put forward by chemical industry associations, including the International Council of Chemical Associations (ICCA) and the Japan Chemical Industry Association. We actively participate in capacity-building activities, conduct risk assessments of our products, and perform risk-based management. We will continue to actively participate in the creation of specific action plans within the chemical industry to construct chemical management systems based on the GFC, as well as respond to international trends by promoting appropriate risk-based chemical management and continually conducting safety risk assessments of all products, including newly introduced items.

*¹ Conducting risk assessments and protecting people's health and the environment from those risks throughout the product life cycle, which encompasses the entire supply chain from the development of chemical products to manufacture as well as sale, use/consumption, and disposal.

*² An international framework regarding chemical substances. This framework comprises five strategic targets related to all stakeholders, including industries, across the entire life cycle of chemical substances, as well as 28 action plans geared toward achieving these strategic targets.

*³ Initiatives that call on companies to conduct risk assessments of their products and to engage in appropriate chemical management based on risk in order to minimize risks throughout the supply chain. Under GPS/JIPS, toxicological information on chemical products is disclosed to the general public, including customers.

Ensuring Thorough Compliance

Sumitomo Chemical Group conscientiously adheres to various laws and regulations related to the manufacture, import, export, and sale of goods. We are working to ensure thorough compliance throughout our entire globally expanding group of companies. The pace of establishment and revision of laws and regulations relating to chemical management is expected to pick up in even more countries and regions in the near future. Closely collaborating with Group companies in Japan and overseas, Sumitomo Chemical consistently undertakes thorough compliance initiatives that involve strengthening information gathering capabilities on the regulatory trends as well as enhancing the functions of its comprehensive chemical management system (SuCCESS*⁴).

*⁴ Sumitomo Chemical Comprehensive Environmental, Health & Safety Management System (SuCCESS)

Quality Assurance

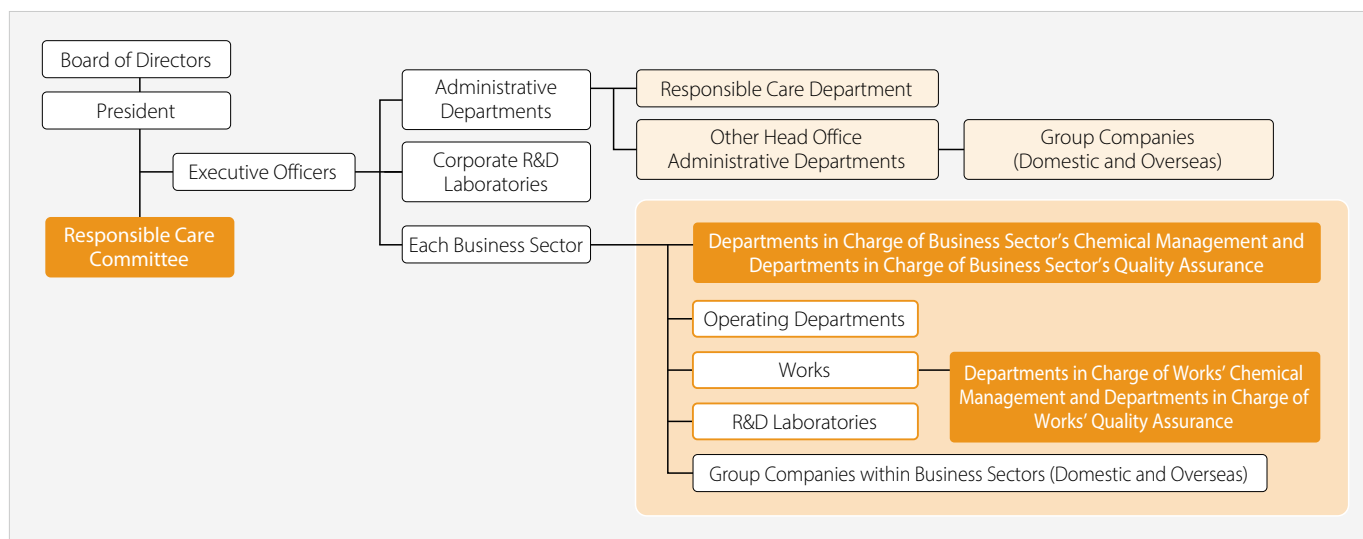
In line with the value it places on the trust it has earned from customers and society and its aim to further improve customer satisfaction, the Group continually works toward the optimization of its quality assurance system by enhancing the Group-wide quality assurance level so that customers can use Group products and services with peace of mind.

Management System

As the highest body for deliberating and approving Sumitomo Chemical's RC activities, the Responsible Care Committee is chaired by the President and comprises executive officers supervising the administrative departments and the four business sectors of the Company, and the General Manager of each Works. The Committee puts in place annual policies on RC activities, including chemical management and quality assurance activities; medium-term plans; and specific measures as they relate to responsible care. The Committee also analyzes and assesses the results of responsible care activities.

In addition, the Responsible Care Department oversees the Company's chemical management and quality assurance activities as well as supports each Group company's chemical management and quality assurance activities. Each department in charge of chemical management and quality assurance for Works promote appropriate chemical management and quality assurance activities for their respective Works and department.

■ Organization of Chemical Management and Quality Assurance Activities



entering the production stage and survey and respond to all relevant laws and regulations. We will continue to conduct risk assessments based on the most up-to-date information available.

Japan Chemical Industry Association (JCIA)
Chemical risk assessment support portal

https://www.jcia-bigdr.jp/jcia-bigdr/en/material/icca_material_list

Risk Management for Product Safety

As for risk assessments of product safety, it is necessary to assess the risks of chemical substances in products as well as the risks associated with product applications and uses. Taking into consideration not only their use by our direct customers but also the use and disposal of such products by their end-users, we also conduct risk assessments using methods such as Failure Mode and Effects Analysis (FMEA)* in addition to evaluating the risks of chemical substances and their applications and uses. Sumitomo Chemical conducts rigorous risk assessments of new products and reassesses products already on the market. In fiscal 2024, we performed 75 risk assessments. Going forward, we will continue to conduct rigorous risk assessments of new products and regularly conduct reassessments of products already on the market. In addition, we continue supporting Group companies in conducting similar product risk assessments and countermeasures.

* FMEA: A systematic method of analysis for detecting potential malfunctions and defects with the objective of their prevention

Examples of Initiatives

Risk Assessment and Management throughout the Entire Product Life Cycle

With regard to the chemicals (products) that it uses and sells, Sumitomo Chemical conducts risk assessments that span the entire product life cycle and all that could be affected, including internal operators, neighboring residents, the surrounding environment, customers, and consumers. The Company supports the Ministry of the Environment's Eco-First Program and completed appropriate whole life-cycle risk assessments for its products manufactured or sold in annual amounts of one ton or more by fiscal 2020 to promote the voluntary initiatives (GPS/JIPS) adopted by chemical industry associations. The results of these assessments are compiled into a GPS/JIPS Safety Summary (GSS) and made publicly available online, including on the Japan Chemical Industry Association (JCIA)'s portal website. From fiscal 2021, we will continue to conduct appropriate risk assessments of products that are newly included in the scope

through, for example, product development (reinspection of risks of already assessed substances based on the latest insights).

In conducting chemical risk assessments, it is necessary to collect information regarding the hazards associated with each product and the levels of human and environmental exposure when products are handled. Based on the information needed for these risk assessments, we work to ensure that customers and employees handle chemical substances safely. To this end, we have created a collaborative framework centering on the Responsible Care Department and encompassing the frontlines of production and our internal research laboratories, which possess specialized technologies in risk assessment and safety engineering. To estimate exposure levels, the Company draws on projection models and expert insights in Japan and overseas and has developed its own simulation program. We also use the latest technology to efficiently conduct highly precise risk assessments. In line with our internal rules, during the development of new products, we collect data regarding risks and hazards for all handled substances before



Providing Products and Services of Stable Quality

In order to continue to supply its customers with satisfying products and services that can be used with peace of mind, the Sumitomo Chemical Group has established quality assurance systems based on quality management systems (such as ISO 9001^{*1}) and manufacturing and quality management guidelines (GMP^{*2}) appropriate for each product and service. In addition to maintaining thorough day-to-day product quality control, we are committed to further improving product quality.

When a problem related to the quality of our products or services occurs, we grasp the facts and determine the scope of impact in line with internal rules. We then take immediate action, such as contacting affected customers and replacing products. We subsequently work to identify the root cause of the problem, formulate and implement recurrence prevention measures, and implement those measures. Moreover, from the perspective of preventing recurrence of similar quality problems, depending on the severity of the problem, we disseminate information related to the root cause and recurrence prevention measures within the Company and to Group companies. We are committed to ensuring the prevention of problems in the first place.

In fiscal 2024, there were no major quality problems in the Sumitomo Chemical Group. Going forward, we will also work to strengthen quality assurance for the entire Group by sharing information and activities related to quality and product safety. Furthermore, in order to continue supplying products and services of stable quality worldwide while addressing growing supply chain diversification accompanying its business expansion and the increasingly sophisticated needs of customers, the Group is enhancing its global quality assurance system through measures that include strengthening the management of overseas suppliers and contractors.

^{*1} The international standards on quality management systems issued by the International Organization for Standardization (ISO).

^{*2} Good Manufacturing Practice (GMP): Guidelines relating to the manufacturing and quality management of pharmaceutical products, etc.

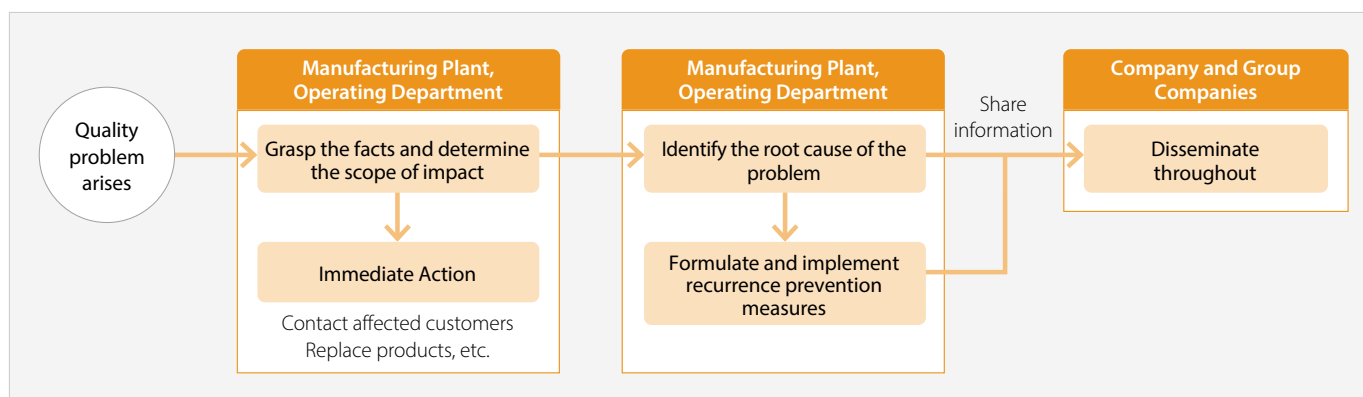
The Information Sharing System and Ensuring thorough Compliance

The governments of Europe, the Americas, China, and the Asia Pacific region hold considerable way over trends in global laws and regulations. To ensure thorough compliance, we post product stewardship specialists at our regional headquarters in these areas and are constructing a system to swiftly collect information related to regulatory trends. Especially in Europe, China, South Korea, Taiwan, Southeast Asia, and India, where there is active movement regarding legal revision/improvement, we are appropriately complying with the chemical regulations of each country in cooperation with our group companies.

As a response to the REACH Regulation in Europe, which is a world leader in terms of laws and regulations, we are moving forward with appropriate legal registration, managing our supply chain, and properly transferring information. In addition, our local Group company Sumitomo Chemical Europe is drawing up letters about its registration status in response to its customers' requests as well as a declaration of conformity, which states the status of compliance and certificate acquisition with regard to various regulations.

In fiscal 2024, there were no reports of violations of regulations for Sumitomo Chemical products and services at any stage of their life cycles.

Flowchart of How We Handle Quality Problems





Effective Use of SuCCESS

In order to appropriately manage and effectively use information on chemicals handled by the Company, such as their composition, toxicological information (risks and hazards), and regulatory requirements, Sumitomo Chemical has developed the Comprehensive Chemical Management System (SuCCESS). This system is used in order to respond to inquiries from customers concerning substances contained in our products and precisely comply with laws and regulations in Japan and around the world, such as the REACH Regulation in Europe. We also use this system to create SDSs*¹ in around 40 languages to comply with GHS*² and accurately and efficiently communicate hazard information throughout the supply chain. This system is also being proactively rolled out to Group companies. We had installed the system at 12 Group companies in Japan and overseas as of fiscal 2024. In addition, we are using SuCCESS to calculate the manufactured volumes reported

to the government under the chemical substances control law via a substance volume tracking (SVT) system as well as to calculate exported volumes.

*1 Safety Data Sheets (SDS): SDSs include information on the safe handling of chemical products (properties, handling methods, safety measures, etc.) and should be created in compliance with the Japanese Industrial Standards (JIS) and the standards set by the International Organization for Standardization (ISO).

*2 Globally Harmonized System of Classification and Labeling of Chemicals (GHS): In 2003, the United Nations established these global rules for how to convey information about the classification and degree of hazards for chemical substances.

Providing Toxicological Information

To ensure its products are handled safely, Sumitomo Chemical uses SDSs and labels to provide customers with toxicological and regulatory information about the chemical substances they contain and the hazard data consolidated in SuCCESS. Furthermore, especially regarding products requiring warnings about their handling, we create yellow cards that are a simplified version of their SDSs. This provides logistics operators with the information they need to ensure they can respond appropriately to an emergency situation during transportation.

Sharing Information on Chemicals in Products

Countries and regions around the world are moving forward with regulations on chemicals in products, as represented by the European Union's RoHS Directive*³ and REACH Regulation.*⁴ Because the content and required action for these regulations differs by country, region, and product field, we need to properly manage the chemicals present in not only final products but also raw materials and parts, and we need to accurately share this information on the chemicals present across the supply chain.

