Social Activities: Supplementary Data

1 Human Resources

Basic Data

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

Item			FY2020	FY2021	FY2022
Number of employees (Sumitomo Chemical Group)	Total		34,743	34,703	33,572
		Male	25,740	25,582	24,869
		Female	9,003	9,121	8,703
		Percentage of female employees (%)	25.9	26.3	25.9
Sumitomo Chemical	Total		6,277	6,488	6,637
		Male	5,299	5,464	5,607
		Female	978	1,024	1,030
		Percentage of female employees (%)	15.6	15.8	15.5
Consolidated in Japan	Total		12,486	12,242	11,819
		Male	9,610	9,373	9,002
		Female	2,876	2,869	2,817
		Percentage of female employees (%)	23.0	23.4	23.8
Consolidated overseas	Total		15,980	15,973	15,116
		Male	10,831	10,745	10,260
		Female	5,149	5,228	4,856
		Percentage of female employees (%)	32.2	32.7	32.1
Number of non-Japanese employees (Sumitomo Chemical)			76	71	69
Average age (Sumitomo Chemical)			41.0	41.2	41.5
		Male	41.2	41.5	41.8
		Female	40.0	39.9	39.9
Average length of service (years; Sumitomo Chemical)			15.5	15.4	15.5
		Male	15.7	15.6	15.7
		Female	14.5	14.0	14.1
Average annual compensation (yen; Sumitomo Chemical)			8,557,134	8,835,658	9,108,009
Average monthly wages (yen; Sumitomo Chemical)			327,761	332,434	338,942
		Male	328,711	333,912	340,392
		Female	323,577	326,164	332,686

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.

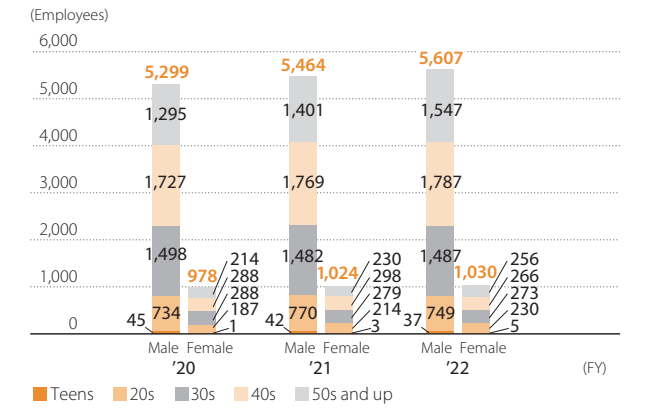
Social Activities: Supplementary Data

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

Region		FY2020	FY2021	FY2022
Japan	Total	18,762	18,729	18,455
	Male	14,908	14,836	14,608
	Female	3,854	3,893	3,847
(The rest of) Asia	Total	10,836	10,602	9,992
	Male	7,819	7,650	7,288
	Female	3,017	2,952	2,704
North America	Total	3,466	3,676	3,349
	Male	1,822	1,905	1,739
	Female	1,644	1,771	1,610
Central and South America	Total	865	942	991
	Male	636	680	704
	Female	229	262	287
Europe	Total	586	575	586
	Male	395	384	381
	Female	191	191	205
Middle East and Africa	Total	122	77	78
	Male	86	55	61
	Female	36	22	17
Oceania	Total	106	102	121
	Male	74	72	88
	Female	32	30	33
Total	Total	34,743	34,703	33,572

Note: As of March 31 for each fiscal year

Employee Age Composition and Distribution (Sumitomo Chemical)



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

Results		FY2020	FY2021	FY2022
New graduate hires	Male	168	153	148
	Female	55	39	49
	Total	223	192	197
Mid-career hires	Male	21	66	70
	Female	3	7	14
	Total	24	73	84
Percentage of mid-career hires (%)	Total	9.7	27.5	29.9

Number of Internships (Sumitomo Chemical)

Results	FY2020	FY2021	FY2022
University students in Japan	727	196	129
University students overseas	0	0	0

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

	FY2020			FY2021			FY2022		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Retired early	67	56	11	90	71	19	130	93	37
Early retirement rate (%)	1.1	1.1	1.1	1.4	1.3	1.9	2.0	1.7	3.6

