

## ESG quantitative data

## Environment (Climate change)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>CO2 Emissions</b> (※2)	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan and overseas	t-CO2	5,670	5,190	4,926
	Consolidated subsidiaries	Domestic and overseas consolidated subsidiaries		18,879	806,490	2,095,089
	Total			24,549	811,679	2,100,015
	Intensity (per m <sup>2</sup> )	Head office, regional offices, branches and sub-branches in Japan	t-CO2/m <sup>2</sup>	0.074	0.066	0.062
<b>CO2 Emissions (Scope3)</b> (※3)	Logistics	Head office, regional offices, branches and sub-branches in Japan	t-CO2	8,971	7,420	7,803
	Waste			11	11	6
	Overseas Business Trips			26,348	26,518	28,569
	Commuting			815	751	709
	Downstream Leased Assets			36,398	35,148	36,894
<b>Energy Consumption</b>	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan and overseas	GJ	—	50,693	48,472
	Consolidated subsidiaries	Domestic and overseas consolidated subsidiaries		—	8,009,967	22,496,811
	Total			—	8,060,660	22,545,283
	Intensity (per m <sup>2</sup> )	Head office, regional offices, branches and sub-branches in Japan	GJ/m <sup>2</sup>	—	0.663	0.611
<b>Electricity Consumption</b>	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan and overseas	MWh	8,429	8,134	7,536
	Consolidated subsidiaries	Domestic and overseas consolidated subsidiaries		35,179	456,169	1,527,811
	Total			43,608	464,303	1,535,347
	Intensity (per m <sup>2</sup> )	Head office, regional offices, branches and sub-branches in Japan	MWh/m <sup>2</sup>	0.107	0.105	0.098

(※1) In the data above, the CO2 emissions, energy consumption and electricity consumption for FY 2015 are those of offices only, and for FY 2016 and FY 2017 are those of all sites, including manufacturing sites. Energy consumption started to be included from FY 2016.

(※2) CO2 emissions derived from electricity consumption were calculated using the CO2 emission factors of electric power below:  
(In Japan) Head Office, regional offices, branches and sub-branches in Japan: For FY 2015, average of all power sources/receiving ends; For FY 2016 and later, the actual immediate emission factors by power company; Corporations/associated companies in Japan: average of all power sources/receiving ends  
(Overseas) Overseas branches/offices, overseas corporation/associated companies: Emission factors by country in 2013 specified in the CO2 Emissions from Fuel Combustion 2016 edition issued by International Energy Agency (IEA);  
To calculate CO2 emissions derived from fuel and heat, the CO2 emission factor specified in the Greenhouse Gas Calculation and Reporting Manual issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry was used.

(※3) CO2 emissions (Scope 3) were calculated and tabulated as follows:  
- Domestic transport/consignor: CO2 emissions of domestic transport with Sumitomo Corporation as consignor are tabulated according to the Greenhouse Gas Calculation and Reporting Manual issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.  
- Waste: CO2 emissions from incineration of all the general wastes from business activities of Sumitomo Corporation were calculated using the emission factor published by the CFP (Carbon Footprint) Communication Program.  
- Overseas business trips: Flights to and from Japan used by executives and employees of Sumitomo Corporation alone were included. Destinations were divided into 12 areas and, based on the distance to a representative airport of each area, person-kilometer was tabulated.  
- Commuting: Executives and employees of Sumitomo Corporation alone were included. Calculation was made using the emission factors per person-kilometer by means of transportation of passengers specified in the CO2 Emissions in the Transport Sector published by the Ministry of Land, Infrastructure, Transport and Tourism.  
- Downstream leased assets: Energy consumption of buildings owned by Sumitomo Corporation and leased to tenants was calculated using the emission factor specified in the Act on the Rational Use of Energy.