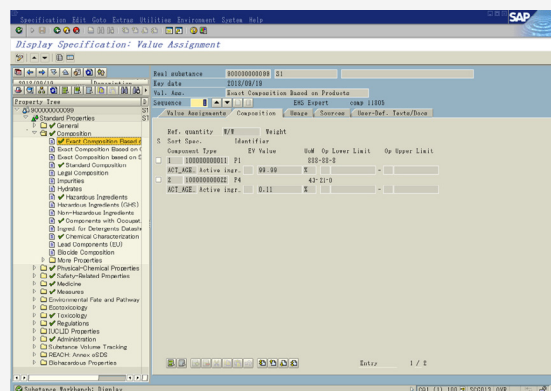
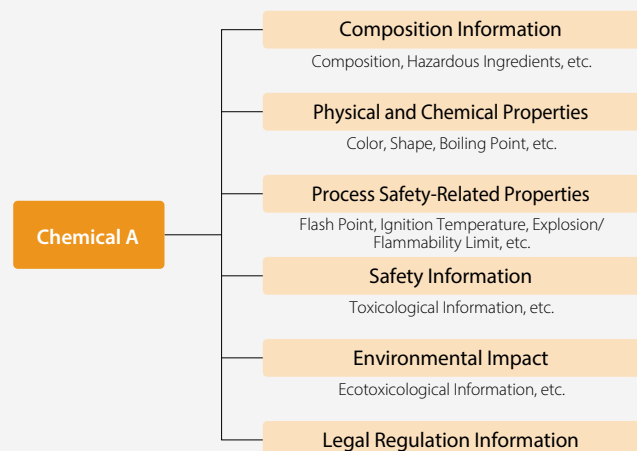
As a founding member of the Joint Article Management Promotion-consortium (JAMP), Sumitomo Chemical encourages acquiring and sharing information using chemSHERPA, which is an information-sharing scheme promoted by JAMP, and provides information in response to customer demands.

*3 An EU law related to restricting the use of specific hazardous substances, such as those in electric and electronic equipment

*4 A regulation related to the registration, evaluation, authorization, and restriction of chemicals within the EU

SuCCESS Comprehensive Chemical Management System

Management of chemical composition, toxicological, regulatory information based on tree-shaped structure





Laboratory Animal Welfare

In the field of safety assessment, methods that do not use laboratory animals are being developed. With this in mind, Sumitomo Chemical is actively developing new assessment methods and utilizing alternatives for animal studies, including structure-activity relationship approaches and other ways of minimizing the use of laboratory animals for safety assessments. However, in product development and other endeavors, there are times when animal studies are irreplaceable. The Company has set internal rules for such studies based on laws, regulations, and guidelines. Accordingly, the Institutional Animal Care and Use Committee (IACUC) examines study plans from the perspective of animal welfare based on the 3Rs* of replacement, reduction, and refinement and from the perspectives of preserving the environment and ensuring the safety of the personnel involved. In this way, we conduct animal studies appropriately with due consideration for animal welfare. We also conduct annual in-house inspections and assessments, while maintaining a review system with third-party evaluation.

Furthermore, we are working hard to confirm whether subcontractors of animal experiments and the suppliers of animals used in experiments similarly conduct animal studies with appropriate consideration for animal welfare.

* The 3Rs: From the Law for the Humane Treatment and Management of Animals

Replacement: To the greatest extent possible, replace methods that involve animals with those that do not.

Reduction: To the greatest extent possible, reduce the number of animals used.

Refinement: To the greatest extent possible, refine methods to minimize the suffering of animals.

Responses to Latest Emergency Issues

Regulations regarding PFAS are being evaluated in various regions around the world. Under an international treaty, perfluorooctanoic acid (PFOA) and some other specific PFAS are banned, while in Europe deliberation began in 2023 on a measure to comprehensively regulate the use of all PFAS. Through industrial groups operating in Japan, the U.S., and Europe, Sumitomo Chemicals is gathering information on regulatory trends regarding PFAS and is responding as appropriate. Microplastics, plastic additives, and marine plastic pollution have also become global problems in recent years. From November 2022, an intergovernmental negotiation committee has been holding discussions aimed at developing an international legally binding instrument on plastic pollution. Having long recognized the importance of this issue, Sumitomo Chemical quickly agreed to the measures of the Japan Plastics Industry Federation and bolstered its internal education system. We also participate in the International Council of Chemical Associations (ICCA) and Japan Chemical Industry Association's task force. We are working to keep abreast of the latest issues and are also proposing our comments to the aforementioned organizations.

Responsibility to Our Customers

Basic Stance

Throughout the Group, Sumitomo Chemical is working to provide high-quality products and services that can be used safely while satisfying customers' recently diversifying needs, and sales managers and customer consultation offices provide support tailored to products and specific details.

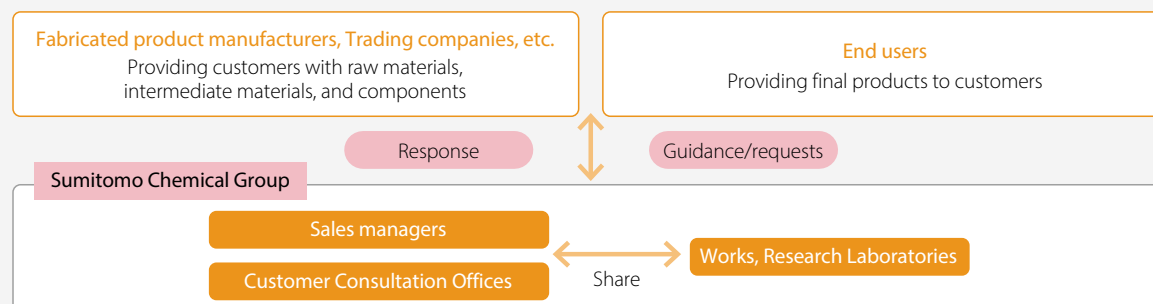
Business & Products

<https://www.sumitomo-chem.co.jp/english/products/>

Management System

Sumitomo Chemical works to accurately and rapidly reflect customers' requests in product development and improvement by sharing this information among Works, Research Laboratories, and sales personnel. In addition, data on customer inquiries and requests for improvements in product quality are stored on an internal database to prevent similar issues from occurring.

Customer Communication System



Examples of Initiatives

In this section, we will introduce the Sumitomo Chemical Group's initiatives in agriculture related products that are closely entwined with customers' daily lives.

Product Development for Sustainable Agriculture

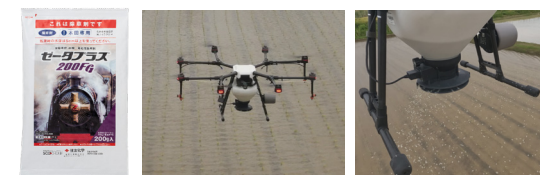
Sumitomo Chemical's AgroSolutions Division-Japan is focusing on developing new sustainable agricultural technologies and products for smart agriculture and new biorational products, with an eye on developing and promoting new formulations with new effects and on the changing structure of agriculture going forward.

● Fertilizers

The amount and rate of release of a fertilizer into the soil can be adjusted by coating the surface of the fertilizer particles with resin. The Company helps reduce environmental impact by developing coated fertilizers cloaked in resin films calibrated to degrade in soil.

● Weedkillers for Rice Paddies

In smart agriculture, to make operations more efficient and less labor intensive, more agricultural drones are being utilized. In the field of herbicide for rice paddies, the Company is working to expand its series of the new formulation called FG (Floating Granule), which is self-diffusing and suitable for being sprayed by drones.



FG formulation product packaging and aerial photos of drone spraying

● Biorationals and Botanicals

The Sumitomo Chemical Group defines biorational products as naturally-derived microbial-based crop protection products, plant growth regulators, and rhizosphere microbial materials, as well as the solutions that use them to protect crops from pests or improve the quality or yield of crops. In addition to biorationals, we vigorously work to research and develop new botanical products. In the field of biorationals and botanicals, we further accelerate the research and development of products that contribute to sustainable agriculture.

"Natural Products" Symbol Mark for Naturally Derived Products



(Registered trademark of Sumitomo Chemical)

"Natural Products" is our brand name which is used for our naturally derived products and products that contain ingredients derived from natural products, which are offered by Sumitomo Chemical and the Group companies SC Environmental Science Co., Ltd., and Sumika Technoservice Corporation.

In response to increasing environmental awareness and initiatives toward achieving the SDGs, there is a growing demand for products with low environmental impact across a wide range of fields, including agricultural pest and disease management, household insect control, and public hygiene. The Sumitomo Chemical Group, a leader in providing a wide range of naturally derived products, including biorational and botanical items, is carrying out unified branding activities to increase public awareness of these products in Japan.

■ Target Fields of Naturally Derived Products Sold by Group Companies

Company name	Target fields of naturally derived products
Sumitomo Chemical Co., Ltd. (AgroSolutions Division - Japan)	Crop protection products for agriculture
Sumitomo Chemical Co., Ltd. (Environmental Health Division)	Household insecticides Termite Control Operation Pest Control Operation
SC Environmental Science Co., Ltd.,	Household insecticides Termite Control Operation Pest Control Operation
Sumika Technoservice Corporation	Natural enemy insects

Natural Products | Sumitomo Chemical Co., Ltd. (sc-natural-products.com) (Japanese only)

<https://www.sc-natural-products.com>

Communicating with Customers

● Enhancement of Information Dissemination Tools

In 2002, Sumitomo Chemical AgroSolutions Division-Japan launched the website "i-nouryoku" as a means of supporting agricultural producers by providing a variety of relevant agricultural information. In addition to the website, we also provide farmers with simple and easy-to-understand product information through social media platforms like Facebook and YouTube via posts and videos.

The division established a customer support office related to Sumitomo Chemical's crop protection chemical products, fertilizers, and plant growth regulators. The division promotes business operations based on the basic stance of prompt, appropriate, and sincere service provided with an awareness of the customer's perspective and ensuring legal compliance.

Furthermore, we respond to questions about crop protection. Consultants strive to closely engage with customers to ensure that they can properly and effectively use the Company's products.

Sumitomo Chemical i-nouryoku (Japanese only)

<https://www.i-nouryoku.com/index.html>

The YouTube channel of Sumitomo Chemical AgroSolutions Division-Japan (Japanese only)

<https://www.youtube.com/channel/UCk0GEjn4LXD7dxEf9uSfnlw>

The Facebook page of Sumitomo Chemical AgroSolutions Division-Japan (Japanese only)

<https://www.facebook.com/住友化学アグロ事業部-101167691634705/>

Initiative for Access to Healthcare

Sumitomo Chemical started its pharmaceuticals business as the first Japanese company to manufacture synthetic pharmaceuticals based on its advanced organic synthesis technology. Our Group company Sumitomo Pharma Co., Ltd. considers the below listed items to be part of its duty to its customers in the pharmaceutical business.

Development of Innovative Products and Healthcare Solutions

As a research and development-oriented pharmaceutical company with a global presence, the Sumitomo Pharma Group is striving to enhance its innovation base with new approaches to drug discovery and to deliver unparalleled clinical development. We will contribute to not only treating patients but improving the quality of life (QOL) of patients and their families by continuously developing innovative pharmaceuticals and healthcare solutions that address unmet medical needs.

Sumitomo Pharma's website: New Drugs Approved

https://www.sumitomo-pharma.com/rd/pipeline_new-medicine/new_medicine.html

Sumitomo Pharma's website: Development Pipeline

https://www.sumitomo-pharma.com/rd/pipeline_new-medicine/pipeline.html

Sumitomo Pharma's website: Compliance

https://www.sumitomo-pharma.com/profile/compliance_risk-management/compliance

Sumitomo Pharma's website: Compliance Standard

https://www.sumitomo-pharma.com/sustainability/management/assets/pdf/pdf-co_gl_E.pdf

Fair Marketing

Regarding pharmaceutical sales, marketing, information communication activities, and cooperation with healthcare professionals, Sumitomo Pharma has established a compliance standard, fully complies with laws and regulations, and promotes transparent and fair marketing with a strong commitment to ethics. This allows Sumitomo Pharma to respond to societal expectations and improve value for stakeholders, such as patients and healthcare professionals (refer to section "12. Cooperation with Healthcare Professionals, etc.," "13. Sales, Marketing and Information Communication Activities" of Sumitomo Pharma's Compliance Standard for more details).

Transparency in Partnerships with Patient Groups and Medical Institutions

As a member of the Japan Pharmaceutical Manufacturers Association (JPMA) which issued its Transparency Guideline for the Relation between Corporate Activities and Medical Institutions and its Transparency Guideline for the Relation between Corporate Activities and Patients' Groups, Sumitomo Pharma established its own Guidelines for Transparency in Partnerships with Medical Institutions in October 2011 and Guidelines for Transparency in Partnerships with Patients' Groups in April 2013. In accordance with these guidelines, the company publicly discloses information on its corporate website on such issues as payments that the company makes to medical institutions, healthcare professionals, patient groups and patient advocacy groups.

Targets and KPIs for Material Issues

Material Issues	Targets	KPIs	Targets of KPIs	Fiscal 2024 Results
Development of innovative products and healthcare solutions 	Support the betterment of healthcare and fuller lives of people worldwide by continually creating innovative products and healthcare solutions that respond to diverse medical needs, including predictive, preventive, personalized, and patient-participated medicine (i.e., solutions that enable optimization of the conventional therapeutic systems and radical cures), as we always stay close to patients	1. Number of products launched	Target number of products launched from fiscal 2023 to fiscal 2027 - Psychiatry & Neurology: 7 products (including 2 regenerative medicine/cell therapy and 4 non-pharmaceutical solutions) - Oncology: 2 products - Others: 3 products (including 1 non-pharmaceutical solutions)	Cumulative results since fiscal 2023 - Psychiatry & Neurology: 0 products - Oncology: 0 products - Others: 1 product
		2. Number of products in the development pipeline	Number of products that have achieved phase transition from fiscal 2023 to fiscal 2027 - Phase 3 transition: 4 products - Phase 2 transition: 6 products - Start of corporate clinical studies for regenerative medicine/cell therapy: 5 products - Start of corporate clinical studies for DTx: 5 products	Cumulative results since fiscal 2023 - Phase 3 transition: 0 products - Phase 2 transition: 0 products - Start of corporate clinical studies for regenerative medicine/cell therapy: 3 products - Start of corporate clinical studies for DTx: 0 products
		3. Work motivation of research & development staff	Use SMP Opinion*1 to maintain/increase their satisfaction*2 with work motivation*3	(SMP Opinion was not conducted.)

*1 Company-wide engagement survey using Qualtrics Employee XM by Qualtrics, Inc.

*2 Average score out of 5 points in the research & development departments

*3 KPI Targets for Sumitomo Pharma (Non-Consolidated)



● Our Approach to Promotional Activities for Healthcare Professionals

In compliance with the IFPMA Code of Practice, the JPMA Code of Practice, and Guidelines for Prescription Drug Marketing Information Provision issued by the Ministry of Health, Labour and Welfare, Sumitomo Pharma has drawn up the "Rules for Marketing Information Provision" and established the Department Responsible for Supervising Marketing Information Provision. The Department Responsible for Supervising Marketing Information Provision supervises and provides guidance to departments that implement detailing activities, examines and approves materials, carries out monitoring as well as education and training for officers and employees, operates a complaints desk and handles complaints.

As an advisory body to the Department Responsible for Supervising Marketing Information Provision, we have established the Review and Supervisory Committee, which is held regularly. It has an external chairperson who is completely independent of our company.

