

## ESG Quantitative Data

## Environment (Climate change)

| Item                               |                           | Scope  | Unit                 | FY 2015 | FY 2016 | FY 2017   | FY 2018   |
|------------------------------------|---------------------------|--|----------------------|---------|---------|-----------|-----------|
| <b>CO2 Emissions (※1, 2)</b>       | Non-consolidated          | Head office, regional offices, branches and sub-branches in Japan and overseas | t-CO2                | 5,670   | 5,190   | 4,926     | 4,148     |
|                                    | Consolidated Subsidiaries | Domestic and overseas consolidated subsidiaries                                |                      | 18,879  | 312,538 | 1,681,728 | 1,565,611 |
|                                    | Total                     |  |                      | 24,549  | 317,727 | 1,686,654 | 1,569,759 |
|                                    | Intensity (per m)         | Head office, regional offices, branches and sub-branches in Japan              | t-CO2/m <sup>2</sup> | 0.074   | 0.066   | 0.062     | 0.06      |
| <b>CO2 Emissions (Scope3) (※3)</b> | Logistics                 | Head office, regional offices, branches and sub-branches in Japan              | t-CO2                | 8,971   | 7,420   | 7,803     | 5,216     |
|                                    | Waste                     |  |                      | 11      | 11      | 6         | 6         |
|                                    | Overseas Business Trips   |  |                      | 26,348  | 26,518  | 28,569    | 30,232    |
|                                    | Commuting                 |  |                      | 815     | 751     | 709       | 636       |
|                                    | Downstream Leased Assets  |  |                      | 36,398  | 35,148  | 36,894    | 35,230    |

(※1) The CO2 emissions up to FY 2015 are those of non-consolidated, direct consolidated subsidiaries/office only, for FY 2016 are those of non-consolidated, direct consolidated subsidiaries/all sites (office and production base), and from FY 2017 are those of non-consolidated, direct and indirect consolidated subsidiaries/all sites.

(※2) CO2 emissions derived from electricity consumption were calculated using the CO2 emission factors of electric power below:

|  |   |
|--|---|
| (Non-consolidated in Japan)                              | The basic emission coefficients of individual power companies. Up to FY2015, the average emission coefficient of all power companies.   |
| (Direct and Indirect consolidated subsidiaries in Japan) | The average emission coefficient of all power companies.  |
| (Overseas)   | Emission factors from electricity generation are based on the country-specific data in 2013 listed on "CO2 EMISSIONS FROM FUEL COMBUSTION 2016 EDITION", an IEA (International Energy Agency) statistics. |

CO2 emission factors other than those from electricity generation are based on a manual for GHG emissions accounting, reporting, and disclosure systems published by Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry.

(※3) CO2 emissions (Scope 3) were calculated and tabulated as follows:

|                           |  |
|---------------------------|--|
| •Logistics                | : 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 (Climate change)

| Item                                |                                 | Scope  | Unit               | FY 2015 | FY 2016   | FY 2017    | FY 2018    |
|-------------------------------------|---------------------------------|--|--------------------|---------|-----------|------------|------------|
| <b>Energy Consumption (※1)</b>      | Non-consolidated                | Head office, regional offices, branches and sub-branches in Japan and overseas | GJ                 | —       | 50,693    | 48,472     | 49,904     |
|                                     | Consolidated subsidiaries       | Domestic and overseas consolidated subsidiaries                                |                    | —       | 2,700,307 | 18,049,112 | 17,698,351 |
|                                     | Total                           |  |                    | —       | 2,751,000 | 18,097,583 | 17,748,255 |
|                                     | 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      | 0.761      |
| <b>Electricity Consumption (※2)</b> | Non-consolidated                | Head office, regional offices, branches and sub-branches in Japan and overseas | MWh                | 8,429   | 8,134     | 7,536      | 5,773      |
|                                     | Consolidated subsidiaries       | Domestic and overseas consolidated subsidiaries                                |                    | 35,179  | 456,169   | 1,527,811  | 1,406,888  |
|                                     | Total                           |  |                    | 43,608  | 464,303   | 1,535,347  | 1,412,661  |
|                                     | 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      | 0.082      |

(※1) The calculation of energy consumption was started from FY 2016. The energy consumption for FY 2016 are those of non-consolidated, direct consolidated subsidiaries/all sites (office and production base), and from FY 2017 are those of non-consolidated, direct and indirect consolidated subsidiaries/all sites.

(※2) The electricity consumption for FY 2015 are those of non-consolidated, direct consolidated subsidiaries/office only, for FY 2016 are those of non-consolidated, direct consolidated subsidiaries/all sites (office and production base), and from FY 2017 are those of non-consolidated, direct and indirect consolidated subsidiaries/all sites.