## ESG quantitative data

## Environment (Resources and waste)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>Waste Emissions</b>	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan and overseas	361	342	191	
	Consolidated subsidiaries	Domestic and overseas consolidated subsidiaries	1,153	1,091	46,005	
	Total		1,514	1,433	46,196	
	Intensity (per employee)	Head office, regional offices, branches and sub-branches in Japan	t/employee	0.083	0.081	0.043
<b>Recycled Waste Emissions</b>		t	322	311	168	
<b>Non-recycled Waste Emissions (final waste disposal volume)</b>	Head office, regional offices, branches and sub-branches in Japan		20	14	2	
<b>Recycle Ratio</b>		%	94.2	95.8	98.8	
<b>Hazardous Waste Emissions</b>			4.67	4.84	3.32	
<b>Air Pollutant Emissions</b> (Nox : nitrogen oxide, Sox : sulfur oxide, VOC : volatile organic compound)	Head office, regional offices, branches and sub-branches in Japan	t	0	0	0	
<b>Paper Consumption</b>	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan	1,000 sheets	28,975	25,681	22,280
	Intensity (per employee)	Head office, regional offices, branches and sub-branches in Japan	1,000 sheets /employee	7.000	6.451	5.604

## Environment (Water)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017
<b>Water Consumption</b>	Non-consolidated	Head office, regional offices, branches and sub-branches in Japan and overseas	28,262	25,463	21,609
	Consolidated subsidiaries	Domestic and overseas consolidated subsidiaries	167,491	160,481	130,799,605
	Total		195,753	185,944	130,821,214
	Intensity (per employee)	Head office, regional offices, branches and sub-branches in Japan	m <sup>3</sup> /employee	5.975	5.540
<b>Waste outflow (Sewage volume)</b>	Head office	m <sup>3</sup>	17,477	16,382	15,743

(\*1) The waste emissions and water consumption for FY 2015 and FY 2016 are those of offices only, for FY 2017 are those of all sites, including manufacturing sites. The results of FY 2015 and FY 2016 are those of direct consolidated subsidiaries, and the results of FY 2017 are those of both direct and indirect consolidated subsidiaries.

## ESG quantitative data

## Environment (Resources and waste)

Item			Scope	Unit	FY 2015	FY 2016	FY 2017
<b>Environmental accounting</b>	Business area cost	Costs to reduce environmental impacts caused within business areas	Head Office, regional offices, branches and sub-branches in Japan	1000 yen	596,636	1,708,681	2,277,242
	(Breakdown)	Costs to prevent pollution, such as air pollution, water contamination, soil contamination, noise pollution, vibrations, offensive odor, and land subsidence			68	37,922	20,848
	i. Pollution prevention cost	Costs for global environmental protection efforts, such as global warming prevention, energy saving, and ozone layer preservation			589,468	1,662,700	2,249,351
	ii. Global environmental conservation cost	Costs associated with resource circulation efforts, such as effective use of resources, recycling of industrial and general wastes, and other methods of processing and treating industrial and general wastes			7,100	8,059	7,043
	iii. Resource circulation cost	Environmental conservation cost to reduce upstream and downstream environmental impacts			400	114	182
	Upstream/downstream cost	Costs for measures for indirect contribution to reducing environmental impacts and for promoting communication with society, such as disclosure of environmental information			375,392	354,362	369,482
	Managerial activity cost	Costs for environmental protection in research and development activities			118,071	319,591	374,562
	Research and development cost	Costs for environmental protection in social activities that are not directly related to business activities			12,294	17,456	16,034
	Social activity cost	Costs incurred to respond to damage caused by business activities on the environment			284	272	270
	Environmental damage response cost	Total			1,103,077	2,400,476	3,037,773
<b>Environmental Conservation and Economic Benefits</b>	Electricity Consumption	Consumption	Head Office, regional offices, branches and sub-branches in Japan	MWh	7,490	7,278	6,797
		Environmental Conservation Benefits		MWh	57	212	481
		Economic Benefits		1,000 JPY	1,217	4,105	9,818
	Paper Consumption	Consumption		1,000 sheets	28,975	25,681	22,280
		Environmental Conservation Benefits		1,000 sheets	857	3,294	3,401
		Economic Benefits		1,000 JPY	726	2,802	2,871
<b>ISO 14001</b>	Number of ISO 14001-certified offices	Head Office, regional offices, branches and sub-branches in Japan	site	8	8	7	
	Ratio of ISO 14001-certified offices		%	100	100	100	
<b>Violations of environmental laws and regulations (penalties of one million yen or more, etc.)</b>	Number of violation cases	Head Office, regional offices, branches and sub-branches in Japan	case	0	0	0	
	Amount of penalties		yen	0	0	0	

