

ESG quantitative data

Environment (Climate change)

Item	Scope (*1)	Unit	FY2017	FY2018	FY2019	FY2020	
GHG Emissions (Scope1, 2) (*2)	Non-consolidated		4,926	4,148	3,233	2,667	
			1,686,654	1,569,759	1,474,885	2,179,335	
	(Components) Scope1<Energy-related CO2>	Consolidated	t-CO2e	934,276	939,346	791,730	1,522,514
	Scope1<other GHGs>			-	0	0	4,210
	Scope2			752,378	630,412	683,156	652,611
Intensity (per 1m)	Non-consolidated (in Japan)	t-CO2e/m	0.062	0.06	0.051	0.043	
GHG Emissions (Scope3) (*3)	Logistics	Non-consolidated (in Japan)	t-CO2e	7,803	5,216	5,501	3,875
	Waste			6	6	15	5
	Overseas Business Trips			28,569	30,232	22,400	67
	Commuting			709	636	609	140
	Downstream Leased Assets			36,894	35,230	33,662	30,294
	Total			73,980	71,320	62,187	34,381

(*1) The boundary of "Consolidated" is non-consolidated, consolidated subsidiaries and Joint operations. We have added Joint operations to the boundary from FY2020. For Joint operations, the amount equivalent to the investment ratio as of the end of March of the reporting period is included in the environmental data. One site of the Joint operations is excluded from the scope of FY2020 because its data collection system is not in place yet.

(*2) * CO2 emission factors for electricity:

(Non-consolidated in Japan) The basic emission coefficients of individual power companies.

(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.

* Group companies emitting more than 3,000 t-CO2e for each gas per year are subject to the aggregation of Scope1<other GHGs (Non energy-related CO2 and greenhouse gases other than CO2)>, under the Greenhouse Gas Emissions Accounting, Reporting, and Disclosure System in Japan. In FY2018 and FY2019, we aggregated non-consolidated and consolidated subsidiaries in Japan and the scope of Scope1<other GHGs> was expanded to consolidated (excluding Joint operations) in FY2020.

* Scope1 <other GHGs> 4,210 t-CO2e in FY2020 was derived from Dinitrogen monoxide (N2O).

* The main reason for the increase of GHG emissions in FY2020 compared to FY2019 is the addition of Joint operations to the boundary of data.

* The CO2 emissions from Joint operation in the power generation business are included in the FY2019 results, which is the base year of Sumitomo Corporation Group's carbon neutrality, and FY2020 results in this book -Our Climate Change Initiatives-. The scope of Sumitomo Corporation Group's carbon neutrality includes the following in addition to the GHG emissions above;

Scope1,2: Direct CO2 emissions from Sumitomo Corporation's affiliated companies under the equity method for power generation businesses, as well as indirect CO2 emissions from the generation of energy used by those companies.

Scope3 : Indirect CO2 emissions associated with the use of energy resources produced by fossil energy concession of Sumitomo Corporation Group, its subsidiaries, and affiliated companies under the equity method.

Please see this book -Our Climate Change Initiatives- for details of the Sumitomo Corporation Group carbon neutral.

* We couldn't collect the environmental data for 38 sites due to COVID-19 lockdown or working from home in FY2019. In FY2018, GHG emissions of these sites were equivalent to about 5.2% of the total GHG emissions.

(*3) * GHG emissions from logistics include the transport of cargo within Japan for which Sumitomo Corporation is the cargo owner, and are calculated 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.

Sumitomo Corporation complies with the Act and reduces the use of energy of transportation through promotion of modal shift (utilization of railroads and vessels), optimization of delivery routes and loading on vehicles, promotion of eco-driving, etc. We have set a target of reducing the use of energy from logistics per shipping weight by at least 1% annually in Japan.

* GHG emissions from waste are calculated from all general waste of Sumitomo Corporation.

Up to FY2018, emissions were calculated using emission intensity for incineration treatment published by the Carbon Footprint Communication Program. The results after FY2019 were calculated using the emission intensity for each type of waste, which is published in the emission intensity database for calculating greenhouse gas emissions and other emissions by organizations throughout the supply chain. The calculation of GHG emissions for FY2020 uses the emission intensity database Ver.3.1.