Sumitomo Pharma has drawn up internal rules for the examination of materials for use in promotional activities titled "Rules for Examination of Materials Used in Marketing Information Provision" and created an internal structure for examination and approval of such materials.

Sumitomo Pharma's website: Fair Marketing

https://www.sumitomo-pharma.com/sustainability/healthcare_innovation/fair_marketing.html

Corporate Regulatory Compliance and Quality Assurance

In order to have patients and healthcare professionals use our products with peace of mind, complying with the Act on Securing Quality, Efficacy and Safety of Products including Pharmaceuticals and Medical Devices (hereafter, Pharmaceuticals and Medical Devices Act) as well as ministerial ordinances and guidelines related to GLP^{*1}, GCP^{*2}, GMP^{*3}, GQP^{*4}, GVP^{*5}, GPSP^{*6} and GDP^{*7}, Sumitomo Pharma makes efforts to maintain and enhance the corporate regulatory compliance and quality assurance system by auditing work procedures in research, development and post-marketing activities to ensure reliability. Also, through collecting and centrally managing information obtained from patients and healthcare professionals and preventing problems through providing information on proper use, we are proactive in predictive and preventive activities.

^{*1} GLP (Good Laboratory Practice): Standards for Non-Clinical Studies Concerning Safety of Pharmaceuticals

^{*2} GCP (Good Clinical Practice): Standards for Clinical Studies of Pharmaceuticals

^{*3} GMP (Good Manufacturing Practice): Standards for Manufacturing control and Quality control of Pharmaceuticals and Quasi-Pharmaceutical Products

^{*4} GQP (Good Quality Practice): Standards for Quality Assurance for Pharmaceuticals, Quasi-Pharmaceutical Products, Cosmetics and Medical devices

^{*5} GVP (Good Vigilance Practice): Standards for Managing Post-marketing Safety of Pharmaceuticals, Quasi-Pharmaceutical Products, Cosmetics, Medical devices and Regenerative medicine products

^{*6} GPSP (Good Post-marketing Study Practice): Standards for Post-marketing Surveillance and Testing of Pharmaceuticals

^{*7} GDP (Good Distribution Practice): Standards for proper Distribution of Pharmaceuticals

Sumitomo Pharma's website:
Corporate Regulatory Compliance and Quality Assurance

https://www.sumitomo-pharma.com/sustainability/healthcare_innovation/reliability_assurance.html

Contribution to Global Health

Sumitomo Pharma believes that working on the establishment of healthcare systems in developing countries, training and developing human resources, and educating the public will contribute not only to the realization of the SDGs, but also an increase in its presence as a global pharmaceutical company. Sumitomo Pharma has set the goal of "Contribute to the betterment of healthcare systems in countries and regions that struggle with equal access to necessary healthcare by developing healthcare professionals, raising public awareness, and making policy recommendations through collaborations with the industry, governments, and NPOs/NGOs."

● Targets and KPIs for Material Issues

Material Issues	Targets	KPIs	Targets of KPIs	Fiscal 2024 Results
Provision of high-quality product information and promotion of proper use 	Provide information on the safety and efficacy of our products based on scientific objectivity and ethics in a way that best suits target customer groups, in an effort to ensure that healthcare professionals, patients, and their families can always use our products with confidence and peace of mind. At the same time, gather information on the safety of our products accountably to ensure the safety of patients	1. Assessment by doctors in focus areas	• Rated number one in the focus areas of diabetes and schizophrenia in our own survey conducted by an external organization *	Overall assessment of MRs by doctors • Diabetes: 9th • Schizophrenia: 2nd (As of February 2025)
		2. Ensure appropriateness of sales information provision activities	• Number of guidance from the Ministry of Health, Labour and Welfare's monitoring program for sales information provision activities: 0 in any year*	• 0
		3. Education on safety information collection	• At least four times a year for MRs and once a year for all employees to raise employee awareness of safety information collection* • Number of delayed adverse drug reaction reports to regulatory authorities: 0*	• Number of times of training in collecting safety information actually conducted For MRs: 7 times For all employees: Once • Number of delayed adverse drug reaction reports to regulatory authorities: 0
		4. Education on harmful incident concerning pharmaceuticals	• Annual educational program for all employees to form and maintain a mindset that does not cause harmful incident concerning pharmaceuticals	• We educated all employees about harmful incidents concerning pharmaceuticals.

* KPI Targets for Sumitomo Pharma (Non-Consolidated)

● Efforts for the Eradication of Malaria

With support from the Global Health Innovative Technology Fund (GHIT Fund), Sumitomo Pharma conducts joint research on a new vaccine to prevent clinical malaria with Ehime University, the European Vaccine Initiative (EVI), and Instituto de Biología Experimental e Tecnología (iBET) as well as R&D on a malaria transmission-blocking vaccine with Ehime University and the U.S.-based global organization PATH in several countries in Asia and Africa. Sumitomo Pharma also supports initiatives to eradicate malaria. The Company has cooperated with NPOs, local governments and communities to provide insecticide-treated mosquito nets, rapid diagnostic test kits for malaria, and educational activities in Zambia, Tanzania, and Indonesia, as well as advocacy initiatives for public awareness of malaria in Japan.

● Participation in the Global Health Innovative Technology Fund (GHIT Fund)

Through participation in the GHIT Fund, Sumitomo Pharma seeks to improve access to medicines by exploring the possibility of utilizing our innovative drug discovery technologies to tackle neglected tropical diseases (NTDs), malaria, and other diseases with significant unmet medical needs.

● Targets and KPIs for Material Issues

Material Issues	Targets	KPIs	Targets of KPIs	Fiscal 2024 Results
Improving access to medicines and advocacy  	Attempt to improve access to medicines by promoting disease awareness from patient-centered perspectives, which is expected to reduce illness stigma and facilitate early treatment, and by working to lessen a drug lag, which will increase treatment options for patients.	1. Further increase in health literacy of the public, including patients	- Number of public lecture participants by FY2027 cumulative total of 10,000 since FY2023* - Total annual visits to schizophrenia and bipolar disorder disease awareness website (Kokoro Share) 40% increase over FY2022 by FY2027*	- Public lectures: 9,989 participants (FY2024: 4,787) - Kokoro Share visits: 35% decrease compared to fiscal 2022
	Contribute to the betterment of the healthcare system in countries/regions that struggle with equal access to necessary healthcare, by developing healthcare professionals, raising awareness of the public, and making policy recommendations through collaboration with the industry, governments, and NPOs/NGOs	2. Number of products, and policy recommendations contributing to access to medicines	- Responding to requests for development of unapproved and off-label drugs of high medical necessity* - Continued participation in policy recommendations*	- Number of responses to requests for development of unapproved and off-label uses of drugs: 1 - Number of policy recommendations: 19
		3. Number of partnerships contributing to improvement in healthcare access in developing countries	Constantly two or more	Four in total

* KPI Targets for Sumitomo Pharma (Non-Consolidated)

● Countermeasures to Antimicrobial Resistance (AMR) and Initiatives for the Appropriate Use of Antibiotics

Sumitomo Pharma is conducting joint research with a drug discovery group of Kitasato Institute in Physiology or Medicine for the purpose of creating drugs for the treatment of AMR infectious diseases. In 2019, as a partnership initiative with the ministry of Health of Vietnam and the National Center for Global Health and Medicine, Sumitomo Pharma jointly commenced an antibiotic susceptibility surveillance study in Vietnam in collaboration with major local hospitals in order to contribute to AMR countermeasures and promote the proper use of antibiotics in Vietnam. In 2020, we completed the data analysis of the 1st antibiotic susceptibility surveillance study, reported detailed results and exchanged opinions with each hospital. In 2021, we presented the results at the European Congress of Clinical Microbiology & Infectious Diseases (ECCMID). In 2024, we completed the second antibiotic susceptibility surveillance study, which covered 11 hospitals, including the establishment of a central laboratory to improve testing capabilities within Vietnam, and have provided support for the establishment of a self-sustaining system.

Sumitomo Pharma's website: Contribution to Global Health

https://www.sumitomo-pharma.com/sustainability/social/contribution_to_global_health.html

Initiatives to Improve Access to Medicines

In addressing challenges related to "access to medicines" or "access to healthcare," in addition to R&D efforts on innovative medicines, Sumitomo Pharma is actively working with international organizations, governments, and research institutions as well as civil society to strengthen healthcare systems and thereby improve access to medicines.

● Fight against Counterfeit Pharmaceuticals

To ensure the safety of and trust in its products, Sumitomo Pharma joins together with peer pharmaceuticals companies in initiatives undertaken by industrial associations and international organizations to collect and exchange up-to-date information in the fight against counterfeit pharmaceuticals.

Sumitomo Pharma's website: Initiatives to Improve Access to Medicines

https://www.sumitomo-pharma.com/sustainability/social/improvel_access.html



Contributions to Communities

Basic Stance

The Sumitomo Chemical Group contributes to communities in accordance with the three following perspectives, which reflect the Group's Business Philosophy and the Basic Principles for Promoting Sustainability.

Community Commitment

We commit to a sustained coexistence and collaboration with local communities, utilizing our unique insights, expertise, and knowledge to address their ongoing challenges.

Personal Growth

We encourage personal development through our active engagement in the communities where we operate, fostering individual insights and growth that support our business's social value creation.

Community of Care

We aim to broaden our sphere of empathy by conveying our community involvement, contributions and insights with a cohesive voice to all stakeholders.

Regarding communication with society, while enhancing information disclosure and engaging in interactive dialogue, Sumitomo Chemical, its worksites in Japan and overseas, and Group companies engage in a variety of activities to ensure harmonious coexistence with local communities. In this way, we are building good relations with them. Sumitomo Chemical works to foster smooth communication so as to improve the quality of its business activities as a community member. Going forward, while gaining the understanding and cooperation of local community members, we will proactively disseminate necessary information and, through continuous opinion exchanges with various stakeholders, will strive to foster greater understanding of the Company and earn more trust.

Note: The sections entitled "Contributions to Communities" and "Community Contribution Activities" refer to the "Social Contributions" and "Social Contribution Activities" the Group has undertaken up to now.

Management System

We are conducting activities that contribute to communities throughout the entire Sumitomo Chemical Group, including Sumitomo Chemical's Head Office, each worksite, and each Group company. To encourage such activities across the Group, we hold manager meetings attended by managers from each worksite, Domestic Group Company Liaison Meetings for domestic Group companies, and Regional Meetings in each region for overseas Group companies. These meetings enable attendees to share information and exchange opinions.

We are cooperating with the labor union in planning and conducting certain community contribution activities.

Results

Volunteering Activity Results

■ FY2024 Main Community Contribution Activities at Bases in Japan (Sumitomo Chemical*1)

Type of Activity	Number of Events
Education for the next generation*2 (including science classes held at schools, children's office visits)	76
Cleaning beaches and neighborhoods around worksites	71
Worksite tours, community dialogues, hands-on work experiences	118
Hosting and participating in regional sports competitions, festivals, and other events	107

*1 Includes some Group companies in Japan

*2 Includes content related to the SDGs and sustainability

■ Volunteers for the OISCA Coastal Woodland Rejuvenation Project (Sumitomo Chemical Group*3)

(No. of people)

	FY2022	FY2023	FY2024
Number of volunteers for the OISCA coastal woodland rejuvenation project*4	0*5	0*5	15

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

*4 Volunteer activities in Natori, Miyagi Prefecture

*5 Suspended due to the pandemic

P.162 Support for Recovery from the Great East Japan Earthquake

Donation Results

When selecting organizations for donation, we take into consideration the manner in which they contribute to the development of a sustainable society as well as the effects of their actions from the perspectives of social significance, resonance with the Company's business, global and local opinions, and if the issue they are addressing is long term or of immediate urgency.

■ FY2024 Major Donations to Community Contribution Activities (Sumitomo Chemical)

Item	Amount
Support for the 2024 Hualien Earthquake in eastern Taiwan	3.0
Support for the torrential rainfall that hit Noto Peninsula in September 2024*6	8.8
Support for the development and education of children through ASHINAGA (Matching Gift program*7)	6.7
Support for OISCA's tree planting activities (Matching Gift program*7)	5.6

*6 Total sum of donations from executives and employees

*7 Donation figures for Matching Gift programs are the amount of money provided by the Company.

■ Number of Major Donations in FY2024 (Sumitomo Chemical)

Total number of donations: 317

Item	Number of cases
Local community activities	161
International exchange and cooperation	14
Sports	10
Academic study and research	12
Culture and art	17
Education and social education	18
Social welfare	17
Environment	12
Support to areas devastated by disasters	4
Others (Health, medicine, Accident prevention, politics*8, etc.)	52

*8 Sumitomo Chemical appropriately and fairly makes donations to political organizations, taking into comprehensive consideration the cost burden of social responsibilities that a company should fulfill as a member of society and its duty to help stimulate economies and support society as well as significance to the Company's business. We make these donations in compliance with relevant laws and regulations and through a process defined in our in-house rules. (FY2024 Results: The People's Political Association 50 million yen)

Community Contribution Activities at Group Companies in Japan and Overseas

At Group companies in Japan and overseas, we emphasize community bonds and contributions at each business location and proactively conduct community contribution activities as a part of our broadly defined CSR activities, including creating shared value by leveraging the unique characteristics of each company.

In fiscal 2024, we conducted approximately 400 social contribution activities, including activities aimed at contributing to local communities and activities aimed at enhancing employee awareness through donations and fund raising.

The Sumitomo Chemical Group will continue to work toward helping solve social issues, educating employees, and providing integrated communication mainly through community contributions in collaboration with the Company's worksites, initiatives promoted by the entire Group in unison, and promoting education for citizens and the broader society while respecting the individuality of employees.

■ Community Contribution Activities at Group Companies in Japan and Overseas

FY2024 Results

Approx. **400** activities



Social contribution activities at group company in overseas

Examples of Initiatives

■ Examples of Initiatives (The Sumitomo Chemical Group)



Securing Safety and Health, and Protecting the Environment

- Work and research laboratory tours
- RC dialogues and distribution of local newsletters
- Malaria prevention campaign
- TABLE FOR TWO program
- Matching Gift program (support for tree-planting activities)
- Cooperation with U.N. activities
- Support for infection control measures
- Local clean-up activities



Raising Children Who Will Lead the Next Generation

- Establishment of in-house childcare facilities
- Launch of Young Inventors' Club, Science Workshops, etc.
- Sponsorship of community sports events
- Cooperation on civic and university courses
- Acceptance of student interns
- Matching Gift program (educational and developmental support for children)
- Educational support in Africa
- University scholarship programs



Assisting in Natural Disaster Relief

- Relief activities after typhoons, earthquakes, and other disasters
- Offering facilities for public use after major disasters
- Relief donations for victims of hurricanes, earthquakes, etc.

