

Disclosure based on IBC Stakeholder Capitalism Metrics

Overview

In January 2021, Sumitomo Corporation supported and signed the Stakeholder Capitalism Metrics, a standard for non-financial information disclosure published by the International Business Committee (IBC) of the World Economic Forum. Stakeholder Capitalism Metrics is a set of universal and comparable disclosures consisting of 21 core metrics and 34 expanded metrics focused on people, planet, prosperity and governance. While utilizing this Metrics, we will further expand the disclosure of non-financial information to our stakeholders.

In FY2021, our disclosure focuses on the Metrics that are of high importance to the Company. We do not currently disclose all of them, but we will continue to review our disclosure based on the importance of the Metrics to our company and usefulness to our stakeholders.

Principle of Governance

: Core Metric : Expanded Metric

Theme	Metric	Response
Governing Purpose	Setting purpose The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Sumitomo Corporation believes that establishing and maintaining better governance and pursuing its business activities will help to grow and develop sustainably. In addition, such efforts will help Sumitomo Corporation to enhance its corporate value over the mid-to-long term and to fulfill its social mission as a corporation. Sumitomo Corporation believes that this will also serve the interest of its shareholders and all other stakeholders, including clients, employees, and local communities, and Sumitomo Corporation plans to maintain unstinting efforts to improve its governance further in future. This is mentioned in Section 2.2 of " Sumitomo Corporation Corporate Governance Principles ".
	Purpose-led management How the company's stated purpose is embedded in company strategies, policies and goals.	The mission of Sumitomo Corporation is to support all our stakeholders, including shareholders, clients, local communities and employees, in their endeavors to achieve prosperity and realize their dreams through our sound business activities. To fulfill this mission, we have established and disclosed management principles and policies including Environment Policy, Sumitomo Corporation Group Compliance Policy, Sumitomo Corporation Group Anti-Corruption Policy, CSR Action Guidelines for Supply Chain Management, Policies on Climate Change Issues, and Sumitomo Corporation Group's Human Rights Policy. In addition, to pursue the sustainability of our company and society in accordance with our corporate mission, we have been working to enhance the sustainability management since 2020. As part of the efforts, we identified key social issues and set mid- and long-term goals for each of the social issue. As we strive to solve the social issues through our business, we will disclose the progress in the ESG Communication Book. For more information on the key social issues and their mid- and long-term goals, please refer to page 14, 15.
Quality of Governing Body	Governance body composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	We disclose the composition of the highest governance body (Board of Directors (Audit & Supervisory Board Member system)), and its members (Directors: 6 internal, 5 external (of which, 2 female members), Audit & Supervisory Board Members: 2 internal, 3 external (of which, 1 female member) on page 112, 113. We also disclose the information on our Corporate Governance Report, Integrated Report, "Sumitomo Corporation Corporate Governance Principles" as well as in the Notice of Convocation for our Ordinary General Meeting of Shareholders. Regarding the number of each individual's other significant positions and the nature of commitments, Sumitomo Corporation discloses the status of main duties, in accordance with laws and regulations, in the business report section in the Notice of Convocation as well as other reference documents for the Ordinary General Meeting of Shareholders.