## ESG quantitative data

## Society (Personnel data)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>Number of employees</b>	Consolidated	person	66,860	70,900	73,016	
<b>Number of temporary employees</b>			20,313	20,465	25,619	
<b>Number of employees [Male/Female]</b>	Non-consolidated	person	Male	4,039	3,984	3,907
			Female	1,165	1,178	1,184
			Total	5,204	5,162	5,091
<b>Number of new employees</b>	Non-consolidated	person	Male	108	102	107
			Female	47	51	50
			Total	155	153	157
<b>Ratio of female new employees</b>	Non-consolidated	%	30.3	33.3	31.8	
<b>Ratio of non-fulltime employees, such as contract and temporary employees</b>	Non-consolidated	%	11.2	10.1	9.2	
<b>Number of mid-career employees</b>	Non-consolidated	person	Male	5	8	7
			Female	2	0	1
			Total	7	8	8
<b>Employment rate of disabled persons</b>	Non-consolidated	%	2.14	2.11	2.21	
<b>Number of managers</b>	Non-consolidated	person	Male	2,611	2,633	2,599
			Female	107	143	153
			Total	2,718	2,776	2,752
<b>Ratio of female Managers</b>	Non-consolidated	%	3.94%	5.15%	5.6%	
<b>Ratio of employees who are covered by a collective bargaining agreement</b>	Non-consolidated	%	56.5	56.4	57.6	
<b>Average length of service (years)</b>	Non-consolidated	year/person	Male	19.3	19.1	19
			Female	15.6	15.8	16.1
			Overall mean	18.4	18.3	18.3
<b>Turnover rate of full-time employees</b>	Non-consolidated	%	Male	1.6	2.3	2.3
			Female	3	2.7	2.6
			Total	1.9	2.4	2.4

## ESG quantitative data

## Society (Work styles)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
Average monthly overtime hours	Non-consolidated	hours/minutes	12 hours 41 minutes	11 hours 50 minutes	9 hours 12 minutes	
Average annual days of paid vacation acquired	Non-consolidated	day	10.9	12.7	14.3	
Spouse maternity leave	Non-consolidated	case	80	76	74	
Leave to look after a sick child	Non-consolidated	case	161	200	215	
Number of employees who took family care leave	Non-consolidated	person	0	0	1	
Number of employees who took maternity leave	Non-consolidated	person	57	71	79	
Number of employees eligible for child care leave	Male	Non-consolidated	person	184	192	158
	Female			49	49	66
	Total			233	241	224
Number of employees who took child care leave	Male	Non-consolidated	person	2	5	2
	Female			49	49	66
	Total			51	54	68
Number of employees who returned to work after taking child care leave	Male	Non-consolidated	person	2	5	0
	Female			35	49	36
	Total			37	54	36
Ratio of employees who returned to work after taking child care leave	Male	Non-consolidated	%	100	100	—
	Female			97.2	90.7	92.3
	Total			97.4	91.5	92.3
Number of individuals using shortened work hour system	Non-consolidated	person	99	121	129	
Number of cases of violations of the Labor standards Act	Non-consolidated	case	2	4	1	

## ESG quantitative data

## Society (Occupational safety and health)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>Number of occupational accidents</b>	Employees (full-time)	Non-consolidated	person	3	1	2
<b>Number of deaths by occupational accidents</b>	Employees	Non-consolidated	person	0	0	0

## Society (Human resources development)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>Ability development training</b>	Total number of lectures	Non-consolidated	session	320	321	326
	Number of employees participating in training		person	12,351	11,868	11,818
	Total hours of training received		hour	54,951	59,718	62,967
	Average hours per employee			10.6	11.6	12.4
<b>Number of employees dispatched overseas</b>	Non-consolidated	person	1,099	1,112	1,101	
<b>Number of employees undergoing training overseas</b>	Non-consolidated	person	97	82	94	
<b>Annual education and training cost per employee</b>	Non-consolidated	yen	531,706	518,882	478,884	

