

Human Resources DE&I, Development & Growth, Health

“People” are a major source of corporate competitiveness, and securing and developing human resources is a key issue for our future value creation. Sumitomo Chemical 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 our Group through enhanced engagement.

Basic Principles

With a history spanning more than 100 years, we have consistently held the view that people are the most important management resource, and we continue to adhere to the three elements of securing human resources, fair treatment, and development and growth as our unchanging human resource philosophy. Based on this human resource philosophy, our company has established “Employ, develop and leverage human resources for sustainable growth” as a basic direction in the FY2022-2024 Corporate Business Plan, and we are developing human resources strategies.



Human Resource System

Sumitomo Chemical engages with its employees through a human resource system that takes account of the performance 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.

→ Human Resources Management (Sustainability Report)

TOPICS

① Supporting Employees' Proactive Career Development / Internal Side Jobs

We are promoting an “internal side job” initiative that allows employees to engage in work in other departments of their own volition. This system leverages our strengths as an integrated chemical manufacturer, enabling employees to experience various job roles and business sectors. In addition to enhancing employees' knowledge and broadening their perspectives, this initiative helps us identify their aptitudes, contributing to optimal talent placement. We are actively advancing this program.



Affiliation: Animal Nutrition Division, Marketing Department
Side Job Position: Planning & Coordination Office, Health & Crop Sciences Sector (R&D)

Comments from Participants of the Internal Side Job Program

Through my work supporting strategy development from the perspectives of global trends and business dynamics, focusing on the commercialization and value enhancement of products utilizing carbon credits—an essential tool for achieving decarbonization—I was able to deepen my knowledge of the environmental business. Additionally, I learned the importance of incorporating the perspective of financial system risks when understanding increasingly complex business outlooks.

② 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 FY2023, we held workshops on the five themes of fine chemicals, 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 nine 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 to lead to the development and creation of new businesses.



Human Resource Development and Growth

We have established a learning platform called the “SUMIKA Learning Square” to enable employees to update their knowledge and skills as needed, and support autonomous and voluntary learning. In addition, we have established a stepwise training system that includes management enhancement programs by position and role, as well as language training for global business development.

KPI

Investment in Training (SC only)	Time Spent on Training (SC only)	Training and Growth KPI By FY2024, achieve over 50% among employees who have taken self-selected training programs* (SC only).
FY2023 Approx. 350,000 yen/ year per person	FY2023 Approx. 139 hours/year per person (8% of regular working hours)	FY2023 39.4%

*SUMIKA Learning Square and self-development courses opened in FY2022

DE&I

The Sumitomo Chemical Group has established the Group Basic Principles for DE&I Promotion, and based on these principles, approximately 100 companies in Japan and overseas set KPIs according to the situation of each country and each company to promote DE&I initiatives across the entire Group. We will aim to grow together as the entire group while mutually accepting and utilizing each other's knowledge and experience, which is unique to a diversified chemical company and rich in diversity, enabling each employee to fully demonstrate their aptitudes and abilities.

KPI

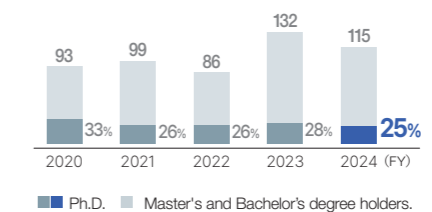
Percentage of employees promoted to managerial positions (equivalent to section manager) filled by female employees Over 15% of average over the 5 years between FY2023 and FY2027	Percentage of male employees who have taken childcare leave or other childcare-related leave due to birth of a child* during the current fiscal year: Over 90%. <small>*Including our company's unique childcare-related leave options</small>
FY2023 Results 29.0%	FY2023 Results 97.3%

TOPICS

Securing Diverse Talent / Actively Recruiting Ph.D. Holders

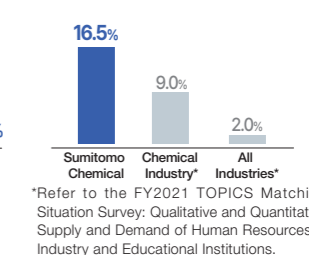
Our company is committed to expanding a diverse range of products and aspires to be “a company that solves societal issues through innovative technology.” To achieve this, we require talent capable of boldly taking on challenges in different fields and advancing cross-disciplinary research and development. Therefore, we actively recruit individuals with a broad range of knowledge and skills, without being limited to specific areas of expertise. Additionally, we place a strong emphasis on hiring individuals with advanced specialization, including Ph.D. holders.

The Ratio of Ph.D. in New Graduate Recruitment for R&D and Technical Positions



Ph.D. Ratio in the Research and Development Department (FY2024 March Results)

*Based on FY2021 Survey Data



*Refer to the FY2021 TOPICS Matching Situation Survey: Qualitative and Quantitative Supply and Demand of Human Resources in Industry and Educational Institutions.

Health

We promote various support measures to solve and improve employees' health issues so that they can lead healthy lives both mentally and physically and realize prosperous lives. We are working on specific action items in the five areas of diet, exercise, sleep, quitting smoking, and mind, including the expansion of affiliated gyms for the purpose of establishing an exercise routine, programs to improve sleep, and support for employees who want to quit smoking.

KPI

Continued Recognition as one of the Certified Health & Productivity Management Outstanding Organizations (White 500)

For seven consecutive years, Sumitomo Chemical has been certified as one of the Certified Health & Productivity Management Outstanding Organizations (White 500), a program established by the Ministry of Economy, Trade and Industry.



TOPICS

Supporting Global Business Development / Health Support for Overseas Employees

We provide detailed support to ensure that our overseas employees can maintain their physical and mental health during their assignments. This includes pre-departure medical guidance, preparation of personal health records for local medical needs, follow-up on health checkup results during the assignment, and online consultations. Additionally, our Chief Industrial Physician conducts overseas medical tours, meeting with expatriates and inspecting local living conditions and environments to ensure proper health management abroad. Furthermore, we extend our health support not only to the employees themselves but also to their accompanying family members.