* GHG emissions due to overseas business trips are the emissions from flights departing from and arriving in Japan that Sumitomo Corporation employees took. Business trip destinations are classified into 12 areas and passenger-kilometers are estimated based on the travel distance between Japan and representative airport of each area. GHG emissions due to overseas business trips are calculated by applying CO2 emission factors published by the UK's Defra to the passenger-kilometers.

* GHG emissions from commuting are those from the commuting of Sumitomo Corporation's employees working in Japan, calculated by using the emissions factors per passenger-kilometer for passenger transport by transport mode published in the Ministry of Land, Infrastructure, Transport and Tourism publication "CO2 Emissions in the Transport Sector."

* GHG emissions from downstream leased assets are those from the buildings that Sumitomo Corporation owns and leases to tenants, using by CO2 emission factors described in the Act on the Rational Use of Energy in Japan.

* GHG emissions (the above Scope1, 2 and Scope3) were 1,641,079t-CO2e/1,537,072t-CO2e/2,213,716t-CO2e in FY2018, FY2019, and FY2020 respectively.

ESG quantitative data

Environment (Climate change)

Item	Scope (*1)	Unit	FY2017	FY2018	FY2019	FY2020
Energy Consumption (*2)	Non-consolidated	GJ	48,472	49,904	42,635	38,067
	Consolidated		18,097,583	17,748,255	17,062,311	29,574,235
	Intensity (per m)	Non-consolidated (in Japan)	GJ/m	0.611	0.761	0.720
Electricity Consumption (*3)	Non-consolidated	MWh	7,536	5,773	4,526	3,521
	Consolidated		1,535,347	1,412,661	1,534,809	1,525,641
	Intensity (per m)	Non-consolidated (in Japan)	MWh/m	0.098	0.082	0.070

(*1) The boundary of "Consolidated" is non-consolidated, consolidated subsidiaries and Joint operations. We have added Joint operations to the boundary from FY2020. For Joint operations, the amount equivalent to the investment ratio as of the end of March of the reporting period is included in the environmental data. One site of the Joint operations is excluded from the scope of FY2020 because its data collection system is not in place yet.

(*2) * Energy conversion factor from electricity consumption: 3.6 (MJ/kWh).

* Energy conversion factors from other than electricity consumption are based on the Act on the Rational Use of Energy in Japan.

* The main reason for the increase of energy consumption in FY2020 compared to FY2019 is the addition of Joint operations to the boundary of data.

* We couldn't collect the environmental data for 38 sites due to COVID-19 lockdown or working from home in FY2019. In FY2018, energy consumption of these sites were equivalent to about 7.3% of the total energy consumption.

(*3) * The amount of electricity consumption which generated from renewable energy was 77,852MWh in FY2020.

* Consolidated electricity consumption includes the electricity purchased from power generation companies within the boundary of environmental data.

* We couldn't collect the environmental data for 38 sites due to COVID-19 lockdown or working from home in FY2019. In FY2018, electricity consumption of these sites were equivalent to about 7.1% of the total electricity consumption.

Environment (Water)

Item	Scope (*1)	Unit	FY2017	FY2018	FY2019	FY2020
Water Consumption (*2)	Non-consolidated	m ³	21,609	13,897	11,777	4,460
	Consolidated		130,821,214	118,235,911	20,143,772	93,119,589
	Intensity (per employee)	Non-consolidated (in Japan)	m ³ /employee	4.883	3.525	3.420
(Components of Water Source)	Third-party sources	Consolidated	—	3,378,261	4,206,078	4,806,779
	Groundwater		—	110,100,910	13,007,683	56,084,893
	Rivers, Lakes		—	4,756,698	2,929,981	31,700,505
	Ocean		—	0	0	1,600
	Rainwater		—	42	30	525,813
Water consumption in water-stressed areas (*3)	Number of sites	site	—	—	74	60
	Water consumption	Consolidated	—	—	366,026	2,041,468
	(Components) Third-party sources		—	—	303,411	793,272
	Groundwater		—	—	62,615	720,797
	Rivers, Lakes		—	—	—	—
	Ocean		—	—	—	1,600
Rainwater	—		—	—	525,798	
Water Discharge (Sewer) (*4)	Non-consolidated	m ³	21,609	13,897	11,777	4,460

(*1) The boundary of "Consolidated" is non-consolidated, consolidated subsidiaries and Joint operations. We have added Joint operations to the boundary from FY2020. For Joint operations, the amount equivalent to the investment ratio as of the end of March of the reporting period is included in the environmental data. One site of the Joint operations is excluded from the scope of FY2020 because its data collection system is not in place yet.