## Society (Social contribution)

Item	Scope	Unit	FY 2015	FY 2016	FY 2017
<b>Expenditure for social contribution activities</b>	Consolidated	million yen	1,130	1,549	1,556
<b>Number of employees who used the volunteer leave program</b>	Non-consolidated	person	4	3	3

## ESG quantitative data

## Governance (Board of Directors, Audit &amp; Supervisory Board, Advisory Committee)

Item			Scope	Unit	FY 2015	FY 2016	FY 2017
<b>Number of Directors</b> <sup>(*)</sup>	Inside directors	Male	Non-consolidated	person	10	10	6
		Female			0	0	0
		Total			10	10	6
	Independent outside directors	Male			2	3	2
		Female			1	1	1
		Total			3	4	3
	Total				13	14	9
<b>Ratio of female Directors</b> <sup>(*)</sup>				%	8	7	11
<b>Number of Board of Directors meetings</b>				time	17	18	21
<b>Number of Audit &amp; Supervisory</b> <sup>(*)</sup>	Inside Audit & Supervisory Board members	Male	Non-consolidated	person	2	2	2
		Female			0	0	0
		Total			2	2	2
	Independent outside Audit & Supervisory Board members	Male			3	3	3
		Female			0	0	0
		Total			3	3	3
	Total				5	5	5
<b>Number of outside Audit &amp; Supervisory Board members with expertise in financial affairs and accounting</b> <sup>(*)</sup>					1	1	1
<b>Number of Audit &amp; Supervisory Board meetings</b>				time	16	15	14
<b>Nomination and Remuneration Advisory Committee</b> <sup>(*)</sup>	Inside members	Male	Non-consolidated	person	2	2	2
		Female			0	0	0
		Total			2	2	2
	Independent outside members	Male			2	2	2
		Female			1	1	1
		Total			3	3	3
	Total				5	5	5
<b>Ratio of outside directors in the Nomination and Remuneration Advisory Committee</b> <sup>(*)</sup>				%	60	60	60
<b>Number of Nomination and Remuneration Advisory Committee meetings</b>				time	2	5	6

(\*) Figures at the end of June of each fiscal year

## ESG quantitative data

## Governance (Remuneration)

Item		Scope	Unit	FY 2015	FY 2016	FY 2017	
<b>Remuneration of Directors</b>	Directors (Excluding outside directors)	Monthly remuneration	Non-consolidated	million yen	686	667	530
		Bonus for Directors			67	149	174
		Stock options			90	79	64
		Total			843	895	769
	Outside directors	Monthly remuneration			34	47	41
		Bonus for Directors			–	–	–
		Stock options			–	–	–
		Total			34	47	41
<b>Remuneration of Audit &amp; Supervisory Board members</b>	Inside Audit & Supervisory Board members (Excluding Outside Audit & Supervisory Board members)	Monthly remuneration	Non-consolidated	million yen	87	86	86
		Bonus			–	–	–
		Stock options			–	–	–
		Total			87	86	86
	Outside Audit & Supervisory Board members	Monthly remuneration			35	34	38
		Bonus			–	–	–
		Stock options			–	–	–
		Total			35	34	38
<b>Audit fees</b> (KPMG AZSA LLC)	Fees for auditing services	Non-consolidated	–	million yen	499	493	495
		Consolidated subsidiaries			575	565	508
		Total			1,074	1,058	1,003
	Fees for non-auditing services	Non-consolidated			6	5	18
		Consolidated subsidiaries			24	24	41
		Total			30	29	59

## Governance (Compliance)

Item		Scope	Unit	2017 <sup>(*)</sup>
<b>Compliance-related seminars and other training programs</b>	Number of times	Head Office or domestic/overseas corporations <sup>(*)</sup>	time	≥ 190 times
	Number of participants		person	Total of ≥ 14,570 persons
<b>Of the above, seminars and other training programs related to anti-bribery and anti-corruption</b>	Number of times		time	≥ 70 times
	Number of participants		person	Total of ≥ 2,710 persons

(\*) Figures from January to December 2017

(\*\*) Including training programs conducted by Sumitomo Corporation or its regional offices for business-line subsidiaries in Japan or overseas.