Disclosure based on IBC Stakeholder Capitalism Metrics

Principle of Governance

: Core Metric : Expanded Metric

Theme	Metric	Response
Quality of Governing Body	Progress against strategic milestones Disclosure of the material strategic economic, environmental and social milestones expected to be achieved in the following year, such milestones achieved from the previous year, and how those milestones are expected to or have contributed to long-term value.	Sumitomo Corporation sets quantitative and qualitative management targets in its mid-term management plan and makes efforts to achieve the targets through a thorough plan-do-check-act (PDCA) cycle. In the new mid-term management plan "SHIFT 2023", which has started in FY2021, we are also monitoring the social and environmental aspects of our business based on the 6 key social issues that were identified in FY2020 as well as their mid- and long-term goals and annual action plans. We will disclose the results starting in FY2022. For more information on the key social issues and their mid- and long-term goals, please refer to page 14 to 20.
	Remuneration 1. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy and long-term value. 2. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: – Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses and deferred or vested shares – Sign-on bonuses or recruitment incentive payments – Termination payments – Clawbacks – Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees	1. For performance-linked bonuses, from the perspective of reinforcing the relationship with the Group's management strategy, the total amount to be paid is determined in accordance with the performance management index to be focused on in the mid-term management plan "SHIFT 2023", and the amount to be paid to individual officers is distributed according to their position and personal evaluation and paid after the end of the fiscal year. In addition, each officer is evaluated on the basis of both financial indicators (status of achievement of business plans, etc. in the respective areas of responsibility) and non-financial indicators (business reform through digital transformation (DX), enhancement of sustainability management, promotion of diversity & inclusion etc.) so they can become more aware in regard to their commitment to management strategy and results. In principle, the ratio of financial indicators to non-financial indicators in personal evaluation is 50:50. 2. Remuneration policy 1: Remuneration standards and remuneration composition ratios of Executive Directors and Executive Officers The Company has established appropriate remuneration standards and remuneration composition ratios based on its business environment, management strategy and human resources strategy, with reference to objective remuneration market research data, etc. provided by external specialized agencies such as the Willis Towers Watson "Executive Compensation Database". The remuneration composition ratio for Executive Directors is set so that when consolidated net income and basic cashflow are 200 billion JPY and the stock growth rate reaches 100%, monthly remuneration, performance-linked bonus and stock-based remuneration are as follows. Remuneration composition ratio (monthly remuneration, performance-linked bonus, stock-based remuneration): CEO: 40 : 35 : 25 Other Executive Directors: 47.5 : 32.5 : 20 Remuneration policy 2: Performance-linked bonus Please refer to item 1 of this section. Remuneration policy 3: Restricted Performance Share Unit-Based Remuneration With the aim offering incentives to seek sustainable improvement of the Company's corporate value as well as promoting efforts to increase our corporate value over the medium to long term, the Company's common shares (restricted) in number determined according to the Company's stock growth rate (ratio of Company's stock growth and including dividends to the growth rate of TOPIX (Tokyo Stock Exchange Stock Price Index)) during the 3 year evaluation period are granted each year in principle. The restriction period will be from the day the shares are granted and until the day the recipients resigns or retires from all their positions as Director or Executive Officer of the Company or any other position determined by the Board of Directors.