■ Securing Safety and Health, and Protecting the Environment

Initiatives to Ensure Safety at All Group Workplaces

The Sumitomo Chemical Group explains to neighboring residents our efforts to ensure safety, and work to deepen our mutual understanding. Specifically, every year, each worksite creates and publishes its own environmental and safety reports, detailing the initiatives taken at each worksite. The Ehime, Osaka, and Oita worksites disseminate information that is especially relevant to their communities by, for example, publishing community newsletters that are inserted into newspapers. Moreover, we proactively cultivate diverse two-way dialogue from a wide range of perspectives. Our activities include

regular dialogue meetings, opinion exchanges, and Works tours held with local community members, conducting risk communication model businesses in cooperation with municipalities, conducting support businesses focused on the environment and safety for local governments and companies, and holding community dialogues in collaboration with the chemical industry.

■ Status of Dialogues with Local Communities

FY2024 Results*

Number of dialogues held

28

* Cumulative result of each Sumitomo Chemical worksite

Participants

512

Report on the Environment and Safety (at all worksites) (Japanese only)

<https://www.sumitomo-chem.co.jp/sustainability/information/library/>

Clean-up Activity: Global Clean-up Challenge

The Sumitomo Chemical Group contributes to addressing waste issues and supporting resource recycling through clean-up activities at its worksites, as well as in local communities, beaches, and other nearby areas.

It is said that one of the sources of increasing marine waste, including plastic waste, is garbage left outside and waste thrown away that will enter waterways due to wind and rain then flow out to sea. The clean-up activities we can do at nearby locations are connected to countermeasures against the marine waste problem and actions for environmental protection.

The Group will continue to promote such activities as the "Global Clean-up Challenge" with a focus on environmental conservation, including the resolution of the plastic waste problem.



Clean-up at Tsukuba worksite

Matching Gift Program

As a community contribution activity with employees and the Sumitomo Chemical Group acting together since 2007, the Matching Gift program, which is run in collaboration with the labor union, collects donations from management executives and employees working at Sumitomo Chemical and Group companies. Sumitomo Chemical then matches their donations.

One of the beneficiaries of the donations from the Matching Gift program is the Organization for Industrial, Spiritual and Cultural Advancement International (OISCA),*1 with whom we work on various tree-planting projects. In collaboration with the labor union, we have been dispatching employee volunteers to help with these projects since 2008.

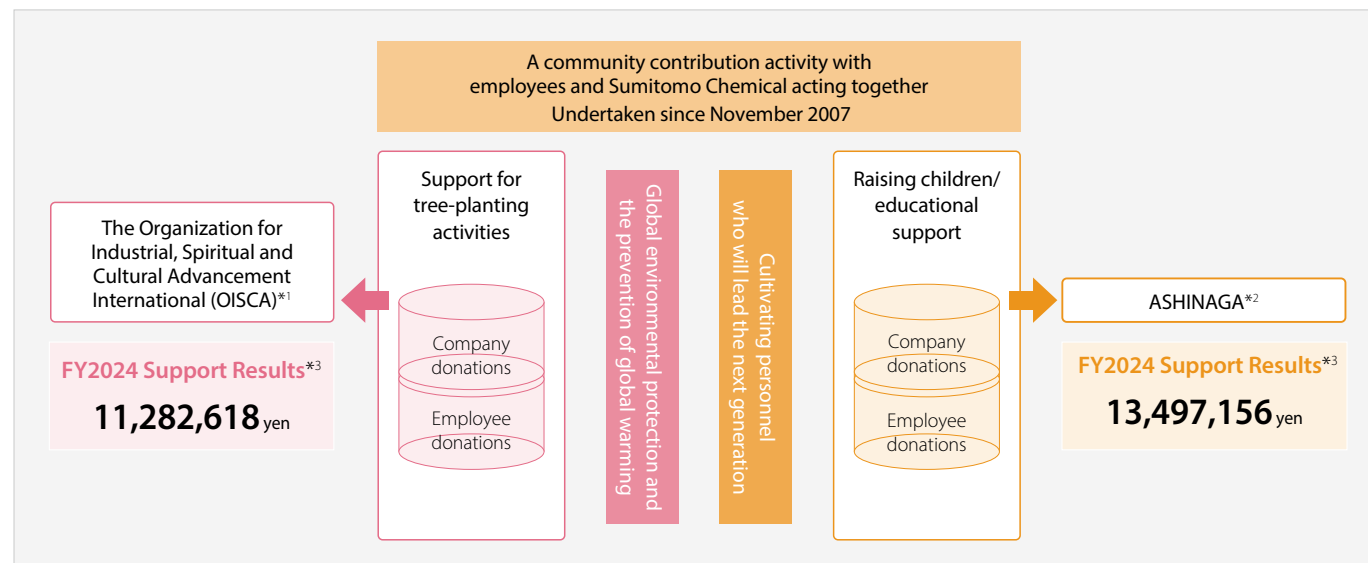
TABLE FOR TWO Activities

Since May 2008, each of Sumitomo Chemical's worksites has participated in the TABLE FOR TWO (TFT) initiative. Participating companies in this Matching Gift program donate an amount of money equal to the total donated by management executives and employees.

When employees choose to eat any of the healthy TFT menu options available at the Company's cafeterias, 20 yen per meal is donated to help fight starvation in developing countries as well as obesity and lifestyle diseases in advanced nations. Through these types of social contribution activities originating in Japan, we are working to eliminate food disparity.

For the Company's support in 2024, Sumitomo Chemical received a letter of appreciation as a Platinum Partner from the TABLE FOR TWO secretariat.

Matching Gift Program



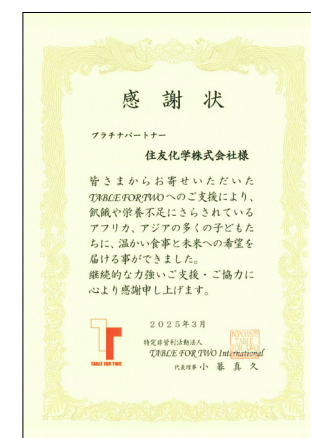
*1 The Organization for Industrial, Spiritual and Cultural Advancement International (OISCA) is a global NGO engaged in rural development and environmental protection, mainly in the Asia-Pacific region. The money donated by Sumitomo Chemical to this organization is used for its Children's Forest Program and Japan's Coastal Forest Restoration Project following the Great East Japan Earthquake.

*2 ASHINAGA is an NPO established to provide physical and mental support for children who have lost their parents because of illness, accidents, or for other reasons. The money donated to this organization is used to provide a scholarship fund for these orphans.

*3 Total sums after matching by the Company, donations from executives and employees, and company payments

2024 Results*3

1,263,320 yen 31,583 meals



Raising Children Who Will Lead the Next Generation

Supporting Education through Science Workshops

The Sumitomo Chemical Group holds science workshops for children to conduct experiments and make crafts. These workshops enable them to experience the wonders and appeal of science with their own hands, in order to convey in a manner that children can easily understand how the products all around them are linked to chemicals.

These science workshops are held during tours of plants and research laboratories and through class visits, including at schools near worksites and at summer vacation events sponsored by local municipalities.

In addition to holding science workshops at elementary schools near Ehime Works, we also open an exhibit every year at the science event held by the Ehime Prefectural Science Museum. Employees attended this year's event as lecturers and provided a hands-on experiment that utilized handicraft glue and water-based pens to create superballs. The children were engrossed in the experiments and provided such feedback as "chemistry is fascinating and fun."



A class visit

Platform for Learning Innovation - Japan

Sumitomo Chemical is a regular member of the Platform for Learning Innovation - Japan (PLIJ). PLIJ is an organization that collaborates with key players in industry, academia (technical colleges and universities), government (national agencies and research institutions), municipalities, and education (high school educators) with the main aim of

spurring innovation in elementary and secondary education, mainly in STEAM (science, technology, engineering, arts, and mathematics) areas.

At an event sponsored by PLIJ, girls in junior and senior high school were able to listen to such topics as how women in the corporate workforce chose a career path. Some of the Company's female researchers and corporate employees participated. Speaking about career-building in the chemical industry as well as its appeal, they demonstrated the wide array of possible careers the girls could select.

PLIJ's website (Japanese only)

<https://plij.or.jp>

Children's Forest Program—Child Goodwill Ambassador Talk Event 2024

Sumitomo Chemical has endorsed the activities of the Organization for Industrial, Spiritual and Cultural Advancement (OISCA), a public foundation striving to preserve the global environment, halt global warming, and conserve biodiversity. The Company also continues to offer support for initiatives that include the Children's Forest Program as well as the Coastal Forest Restoration Project, which supports recovery efforts following the Great East Japan Earthquake. In May of 2024, as part of the Children's Forest Program, elementary students from Thailand and Indonesia visited Japan as Goodwill Ambassadors and reported on their activities while visiting Osaka Works. This opportunity gave us a chance to once again consider the importance of addressing climate change and reducing CO2 emissions.



A Child Goodwill Ambassador Talk Event

Support for Career Building via Company Visits and Hosting Tours

The Sumitomo Chemical Group endorses and collaborates in educational events that help junior and senior high school students think about building their own future careers. By hosting company visits and tours at our Head Office and worksites, we create opportunities to raise interest in the Company, which as a chemical manufacturer broadly supports people's lives. Through interaction with employees, we aim to broaden the students' perspectives on the future.

When 36 third-year students from a junior high school in Tokyo visited Sumitomo Chemical's Tokyo Head Office, we utilized SYNERGYCA to introduce the product lines that support the Group's global development as well as society as a whole. We also used it to convey the many types of jobs, beyond the ones you encounter every day, that support society. In addition, two young employees engaged the students in lively conversation, fielding questions that spanned such topics as their experiences in choosing a career, motivation for working, and advice about working in general.

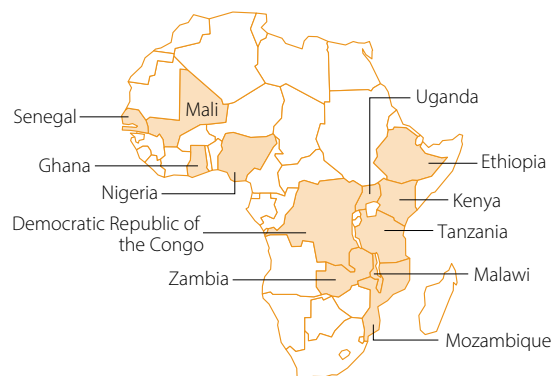


Junior high school students visiting a company

Support for Education in Africa

Sumitomo Chemical has been supporting education to support children, on whom Africa's future rests, since fiscal 2005. At first, we mainly supported the construction of schools, but, after studying how to best offer support as a chemicals company, we branched out into supporting female students and programs in science as well as ICT-related education.

Support for Education in Africa



Support Results

Beneficiaries: over **68,000** people

Supported
countries: **12**
(33 projects completed)

Supporting Plastic Recycling Education in Nigeria

Since fiscal 2020, the Company has supported an initiative in Nigeria that contributes to resource recycling, which is one of the material issues to be addressed as management priorities. Sumitomo Chemical has been contributing to the Clean Our World (COW) Project, which is run by the Nigeria-based Oando Foundation with the aim of raising awareness of plastic recycling.

Over 32 million tons of garbage are generated in Nigeria every year, and more than 30% of that is classified as plastics. Currently, most of the plastic is not properly disposed of. It sometimes clogs pipes, causing flooding, and is also washed into the ocean via West Africa's main waterway, the Niger River. To resolve this situation, the

Oando Foundation established the COW Project in 2020. Through this project, we provide opportunities for elementary school children, those who will lead the future, to learn about the plastic waste problem and recycling, conduct local clean-up activities, and share out experience in collecting waste and processing it into daily commodities. A portion of the around 11 tons of plastic waste collected through this initiative was converted into school supplies and other products and given to children.

Going forward, Sumitomo Chemical will continue working to improve the educational environment as an important social contribution activity and actively promote initiatives aimed at resolving social issues on a global scale.



Sorting out collected plastic bottles



Syllabus adopted by public schools in Lagos

Support Results

Country	Collaborator	Support details
Tanzania	WVJ*1	Between 2005 and 2007, we built elementary schools, teacher housing, and other structures. In 2014, we built elementary schools and restrooms.
Kenya	WVJ*1	In 2005 and 2006, we built girls' dormitories, restrooms and other structures for elementary schools. In 2015, we built elementary schools and provided math and science teaching materials.
Zambia	WVJ*1	Between 2005 and 2007, we built middle schools, restrooms, teacher housing, and other structures.
Uganda	WVJ*1	In 2006, we built elementary schools, restrooms, and other structures. Between 2008 and 2011, we built schools, restrooms, and other structures. In 2019 and 2020, we built classrooms for elementary schools and raised awareness of malaria prevention techniques.
Ethiopia	WVJ*1	In 2007, we built elementary schools, middle schools, restrooms, and other structures. In 2013, we built elementary schools, restrooms, water storage tanks, and other structures.
Mali	PIJ*2	Between 2010 and 2012, we built elementary schools, restrooms, wells, and other structures.
Ghana	PIJ*2	Between 2010 and 2012, we built elementary schools, libraries, and other structures. In 2015 and 2016, we built technical schools, science laboratories, and other structures. In 2019 and 2020, we built technical high schools, science laboratories, and other structures, provided teaching materials, and provided training to teachers.
Malawi	WVJ*1	Between 2010 and 2012, we built elementary schools and other structures. In 2013, we built elementary schools, restrooms, and other structures.
Democratic Republic of the Congo	WVJ*1	In 2012 and 2013, we built elementary schools, restrooms, and other structures. Between 2016 and 2019, we built elementary schools, restrooms, and other structures, provided math and science teaching materials, provided training to teachers, and raised awareness of malaria prevention techniques.
Mozambique	PIJ*2	In 2012 and 2013, we built elementary schools, restrooms, and other structures.
Senegal	PIJ*2	In 2014 and 2015, we built elementary schools, restrooms, and other structures and provided training to school management committees. Between 2016 and 2019, we built middle schools, high schools, and restrooms, set up science laboratories, and enhanced science courses for girls.
Nigeria	Oando*3	Between 2017 and 2020, we set up ICT centers, provided computer peripheral equipment, and provided science, technology, engineering, and math (STEM) education. Between 2020 and 2024, we carried out clean-up activities, education related to plastic waste and recycling, and waste collection ("Clean Our World" (COW)*4 I project to COW*4 IV project).

*1 WVJ: World Vision Japan

*2 PIJ: Plan International Japan

*3 Oando: The Oando Foundation of the Federal Republic of Nigeria

*4 A project established by the Oando Foundation that aims to raise awareness of plastic recycling

Assisting in Natural Disaster Relief

Support for September 2024 Noto Peninsula Floods

In support for those affected by the September 2024 Noto Peninsula Floods, we gathered relief donations (¥3,771,500) from employees through the Red Cross of Japan as well as ¥5 million through matching programs for a total donation of ¥8,771,500.