## Environment (Water)

| Item                                |                           | Scope   | Unit              | FY 2015 | FY 2016 | FY 2017     | FY 2018     |
|-------------------------------------|---------------------------|---|-------------------|---------|---------|-------------|-------------|
| <b>Water Consumption (※1)</b>       | Non-consolidated          | Head office, regional offices, branches and sub-branches in Japan and overseas                            | m <sup>3</sup>    | 28,262  | 25,463  | 21,609      | 13,897      |
|                                     | Consolidated subsidiaries | Domestic and overseas consolidated subsidiaries   |                   | 167,491 | 160,481 | 130,799,605 | 118,222,013 |
|                                     | Total                     |   |                   | 195,753 | 185,944 | 130,821,214 | 118,235,911 |
|                                     | Intensity (per employee)  | Head office, regional offices, branches and sub-branches in Japan   | m <sup>3</sup> /人 | 5.975   | 5.54    | 4.883       | 3.525       |
| <b>(Components of Water Source)</b> | Third-party sources       | Head office, regional offices, branches and sub-branches, consolidated subsidiaries in Japan and overseas | m <sup>3</sup>    | —       | —       | —           | 3,378,261   |
|                                     | Groundwater               |   |                   | —       | —       | —           | 110,100,910 |
|                                     | Rivers, Lakes             |   |                   | —       | —       | —           | 4,756,698   |
|                                     | Rainwater                 |   |                   | —       | —       | —           | 42          |
| <b>Water Discharge (Sewer) (※2)</b> |                           | Head office, regional offices, branches and sub-branches in Japan and overseas                            | m <sup>3</sup>    | 28,262  | 25,463  | 21,609      | 13,897      |

(※1) The water consumption up to FY 2016 are those of non-consolidated, direct consolidated subsidiaries/office only, and from FY 2017 are those of non-consolidated, direct and indirect consolidated subsidiaries/all sites.

(※2) Since all sites are discharged into the sewer, the water discharge is equivalent to the amount of water consumption.

## ESG Quantitative Data

## Environment (Resources and waste)

| Item   | Scope  | Unit                  | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|--|--|-----------------------|---------|---------|---------|---------|
| <b>Waste Emissions (※1)</b>  | Non-consolidated   | t                     | 361     | 342     | 191     | 190     |
|  | Head office, regional offices, branches and sub-branches in Japan and overseas |                       |         |         |         |         |
|  | Consolidated subsidiaries  |                       |         |         |         |         |
|  | Total  | 1,514                 | 1,433   | 46,005  | 44,190  |         |
| Intensity (per employee)   | Head office, regional offices, branches and sub-branches in Japan              | t/employee            | 0.083   | 0.081   | 0.043   | 0.048   |
| <b>Recycled Waste Emissions</b>  | Head office, regional offices, branches and sub-branches in Japan              | t                     | 322     | 311     | 168     | 175     |
| <b>Non-recycled Waste Emissions (final waste disposal volume)</b>  |  | t                     | 20      | 14      | 2       | 6       |
| <b>Recycle Ratio</b>   |  | %                     | 94.2    | 95.8    | 98.8    | 96.5    |
| <b>Hazardous Waste Emissions</b>   | Head office, regional offices, branches and sub-branches in Japan              | t                     | 4.67    | 4.84    | 3.32    | 1.08    |
| <b>Air Pollutant Emissions (NOx : nitrogen oxide, SOx : sulfur oxide, VOC : volatile organic compound)</b> |  |                       | 0       | 0       | 0       | 0       |
| <b>Paper Consumption</b>   | Non-consolidated   | 1,000 sheets          | 28,975  | 25,681  | 22,280  | 18,604  |
|  | Intensity (per employee)   | 1,000 sheets/employee | 7.000   | 6.451   | 5.604   | 4.944   |

(※1) The waste emissions up to FY 2016 are those of non-consolidated, direct consolidated subsidiaries/office only, and from FY 2017 are those of consolidated, direct and indirect consolidated subsidiaries/all sites. The above figures for Japan include general waste but exclude industrial waste and valuable resource.