Disclosure based on IBC Stakeholder Capitalism Metrics

Principle of Governance

: Core Metric : Expanded Metric

Theme	Metric	Response
Stakeholder Engagement	Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	<p>The basis for the Sumitomo Corporation Group's operations can be found in Sumitomo's Business Philosophy, which has formed the foundation for Sumitomo's sustainable development over the course of 400 years. One of the credos of this philosophy states: "Benefit for self and others, private and public interests are one and the same." We interpret this credo advocates Sumitomo's business activities must benefit not only Sumitomo, but also society around us to achieve sustainable growth together.</p> <p>In 2017, the Group identified 6 material issues for achieving sustainable growth with society. By constantly clarifying the relationship between our strategy and business with the material issues, we have been conducting sustainability management with the awareness that our business activities will contribute to solving social issues.</p> <p>In 2020, to further enhance the sustainability management and clarify our role in realizing a sustainable society, we have identified 6 key social issues that we address through our business and corporate activities. The 6 key social issues are: "Mitigation of climate change", "Circular economy", "Respect for human rights", "Development of local society and economy", "Improvement of living standard" and "Quality education".</p> <p>When identifying the 6 key social issues, we launched an internal project team, which first created a long list of global social issues based on the UN Sustainable Development Goals. Also, considering the characteristics of our business activities as an integrated general trading company, the project team came up with hypotheses related to important issues deeply involving the Group and picked out several issues from the long list. At the same time, they conducted surveys and interviews with the general managers of each business unit and division concerning opportunities and risks related to social issues within the strategies and business activities of each organization based on the long list. They then analyzed the relationship of our businesses to each issue. Finally, after comparing their hypotheses with the survey results and organizing them into categories, the team identified 6 key social issues. The key social issues and long-term goals were decided in June 2020 after resolutions by the Management Council and the Board of Directors. We also decided on medium-term goals in May 2021. In this series of processes, opinions were exchanged with experts on the environment and human rights, institutional investors, international organizations, and others to verify that the expectations of our various stakeholders have been properly reflected.</p>
Ethical Behaviour	Anti-corruption 1.Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. 2. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3.Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	<ol style="list-style-type: none"> Sumitomo Corporation and its Group companies have conducted more than 70 seminars and other training programs on anti-corruption and more than 11,700 officers/employees participated in FY2020. No incident was confirmed in FY2020 in which the Company has been fined in a large amount nor convicted of bribery of public officials. Sumitomo Corporation Group implements strict measures to prevent bribery, inappropriate payments, and all other forms of corruption. Specifically, we have established the "Rules for Prevention of Bribery of Public Officials", which regulate the provision of entertainment, gifts, invitations and donations to domestic and foreign public officials as well as the selection of service providers (such as agents, consultants or other business intermediaries). We extend these rules to overseas offices and Group companies and we also offer ongoing employee education and work constantly to prevent bribery and corruption. <p>Our "Sumitomo Corporation Group Anti-Corruption Policy", which summarizes the Group's principles and policies outlined above, sets out the Group's basic principles in this area and explains our anti-bribery system and our initiatives for the prevention of bribery to our business partners including service providers, and request their understanding and cooperation.</p>

Disclosure based on IBC Stakeholder Capitalism Metrics

Principle of Governance

: Core Metric : Expanded Metric

Theme	Metric	Response
Ethical Behaviour	Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.	Our internal rules stipulate "Immediate Report", which means that any issues or potential issues in relation to compliance must be reported immediately to their line manager or to the relevant department of the Corporate Group. Such issues include not only the violation of antitrust/competition laws or anti-bribery/corruption laws but also workplace misconduct, falsification of accounts, or harassment. If reporting through the usual reporting line is difficult for some reason, we maintain a "Speak-Up System" available to officers and employees to report the issue to the Chief Compliance Officer through an internal or external hotline. In addition, we have developed and launched the group-based Speak-Up System, which enables officers and employees of group companies both in and outside Japan to report compliance-related issues. For more details, please see our website . Also, appropriate departments respond to advice and reports received from external stakeholders through the Contact Form on our website, etc.
	Monetary losses from unethical behaviour Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice or violations of other related industry laws or regulations.	In FY2020, there was no incident (monetary loss) at Sumitomo Corporation.
Risk and Opportunity Oversight	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Sumitomo Corporation Group faces a variety of social issues in the course of its wide-ranging business activities. As the world strives to achieve a sustainable society, in 2020, we have identified 6 key social issues and their long-term goals to further clarify our role. Furthermore, in 2021, based on the long-term goals, we have set mid-term goals to promote more specific initiatives, such as the development of business opportunities that capture changes in the business environment surrounding each issue and the development of risk management mechanism. The progress of these initiatives will be monitored and discussed at the Corporate Sustainability Committee. In addition, when making new business investment, we assess its social and environmental impact. The Company Investment Committee*, which the Corporate Sustainability team is a member of, discusses including the perspective of social and environmental risks and opportunities. *Advisory body to the Management Council, which is the highest executive-level decision-making body Please see page 9 for our business risks and opportunities identified for various sustainability topics.
	Economic, environmental and social topics in capital allocation framework How the highest governance body considers economic, environmental and social issues when overseeing major capital allocation decisions, such as expenditures, acquisitions and divestments.	At Sumitomo Corporation, the discussion of management resource allocation is done at the biannual Strategy Meeting where the top management participates. The decision is finalized at the Management Council, which is the highest executive-level decision-making body and is executed under the supervision of the Board of Directors. When setting the areas of business growth fields, which are the focus points of the resource allocation in each business areas, we also consider opportunities and risks in each business areas that arise from social issues. When discussing a new investment opportunity in individual business, we consider not only profitability, but also environmental and social impacts and/or risks based on the uniqueness of the business. If necessary, we hire an external expert and conduct a thorough due diligence on the environmental and social aspects (i.e. pollution, biodiversity, use of water and other limited natural resources, respect of human rights, occupational health and safety, other workplace environment, impact on local communities etc.) and make the final investment decision. Also, we continuously monitor the environmental and social impact in the post-investment process as well. In addition, policies and initiatives pertaining to non-financial aspects that are essential for promoting our sustainability management are discussed at the Corporate Sustainability Committee and then proposed at the Management Council. All of these processes are carried out under the supervision of the Management Council as well as the Board of Directors. For more information on our risk management, please refer to page 120, 121.