Support for the April 2024 Hualien Earthquake

We contributed ¥3 million in support for those affected by the April 2024 Hualien Earthquake through the Red Cross of Japan.

Support for Recovery from the Great East Japan Earthquake

Since the Great East Japan Earthquake of 2011, we have been promoting initiatives involving employee participation to keep the memory of the disaster fresh in people's minds. We have also been providing donations collected through the sale of "Disaster Hit Area Support Meals" served in our cafeterias since April 2011. We further expanded our efforts after joining the SANRIKU JOBAN MONO NETWORK in January 2023 in part by changing the name of our menu to the Sanriku Joban Support Menu and increasing the number of meals provided at the Tokyo Head Office. We also served food made with ingredients from the Sanriku-Joban region at Company conferences held at our Osaka Head Office. Under this scheme, a portion of sales is donated to a business that aids orphans in areas hit by the disaster, and the companies match that amount.

Since fiscal 2013, through the Matching Gift program, we have participated in the OISCA coastal woodland rejuvenation project aimed at rejuvenating black pine coastal woodlands in Natori, Miyagi Prefecture. Since fiscal 2015, we have dispatched employee volunteers to the area to provide, plant and manage the growth of black pine saplings with the aim of rejuvenating about 100 hectares of coastal woodland. These activities were suspended from fiscal 2020 to fiscal 2023 to prevent the spread of COVID-19, but in fiscal 2024 the secretariat and 15 employees from the Company and

Group companies joined a volunteer effort. Coastal woodland rejuvenation not only protects the residential environment and rice paddies of neighboring residents from salt damage, but also provides dwellings for wild birds and mammals, thus contributing to the conservation and restoration of biodiversity. We will continue these activities into the future.

FY2024 Results

Disaster Hit Area Support Meals

688,920 yen **17,223 meals**

(Total sums after matching by the Company)

Great East Japan Earthquake

Miyagi Children's Scholarship Fund **389,360 yen** **9,734 meals**
(the portion used between April 2024 and September 2024)

The Great East Japan Earthquake

Fukushima Children's Fund **299,560 yen** **7,489 meals**
(the portion used between October 2024 and March 2025)

Community Contribution

https://www.sumitomo-chem.co.jp/english/sustainability/social_contributions

Tokyo Head Office Held the Ishikawa Product Exhibition to Support the Noto Peninsula

With the cooperation of Sumika Partners Co., Ltd., we co-hosted the Ishikawa Product Exhibition to Support the Noto Peninsula on March 26, 2025, in the cafeteria of our Tokyo Head Office. The exhibition sold bento boxes made that morning in Ishikawa, which were transported to the venue by bullet train, as well as other products overflowing with local charm. Over 300 people visited the event, including the company president, and 1,078 products were sold for a total profit of ¥643,384. The day was an opportunity to raise awareness of the earthquake recovery while enjoying the wonderful products of Ishikawa.

Community Contribution Activities through the Sumitomo Foundation

The Sumitomo Foundation was founded as a multi-purpose foundation in September 1991 by 20 Sumitomo Group companies, including Sumitomo Chemical, in commemoration of the 300-year anniversary of the opening of the Besshi Copper Mine, which is the foundation of the Sumitomo Group. With a fund comprising the managed profit of the foundation's assets, the Sumitomo Fund provides aid for basic scientific research, environmental research, cultural asset maintenance and repair work, overseas cultural asset maintenance and repair work, and Japan-related research in Asian countries.

Aid Results

FY2024 Results*

238 initiatives Aid amount **413 million yen**

* Total sum of the Sumitomo Foundation



★: 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		FY2022	FY2023	FY2024
Number of employees (Sumitomo Chemical Group)	Total	33,572	32,161	29,279 ★
	Male	24,869	24,126	21,713 ★
	Female	8,703	8,035	7,566 ★
	Percentage of female employees (%)	25.9	25.0	25.8
Sumitomo Chemical	Total	6,637	6,706	6,669 ★
	Male	5,607	5,653	5,600 ★
	Female	1,030	1,053	1,069 ★
	Percentage of female employees (%)	15.5	15.7	16.0
Consolidated in Japan	Total	11,819	11,459	9,366 ★
	Male	9,002	8,690	6,956 ★
	Female	2,817	2,769	2,410 ★
	Percentage of female employees (%)	23.8	24.2	25.7
Consolidated overseas	Total	15,116	13,996	13,244 ★
	Male	10,260	9,783	9,157 ★
	Female	4,856	4,213	4,087 ★
	Percentage of female employees (%)	32.1	30.1	30.9
Number of non-Japanese employees (Sumitomo Chemical)		69	67	65
Average age (Sumitomo Chemical)		41.5	41.6	42.1
	Male	41.8	41.9	42.4
	Female	39.9	39.8	40.3
Average length of service (years; Sumitomo Chemical)		15.5	15.7	16.3
	Male	15.7	16.0	16.6
	Female	14.1	14.1	14.7
Average annual compensation (yen; Sumitomo Chemical)		9,108,009	8,424,481	8,183,357
Average monthly wages (yen; Sumitomo Chemical)		338,942	352,344	366,312
	Male	340,392	354,149	368,051
	Female	332,686	344,634	358,908

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.

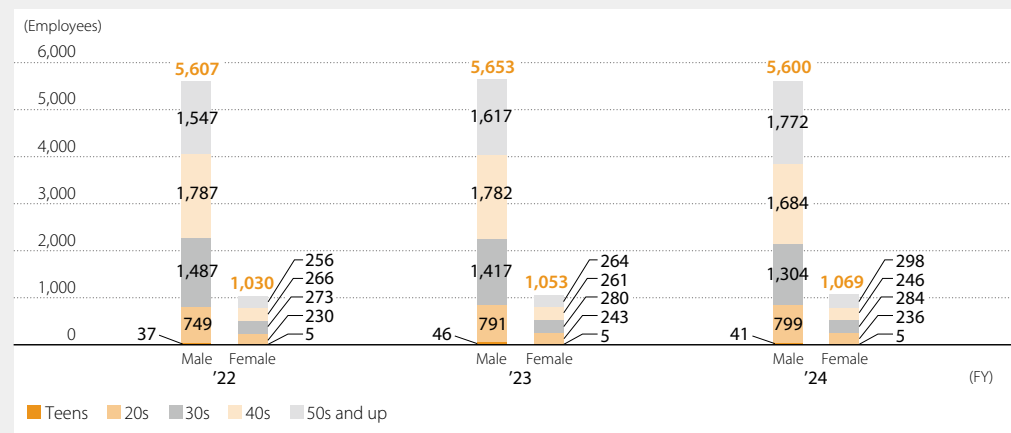
■ Number of Employees by Region and Gender (Sumitomo Chemical Group)

Region		FY2022	FY2023	FY2024
Japan	Total	18,455	18,164	16,035
	Male	14,608	14,342	12,556
	Female	3,847	3,822	3,479
(The rest of) Asia	Total	9,992	9,857	9,271
	Male	7,288	7,232	6,696
	Female	2,704	2,625	2,575
North America	Total	3,349	2,271	2,207
	Male	1,739	1,272	1,241
	Female	1,610	999	966
Central and South America	Total	991	1,045	942
	Male	704	730	677
	Female	287	315	265
Europe	Total	586	626	628
	Male	381	407	414
	Female	205	219	214
Middle East and Africa	Total	78	75	71
	Male	61	57	47
	Female	17	18	24
Oceania	Total	121	123	125
	Male	88	86	82
	Female	33	37	43
Total		33,572	32,161	29,279

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)

	FY2022			FY2023			FY2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	130	93	37	151	122	29	210	165	45
Early retirement rate (%)	2.0	1.7	3.6	2.3	2.2	2.8	3.1	2.9	4.2

Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2022	148	48
Number of those remaining as of April 2025	136	40
Retention rate of new graduates after three years (%)	92	83

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

Results		FY2022	FY2023	FY2024
New graduate hires	Male	148	207	164
	Female	49	63	58
	Total	197	270	222
Mid-career hires	Male	70	45	7
	Female	14	6	1
	Total	84	51	8
Percentage of mid-career hires (%)	Total	29.9	15.9	3.5

Number of Internships (Sumitomo Chemical)

Results	FY2022	FY2023	FY2024
University students in Japan	129	115	137
University students overseas	0	0	0



Promotion of DE&I

■ Promotions of Employees (Sumitomo Chemical) As of March 31, 2025

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	178	1,777	16	9.1
(Those ranked general manager or above)	12	447	2	2.6
Directors and senior management	5	43	2	10.4
(Those ranked executive officer or above)	3	30	2	9.1

* All employees equivalent to managers or above

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

		FY2022	FY2023	FY2024
Managers	Male	8,914	8,404	6,870
	Female	2,420	2,086	1,815
	Total	11,334	10,490	8,685
	Percentage of female managers (%)	21.4	19.9	20.9
General employees	Male	15,955	15,722	14,843
	Female	6,283	5,949	5,751
	Total	22,238	21,671	20,594
	Percentage of female managers (%)	28.3	27.5	27.9
Total		33,572	32,161	29,279

Note: As of March 31 for each fiscal year

■ Wage Disparity by Gender (Sumitomo Chemical)

(%)

	FY2022	FY2023	FY2024
Total	74.9	76.0	76.4
Full-time employees	75.9	76.7	77.2
Part-time and fixed-term employees	66.9	68.6	71.0

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)

	FY2022	FY2023	FY2024
Number of days of paid vacation provided	20.0	20.0	20.0
Number of days of paid vacation used	16.4	16.2	16.2
Percentage of paid vacation days used (%)	82.2	81.0	81.6

■ Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2022	FY2023	FY2024
Average overtime hours	20.9	19.4	18.3

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

(%)

	FY2022		FY2023		FY2024	
	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	98.6	100.0	100.0	99.7	100.0

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

	System in place	FY2022	FY2023	FY2024
Vacations for volunteering	Yes	5	14	27



Healthcare

Health-related Indicators (Sumitomo Chemical)

	FY2022	FY2023	FY2024
Presenteeism (%) ^{*1}	83	82	82
Absenteeism (%) ^{*2}	1.4	1.3	1.4
Expenditure for promoting health management initiatives (thousand yen)	11,250	11,250	11,250
Comprehensive health risk in stress check ^{*3}	96	96	95
Women's health seminar	Participants	206	676
	Satisfaction (%)	94.0	97.6
Percentage of regular health checkups (%)	99.2	99.6	99.7
Percentage receiving a full medical checkup (%)	71.7	67.6	Under calculation
Adequacy rate of BMI (%)	67.4	66.9	66.9
Smoking rate (%)	16.0	16.1	17.1
Percentage receiving specific health guidance (%) ^{*4}	83.5	79.7	Under calculation
Percentage of Participation in health events: (Walking events) (%)	41.7	46.6	52.2

^{*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 Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System*

Five 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 1 Works (4 facilities) 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.

Note: The scope of the survey includes Sumitomo Chemical's manufacturing sites and the production plants of major consolidated subsidiaries (22 companies in Japan and 33 companies overseas). Further details are provided on page 063.

* 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	ISO 45001: JCQA-O-0106	February 2022

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 2025
The Polyolefin Company (Singapore) Pte. Ltd.	OHS-45001-2021-0281	April 2025
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
Dalian Sumika Chemphy Chemical Co., Ltd.	02123510334R2S	February 2026
Sumika Technology Co., Ltd.	OHS510533	December 2027
Dongwoo Fine-Chem (Pyeongtaek) Co., Ltd.	SAC-0600401	July 2027
Dongwoo Fine-Chem (Samki) Co., Ltd.	KR20/81826441	August 2025
Dongwoo Fine-Chem (Iksan) Co., Ltd.	KR20/81826415	July 2026
SSLM Co., Ltd.	SAC-0958701	May 2026
Sumitomo Chemical India Limited (Bhavnaga 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
Sumitomo Chemical Advanced Technologies LLC	241505-2017-AHSO-USA-ANAB	June 2026

Note: the above list is based on the survey results from January to March 2025

■ Acquisition of JISHA's OSHMS Certification (Sumitomo Chemical)

Facilities	Certificate Number	Certification Date
Oita Works	06-44-1	July 2006
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

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, 2025)

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 3 million hours.
Ohe Works*2	3 million hours	Working to reach the target of 15 million work hours.
Chiba Works	3 million hours	A lost workday accident occurred in January 2025. Working to reach the target of 3 million hours.
Osaka Works	3 million hours	A lost workday accident occurred in February 2023. Working to reach the target of 6 million hours.
Oita Works*3	3 million hours	A lost workday accident occurred in November 2024. Working to reach the target of 3 million hours.
Ibaraki Works	120 months	Working to reach the target of 120 months.
Misawa Works	30 months	Working to reach the target of 60 months.
Health & Crop Sciences Research Laboratory	30 months	Working to reach the target of 120 months.
Tsukuba Regional Research Laboratory*4	30 months	Working to reach the target of 450 months.
Advanced Medical Solutions Research Laboratory (Utajima)	30 months	Working to reach the target of 30 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 April 2025. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	Working to reach the target of 72 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 February 2023. 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 24 months.
Osaka Association	24 months	Working to reach the target of 48 months.
Oita Association (Plant maintenance)	24 months	Working to reach the target of 168 months.
Oita Association (Logistics)	24 months	Working to reach the target of 168 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 192 months.
Misawa Works	48 months	Working to reach the target of 96 months.
Health & Crop Sciences Research Laboratory	48 months	Working to reach the target of 336 months.
Tsukuba Regional Research Laboratory*4	48 months	Working to reach the target of 192 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 The Tsukuba Regional Research Laboratory was reorganized into the Advanced Materials Development Research Laboratory (Tsukuba) and Energy & Functional Materials Research Laboratory (Tsukuba).

Safety Achievements

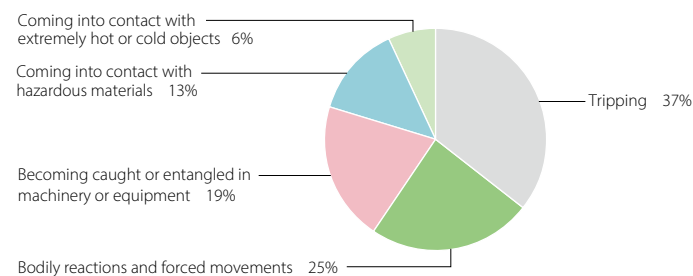
■ Lost-Workday Injuries (Sumitomo Chemical Group*)

		FY2021	FY2022	FY2023	FY2024
Number of injuries (including fatalities)	Sumitomo Chemical	1	2	3	5
	Sumitomo Chemical contractors (including others)	6	6	4	1
	Domestic consolidated subsidiaries	11	16	8	6
	Overseas consolidated subsidiaries	8	20	8	4
	Total	26	44	23	16
Frequency rate of lost-workday injuries	Sumitomo Chemical	0.06	0.12	0.18	0.30
	Sumitomo Chemical contractors (including others)	0.60	0.63	0.42	0.12
	Domestic consolidated subsidiaries	0.40	0.60	0.31	0.26
	Overseas consolidated subsidiaries	0.22	0.57	0.25	0.14
	The Sumitomo Chemical Group*	0.29	0.50	0.27	0.21
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	1	0
	Total	1	1	1	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.

