

Social Activity Goals and Results

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

Items	Boundary	Fiscal 2023 Goals	Fiscal 2023 Results	Evaluation	Fiscal 2024 Goals	
Procurement	Sumitomo Chemical Group	<ul style="list-style-type: none"> Thoroughly ensure compliance Maintain and enhance sustainable procurement Promote initiatives for respecting human rights in the supply chain 	<ul style="list-style-type: none"> Promoted thorough compliance among relevant internal and external parties Promoted sustainable procurement by strengthening collaboration with suppliers through due diligence and meetings (Sumitomo Chemical results) Promoted initiatives for respecting human rights by studying high-risk raw materials Promoted initiatives for respecting human rights through detailed surveys using human rights questionnaires (Sumitomo Chemical results) 	○	<ul style="list-style-type: none"> Thoroughly ensure compliance Maintain and enhance sustainable procurement Promote initiatives for respecting human rights in the supply chain 	
HR Management	Sumitomo Chemical Group	Employ diverse human resources and further strengthen recruitment capabilities	Worked to carefully select and employ diverse, capable human resources by strengthening recruitment activities	○	Carefully select and employ diverse, excellent human resources and strengthen recruitment capabilities	
	Sumitomo Chemical Group	Manage global human resources and work on workforce management that is responsive to business expansion	Appropriately placed human resources in response to business expansion, received new employees assigned from overseas Group companies and, systematically developed global human resources	○	Manage global human resources and work on workforce management that is responsive to business expansion	
	Sumitomo Chemical Group	Develop personnel and run HR systems to promote employee growth and development	Formulated action plans based on Sumika "Let's Do This Declaration," started an internal side job system, and expanded courses for SUMIKA Learning Square	○	Develop personnel and run HR systems to promote employee growth and development	
	Sumitomo Chemical Group	Promote sustainability, DE&I, and work-life balance	Promoted measures at each Group company based on the Group's Basic Principles on the Promotion of Diversity, Equity, and Inclusion and executed action plans based on the Sumika "Let's Do This Declaration"	○	Promoted work-life balance, DE&I, and health promotion measures	
Occupational Safety and Health / Industrial Safety and Disaster Prevention	Lost-workday injuries	Sumitomo Chemical	0	3	△	0
		Partner companies*1	0	4	△	0
	Frequency rate of lost-workday injuries	Sumitomo Chemical Group*2	Less than 0.1	0.27	△	Less than 0.1
	Severe accidents*3	Sumitomo Chemical Group*2	0	1	△	0
	Severe industrial accidents*4	Sumitomo Chemical Group*5	0	2	△	0
	Lost-workday injuries in logistics*6	Logistics	0	2	△	0

Note: Further details are provided in the [supplementary data \(pages 1–8\)](#).

*1 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).

*2 For the purposes of occupational safety and health, the Group is defined as Sumitomo Chemical (including its partner companies and others) and consolidated subsidiaries in Japan and overseas.

*3 Severe accidents are defined as those that result in a fatality or those that result in severe lost-workday injuries, including blindness or loss of a limb.

*4 "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

*5 For the purposes of industrial safety and disaster prevention, the Group is defined as Sumitomo Chemical (including its partner companies and others) and consolidated Group companies in Japan and overseas.

*6 Lost-workday injuries in logistics are defined as those that are related to logistics and occur within Sumitomo Chemical worksites as well as those that caused by major logistics subcontractors outside of worksites.

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

Items	Boundary	Fiscal 2023 Goals	Fiscal 2023 Results	Evaluation	Fiscal 2024 Goals	
Product Stewardship / Product Safety / Quality Assurance	Laws and regulations	Sumitomo Chemical	Continue to act precisely in accordance with domestic and overseas laws and regulations	Acted precisely in accordance with relevant laws and regulations	○	Continue to act precisely in accordance with domestic and overseas laws and regulations
	Chemicals management and information disclosure	Sumitomo Chemical	Continue to promote risk-based chemicals management and information disclosure	Systematically put in place risk assessment methods	○	Continue to promote risk-based chemicals management and information disclosure
	Chemical management system	Sumitomo Chemical	Continue to promote utilization of the Comprehensive Chemical Management System (SuCCESS) and develop concrete plans for expansion to Group companies	As part of our efforts to promote utilization of SuCCESS, 15 Group companies in Japan use the system. We use 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 in response to overseas regulations	○	Continue to promote utilization of SuCCESS and develop concrete plans for expansion to Group companies
	Risk assessment	Sumitomo Chemical	Continue to steadfastly perform product safety risk assessments	Performed 58 product risk assessments	○	Continue to steadfastly perform product safety risk assessments
	Logistics quality-related incidents	Sumitomo Chemical*	No Rank A or Rank B incidents, two or fewer Rank C incidents	No Rank A or Rank B incidents, no Rank C incidents	○	No Rank A or Rank B incidents, two or fewer Rank C incidents
Contributions to Communities	Sumitomo Chemical Group	Provide support to achieve the United Nations Sustainable Development Goals	<ul style="list-style-type: none"> • Provided support for tree-planting activities and education through Matching Gift programs • Support for solving Environmental issues in Africa 	○	Provide support to achieve the United Nations Sustainable Development Goals	
	Sumitomo Chemical Group	Provide prompt and precise support in response to emergencies and disasters in Japan and overseas	Support for the 2024 Noto Peninsula Earthquake	○	Provide prompt and precise support in response to emergencies and disasters in Japan and overseas	
	Sumitomo Chemical Group	Promote community contribution activities distinctive to the Sumitomo Chemical Group by leveraging the strengths of each workplace	<ul style="list-style-type: none"> • Participated in and cooperated with local events, held science workshop classes, held plant tours, etc. • Donation support 	○	Promote community contribution activities distinctive to the Sumitomo Chemical Group by leveraging the strengths of each workplace	
	Sumitomo Chemical Group	Continue to expand information disclosure using SDGs and promote interactive dialogue	Continued to expand information disclosure using SDGs and promote interactive dialogue	○	Continue to expand information disclosure using SDGs and promote interactive dialogue	

Note: Further details are provided in the [supplementary data \(page 8\)](#).

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