Disclosure based on IBC Stakeholder Capitalism Metrics



Planet

 : Core Metric
 : Expanded Metric

Theme	Metric	Response
Climate Change	Greenhouse gas (GHG) emissions For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Sumitomo Corporation Group's greenhouse gas emissions (t-CO ₂ e) for FY2020 are as follows: • Scope 1: 1,526,724 (Breakdown of GHG type) CO ₂ 1,522,514 N ₂ O 4,210 • Scope 2: 652,611 • Scope 3 Upstream Transportation and Distribution: 3,875 • Scope 3 Waste: 5 • Scope 3 Business Trips: 67 • Scope 3 Employee Commuting: 140 • Scope 3 Downstream Leased Assets : 30,294 For more information such as the reporting boundaries and CO ₂ emissions, see our Environmental Data available on page 124. Also, please refer to page 39 for our CO ₂ emission reduction initiatives that we announced as the mid-term goal for climate change mitigation.
	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Sumitomo Corporation has been supporting the TCFD recommendations since March 2019. Please see page 25 to 39 for the disclosure on governance, strategy, risk management, targets and KPIs related to climate change based on the TCFD recommendations. Also, we have identified "mitigation of climate change" as one of the 6 key social issues which the Group will address to achieve a sustainable society. As a long-term goal, the Group will aim to carbon neutralize its business by 2050, and also will aim to achieve its mid-term goal, which is to reduce CO ₂ emissions by 50% or more by 2035 compared to 2019 levels.
	Paris-aligned GHG emissions targets Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets initiative, if applicable. If an alternative approach is taken, disclose the methodology used to calculate the targets and the basis on which they deliver on the goals of the Paris Agreement.	As stated above, we have a long-term goal of seeking to become carbon neutral in the Group's business by 2050 and we will also contribute to the carbon neutralization of society. Also, we have set a mid-term goal of reducing the CO ₂ emissions by 50% or more by 2035 compared to 2019 levels. For specific action plans and initiatives, please see page 27 and 39.

Disclosure based on IBC Stakeholder Capitalism Metrics

Planet

 : Core Metric
  : Expanded Metric

Theme	Metric	Response
Nature Loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	The Group does not disclose this information, however, we have a process in place to consider the impact on land use and ecosystems when considering new investments and loans.
Fresh water availability	Water consumption and withdrawal in water-stressed areas Report for operations where material: mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	<p>The Group's water consumption and withdrawal in water-stressed areas(*) for FY2020 are as follows:</p> <ul style="list-style-type: none"> • Total water consumption : 40,400 mega liters Of this, 4.1% in water-stressed areas* • Total water withdrawal : 93,120 mega liters Of this, 2.2% in water-stressed areas* <p>(*) Water-stressed areas :The regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.</p>