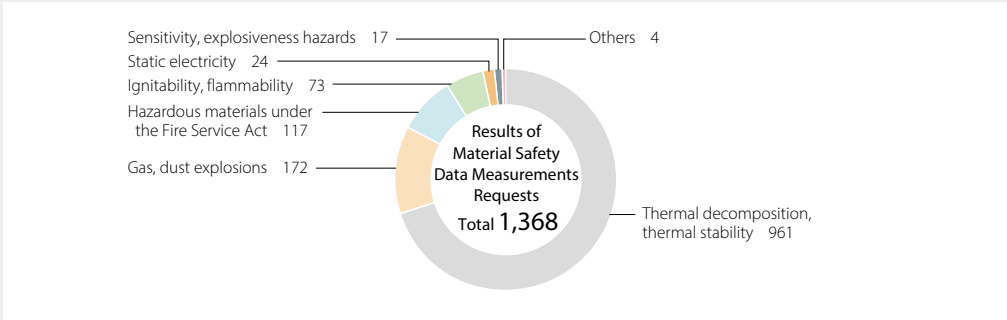
■ FY2024 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



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

Industrial Safety and Disaster Prevention Results

FY2024 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 undertakes training for safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. In fiscal 2024, 1,323 material safety data measurements were taken from within Sumitomo Chemical (1,340 in fiscal 2023) and 45 measurements were taken from Group companies (63 in fiscal 2023) for a total of 1,368 (1,403 in fiscal 2023).

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
2021	25	38	30	91	29
2022	19	17	31	63	15
2023	28	20	25	75	11
2024	9	8	16	56	5

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	22,563	(Increased by 460)
Accident cause investigations	2,750	(Increased by 58)
Accident information	21,322	(Increased by 143)
As of March 31, 2025	46,635	(Increased by 661)

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 2025, 46,635 sets of data were stored in the database (45,974 sets of data as of March 31, 2024). 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)

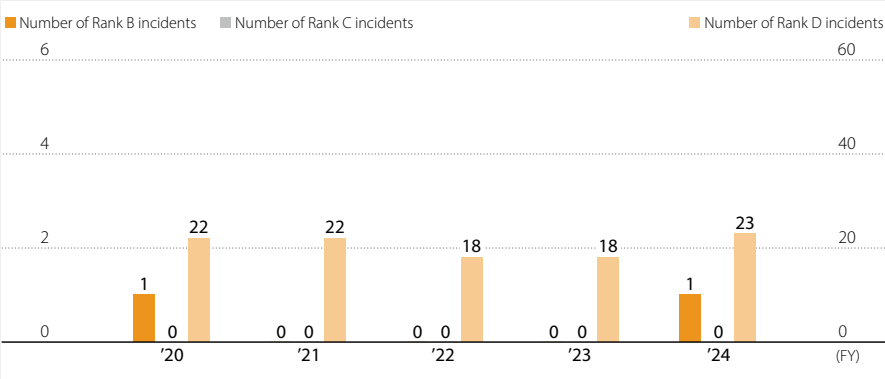
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019	October 1994
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721	December 1994
	JQA-QMA16585	October 2022
Ohe Works	JET-0829	April 1998
	JET-0847	August 2009
	JCQA-1720	January 2010
Ibaraki Works	ISO9001-0067280	July 2015
Oita Works	JQA-1069	December 1995
Okayama Works	JSAQ-2904	October 2020
Misawa Works	JQA-0752	December 1994

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

Logistics Quality Assurance

In fiscal 2024, the Company reported an incident of rank B and 23 incidents of rank D. Of these incidents, 10 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



List of Policies

We have gathered together the Sumitomo Chemical Group's policies, guidelines, and other guidance related to sustainability.

Corporate Philosophy

The Sumitomo Spirit

<https://www.sumitomo-chem.co.jp/english/company/principles/sumitomo/>

Business Philosophy

<https://www.sumitomo-chem.co.jp/english/company/principles/philosophy/>

Basic Principles for Promoting Sustainability

https://www.sumitomo-chem.co.jp/english/sustainability/vision/principles/basic_principles/

Sumitomo Chemical Charter for Business Conduct

<https://www.sumitomo-chem.co.jp/english/company/principles/charter/>

Governance

Sumitomo Chemical Corporate Governance Guidelines

https://www.sumitomo-chem.co.jp/english/company/files/docs/governance_pdf_01.pdf

Corporate Governance Report

https://www.sumitomo-chem.co.jp/english/company/files/docs/governance_report_e.pdf

Implementation Policy for Japan's Stewardship Code

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/stewardship_E.pdf

Basic policy for Enhancement of the Internal Control System

https://www.sumitomo-chem.co.jp/english/company/files/docs/InternalControlSystem_20250620_e.pdf

Compliance Manual

https://www.sumitomo-chem.co.jp/english/sustainability/governance/compliance/rules_society/

Compliance Manual for Bribery Prevention (Outline)

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/AntiCorruption_Manual.pdf

Sumitomo Chemical Group Tax Policy

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/sumitomo_chemical_group_tax_policy.pdf

Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality)

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/ResponsibleCarePolicy.pdf>

Eco-First Commitments

<https://www.sumitomo-chem.co.jp/english/sustainability/governance/responsiblecare/ecofirst/>

Environment

Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality)

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/ResponsibleCarePolicy.pdf>

Sumitomo Chemical Group Basic Policy Towards a Circular System for Plastics

https://www.sumitomo-chem.co.jp/english/news/files/docs/20200601e_policy.pdf

Sumitomo Chemical Group's Commitment to the Conservation of Biodiversity

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/Biodiversity_Guideline.pdf

Social

Sumitomo Chemical Group Human Rights Policy

https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/HumanRightsPolicy_e.pdf

Compliance with the Laws and Regulations involving Respect for Human Rights World-wide

https://www.sumitomo-chem.co.jp/english/sustainability/society/human_rights/statement/

Basic Procurement Principles

<https://www.sumitomo-chem.co.jp/english/company/purchasing/principles/>

Sumitomo Chemical Group Supplier Code of Conduct

https://www.sumitomo-chem.co.jp/sustainability/files/docs/suppliers_code_of_conduct_e.pdf

Sumitomo Chemical Group Policy for Responsible Procurement of Minerals/Raw Materials

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/MineralandRawMaterialsPolicy.pdf>

Group Diversity, Equity, and Inclusion Policy

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/DEIPolicy.pdf>

Corporate Policy on Responsible Care (Safety, Health, the Environment and Product Quality)

<https://www.sumitomo-chem.co.jp/english/sustainability/files/docs/ResponsibleCarePolicy.pdf>

Basic stance for Sumitomo Chemical's Community Contribution Activities

https://www.sumitomo-chem.co.jp/english/sustainability/social_contributions/



Calculation Standards for Environmental and Social Data Indicators

We report on each indicator using the following calculation methods.

GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials.

Environmental Data Indicator		Unit	Calculation Method
Energy	Energy consumption	Thousand kl of crude oil	$\{(\text{Amount of electricity purchased} \times \text{Per-unit heating value} + \text{Amount of heat purchased} \times \text{Per-unit heating value}) + \sum (\text{Amount of each fuel used} \times \text{Per-unit heating value for each fuel})\} \times 0.0258$ The per-unit heating value of electricity, per-unit heating value for each fuel, and the types of fuel included in the scope of calculation are based on the values and calculation methods outlined in the Act on the Rational Use of Energy and Shift to Non-fossil Energy (the law's name was changed in April 2023). Because we calculated GHG emissions refer to the GHG Protocol from fiscal 2017, the energy usage amount includes the energy used to produce electricity and steam sold to external parties by the Group. The heating value used overseas is based on standard heating values used in the formulation of Japanese laws.
	Hydrocarbon compounds	Thousand tons	Total amount of hydrocarbon compounds used as raw materials (limited to materials purchased from outside the Sumitomo Chemical Group).
Amount of Exhaustible Resources Used	Metals (excluding minor metals)	Thousand tons	Total amount of metals, excluding minor metals, used as raw materials: iron, gold, silver, copper, zinc, aluminum, lead, platinum, titanium, palladium, gallium, and lithium (limited to materials purchased from outside the Sumitomo Chemical Group).
	Minor metals	Thousand tons	Total amount of minor metals used as raw materials: nickel, chromium, tungsten, cobalt, molybdenum, manganese, and vanadium (limited to materials purchased from outside the Sumitomo Chemical Group).
Water	Industrial water Drinking water Seawater Groundwater Other water	Million tons	Amount of industrial water, drinking water, seawater, groundwater, and other water withdrawal volume.
PCBs/CFCs in Use or under Secure Storage	No. of devices containing high concentrations of PCBs	Units	The number of devices containing high concentrations of PCBs, such as condensers and transformers, that are currently in use or under secure storage. Does not include fluorescent lamps and mercury lamp ballasts or contaminated substances (wastepaper, etc.).
	PCB volume	kl	The total amount of PCBs in devices containing concentrations of PCBs, calculated as the net PCB content by volume. Does not include fluorescent lamps and mercury lamp ballasts or contaminated substances (wastepaper, etc.).
	No. of refrigeration units using specified CFCs as a coolant	Units	The number of refrigeration units using specified CFCs as a coolant.
	No. of refrigeration units using specified HCFCs as a coolant	Units	The number of refrigeration units using specified HCFCs as a coolant.
Products	Calculated on the basis of ethylene production	Thousand tons	The production volume of products is calculated on the basis of ethylene production, using the amount of energy necessary to manufacture the products by weight and the amount of energy necessary for ethylene production by weight. Some assumptions were made in calculations due to the difficulty of obtaining weight-based figures for certain products.
Water Pollutant Emissions	COD	Tons	The total amount of COD emitted into public water area (coastal waters/waterways) and sewer systems. Calculated as: The COD concentration at drains included in the scope of calculation × The amount of water drained into public water bodies and sewer systems from each drain.
	Phosphorus	Tons	The total amount of phosphorus emitted into public water area (coastal waters/waterways) and sewer systems. Calculated as: The phosphorus concentration at drains included in the scope of calculation × The amount of water drained into public water bodies and sewer systems from each drain.
	Nitrogen	Tons	The total amount of nitrogen emitted into public water area (coastal waters/waterways) and sewer systems. Calculated as: The nitrogen concentration at drains included in the scope of calculation × The amount of water drained into public water bodies and sewer systems from each drain.



Environmental Data Indicator		Unit	Calculation Method
Waste Materials	Landfill disposal amount: – External landfill	Thousand tons	The total amount of waste disposed of in landfills.
Atmospheric Emissions	Greenhouse gas emissions	Thousand tons of CO ₂	CO₂ emissions from energy use: Amount of electricity purchased × CO₂ emission factors for electricity + Amount of steam purchased × CO₂ emission factors for steam + Σ (Amount of each fuel used × Per-unit heating value for each fuel × CO₂ emission coefficient for each fuel) The CO₂ emission factors for steam, per-unit heating value for each fuel, and CO₂ emission factors for each fuel are based on the values outlined in the Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System of the Act on Promotion of Global Warming Countermeasures. The CO₂ emission factors for city gas are based on basic emission factors. The CO₂ emission factors for electricity in Japan use the values for each fiscal year by electric power company (Basic Emissions Factor) and those for overseas use the values by electric power company along with the IEA's 2022 efficiency indicators for each country. From fiscal 2017, results include the energy used to produce the power and steam sold to external parties refer to the GHG Protocol. From fiscal 2024, results are based on Basic Emissions Factor for the electricity CO₂ emission factors in Japan. CO₂ emissions from other than energy use and non-CO₂ GHG emissions: In Japan, results are based on the calculation method outlined in the Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System of the Act on Promotion of Global Warming Countermeasures. From fiscal 2017, results include CO₂ emissions generated by processes not subject to reporting under the Act on Promotion of Global Warming Countermeasures. Overseas, figures are calculated in accordance with the laws and regulations of their respective countries.
	NO _x	Tons	The total amount of nitrogen oxides originating from facilities specified in the Air Pollution Control Act. Calculated as: Each facility's dry gas emission volume × NO _x (N ₂ O) concentration.
	SO _x	Tons	The total amount of sulfur oxides originating from facilities specified in the Air Pollution Control Act. Calculated as: Amount of sulfur in fuel used by each facility × Amount of fuel used. Or calculated as: Each facility's dry gas emission volume × SO _x (SO ₂) concentration.
	Soot and dust	Tons	The total amount of soot and dust originating from facilities specified in the Air Pollution Control Act. Calculated as: Each facility's dry gas emission volume × Soot and dust concentration.
Substances Subject to the PRTR Act	Atmospheric emissions, water pollutant emission	Tons	Calculated based on the Order for Enforcement of the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (amended Order for Enforcement of the PRTR Act).
Logistics	Energy consumption	Thousand kl of crude oil	The energy consumption is calculated as 10 GJ = 0.258 kl of crude oil, based on the Energy Saving Act Guide Book for Shippers written and edited by Japan's Agency for Natural Resources and Energy.
	CO ₂ emissions	Thousand tons of CO ₂	Calculated based on the Manual for Calculation and Report of Greenhouse Gas Emissions from Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry using the energy consumption calculated above in GJ.
Scope 3 Greenhouse Gas Emissions	Category 1: Purchased goods and services	Tons of CO ₂	Σ {(Volume and monetary amount of goods and services purchased and acquired × Emission intensity)} Values used for emission intensity (volume) are based on the values outlined in the Inventory Database (AIST-IDEA Ver. 3.4, IPCC 2021 GWP 100a without LULUCF). Values used for emission intensity (monetary amount) calculations are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5).
	Category 2: Capital goods	Tons of CO ₂	Σ {(Value of capital goods) × (Emission intensity)} Values used for emission intensity are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5).
	Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	Tons of CO ₂	Σ {(Amount of electricity purchased) × (Emissions intensity)} + Σ {(Amount of heat purchased) × (Emissions intensity)} + Σ {(Amount of each fuel used) × (Emissions intensity for each fuel)} Values used for emission intensity are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5) and the Inventory Database (AIST-IDEA Ver. 3.4, IPCC 2021 GWP 100a without LULUCF).
	Category 4: Upstream transportation and distribution	Tons of CO ₂	Calculated by the calculation method for CO ₂ emissions in logistics area or by using values based on the Inventory Database (AIST-IDEA Ver. 3.4, IPCC 2021 GWP 100a without LULUCF).
	Category 5: Waste generated in operations	Tons of CO ₂	Σ (Amount of waste by type × CO₂ emissions intensity of waste by type) CO₂ emissions intensity of waste by type are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5).
	Category 6: Business travel	Tons of CO ₂	By mode of travel: Σ (Expenses paid for transportation × Emission intensity) Values used for emission intensity are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5).