## Environment (Others)

| Item   | Scope   | Unit | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|--|---|------|---------|---------|---------|---------|
| <b>ISO14001</b>  | Head Office, regional offices, branches and sub-branches in Japan | site | 8       | 8       | 7       | 7       |
|  |   | %    | 100     | 100     | 100     | 100     |
| <b>Violations of environmental laws and regulations (penalties of one million yen or more, etc.)</b> | Head Office, regional offices, branches and sub-branches in Japan | case | 0       | 0       | 0       | 0       |
|  |   | yen  | 0       | 0       | 0       | 0       |

## ESG Quantitative Data

## Society (Personnel data)

| Item  |              | Scope            | Unit        | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|---|--------------|------------------|-------------|---------|---------|---------|---------|
| <b>Number of employees</b>  |              | Consolidated     | person      | 66,860  | 70,900  | 73,016  | 65,662  |
| <b>Number of temporary employees</b>  |              |                  |             | 20,313  | 20,465  | 25,619  | 25,700  |
| <b>Number of employees<br/>[Male/Female]</b>  | Male         | Non-consolidated | person      | 4,039   | 3,984   | 3,907   | 3,910   |
|   | Female       |                  |             | 1,165   | 1,178   | 1,184   | 1,216   |
|   | Total        |                  |             | 5,204   | 5,162   | 5,091   | 5,126   |
| <b>Number of new employees</b>  | Male         | Non-consolidated | person      | 108     | 102     | 107     | 104     |
|   | Female       |                  |             | 47      | 51      | 50      | 58      |
|   | Total        |                  |             | 155     | 153     | 157     | 162     |
| <b>Ratio of female new employees</b>  |              | Non-consolidated | %           | 30.3    | 33.3    | 31.8    | 35.8    |
| <b>Ratio of non-fulltime employees, such as contract and temporary employees (※1)</b> |              | Non-consolidated | %           | 6.6     | 6.4     | 6.4     | 7.2     |
| <b>Number of mid-career employees</b>   | Male         | Non-consolidated | person      | 5       | 8       | 7       | 35      |
|   | Female       |                  |             | 2       | 0       | 1       | 2       |
|   | Total        |                  |             | 7       | 8       | 8       | 37      |
| <b>Employment rate of disabled persons</b>  |              | Non-consolidated | %           | 2.14    | 2.11    | 2.21    | 2.24    |
| <b>Number of managers</b>   | Male         | Non-consolidated | person      | 2,611   | 2,633   | 2,599   | 2,549   |
|   | Female       |                  |             | 107     | 143     | 153     | 169     |
|   | Total        |                  |             | 2,718   | 2,776   | 2,752   | 2,763   |
| <b>Ratio of female Managers</b>   |              | Non-consolidated | %           | 3.94%   | 5.15%   | 5.60%   | 6.60%   |
| <b>Ratio of employees who are covered by a collective bargaining agreement</b>        |              | Non-consolidated | %           | 56.5    | 56.4    | 57.6    | 59.1    |
| <b>Average length of service (years)</b>  | Male         | Non-consolidated | year/person | 19.3    | 19.1    | 19      | 18.8    |
|   | Female       |                  |             | 15.6    | 15.8    | 16.1    | 16      |
|   | Overall mean |                  |             | 18.4    | 18.3    | 18.3    | 18.2    |
| <b>Turnover rate of full-time employees</b>   | Male         | Non-consolidated | %           | 1.6     | 2.3     | 2.3     | 1.8     |
|   | Female       |                  |             | 3       | 2.7     | 2.6     | 2.3     |
|   | Total        |                  |             | 1.9     | 2.4     | 2.4     | 1.9     |

(※1) The calculation method has been changed since fiscal 2018, and the past year has also been reclassified.