Retention of New Graduate Hires (Sumitomo Chemical)

	Male	Female
New graduate hires in April 2020	168	54
Number of those remaining as of April 2023	158	47
Retention rate of new graduates after three years (%)	94	87

Promotion of DE&I

Promotions of Employees (Sumitomo Chemical) As of April 1, 2023

	Female	Male	Non-Japanese	Percentage of Female (%)
Managerial employees*	194	1,842	17	9.5
(Those ranked general manager or above)	12	469	0	2.5
Directors and senior management	4	44	2	8.3
(Those ranked executive officer or above)	3	28	2	9.7

* All employees equivalent to managers or above

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

		FY2020	FY2021	FY2022
Managers	Male	8,710	9,242	8,914
	Female	1,750	2,604	2,420
	Total	10,460	11,846	11,334
	Percentage of female managers (%)	16.7	22.0	21.4
General employees	Male	17,030	16,340	15,955
	Female	7,253	6,517	6,283
	Total	24,283	22,857	22,238
	Percentage of female managers (%)	29.9	28.5	28.3
Total		34,743	34,703	33,572

Note: As of March 31 for each fiscal year

Work-Life Balance

Percentage of Paid Vacation Days Used (Sumitomo Chemical)

	FY2020	FY2021	FY2022
Number of days of paid vacation provided	20.0	20.0	20.0
Number of days of paid vacation used	14.4	15.2	16.4
Percentage of paid vacation days used (%)	72.2	76.2	82.2

Average Overtime Work (Sumitomo Chemical)

(Hours/Month)

	FY2020	FY2021	FY2022
Average overtime hours	20.7	21.5	20.9

Return Rate of Employees Who Take Extended Leave for Childcare (Sumitomo Chemical)

(%)

	FY2020		FY2021		FY2022	
	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	100.0	100.0	99.0	100.0	98.6

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

	System in place	FY2020	FY2021	FY2022
Vacations for volunteering	Yes	3	4	5

2 Occupational Safety and Health / Industrial Safety and Disaster Prevention

Occupational Safety and Health Management System*

Five of the Company's plants 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 plants 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 plants.

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, it is continually undergoing transition audits and registering for certification under the latest standards to ensure there is no interruption in its progress.

* 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 2025

3. Overseas Group Companies

Companies	Certificate Number	Certification Date
Bara Chemical Co., Ltd.	24131411002	November 2025
Sumipex (Thailand) Co., Ltd.	TH11/6111	November 2023
The Polyolefin Company (Singapore) Pte. Ltd.	OHS-45001-2021-0281	April 2025
Sumitomo Chemical Asia Pte Ltd (S-SBR plant)	SCS 102718OI	August 2024
Xuyou Electronic Materials (Wuxi) Co., Ltd.	00220S23911R0M	December 2023
Sumika Huabei Electronic Materials (Beijing) Co., Ltd.	19921S00870R1M	January 2025
Sumika Electronic Materials (Changzhou) Co., Ltd.	CN20/10229	May 2026
Sumika Electronic Materials (Chongqing) Co., Ltd.	CN19/21790	December 2024
Sumika Electronic Materials (Hefei) Co., Ltd.	268259-2018-ASA-RGC-RvA	August 2024
Sumika Electronic Materials (Wuxi) Co., Ltd.	243940-2017-ASA-RGC-RvA	August 2026
Sumika Electronic Materials (Xi'an) Co., Ltd.	CN20/10076	August 2024
Dalian Sumika Chemphy Chemical Co., Ltd.	02123S10334R2S	February 2026
Dalian Sumika Jingang Chemicals Co., Ltd.	02121S10208R1M	March 2024
Sumika Technology Co., Ltd.	OHS510533	December 2024
Dongwoo Fine-Chem (Pyeongtaek) Co., Ltd.	SAC-0600401	July 2024
Dongwoo Fine-Chem (Samki) Co., Ltd.	KR20/81826441	August 2026
Dongwoo Fine-Chem (Iksan) Co., Ltd.	KR20/81826415	July 2026
SSLM Co., Ltd.	SAC-0958701	May 2026
Sumitomo Chemical India Limited (Vapi plant)	OHS740098	March 2024
Sumitomo Chemical India Limited (Bhavnaga plant)	99 117 00757/02	October 2024
Sumitomo Chemical India Limited (Gajod plant)	99 117 00757/04	October 2024
Sumitomo Chemical India Limited (Silvassa plant)	99 117 00757/03	October 2024
Sumitomo Chemical Advanced Technologies LLC	241505-2017-AHSO-USA-ANAB	June 2026