Environmental Data Indicator		Unit	Calculation Method
Scope 3 Greenhouse Gas Emissions	Category 7: Employee commuting	Tons of CO ₂	By mode of commuting: Σ (Expenses paid for transportation $\times$ Emission intensity) Values used for emission intensity are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5) and the Inventory Database (AIST-IDEA Ver. 3.4, IPCC 2021 GWP 100a without LULUCF).
	Category 8: Upstream leased assets	Tons of CO ₂	Calculations of emissions from leased vehicles: Σ (Amount of gasoline consumed annually per vehicle $\times$ Emission intensity) The amount of gasoline consumed annually per vehicle is calculated using the Annual Report on Automobile Transportation Statistics. Values used for emission intensity are based on the emission factors outlined in the Accounting, Reporting, and Disclosure System of the Act on Promotion of Global Warming Countermeasures.
	Category 9: Downstream transportation and distribution	Tons of CO ₂	Refer to the calculation method used for CO ₂ emissions in the logistics section above. Calculations are for fertilizer products for which the sales destination are known and that are sold to consumers as final products.
	Category 10: Processing of sold products	Tons of CO ₂	The Group's products are mainly materials and components used for various applications, which makes it difficult to know such details as the nature of the processing products undergo after delivery. Based on the calculation guidelines for the chemical industry created by the WBCSD, the Group is exempted from this category.
	Category 11: Use of sold products	Tons of CO ₂	Calculations are for the pharmaceutical product fixed-dose mist inhalers as well as fertilizer products for which GHG emissions levels are known and that are sold to consumers as final products. Σ (Fertilizer sales volume by type $\times$ Percentage of nitrogen in fertilizers by type $\times$ N ₂ O emission factors by type $\times$ 265 (GWP)) Σ (HFC volume in fixed-dose mist inhalers $\times$ GWP) Values for GWP are based on global warming emission factors listed in the Calculation Method and Emission Factors Chart (updated December 12, 2023 (partially revised July 11, 2024)) in the Accounting, Reporting, and Disclosure System of the Order for Enforcement of the Act on Promotion of Global Warming Countermeasures.
	Category 12: End-of-life treatment of sold products	Tons of CO ₂	Calculations are for the Group's main resin-related products. Σ {(Production volume of resin-related products) $\times$ (Emission intensity)} Values used for emission intensity are based on the values outlined in Emissions Unit Values for Calculation of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.5).
	Category 13: Downstream leased assets	Tons of CO ₂	There are no relevant leased assets.
	Category 14: Franchises	Tons of CO ₂	There are no relevant operations.
	Category 15: Investments	Tons of CO ₂	Because Sumitomo Chemical changed its approach to financial control consolidation for disclosure purposes from fiscal 2017, the Group is now exempted from this category.

Social and Economic Data Indicator		Unit	Calculation Method
Occupational Safety and Health	Frequency rate	—	(Number of lost-workday injuries and casualties $\div$ Cumulative total of hours worked) $\times$ 1,000,000
	Severity rate	—	(Cumulative total of workdays lost $\div$ Cumulative total of hours worked) $\times$ 1,000

Environmental Accounting Indicators		Unit	Calculation Method
Environmental Protection Costs		Billion yen	Costs include depreciation.
Economic Benefits	Reduced costs through energy saving	Billion yen	Reduced costs of energy through energy-saving activities.
	Reduced costs through resource saving	Billion yen	Reduced costs of waste processing attributable to resource-saving activities.
	Reduced costs through recycling activities	Billion yen	Reduced costs of waste processing compared to the previous fiscal year through waste reduction attributable to recycling activities and gains on sales of valuable resources obtained from recycling, etc.



GRI Standards Reference Table

Statement of use

Sumitomo Chemical Co., Ltd. has reported the information cited in this GRI content index for the period (Group companies in Japan: April 1, 2024 – March 31, 2025 (FY2024); overseas Group companies: January 1, 2024 – December 31, 2024) with reference to the GRI Standards.

Universal Standards

No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025	Website and related reports	
GRI2: General Disclosures 2021					
The organization and its reporting practices					
2-1	Organizational details	a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation.	Introduction to the Sumitomo Chemical Group	P.004	Corporate Profile Business Locations & Group Companies
2-2	Entities included in the organization's sustainability reporting	a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	Boundary of This Report	P.002	 Consolidated Financial Statements
2-3	Reporting period, frequency and contact point	a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information.	Boundary of This Report GRI Standards Reference Table	P.002 PP.176-197	Inquiry about Sustainability
2-4	Restatements of information	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	Not applicable	—	
2-5	External assurance	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report (s) or assurance statement (s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	Editorial Policy Independent Practitioner's Limited Assurance Report Sustainability Promotion System	P.002 P.199 P.008	



No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025	Website and related reports	
Activities and workers					
2-6	Activities, value chain and other business relationships	a. report the sector (s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.			 Strategy by Business Sector (Integrated Report 2025 PP.41-48)  Production Flow Charts (Investors' Handbook 2025 PP.60-67)
2-7	Employees	a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Human Resources	PP.163-166	
2-8	Workers who are not employees	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform; b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.			 Consolidated Financial Statements



No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025	Website and related reports	
Governance					
2-9	Governance structure and composition	a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	Corporate Governance Organization Sustainability Promotion System	PP.032-033 P.008	 Consolidated Financial Statements
2-10	Nomination and selection of the highest governance body	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	Corporate Governance Organization Expertise and Experience of Directors	PP.032-033 P.039	 Consolidated Financial Statements
2-11	Chair of the highest governance body	a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Corporate Governance Organization	PP.032-033	 Consolidated Financial Statements
2-12	Role of the highest governance body in overseeing the management of impacts	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Sustainability Promotion System Corporate Governance Disclosure in Line with TCFD Recommendations (Governance)	P.008 PP.032-039 P.065	
2-13	Delegation of responsibility for managing impacts	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Sustainability Promotion System Corporate Governance Organization Disclosure in Line with TCFD Recommendations (Governance)	P.008 PP.032-033 P.065	
2-14	Role of the highest governance body in sustainability reporting	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Sustainability Promotion System	P.008	



No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025		Website and related reports
2-15	Conflicts of interest	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Corporate Governance Organization Efforts to Substantively Strengthen Corporate Governance Listed Company with Listed Subsidiaries The Internal Structure regarding Timely Disclosure	PP.032-033 P.034 PP.037-038 P.040	Corporate Governance Report Consolidated Financial Statements
2-16	Communication of critical concerns	a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Sustainability Promotion System Internal Control Risk Management Compliance System at the Sumitomo Chemical Group	P.008 PP.040-041 PP.042-043 PP.044-045	
2-17	Collective knowledge of the highest governance body	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Efforts to Substantively Strengthen Corporate Governance Sustainability Promotion System	P.034 P.008	
2-18	Evaluation of the performance of the highest governance body	a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	Efforts to Substantively Strengthen Corporate Governance	P.034	
2-19	Remuneration policies	a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	Remuneration	P.036	
2-20	Process to determine remuneration	a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Remuneration	P.036	
2-21	Annual total compensation ratio	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	—	—	
Strategy, policies and practices					
2-22	Statement on sustainable development strategy	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	President's Message	P.003	President's Message (Integrated Report 2025 PP.3-8)



No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025	Website and related reports	
2-23	Policy commitments	a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization’s activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	Sumitomo Chemical's Corporate Philosophy What Sumitomo Chemical Group Strives to Be Respect for Human Rights List of Policies	P.005 P.005 PP.109-117 P.172	
2-24	Embedding policy commitments	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	The Material Issues to Be Addressed as Management Priorities Key Performance Indicators (KPIs) for Material Issues Sustainability Promotion System Respect for Human Rights Procurement	PP.009-010 PP.011-020 P.008 PP.109-117 PP.118-122	
2-25	Processes to remediate negative impacts	a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Risk Management Respect for Human Rights Internal Reporting System (Speak-Up System)	PP.042-043 PP.109-117 P.046	
2-26	Mechanisms for seeking advice and raising concerns	a. describe the mechanisms for individuals to: i. seek advice on implementing the organization’s policies and practices for responsible business conduct; ii. raise concerns about the organization’s business conduct.	Internal Reporting System (Speak-Up System)	P.046	
2-27	Compliance with laws and regulations	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance.	Risk Management Compliance Occupational Safety and Health /Industrial Safety and Disaster Prevention Product Stewardship / Product Safety / Quality Assurance Safety Achievements, Industrial Safety and Disaster Prevention Results Logistics Quality Assurance Compliance with Environmental Laws and Regulations	PP.042-043 PP.044-049 PP.140-145 PP.146-150 PP.169-170 P.171 P.096	



No.	Disclosure	Reporting requirements	Corresponding part		
			The Sustainability Report 2025		Website and related reports
2-28	Membership associations	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	Participation in Initiatives	PP.025-029	
Stakeholder engagement					
2-29	Approach to stakeholder engagement	a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders.	Communication with Stakeholders	P.030	 Communication with Stakeholders (Integrated Report 2025 PP.77-78)
2-30	Collective bargaining agreements	a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	Communication with Employees	P.127	
Disclosures on Material Topics 2021					
3-1	Process to determine material topics	a. describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics.	The Material Issues to Be Addressed as Management Priorities Climate Change Mitigation and Adaptation	PP.009-010 PP.064-075	
3-2	List of material topics	a. list its material topics; b. report changes to the list of material topics compared to the previous reporting period.	The Material Issues to Be Addressed as Management Priorities Key Performance Indicators (KPIs) for Material Issues	PP.009-010 PP.011-012	
3-3	Management of material topics	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	The Material Issues to Be Addressed as Management Priorities Key Performance Indicators (KPIs) for Material Issues Sustainability Promotion System Climate Change Mitigation and Adaptation Sumika Sustainable Solutions (SSS)	PP.009-010 PP.011-020 P.008 PP.064-075 PP.021-022	



Topic-specific Standards

○: Items related material aspects for Sumitomo Chemical Group in GRI Standards ID 200 – 400 range

No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
ECONOMIC					
GRI201: Economic Performance 2016					
201-1		Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	 Consolidated Financial Statements	
201-2	○	Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	Disclosure in Line with TCFD Recommendations	PP.065-071
201-3		Defined benefit plan obligations and other retirement plans	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	 Consolidated Financial Statements	
201-4		Financial assistance received from government	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	—	—



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
GRI202: Market Presence 2016					
202-1		Ratios of standard entry level wage by gender compared to local minimum wage	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	—	—
202-2		Proportion of senior management hired from the local community	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	—	—
GRI203: Indirect Economic Impacts 2016					
203-1		Infrastructure investments and services supported	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	Volunteering Activity Results, Donation Results Contributions to Communities	P.157 PP.156-162
203-2		Significant indirect economic impacts	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	—	—
GRI204: Procurement Practices 2016					
204-1		Proportion of spending on local suppliers	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	—	—
GRI205: Anti-corruption 2016					
205-1	○	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Anti-corruption	PP.050-052
205-2	○	Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Compliance Training Status	P.048
205-3	○	Confirmed incidents of corruption and actions taken	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Response to Compliance Violations	P.047



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
GRI206: Anti-competitive Behavior 2016					
206-1	○	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	Response to Compliance Violations	P.047
GRI207: Tax 2019					
207-1		Approach to tax	a. A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.	Tax Transparency	P.053
207-2		Tax governance, control, and risk management	a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion.	Tax Transparency	P.053
207-3		Stakeholder engagement and management of concerns related to tax	a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.	 Sumitomo Chemical Group Tax Policy	
207-4		Country-by-country reporting	a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4.	Corporate Income Taxes Paid  Consolidated Financial Statements	P.053



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
ENVIRONMENT					
GRI301: Materials 2016					
301-1		Materials used by weight or volume	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	Environmental Activity Goals and Results Exhaustible Raw Material Use Environmental Performance	PP.062-063 P.081 PP.095-096
301-2		Recycled input materials used	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	Waste Disposal Flow Chart and Results Initiatives to Recycle and Reuse Plastic and Other Waste	P.081 P.102 P.105
301-3		Reclaimed products and their packaging materials	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.		
GRI302: Energy 2016					
302-1	○	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Reduction of GHG Emissions from Energy (purchased electricity): Use of renewable energy Calculation Standards for Environmental and Social Data Indicators	PP.068-070 P.073 PP.173-175
302-2	○	Energy consumption outside of the organization	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.173-175
302-3	○	Energy intensity	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	Environmental Activity Goals and Results Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Energy Saving	PP.062-063 PP.068-070 P.101



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
302-4	○	Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Environmental Performance Energy Saving Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.095-096 P.101 PP.173-175
302-5	○	Reductions in energy requirements of products and services	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	Key Performance Indicators (KPIs) for Material Issues Sumika Sustainable Solutions (SSS) Calculation Standards for Environmental and Social Data Indicators	PP.011-014 PP.021-022 PP.173-175
GRI303: Water and Effluents 2018					
303-1		Interactions with water as a shared resource	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	Environmental Activity Goals and Results Environmental Performance Effective Use of Water Resources	PP.062-063 PP.095-096 PP.087-089
303-2		Management of water discharge-related impacts	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: - how standards for facilities operating in locations with no local discharge requirements were determined; - any internally developed water quality standards or guidelines; - any sector-specific standards considered; - whether the profile of the receiving waterbody was considered.	Environmental Activity Goals and Results Disclosure in Line with TNFD Recommendations (Governance) Responsible Care (Management System) Effective Use of Water Resources	PP.062-063 P.084 P.054 PP.087-089
303-3		Water withdrawal	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: - Surface water; - Groundwater; - Seawater; - Produced water; - Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: - Surface water; - Groundwater; - Seawater; - Produced water; - Third-party water, and a breakdown of this total by the withdrawal sources listed in i–iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: - Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); - Other water ($> 1,000$ mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Water Usage Environmental Performance Calculation Standards for Environmental and Social Data Indicators	P.088 PP.095-096 PP.173-175



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
303-4		Water discharge	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Effective Use of Water Resources Environmental Performance Calculation Standards for Environmental and Social Data Indicators	PP.087-089 PP.095-096 PP.173-175
303-5		Water consumption	a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	Effective Use of Water Resources Environmental Performance Calculation Standards for Environmental and Social Data Indicators	PP.087-089 PP.095-096 PP.173-175
GRI304: Biodiversity 2016					
304-1		Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km² (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Nature Preservation Initiatives	P.094