Disclosure based on IBC Stakeholder Capitalism Metrics

People

 : Core Metric
 : Expanded Metric

Theme	Metric	Response																								
Dignity and Equality	Diversity and inclusion (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	<p>The Sumitomo Corporation Group has a diverse workforce made up of people who have different lifestyles and values in addition to differences in gender and nationality. It is essential to utilize the rich mix of "knowledge" held by diverse people as a source of competitiveness in order to survive and stay ahead in complex business domains. We will focus on the diversity of our workforce on a global basis, particularly on the strengths of individuals, and bring these strengths together in combination. By doing so, we will drive the progress of our growth strategies.</p> <p>Gender ratio at Sumitomo Corporation (non-consolidated) as of March 2021: Male: 3,937 / Female: 1,303</p> <p>Percentage by age group at Sumitomo Corporation (non-consolidated) as of March 2021:</p> <table><tr><th>Age group</th><th>20s</th><th>30s</th><th>40s</th><th>50s</th><th>60s</th><th>Over 70s</th><th>Total</th></tr><tr><th>Number of employees</th><td>972</td><td>1,395</td><td>1,168</td><td>1,279</td><td>420</td><td>6</td><td>5,240</td></tr><tr><th>%</th><td>19%</td><td>27%</td><td>22%</td><td>24%</td><td>8%</td><td>0%</td><td>100%</td></tr></table>	Age group	20s	30s	40s	50s	60s	Over 70s	Total	Number of employees	972	1,395	1,168	1,279	420	6	5,240	%	19%	27%	22%	24%	8%	0%	100%
	Age group	20s	30s	40s	50s	60s	Over 70s	Total																		
	Number of employees	972	1,395	1,168	1,279	420	6	5,240																		
	%	19%	27%	22%	24%	8%	0%	100%																		
Pay equality (%) Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	There is no gap in basic salary and remuneration in each employee category such as gender and ethnicity etc.at Sumitomo Corporation (non-consolidated).																									
Wage level (%) 1.Ratios of standard entry level wage by gender compared to local minimum wage. 2.Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	<p>Sumitomo Corporation Group sets salary level that exceeds minimum wage level in each region.</p> <p>The wage level at Sumitomo Corporation (non-consolidated) is as follows:</p> <p>1. The standard entry level wage exceeds the minimum wage level in Japan and there is no gap between gender. New graduate with master's degree or higher: 290,000 JPY/month New graduate with bachelor's degree: 255,000 JPY/month</p> <p>2. The ratio of the annual total compensation of the President and CEO to the median of the annual total compensation of all its employees at Sumitomo Corporation (non-consolidated), except the President and CEO, is 32:3. (President and CEO: 144 mil. JPY, Median of the annual total compensation of all employees at Sumitomo Corporation: 13.5 mil. JPY)</p>																									
Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	<p>In accordance with the Sumitomo Corporation Group's Human Rights Policy, Sumitomo Corporation began human rights due diligence in 2020. We identified 8 salient human rights issues, such as "forced labor and child labor", that should be addressed with priority so that we can assess impacts concerning human rights throughout the Group.</p> <p>Through our desktop research, we have identified food and textile related businesses as areas with high risks of forced and child labor in the supply chain and we confirmed the status of risk management in both business areas by conducting internal interviews. Specifically, in the textile business, CSR audits are being conducted based on standards of some of our customers, at factories where we manage or outsource.</p> <p>Also, the food wholesale business properly manages to minimize the risk of forced and child labor by conducting supplier questionnaire to suppliers associated with high-risk countries or goods, based on the list of TVPRA (Trafficking Victims Protection Reauthorization Act) published by the US Bureau of International Labor Affairs (ILAB).</p> <p>In addition, as conflict minerals poses a serious risk of forced and child labor, we monitor the risk by regularly checking the status and result of conflict minerals survey in the Group.</p> <p>For more information on our human rights related initiatives, please see page 60 to 65.</p>																									

