

## Detailed Data Related to Sustainability (Society)

- ✔ Recruiting and Employment
- ✔ DE&I
- ✔ Work-Life Balance
- ✔ Occupational Health and Safety
- ✔ Human Rights
- ✔ Sustainable Procurement

### Recruiting and Employment

The Number of employees in Japan and overseas (as of March 31, 2025)

(Unit: persons)

	Directors	Executive Officers	Employees	Temporary employees*	Total
Sumitomo Bakelite Co., Ltd.	9	14	1,659	205	1,887
Subsidiaries in Japan	32	—	1,478	316	1,826
Overseas subsidiaries	36	—	4,776	336	5,148
<b>Total</b>	<b>77</b>	<b>14</b>	<b>7,913</b>	<b>857</b>	<b>8,861</b>

Percentage of temporary employees among all employees: 9.8% (as of March 31, 2025; scope: Sumitomo Bakelite Co., Ltd. and domestic and overseas subsidiaries)

Percentage of female among all employees: 37.1% (as of March 31, 2025; scope: Sumitomo Bakelite Co., Ltd. and domestic and overseas subsidiaries)

\* The number of Corporate Officers is shown as the number of Directors, including Part-time Directors. Also, the number of Executive Officers is the number of Executive Officers excluding Directors.

\* The number of Directors of subsidiaries in Japan and overseas include Directors sent from Sumitomo Bakelite Co., Ltd. This figure represents the number of Standing Corporate Officers not serving concurrently in other positions.

\* Temporary employees: part-time and casual workers

Breakdown of employees by gender, age, and region (as of March 31, 2025)

(Unit: persons)

Region	Male			Female			Total			Total
	Age 29 or younger	30 to 49	Age 50 or older	Age 29 or younger	30 to 49	Age 50 or older	Age 29 or younger	30 to 49	Age 50 or older	
Japan	256	1,075	1,240	111	250	205	367	1,325	1,445	3,137
East Asia	97	668	119	63	447	55	160	1,115	174	1,449
Southeast Asia	135	515	152	320	840	268	455	1,355	420	2,230
North America	60	206	222	24	96	113	84	302	335	721
Europe	34	160	129	4	26	23	38	186	152	376
<b>Total</b>	<b>582</b>	<b>2,624</b>	<b>1,862</b>	<b>522</b>	<b>1,659</b>	<b>664</b>	<b>1,104</b>	<b>4,283</b>	<b>2,526</b>	<b>7,913</b>

\* The number for Japan is the total for Sumitomo Bakelite Co., Ltd. and its domestic subsidiaries.

Breakdown of the number of temporary employees by gender and by region (as of March 31, 2025)

(Unit: persons)

	Male	Female	Total
Number of temporary employees	450	407	857

	Japan	East Asia	Southeast Asia	North America	Europe	Total
Number of temporary employees	521	189	90	25	32	857

\* The number for Japan is the total for Sumitomo Bakelite Co., Ltd. and its domestic subsidiaries.

## Breakdown of employees hired in FY2024 by gender, age, and region

(Unit: persons)

	Male	Female	Total
Number of persons	429	344	773
Ratio of employees as of March 31, 2025	8%	12%	10%

	Age 29 or younger	30 to 49	Age 50 or older	Total
Number of persons	364	359	50	773
Ratio of employees as of March 31, 2025	33%	8%	2%	10%

	Japan	East Asia	Southeast Asia	North America	Europe	Total
Number of persons	124	322	137	151	39	773
Ratio of employees as of March 31, 2025	4%	22%	6%	21%	10%	10%

\* The number for Japan is the total for Sumitomo Bakelite Co., Ltd. and its domestic subsidiaries.

## Breakdown of employee turnover number in FY2024 by gender, age, and region

(Unit: persons)

	Male	Female	Total
Number of persons	500	384	884
Ratio of employees as of March 31, 2024	10%	13%	11%

	Age 29 or younger	30 to 49	Age 50 or older	Total
Number of persons	239	368	277	884
Ratio of employees as of March 31, 2024	22%	9%	11%	11%

	Japan	East Asia	Southeast Asia	North America	Europe	Total
Number of persons	156	284	183	229	32	884
Ratio of employees as of March 31, 2024	5%	20%	8%	32%	9%	11%

\* The number for Japan is the total for Sumitomo Bakelite Co., Ltd. and its domestic subsidiaries.