## ESG Quantitative Data

### Society (Work styles)

| Item  | Scope            | Unit             | FY 2015             | FY 2016             | FY 2017            | FY 2018            |     |
|---|------------------|------------------|---------------------|---------------------|--------------------|--------------------|-----|
| <b>Average monthly overtime hours</b>   | Non-consolidated | hours/minutes    | 12 hours 41 minutes | 11 hours 50 minutes | 9 hours 12 minutes | 9 hours 53 minutes |     |
| <b>Average annual days of paid vacation acquired (※1)</b>                     | Non-consolidated | day              | 12.7                | 15.1                | 16.8               | 16.9               |     |
| <b>Spouse maternity leave</b>   | Non-consolidated | case             | 80                  | 76                  | 74                 | 90                 |     |
| <b>Leave to look after a sick child</b>                                       | Non-consolidated | case             | 161                 | 200                 | 215                | 237                |     |
| <b>Number of employees who took family care leave</b>                         | Non-consolidated | person           | 0                   | 0                   | 1                  | 0                  |     |
| <b>Number of employees who took maternity leave</b>                           | Non-consolidated | person           | 57                  | 71                  | 79                 | 71                 |     |
| <b>Number of employees eligible for child care leave</b>                      | Male             | Non-consolidated | person              | 184                 | 192                | 158                | 181 |
|   | Female           |                  |                     | 49                  | 49                 | 66                 | 71  |
|   | Total            |                  |                     | 233                 | 241                | 224                | 252 |
| <b>Number of employees who took child care leave</b>                          | Male             | Non-consolidated | person              | 2                   | 5                  | 2                  | 10  |
|   | Female           |                  |                     | 49                  | 49                 | 66                 | 71  |
|   | Total            |                  |                     | 51                  | 54                 | 68                 | 81  |
| <b>Number of employees who returned to work after taking child care leave</b> | Male             | Non-consolidated | person              | 2                   | 5                  | 0                  | 10  |
|   | Female           |                  |                     | 35                  | 49                 | 36                 | 54  |
|   | Total            |                  |                     | 37                  | 54                 | 36                 | 64  |
| <b>Ratio of employees who returned to work after taking child care leave</b>  | Male             | Non-consolidated | %                   | 100                 | 100                | –                  | 100 |
|   | Female           |                  |                     | 97.2                | 90.7               | 92.3               | 100 |
|   | Total            |                  |                     | 97.4                | 91.5               | 92.3               | 100 |
| <b>Number of individuals using shortened work hour system</b>                 | Non-consolidated | person           | 99                  | 121                 | 129                | 136                |     |
| <b>Number of cases of violations of the Labor standards Act</b>               | Non-consolidated | case             | 2                   | 4                   | 1                  | 3                  |     |

(※1) The calculation method has been changed since fiscal 2018, and the past year has also been reclassified.

## ESG Quantitative Data

### Society (Occupational safety and health)

| Item  | Scope                 | Unit             | FY 2015 | FY 2016 | FY 2017 | FY 2018 |   |
|---|-----------------------|------------------|---------|---------|---------|---------|---|
| <b>Number of occupational accidents</b>           | Employees (full-time) | Non-consolidated | person  | 3       | 1       | 2       | 1 |
| <b>Number of deaths by occupational accidents</b> | Employees             | Non-consolidated | person  | 0       | 0       | 0       | 0 |

### Society (Human resources development)

| Item  | Scope   | Unit             | FY 2015 | FY 2016 | FY 2017 | FY 2018 |        |
|---|---|------------------|---------|---------|---------|---------|--------|
| <b>Ability development training</b>                     | Total number of lectures                      | Non-consolidated | session | 320     | 321     | 326     | 340    |
|   | Number of employees participating in training |                  | person  | 12,351  | 11,868  | 11,818  | 14,646 |
|   | Total hours of training received              |                  | hour    | 54,951  | 59,718  | 62,967  | 75,089 |
|   | Average hours per employee                    |                  |         | 10.6    | 11.6    | 12.4    | 14.7   |
| <b>Number of employees dispatched overseas</b>          | Non-consolidated                              | person           | 1,099   | 1,112   | 1,101   | 1,153   |        |
| <b>Number of employees undergoing training overseas</b> | Non-consolidated                              | person           | 97      | 82      | 94      | 96      |        |
| <b>Annual education and training cost per employee</b>  | Non-consolidated                              | yen              | 531,706 | 518,882 | 478,884 | 555,403 |        |

### Society (Social contribution)

| Item  | Scope            | Unit        | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|---|------------------|-------------|---------|---------|---------|---------|
| <b>Expenditure for social contribution activities</b>           | Consolidated     | million yen | 1,130   | 1,549   | 1,556   | 1,528   |
| <b>Number of employees who used the volunteer leave program</b> | Non-consolidated | person      | 4       | 3       | 3       | 7       |