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
304-2		Significant impacts of activities, products, and services on biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: - Construction or use of manufacturing plants, mines, and transport infrastructure; - Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); - Introduction of invasive species, pests, and pathogens; - Reduction of species; - Habitat conversion; - Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Significant direct and indirect positive and negative impacts with reference to the following: - Species affected; - Extent of areas impacted; - Duration of impacts; - Reversibility or irreversibility of the impacts.	—	—
304-3		Habitats protected or restored	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used.	Water Area Surveys Conducted around Works (Misawa Works). Nature Preservation Initiatives	P.088 P.094
304-4		IUCN Red List species and national conservation list species with habitats in areas affected by operations	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: - Critically endangered - Endangered - Vulnerable - Near threatened - Least concern	Water Area Surveys Conducted around Works (Misawa Works).	P.088
GRI305: Emissions 2016					
305-1	○	Direct (Scope 1) GHG missions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent. b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent. d. Base year for the calculation, if applicable, including: - the rationale for choosing it; - emissions in the base year; - the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Major Sources of GHG Emissions from Chemical Plants Environmental Performance Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.072-073 PP.095-096 PP.173-175



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
305-2	○	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. d. Base year for the calculation, if applicable, including: - the rationale for choosing it; - emissions in the base year; - the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Major Sources of GHG Emissions from Chemical Plants Environmental Performance Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.072-073 PP.095-096 PP.173-175
305-3	○	Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: - the rationale for choosing it; - emissions in the base year; - the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Logistics Initiatives Calculation Standards for Environmental and Social Data Indicators	PP.068-070 P.074 PP.173-175
305-4	○	GHG emissions intensity	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Environmental Performance Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.095-096 PP.173-175
305-5	○	Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	Disclosure in Line with TCFD Recommendations (Metrics and Targets (Risk)) Environmental Performance Science Based Contributions (SBC) Avoided GHG emissions through products and technologies Calculation Standards for Environmental and Social Data Indicators	PP.068-070 PP.095-096 P.071 PP.173-175
305-6	○	Emissions of ozone-depleting substances (ODS)	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	Environmental Performance Responding to Fluorocarbon Emission Controls Calculation Standards for Environmental and Social Data Indicators	PP.095-096 PP.090-091 PP.173-175

No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
305-7	○	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	Environmental Performance Preventing Pollution: Atmospheric Emissions of SOx, NOx, Soot, and Dust Addressing PRTR Calculation Standards for Environmental and Social Data Indicators	PP.095-096 P.090 P.106 PP.173-175
GRI306: Waste 2020					
306-1		Waste generation and significant waste-related impacts	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Resource Saving and Waste Reduction	PP.080-082
306-2		Management of significant waste-related impacts	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	Environmental Activity Goals and Results Resource Saving and Waste Reduction Calculation Standards for Environmental and Social Data Indicators	PP.062-063 PP.080-082 PP.173-175
306-3		Waste generated	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	Environmental Performance Waste Reduction Calculation Standards for Environmental and Social Data Indicators	PP.095-096 PP.102-105 PP.173-175
306-4		Waste diverted from disposal	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	Waste Reduction Calculation Standards for Environmental and Social Data Indicators	PP.102-105 PP.173-175

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No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
SOCIAL					
GRI401: Employment 2016					
401-1		New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number of New Graduate and Mid-career Hires, Percentage of Mid-career Hires, Number and Percentage of People Who Left the Company	P.164
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	Work-Life Balance	PP.128-130
401-3		Parental leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	Results of Systems for Work-Life Balance Return Rate of Employees Who Take Extended Leave for Childcare	P.129 P.165
GRI402: Labor/Management Relations 2016					
402-1		Minimum notice periods regarding operational changes	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Communication with Employees	P.127
GRI403: Occupational Health and Safety 2018					
403-1	○	Occupational health and safety management system	a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Basic Stance) Occupational Safety and Health Management System	P.140 PP.166-167
403-2	○	Hazard identification, risk assessment, and incident investigation	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Management System, Examples of Initiatives) Responsible Care (RC) Audits	P.140 PP.142-145 PP.057-058
403-3	○	Occupational health services	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Examples of Initiatives) Responsible Care (RC) Audits	PP.142-145 PP.057-058



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
403-4	○	Worker participation, consultation, and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Management System) Communication with Employees	P.140 P.127
403-5	○	Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Safety Education and Drills	P.144
403-6	○	Promotion of worker health	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Healthcare	PP.138-139
403-7	○	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Examples of Initiatives) Preventing Severe Accidents in Subcontracted Operations and Construction Operations Logistics Initiatives	PP.142-145 P.143 P.145
403-8	○	Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: - the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; - the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; - the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Basic Stance) Occupational Safety and Health Management System	P.140 PP.166-167
403-9	○	Work-related injuries	a. For all employees: - The number and rate of fatalities as a result of work-related injury; - The number and rate of high-consequence work-related injuries (excluding fatalities); - The number and rate of recordable work-related injuries; - The main types of work-related injury; - The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: - The number and rate of fatalities as a result of work-related injury; - The number and rate of high-consequence work-related injuries (excluding fatalities); - The number and rate of recordable work-related injuries; - The main types of work-related injury; - The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: - how these hazards have been determined; - which of these hazards have caused or contributed to high-consequence injuries during the reporting period; - actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Basic Stance, Goals and Results) Safety Achievements, Industrial Safety and Disaster Prevention Results Calculation Standards for Environmental and Social Data Indicators	PP.140-142 PP.169-170 P.175



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
403-10	○	Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Occupational Safety and Health / Industrial Safety and Disaster Prevention (Basic Stance, Goals and Results) Safety Achievements	PP.140-142 P.169
GRI404: Training and Education 2016					
404-1		Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	Time Spent on Training Training for Development of Global Talent Management Skills Enhancement Training Human Resources Development and Growth	P.136 P.136 P.137 PP.135-137
404-2		Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	SUMIKA Learning Square	P.135
404-3		Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Human Resources System Initiatives, Characteristics of Our HR Systems	PP.123-124
GRI405: Diversity and Equal Opportunity 2016					
405-1	○	Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30–50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30–50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Expertise and Experience of Directors  Directors & Senior Management (Integrated Report 2025 PP.89-90) Basic Data, Promotion of DE&I	P.039 PP.163-165
405-2	○	Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	Average monthly wages Wage Disparity by Gender	P.163 P.165



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
GRI406: Non-discrimination 2016					
406-1	○	Incidents of discrimination and corrective actions taken	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Grievance Mechanisms	P.116
GRI407: Freedom of Association and Collective Bargaining 2016					
407-1	○	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a. Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	Respect for Human Rights Procurement	PP.109-117 PP.118-122
GRI408: Child Labor 2016					
408-1	○	Operations and suppliers at significant risk for incidents of child labor	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	Respect for Human Rights Procurement	PP.109-117 PP.118-122
GRI409: Forced or Compulsory Labor 2016					
409-1	○	Operations and suppliers at significant risk for incidents of forced or compulsory labor	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Respect for Human Rights Procurement	PP.109-117 PP.118-122
GRI410: Security Practices 2016					
410-1	○	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization’s human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	—	—
GRI411: Rights of Indigenous Peoples 2016					
411-1		Incidents of violations involving rights of indigenous peoples	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Not applicable	—



No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
GRI413: Local Communities 2016					
413-1		Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.	Initiatives to Ensure Safety at All Group Workplaces	P.158
413-2		Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	Preparation for Large-Scale Natural Disasters Industrial Safety and Disaster Prevention (Examples of Initiatives)	P.144 PP.143-145
GRI414: Supplier Social Assessment 2016					
414-1		New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria.	Initiative for Suppliers	P.122
414-2		Negative social impacts in the supply chain and actions taken	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	Human Rights Due Diligence and Relief Efforts Initiative for Suppliers	PP.111-115 P.122
GRI415: Public Policy 2016					
415-1		Political contributions	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	Number of Major Donations	P.157
GRI416: Customer Health and Safety 2016					
416-1	○	Assessment of the health and safety impacts of product and service categories	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Risk Assessment and Management throughout the Entire Product Life Cycle Risk Management for Product Safety	P.147 P.147
416-2	○	Incidents of non-compliance concerning the health and safety impacts of products and services	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not applicable	—

No.	Related material aspects	Disclosure	Reporting requirements	The Sustainability Report 2025	
GRI417: Marketing and Labeling 2016					
417-1	○	Requirements for product and service information and labeling	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Providing Products and Services of Stable Quality The Information Sharing System and Ensuring thorough Compliance Effective Use of SuCCESS Providing Toxicological Information Sharing Information on Chemicals in Products	P.148 P.148 P.149 P.149 P.149
417-2		Incidents of non-compliance concerning product and service information and labeling	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not applicable	—
417-3		Incidents of non-compliance concerning marketing communications	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Not applicable	—
GRI418: Customer Privacy 2016					
418-1		Substantiated complaints concerning breaches of customer privacy and losses of customer data	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Not applicable	—



TCFD Index

This index provides links to the Sumitomo Chemical Group's disclosures on recommendations of the Task Force on Climate-related Financial Disclosure (TCFD).

Recommended disclosure content	Relevant sections	
	The Sustainability Report 2025	Website and related reports
Governance Disclose the organization's governance pertaining to climate-related risks and opportunities.		
a) Framework of the Board of Directors' oversight of climate related risks and opportunities	• Corporate Governance PP.032-039	• Consolidated Financial Statements
b) The role of management in assessing and managing climate-related risks and opportunities	• Structures for Responding to Climate Change P.065	• CDP Climate Change 2024 (2.2, 4.1, 4.3)
Strategy Disclose the actual or latent impact on the business, strategy, and financial planning of climate-related risks and opportunities if such information is important.		
a) Climate-related risks and opportunities the organization has identified over the short-, mid- and long-term	• Risks and Opportunities P.066 • Scenario Analysis PP.066-068	• Integrated Report 2025 PP.61-62 • Consolidated Financial Statements
b) Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning		• CDP Climate Change 2024 (2.1, 2.2, 3.1, 5.1, 5.3)
c) Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		
Risk management Disclose how the organization is identifying, evaluating, and controlling climate related risks		
a) Organization's processes for identifying and assessing climate-related risks	• Structures for Responding to Climate Change P.065	• Integrated Report 2025 PP.61-62
b) Organization's processes for managing climate-related risks	• Risks and Opportunities P.066	• CDP Climate Change 2024 (2.2)
c) How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	• Scenario Analysis PP.066-068	

Recommended disclosure content	Relevant sections	
	The Sustainability Report 2025	Website and related reports
Metrics and targets Disclose indicators and targets used in the evaluation and control of climate related risks and opportunities if such information is important.		
a) Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	• Grand Design Toward Achieving Carbon Neutrality P.064 • GHG Emissions Trends and Reduction Targets (Scope 1+2) P.068	• Integrated Report 2025 P.65
Cross-Industry, Climate-Related Metric Categories (Revised on October 2021)		
GHG Emissions	Absolute Scope 1, Scope 2, and Scope 3; emissions intensity	• GHG Emissions Trends and Reduction Targets (Scope 1+2, Scope3) PP.068-070
Transition Risks	Amount and extent of assets or business activities vulnerable to transition risks	• Risks and Opportunities P.066 • Scenario Analysis PP.066-068
Physical Risks	Amount and extent of assets or business activities vulnerable to physical risks	• Risks and Opportunities P.066 • Scenario Analysis PP.066-068
Climate-Related Opportunities	Proportion of revenue, assets, or other business activities aligned with climate-related opportunities	• Scenario Analysis PP.066-068
Capital Deployment	Amount of capital expenditure, financing, or investment deployed toward climate-related risks and opportunities	• Investments to achieve carbon neutrality P.066 • Investment Scale P.066
Internal Carbon Prices	Price on each ton of GHG emissions used internally by an organization	• Investments to achieve carbon neutrality P.066
Remuneration	Proportion of executive management remuneration linked to climate considerations	• Remuneration P.036
b) Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risk	• Energy Consumption and Greenhouse Gas Emissions (Scope1, 2, 3) P.069 P.070 • Scenario Analysis PP.066-068	• Integrated Report 2025 P.63 P.65 • CDP Climate Change 2024 (7.6, 7.7, 7.8)
c) Targets used by the organization to manage climate-related risks and opportunities and performance against target	• Metrics and Targets (Risk) PP.068-070 • Metrics and Targets (Opportunities) P.071 • Specific initiatives for "Obligation" PP.072-074 • Specific initiatives for "Contribution" P.075	• Integrated Report 2025 PP.65-66 • CDP Climate Change 2024 (7.10)



Independent Practitioner's Limited Assurance Report

In the “Sustainability Report 2025,” to ensure the reliability and transparency of this report, regarding quantitative information, assurance is provided on the indicators labeled with a star ★ by KPMG AZSA Sustainability Co., Ltd. (Regarding other disclosed information, please refer to the “Calculation Standards for Environmental and Social Data Indicators,” wherein a summary of data collection and calculation methods is presented.)

Independent Practitioner's Limited Assurance Report

To the Representative Director & President of Sumitomo Chemical Company, Limited

Conclusion

We have performed a limited assurance engagement on whether selected environmental and social performance indicators (the “subject matter information” or the “SMI”) presented in Sumitomo Chemical Company’s (the “Company”) Sustainability Report (the “Report”) as of June 1, 2024, March 31, 2025, and for the year ended March 31, 2025 have been prepared in accordance with the criteria (the “Criteria”), which are established by the Company and are explained in the Report. The SMI subject to the assurance engagement is indicated in the Report with the symbol “★”.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company’s SMI as of June 1, 2024, March 31, 2025 and for the year ended March 31, 2025 is not prepared, in all material respects, in accordance with the Criteria.

Basis for Conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, and International Standard on Assurance Engagements (ISAE) 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the “Our responsibilities” section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

Our conclusion on the SMI does not extend to any other information that accompanies or contains the SMI (hereafter referred to as “other information”). We have read the other information but have not performed any procedures with respect to the other information.

Responsibilities for the SMI

Management of the Company are responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation of the SMI that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the SMI and appropriately referring to or describing the criteria used; and
- preparing the SMI in accordance with the Criteria.

Inherent limitations in preparing the SMI

As described in the Report, GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainty inherent in the Global Warming Potentials. Hence, the selection by management of a different but acceptable measurement method, activity data, emission factors, and relevant assumptions or parameters could have resulted in materially different amounts being reported.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the SMI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Company’s management.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the SMI that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the SMI and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- assessing the suitability of the criteria applied to prepare the SMI;
- conducting interviews with the relevant personnel of the Company to obtain an understanding of the key processes, relevant systems and controls in place over the preparation of the SMI;
- performing analytical procedures including trend analysis;
- identifying and assessing the risks of material misstatements;
- evaluating whether the Company’s process for developing estimates as well as its use of data, selection of the methods and assumptions were appropriate;
- performing site visits at one of the Company’s domestic factories and one of the Company’s domestic subsidiaries which were determined through our risk assessment procedures;
- performing, on a sample basis, recalculation of amounts presented as part of the SMI;
- performing other evidence gathering procedures for selected samples; and
- evaluating whether the SMI was presented in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

/s/ Shinnosuke Kayumi
Shinnosuke Kayumi, Engagement Partner
KPMG AZSA Sustainability Co., Ltd.
Osaka Office, Japan
October 24, 2025