## Company employee recruitment

(Unit: persons)

		FY2020	FY2021	FY2022	FY2023	FY2024	FY2025 (Planned)
Number of Company employees hired (overall)		45	57	66	62	81	85
Recruitment upon new graduates	Number of Company employees hired (new graduates)	38	43	55	45	48	50
	Male	34	33	45	34	31	—
	Female	4	10	10	11	17	—
Ratio of newly graduated recruits* <sup>1</sup>		84.4%	75.4%	83.3%	72.6%	59.3%	—
Career recruitment	Number of Company employees hired (mid-career hires)	7	14	11	17	33	35
	Male	7	12	10	16	29	—
	Female	0	2	1	1	4	—
	Ratio of mid-career hires* <sup>2</sup>	15.6%	24.6%	16.7%	27.4%	40.7%	—

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\*1, 2 The ratios of newly graduated recruits and mid-career hires are given as percentages of the total recruit count for the relevant fiscal year (the sum of newly graduated recruits and mid-career hires).

\*2 The ratio of mid-career hires pertains to disclosure of mid-career recruitment under the Act on Comprehensive Promotion of Labor Measures.

\* Exclude persons forwarded from other companies or employees reassigned from subsidiaries or affiliates in Japan.

\* Includes temporary employees who are not post-retirement hires.

\* Since employee recruitment is gender-neutral, the gender composition of the planned recruitment of new employees for FY2025 is unknown.

#### Breakdown of the number of newly recruited employees in FY2024 (by gender and age)

(Unit: persons)

	Age 29 or younger	30 to 49	Age 50 or older
Number of newly recruited employees in FY2024	53	26	2
Male	36	22	2
Female	17	4	0

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* Counted based on the person's age when they were hired.

#### Retention of newly graduated recruits (within three years of being hired)

(Unit: persons)

	FY2020	FY2021	FY2022
Number of male hired	26	25	24
Number of female hired	4	6	6
Number of male retained	24	25	23
Number of female retained	2	6	5
Retention rate 3 years after joining the Company (male)	92.3%	100.0%	95.8%
Retention rate 3 years after joining the Company (female)	50.0%	100.0%	83.3%
Retention rate 3 years after joining the Company (total)	86.7%	100.0%	93.3%

\* The number in the table represents the rate among newly graduated recruits with at least a bachelor's degree.

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* For FY2022, this indicates the percentage of employees hired on April 1, 2022, who were still employed with the Company on April 1, 2025.

#### Employee turnover and turnover rate in FY2024 (by gender and age)

(Unit: persons)

	Male	Female	Total
Number of persons	66	9	75
Number of employees as of March 31, 2025	1,425	234	1,659
Ratio of employees as of March 31, 2025	4.6%	3.8%	4.5%

	Age 29 or younger	30 to 49	Age 50 or older	Total
Number of persons	10	16	49	75
Number of employees as of March 31, 2025	234	640	785	1,659
Ratio of employees as of March 31, 2025	4.3%	2.5%	6.2%	4.5%

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* Counted based on the person's age when they left the Company.

## Retirement benefit obligations

(Unit: billion yen)

Item	FY2022	FY2023	FY2024
Consolidated retirement benefit obligations	37.1	36.9	35.9
Pension funds	39.9	45.9	38.5

\* Regarding retirement benefit systems, the Company employs a defined-benefit system in Japan. Overseas, some consolidated subsidiaries concurrently use defined-contribution and defined-benefit systems.

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## DE&amp;I

## Trends in the proportion of female management staff

(Unit: %)

	FY2020	FY2021	FY2022	FY2023	FY2024
Trends in the proportion of female management staff	3.12	3.45	3.86	3.74	4.25

\* Applies to management staff excluding Executive Officers.

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* Includes those seconded to other companies with qualifications as managerial staff.

\* The data shown is as of March 31 of each year.

## Ratio of new fathers taking childcare leave

(Unit: %)

	FY2020	FY2021	FY2022	FY2023	FY2024
Percentage of new fathers taking childcare leave (excluding those seconded to other companies)	—	—	—	—	84.0
Percentage of new fathers taking childcare leave (including those seconded to other companies)	5.3	17.9	25.9	65.5	86.2

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* In accordance with a recommendation received from the Tokyo Labor Bureau, starting in FY2024, aggregation and disclosure of figures was changed to exclude employees seconded to other companies.