Disclosure based on IBC Stakeholder Capitalism Metrics

People

: Core Metric : Expanded Metric

Theme	Metric	Response
Dignity and Equality	Freedom of association and collective bargaining at risk (%) 1. Percentage of active workforce covered under collective bargaining agreements. 2. An explanation of the assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk, including measures taken by the organization to address these risks.	As of March 2021, the number of members of the Sumitomo Corporation Labor Union is 3,065, accounting for 59.2% of all employees of Sumitomo Corporation (non-consolidated).
	Human rights review, grievance impact & modern slavery (#, %) 1. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country. 2. Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period and an explanation on type of impacts. 3. Number and percentage of operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	1. In accordance with the Sumitomo Corporation Group's Human Rights Policy, Sumitomo Corporation began human rights due diligence in 2020. The Sumitomo Corporation Group's business activities extend to various industries and regions. We started by conducting a desk top survey to confirm the Group's businesses and their value chains, and developed a hypothesis on businesses that may be exposed to high risks and human rights issues that are closely related to the value chains in those businesses. We then exchanged opinions with stakeholders including outside experts and also hired outside experts and conducted internal interviews on 12 business teams to verify the hypothesis. Through these consultations, we classified the human rights issues according to the likelihood of these issues emerging in the Group's business and also the degree of severity in case they emerge. As a result, we identified 8* salient human rights issues within the Sumitomo Corporation Group. *The 8 salient issues: labor conditions (wages and working hours), freedom of association and the right to collective bargaining, forced labor and child labor, occupational health and safety, health and safety of local residents, land rights, discrimination and harassment, personal information and privacy. Please see page 61 for details on the human rights due diligence process. 2. Out of cases reported or pointed out by stakeholders including civil society organizations, local communities and regulatory authorities, there were 8 cases* that are related to the 8 salient human rights issues. We investigate the issues reported by the stakeholders, and if corrective action is necessary, appropriate measures are considered and implemented. *Excludes incidents of discrimination and harassments. Also, the occupational health and safety does not include work-related injuries or fatalities. 3. Please refer to our comments in the section "Risk for incidents of child, forced or compulsory labour".
Health and Well-being	Health and safety (%) 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	The coverage of the following data is Sumitomo Corporation (non-consolidated): 1. Work-related fatalities: FY2018: 0, FY2019: 0, FY2020: 0 High-consequence work-related injuries (excl. fatalities): FY2018: 0, FY2019: 0, FY2020: 0 Recordable work-related injuries: FY2018: 1, FY2019: 3, FY2020: 1 We do not disclose the details (i.e. types of work-related injury, number of hours worked). 2. Sumitomo Corporation (SC) promotes the following medical and healthcare services: • In-house clinic (internal medicine and dentistry) : All employees of SC have access to the clinic during work hours. • Massage room, Counseling Center: All employees of SC Group have access to the services during work hours. • Advanced Healthcare Expense Program : This covers conditions that give rise to substantial economic burdens as a result of treatment not covered by insurance and the program is available to all employees of SC. By broadly covering treatment not covered by health insurance, the program can support employees receive treatment with reassurance and return to work at the earliest possible time or continue working while receiving treatment. • Health consultation service: Since the incidence and death rates of breast cancer and uterine cancer have been increasing among younger women in recent years, we started providing information on a gynecological exam subsidy program during periodic health checkups. We also have set up a consultation service for women's specific health issues. For more details, please see page 66 to 75, and 129.