## ESG Quantitative Data

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

| Item   |   | Scope  | Unit   | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|--|---|--------|--------|---------|---------|---------|---------|
| <b>Number of Directors (※1)</b>  | Inside directors                                      | Male   | person | 10      | 10      | 6       | 6       |
|  |   | Female |        | 0       | 0       | 0       | 0       |
|  |   | Total  |        | 10      | 10      | 6       | 6       |
|  | Independent outside directors                         | Male   |        | 2       | 3       | 2       | 3       |
|  |   | Female |        | 1       | 1       | 1       | 2       |
|  |   | Total  |        | 3       | 4       | 3       | 5       |
|  | Total   |        |        |         | 13      | 14      | 9       |
| <b>Ratio of female Directors (※1)</b>  |   | %      | 8      | 7       | 11      | 18      |         |
| <b>Number of Board of Directors meetings</b>   |   | time   | 17     | 18      | 21      | 20      |         |
| <b>Number of Audit &amp; Supervisory (※1)</b>  | Inside Audit & Supervisory board members              | Male   | person | 2       | 2       | 2       | 2       |
|  |   | Female |        | 0       | 0       | 0       | 0       |
|  |   | Total  |        | 2       | 2       | 2       | 2       |
|  | Independent outside Audit & Supervisory Board members | Male   |        | 3       | 3       | 3       | 3       |
|  |   | Female |        | 0       | 0       | 0       | 0       |
|  |   | Total  |        | 3       | 3       | 3       | 3       |
|  | Total   |        |        |         | 5       | 5       | 5       |
| <b>Number of outside Audit &amp; Supervisory Board members with expertise in financial affairs and accounting (※1)</b> |   |        | 1      | 1       | 1       | 1       |         |
| <b>Number of Audit &amp; Supervisory Board meetings</b>  |   |        | 16     | 15      | 14      | 17      |         |
| <b>Nomination and Remuneration Advisory Committee (※1)</b>   | Inside members  | Male   | person | 2       | 2       | 2       | 2       |
|  |   | Female |        | 0       | 0       | 0       | 0       |
|  |   | Total  |        | 2       | 2       | 2       | 2       |
|  | Independent outside members                           | Male   |        | 2       | 2       | 2       | 2       |
|  |   | Female |        | 1       | 1       | 1       | 1       |
|  |   | Total  |        | 3       | 3       | 3       | 3       |
|  | Total   |        |        |         | 5       | 5       | 5       |
| <b>Ratio of outside directors in the Nomination and Remuneration Advisory Committee (※1)</b>                           |   | %      | 60     | 60      | 60      | 60      |         |
| <b>Number of Nomination and Remuneration Advisory Committee meetings</b>   |   | time   | 2      | 5       | 6       | 7       |         |

(※1) Figures at the end of June of each fiscal year

## ESG Quantitative Data

## Governance (Remuneration)

| Item   |   |   | Scope            | Unit        | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|--|---|---|------------------|-------------|---------|---------|---------|---------|
| <b>Remuneration of Directors</b>                             | Directors<br>(Excluding outside directors)  | Monthly remuneration                            | Non-consolidated | million yen | 686     | 667     | 530     | 480     |
|  |   | Bonus for Directors                             |                  |             | 67      | 149     | 174     | 327     |
|  |   | Stock options                                   |                  |             | 90      | 79      | 64      | 14      |
|  |   | Restricted stock-based compensation             |                  |             | —       | —       | —       | 73      |
|  |   | Performance share unit-based stock compensation |                  |             | —       | —       | —       | 66      |
|  | Total   | 843   | 895              | 769         | 959     |         |         |         |
|  | Outside directors   | Monthly remuneration                            |                  |             | 34      | 47      | 41      | 67      |
|  | Total   |   |                  | 34          | 47      | 41      | 67      |         |
| <b>Remuneration of Audit &amp; Supervisory Board members</b> | Inside Audit & Supervisory Board members<br>(Excluding Outside Audit & Supervisory Board members) | Monthly remuneration                            | Non-consolidated | million yen | 87      | 86      | 86      | 87      |
|  |   | Total   |                  |             | 87      | 86      | 86      | 87      |
|  | Outside Audit & Supervisory Board members   | Monthly remuneration                            |                  |             | 35      | 34      | 38      | 38      |
|  |   | Total   |                  |             | 35      | 34      | 38      | 38      |
| <b>Audit fees (KPMG AZSA LLC)</b>                            | Fees for auditing services  | Non-consolidated                                | Non-consolidated | million yen | 499     | 493     | 495     | 492     |
|  |   | Total   |                  |             | 1,074   | 1,058   | 1,003   | 1,032   |
|  | Fees for non-auditing services  | Non-consolidated                                |                  |             | 6       | 5       | 18      | 13      |
|  |   | Consolidated subsidiaries                       |                  |             | 24      | 24      | 41      | 57      |
|  |   | Total   |                  |             | 30      | 29      | 59      | 70      |

## Governance (Compliance)

| Item  |                        | Scope  | Unit   | FY 2017 (※1)              | FY 2018 (※1)              |
|---|------------------------|--|--------|---------------------------|---------------------------|
| <b>Compliance-related seminars and other training programs</b>  | Number of times        | Head Office or domestic/overseas corporations (※2) | time   | ≥ 190 times               | ≥ 180 times               |
|   | Number of participants |  | person | Total of ≥ 14,570 persons | Total of ≥ 11,710 persons |
| <b>Of the above, seminars and other training programs related to anti-bribery and anti-corruption</b> | Number of times        |  | time   | ≥ 70 times                | ≥ 70 times                |
|   | Number of participants |  | person | Total of ≥ 2,710 persons  | Total of ≥ 2,580 persons  |

(※1) Figures from January to December of each fiscal year

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