## Trends in the percentage of mid-career hires in career-track positions

(Unit: persons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Company employees (career track) recruited	34	34	35	34	54
Number of mid-career hires in career-track positions	4	3	5	7	23
Ratio of mid-career hires in career-track positions	12%	9%	14%	21%	43%

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* Ratios of mid-career hires are indicated as percentages of the total recruit count in the career track for the relevant fiscal year.

\* Exclude persons forwarded from other companies or employees reassigned from subsidiaries or affiliates in Japan.

## Trends in percentage of continued employment of retirees

(Unit: persons)

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of retirement-age employees	38	34	34	69	68
Number of post-retirement rehires	34	28	23	53	54
Rehiring ratio	89%	82%	68%	77%	79%

\* For the rehiring ratio, the first decimal place was rounded to the nearest whole number.

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

### Trends in ratio of employees with disabilities

(Unit: %)

	FY2020	FY2021	FY2022	FY2023	FY2024
Employment ratio of persons with disabilities	2.64	2.63	2.72	2.87	2.95
Statutory employment rate	2.3	2.3	2.3	2.3	2.5

\* The employment rate of persons with disabilities for each fiscal year is calculated by dividing the total number of persons with disabilities as of the first day of each month by the total number of regular employees as of the same day.

\* From April 2024, the statutory employment rate has increased to 2.5%.

\* Figure for Sumitomo Bakelite Co., Ltd. (non-consolidated basis).

\* Includes employees seconded to other companies.

### Trends in average continuous years of service (average years of employment) of male and female at the Company

(Unit: years)

	FY2021	FY2022	FY2023	FY2024
Male	22.3	23.1	23.4	22.8
Female	21.5	21.3	22.1	20.9

\* Average continuous years of service of full-time employees (including contract employees) of Sumitomo Bakelite Co., Ltd. as of the end of the fiscal year.

## Work-life Balance

### Overtime hours worked and days of paid leave taken by regular employees

	FY2020	FY2021	FY2022	FY2023	FY2024
Average overtime hours (per annum)	103	122	117	103	106
Average days of paid leave used	12.6	12.9	15.1	15.0	14.9

\* "Regular employees" means our Company (non-consolidated basis) personnel working during daytime, excluding managerial personnel.

\* Average continued years of service of full-time employees (including contract employees) of Sumitomo Bakelite Co., Ltd. as of the end of the fiscal year.

## Occupational Health and Safety

### Trends in occupational accident data (Group of Sumitomo Bakelite Co., Ltd., excluding on-site contractors)

	Coverage	2020	2021	2022	2023	2024
Number of employees involved in accidents not resulting in lost workdays	Group* <sup>3</sup> (not including figures for on-site contractors)	14	18	28	29	25
Number of employees involved in occupational accidents resulting in lost workdays		25	20	22	26	28
Number of days of absence from work		802	550	825	828	976
Total number of lost workdays		659.18	452.05	678.08	680.55	802.19
Total working hours		13,043,399	19,524,931	19,593,444	19,255,379	19,057,427
Frequency rate* <sup>1</sup>		1.92	1.02	1.12	1.35	1.47
Severity rate* <sup>2</sup>		0.051	0.023	0.035	0.035	0.042

\*<sup>1</sup> Frequency rate of occupational accidents = (The number of deaths and injuries resulting in lost workdays/total working hours) x 1,000,000

\*<sup>2</sup> Severity Rate of Occupational Accidents = (Total lost workdays/total working hours) x 1,000

\* Sumitomo Bakelite Co., Ltd. and the companies in which Sumitomo Bakelite Co., Ltd. directly or indirectly holds more than 50% of the voting rights. However, figures for on-site contractors are excluded.

\* The period covered is from January to December of each year.

## Trends in occupational accident data (on-site contractors only)

	Coverage	2022	2023	2024
Number of employees involved in occupational accidents resulting in lost workdays	on-site contractors at Group business sites	0	2	0
Total working hours		1,361,353	1,279,468	1,249,195

\* The period covered is from January to December of each year.

## Safety Training

	Coverage	2022	2023	2024
Number of employees undergoing Safety Training <sup>*1</sup>	Domestic Group companies <sup>*2</sup>	2,785	2,870	2,843

\*1 Conducted at plants and research laboratories using specified materials (quiz and discussion format) for each workplace.

\*2 Sumitomo Bakelite Co., Ltd. and the companies of which Sumitomo Bakelite Co., Ltd. directly or indirectly holds more than 50% of the voting rights that are located in Japan.