Disclosure based on IBC Stakeholder Capitalism Metrics

People

 : Core Metric
 : Expanded Metric

Theme	Metric	Response								
Health and Well-being	Monetized impacts of work-related incidents on organization (#, \$) By multiplying the number and type of occupational incidents by the direct costs for employees, employers per incident (including actions and/or fines from regulators, property damage, healthcare costs, compensation costs to employees).	There was 1 occupational incident at Sumitomo Corporation (non-consolidated) in FY2020, and the financial impact was 50,000 JPY (healthcare cost).								
Skills for the Future	Training provided (#, \$) Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	The following data covers training programs for Sumitomo Corporation (non-consolidated) which were conducted by the HR department in FY2020. The trainings are not restricted by gender. Number of participants: 5,225 employees Total number of hours of training provided: 50,806.1 hours Total expenditure: 1.676 bil. JPY Average training hours per employee: 9.7 hours Development expenditure per employee: 320,000 JPY								
	Monetized impacts of training – Increased earning capacity as a result of training intervention (% , \$) 1. Investment in training as a percentage (%) of payroll. 2. Effectiveness of the training and development through increased revenue, productivity gains, employee engagement and/or internal hire rates.	The following data covers training programs for Sumitomo Corporation (non-consolidated) which were conducted by the HR department in FY2020. 1. Investment in training as a percentage (%) of payroll: 1.8% (training expenditure 1.676 bil. JPY/ total pay roll of 93.399 bil. JPY) 2. The Sumitomo Corporation Employee Awareness Survey conducted in 2019 indicated that "the level of satisfaction with the company" remained at high levels. We believe that trainings have contributed to attaining high level of employee engagement. <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="background-color: #008080; color: white;">(0~5) Assessment</th><th style="background-color: #008080; color: white;">5th Survey (FY2016)</th><th style="background-color: #008080; color: white;">6th Survey (FY2019)</th></tr> </thead> <tbody> <tr> <td>Feeling of satisfaction with the company</td><td style="text-align: center;">3.9</td><td style="text-align: center;">3.9</td></tr> <tr> <td>Work-life management(level of satisfaction & practice)</td><td style="text-align: center;">3.3</td><td style="text-align: center;">3.4</td></tr> </tbody> </table>	(0~5) Assessment	5th Survey (FY2016)	6th Survey (FY2019)	Feeling of satisfaction with the company	3.9	3.9	Work-life management(level of satisfaction & practice)	3.3
(0~5) Assessment	5th Survey (FY2016)	6th Survey (FY2019)								
Feeling of satisfaction with the company	3.9	3.9								
Work-life management(level of satisfaction & practice)	3.3	3.4								