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

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

Works	Area	Year of certification	Year and month renewed	Number of facilities given accreditation
Ehime Works	Niihama	2002	March 2023	13
	Kikumoto	2002	March 2023	4
Chiba Works	Anesaki	1987	May 2019	8
	Sodegaura	1987	May 2019	15

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

Criteria and Results of the President's Safety Award for Zero-Lost Workday Operations (as of May 31, 2023)

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 April 2023. Working to reach the target of 3 million hours.
Ohe Works*2	3 million hours	Working to reach the target of 12 million work hours.
Chiba Works	3 million hours	Working to reach the target of 9 million work hours.
Osaka Works	3 million hours	A lost workday accident occurred in February 2023. Working to reach the target of 3 million hours.
Oita Works*3	3 million hours	A lost workday accident occurred in January 2023. 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 90 months.
Tsukuba Regional Research Laboratory*4	30 months	Working to reach the target of 420 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 2023. Working to reach the target of 24 months.
Ehime Logistics Association (Logistics)	24 months	Working to reach the target of 48 months.
Ohe Association (Plant maintenance)	48 months	Working to reach the target of 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	Working to reach the target of 48 months.
Osaka Association	24 months	Working to reach the target of 24 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 48 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 the Utajima Pilot Production Department, Gifu Plant, and Okayama Plant.
*4 The Tsukuba Regional Research Laboratory was reorganized into the Advanced Materials Development Research Laboratory (Tsukuba) and Energy & Functional Materials Research Laboratory (Tsukuba).

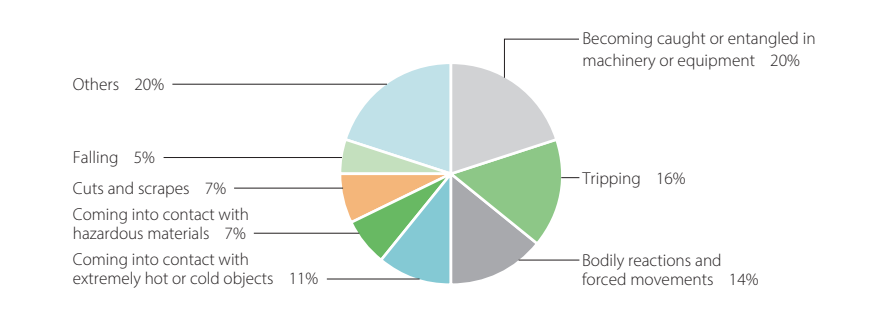
Safety Achievements

Lost-Workday Injuries (Sumitomo Chemical Group*)

	FY2019	FY2020	FY2021	FY2022
Number of lost-workday injuries	27	40	26	44
Frequency rate of lost-workday injuries	0.42	0.46	0.29	0.50
Number of fatal accidents (Sumitomo Chemical and consolidated Group companies in Japan and overseas)	0	0	0	0
Number of fatal accidents (including Sumitomo Chemical contractors and others)	0	0	1	1

Notes: • An error that was made regarding the number of fatalities in fiscal 2021 has been corrected.
• The boundary of fatalities and injuries has been changed since fiscal 2022 to conform to the definition in note * below.