## Human Rights

	Coverage	Result		
		FY2022	FY2023	FY2024
Training on human rights Number of participants in business and human rights training	Domestic Group companies <sup>*1</sup>	—	3,543	3,746
Training on human rights Number of participants in harassment prevention training	Domestic Group companies <sup>*1</sup>	3,559	3,500	3,701

\*1 Sumitomo Bakelite Co., Ltd. and companies located in Japan of which Sumitomo Bakelite Co., Ltd. directly or indirectly holds more than 50% of the voting rights. Officers and employees of the domestic Group companies and employees temporarily assigned from Sumitomo Bakelite Co., Ltd. to Group companies overseas are also included.

## Sustainable Procurement

	Coverage	Result		Target
		FY2023	FY2024	FY2030
Sustainable procurement rate (%) <sup>*1</sup>	Group <sup>*2</sup>	82%	92%	100%

\*1 The percentage of suppliers whose responses to the sustainable procurement questionnaire that meet the specified criteria among the major suppliers accounting for the top 90% of raw material purchases by segment.

\*2 The sustainable procurement questionnaire is conducted using the "Responsible Business Conduct Guidelines/Self-Assessment Questionnaire Detailed Version" developed by Japan Electronics and Information Technology Industries Association (JEITA). The self-evaluation therein was conducted in 9 areas with each item rated on a 100-point scale: "1. Compliance with Laws and Regulations and Respect to International Norms, 2. Human Rights and Labor, 3. Health and Safety, 4. Environment, 5. Fair Trade and Ethics, 6. Quality and Safety, 7. Information Security, 8. Business Continuity Plan, and 9. Establishment of Management System." Based on the result of this survey, we requested 7 target suppliers whose responses include items that fall below the prescribed criteria to make improvements.

\*3 Sumitomo Bakelite Co., Ltd. and the companies of which Sumitomo Bakelite Co., Ltd. directly or indirectly hold more than 50% of the voting rights.

	Coverage	Mineral	Result		Target	
			FY2023 <sup>*3</sup>	FY2024	FY2030	
		3TG Total	Number of raw materials/parts	34	44	—
			CMRT response rate	100% (16/16 companies)	100% (26/26 companies)	100%
			RMAP conformant smelters usage rate <sup>*2</sup>	100% (27/27 locations)	100% (53/53 locations)	100%

Responsible Mineral Sourcing Survey Results 3TG(tin, tantalum, tungsten, and gold)	Group *1	Tin	Number of raw materials/parts	31	33	—
			CMRT response rate	100% (13/13 companies)	100% (17/17 companies)	—
			RMAP conformant smelters usage rate *2	100% (24/24 locations)	100% (26/26 locations)	—
		Tantalum	Number of raw materials/parts	0	0	—
			CMRT response rate	—	—	—
			RMAP conformant smelters usage rate *2	—	—	—
		Tungsten	Number of raw materials/parts	2	5	—
			CMRT response rate	100% (2/2 companies)	100% (4/4 companies)	—
			RMAP conformant smelters usage rate *2	100% (2/2 locations)	100% (6/6 locations)	—
	Gold	Number of raw materials/parts	1	6	—	
		CMRT response rate	100% (1/1 company)	100% (5/5 companies)	—	
		RMAP conformant smelters usage rate *2	100% (1/1 location)	100% (21/21 locations)	—	
Responsible Mineral Sourcing Survey Results Cobalt, mica	Group *1	Cobalt	Number of raw materials/parts	4	7	—
			EMRT response rate	100% (4/4 companies)	83% (5/6 companies)	—
	Mica	Number of raw materials/parts	4	5	—	
		EMRT response rate	100% (4/4 companies)	100% (5/5 companies)	—	

\*1 Sumitomo Bakelite Co., Ltd. and the companies of which Sumitomo Bakelite Co., Ltd. directly or indirectly holds more than 50% of the voting rights (Vaupell Holdings Inc. and its subsidiaries, Hokkai Taiyo Plastic Co., Ltd., and S.B. Techno Plastics Co., Ltd. were excluded in the FY2023 survey)

\*2 RMAP: Responsible Minerals Assurance Process. RMAP conformant smelter usage rate = The number of RMAP conformant smelters / Total number of smelters processed by raw materials/parts \* 100.

\*3 Data for FY2023 is based on the results of questionnaire surveys and related information collected up to the end of the fiscal year.

Note: Multiple smelters/refiners may be used for the same supplier and raw materials.