Disclosure based on IBC Stakeholder Capitalism Metrics

Prosperity

 : Core Metric
 : Expanded Metric

Theme	Metric	Response
Employment and Wealth Generation	Absolute number and rate of employment Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	The data for Sumitomo Corporation (non-consolidated) is as follows: 1-1. Absolute number of new graduate hires in FY2020 <by gender> Male: 102, Female: 52 (Male 62.2%, Female 33.8%) <by age group> All new graduate hires are in the 20s 1-2. Absolute number of mid-career hires in FY2020 <by gender> Male: 24, Female: 3 (Male 88.9%, Female 11.1%) <by age group> 30s: 19, 40s: 7, 50s: 1 (30s: 70.4%, 40s: 25.9%, 50s: 3.7%) 2. Average length of years served/Turnover rate in FY2020 <by gender> Male: 19.1years/1.9%, Female 16.3 years/ 1.7%
	Economic contribution 1.Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: a) Revenues b) Operating costs c) Employee wages and benefits d) Payments to providers of capital e) Payments to government f) Community investment 2.Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	1. For items a through e, please refer to Consolidated Financial Statements beginning on page 38 of FY2020 Consolidated Financial Statements. For item f, please refer to the "Expenditure for social contribution activities" listed on page 129 of this ESG Communication Book 2021. 2. We do not currently conduct this assessment.
	Financial investment contribution 1.Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2.Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	The result for Sumitomo Corporation Group in FY2020 is as follows: 1. In our new medium-term management plan "SHIFT 2023" which covers FY2021 through FY2023, we plan to invest and lend about 1.1 trillion yen during the period of the new Medium-Term Management Plan, primarily in the "Steady Business Growth" category where market growth is anticipated and where the Company's strengths have already been demonstrated, while recouping our funds by replacing assets in the other three categories. More specifically, we plan to expand investment in the business areas of domestic real estate, construction equipment rental and renewable energy businesses among others. For more details, please see the "Management Policies, Business Environment and Management Challenges" section on page 1 of FY2020 Consolidated Financial Statements. 2. Sumitomo Corporation aims to increase dividends by achieving medium and long-term earnings growth while adhering to its fundamental policy of paying shareholders a stable dividend over the long term. Although profit (loss) for the year attributable to owners of the parent in FY2020 totaled loss of ¥153.1 billion, the annual dividend for FY2020 is planned to be ¥70 per share. The decision is based on the fact that our financial soundness is maintained as planned by tightening cost management, reducing interest bearing liabilities through cash flow management and maintaining risk-weighted assets within core risk buffer under emergency mode. It is also based on the projection that the profitability is expected to recover and the financial soundness is expected to maintain and improve. As a result, the total of dividend paid was 97,916 mil. JPY (by combining the paid for acquisition of treasury stocks, the total was 97,921 mil. JPY). Under "SHIFT 2023", our medium-term management plan for FY2021 - FY2023, we will decide the annual dividend based on our fundamental policy of paying long-term stable dividends and taking into consideration the status of fundamental earnings capacity, cash flows, and other factors, with a consolidated payout ratio of about 30% as a guideline, maintaining at least ¥70 per share, the same amount as the annual dividend for FY2020.

Disclosure based on IBC Stakeholder Capitalism Metrics

Prosperity

: Core Metric : Expanded Metric

Theme	Metric	Response
Employment and Wealth Generation	Infrastructure investments and services supported Qualitative disclosure to describe the below components: 1. Extent of development of significant infrastructure investments and services supported. 2. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. 3. Whether these investments and services are commercial, in-kind or pro bono engagements.	<p>The 6 key social issues that Sumitomo Corporation has set have two themes: "the sustainability of society" and "development and advancement of society".</p> <p>The sustainability of society is a globally shared goal as well as a major premise of the Group's business. On the other hand, the solutions for pursuing the sustainability of society will be generated from further social and economic development and therefore, we believe that these two themes are mutually complementary.</p> <p>The infrastructure business including power generation, water production, transportation and communication, which we provide on a global scale, contributes to the "development and advancement of society". We will continue our efforts to contribute to the development of local society and economy as well as improving people's living standards through our sound business activities.</p> <p>While society seeks for sustainable development, the expectation for infrastructure business has also shifted.</p> <p>To capture progress in global climate change mitigation, we will expand our renewable energy business and also develop and deploy carbon free energy such as hydrogen and ammonium business, which are essential in building decarbonization system and sustainable energy cycle required to realize a carbon neutral society. In addition, we will expand new power and energy services (i.e. large-scale storage batteries business, battery reuse business, power energy platform business, hybrid energy service business etc.).</p> <p>Furthermore, not only developing infrastructure as business, but we also have been providing infrastructure as part of our social contribution initiative. For example, as part of the mining business, roads, bridges, water supplies, hospitals, and schools were constructed for the local community.</p> <p>We disclose the impact to environment and society on page 124 to 129. For more information on our infrastructure business, please refer to page 19, 20 and 51.</p>
Innovation of Better Products and Services	Total R&D expenses (\$) Total costs related to research and development.	The total R&D cost for Sumitomo Corporation Group in FY2020 is 1,856 mil. JPY.
Community and Social Vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Please see the Consolidated Statement of Cash Flows, which is listed on page 45 and 46 of FY2020 Consolidated Financial Statements, for information on income tax paid. We do not currently analyze the total taxes paid except for the income tax.