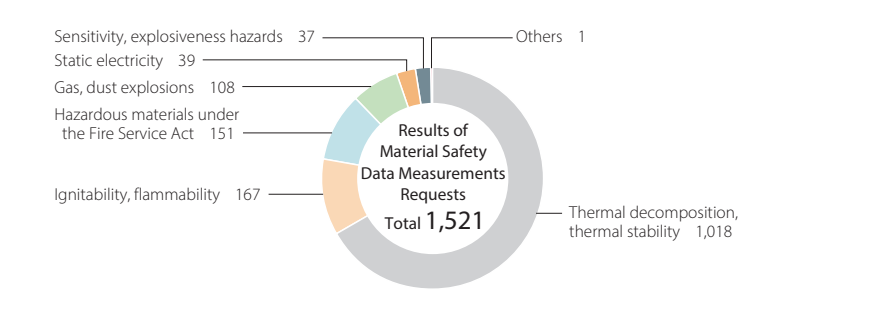
FY2022 Breakdown of Causes of Injury by Type (Sumitomo Chemical Group*)



* Changed the definition of the Group for occupational health and safety in fiscal 2020
Up to FY2019: Sumitomo Chemical (including contractors) and consolidated Group companies in Japan and overseas.
FY2020 on: Sumitomo Chemical (including contractors) and consolidated subsidiaries in Japan and overseas.

Industrial Safety and Disaster Prevention Results

FY2022 Results of Material Safety Data Measurements Requests (Sumitomo Chemical Group*)



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

The Safety Engineering Group at the Production & Safety Fundamental Technology Center studies and assesses process safety, researches safety measures, measures and evaluates material safety data, compiles a database on safety technologies, and undertakes training for safety engineers in its efforts to enhance process safety management and to prevent accidents such as fires and explosions. In fiscal 2022, 1,460 material safety data measurements were taken from within Sumitomo Chemical (2,019 in fiscal 2021) and 61 measurements were taken from Group companies (161 in fiscal 2021) for a total of 1,521 (2,180 in fiscal 2021).

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

	R&D stages		Industrialization stage		
Fiscal Year	Level 1	Level 2	Level 3	Level 4	Level 5
2019	25	17	30	67	21
2020	26	28	16	91	22
2021	25	38	30	91	29
2022	19	17	31	63	15

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	21,697	(Increased by 540)
Accident cause investigations	2,653	(Increased by 39)
Accident information	21,090	(Increased by 92)
As of March 31, 2023	45,440	(Increased by 671)

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 2023, 45,440 sets of data were stored in the database (44,769 sets of data as of March 31, 2022). 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)

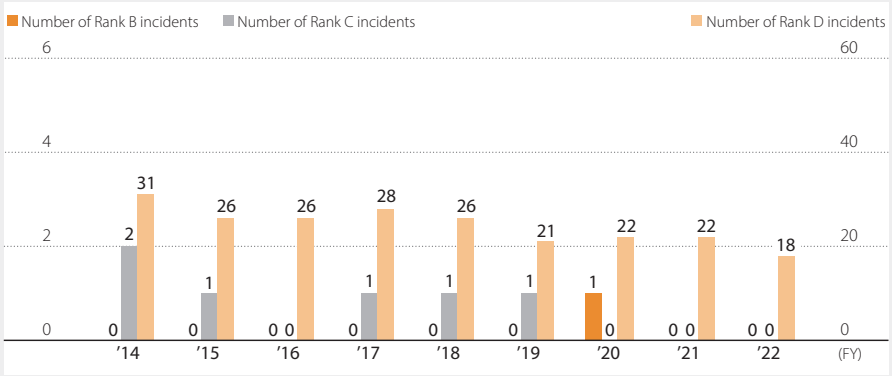
Works	Certificate Number	Certification Date
Ehime Works	JCQA-0019 JET-0847	October 1994 August 2009
Chiba Works	JQA-0829	March 1995
Osaka Works	JQA-0721 JQA-QMA16585	December 1994 October 2022
Oita Works	JQA-1069	December 1995
Oita Works (Okayama Plant)	JSAQ-2904	October 2020
Misawa Works	JQA-0752	December 1994
Ohe Works	JET-0829 JCQA-1720	April 1998 January 2010
Ibaraki Works	ISO 9001-0067280	July 2015

Furthermore, the Oita Works (Gifu Plant) has been pursuing Good Manufacturing Practice (GMP) management.

Logistics Quality Assurance

In fiscal 2022, the Company reported 18 incidents of rank D. Of these incidents, 7 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