(*2) * Water consumption has been reduced by installing water-saving device for employee cafeteria and using recycling water for toilet flushing at Head office.

* We couldn't collect the environmental data for 38 sites due to COVID-19 lockdown or working from home in FY2019. In FY2018, Water consumption of these sites were equivalent to about 50.5% of the total water consumption.

* The main reason for the increase of water consumption in FY2020 compared to FY2019 is the reactionary increase due to the lack of the environmental data for some sites by COVID-19 lockdown or working from home in FY2019, and the addition of Joint operations to the boundary of data from FY2020.

(*3) The above water consumption was calculated based in the water risk level of 3 (High) or higher based on the World Resources Institute (WRI)'s "WRI Aqueduct".

(*4) Since all sites are discharged into the sewer, it is equivalent to the amount of water consumption.

ESG quantitative data

Environment (Resources and waste)

Item	Scope (*1)	Unit	FY2017	FY2018	FY2019	FY2020
Waste Emissions (*2)	Non-consolidated	t	191	190	123	45
	Consolidated		46,196	44,381	33,305	36,480
Intensity (per employee)	Non-consolidated (in Japan)	t/employee	0.043	0.048	0.036	0.013
Recycled Waste Emissions	Non-consolidated (in Japan)	t	168	175	111	41
Non-recycled Waste Emissions (final waste disposal volume)			2	6	6	2
Recycle Ratio		%	98.8	96.5	95.0	96.1
Hazardous Waste Emissions	Non-consolidated (in Japan)	t	3.32	1.08	7.01	6.29
Air Pollutant Emissions (NOx ; nitrogen oxide, SOx ; sulfur oxide, VOC ; volatile organic compound)			0	0	0	0
Paper Consumption	Non-consolidated (in Japan)	1,000 sheets	22,280	18,604	14,516	4,559
		Intensity (per employee)	1,000 sheets /employee	5.604	4.944	4.446

(*1) The boundary of "Consolidated" is non-consolidated, consolidated subsidiaries and Joint operations. We have added Joint operations to the boundary from FY2020. For Joint operations, the amount equivalent to the investment ratio as of the end of March of the reporting period is included in the environmental data. One site of the Joint operations is excluded from the scope of FY2020 because its data collection system is not in place yet.

(*2) * The above figures for Japan include general waste but exclude industrial waste and valuable resource.

* We couldn't collect the environmental data for 38 sites due to COVID-19 lockdown or working from home in FY2019. In FY2018, waste emissions of these sites were equivalent to about 0.6% of the total waste emissions.

Environment (Others)

Item	Scope	Unit	FY2017	FY2018	FY2019	FY2020	
Percentage of sites covered by ISO14001	Non-consolidated (in Japan)	%	100	100	100	100	
	Consolidated	%	-	-	19	19	
Violations of environmental laws and regulations (penalties of one million yen or more, etc.)	Number of case	Non-consolidated (in Japan)	case	0	0	0	0
	Amount of penalties		yen	0	0	0	0

ESG quantitative data

Society (Personnel data)

Item	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Number of employees	Consolidated	person	70,900	73,016	65,662	72,642	74,920	
Number of temporary employees			20,465	25,619	25,700	27,604	28,523	
Number of employees [Male/Female]	Non-consolidated	person	Male	3,984	3,907	3,910	3,973	3,937
			Female	1,178	1,184	1,216	1,270	1,303
			Total	5,162	5,091	5,126	5,207	5,240
Number of new employees	Non-consolidated	person	Male	102	107	104	118	102
			Female	51	50	58	91	51
			Total	153	157	162	209	153
Ratio of female new employees	Non-consolidated	%	33.3	31.8	35.8	43.5	33.3	
Ratio of non-fulltime employees, such as contract and temporary employees (*1)	Non-consolidated	%	6.4	6.4	7.2	7.5	7.0	
Number of mid-career employees	Non-consolidated	person	Male	8	7	35	27	24
			Female	0	1	2	5	3
			Total	8	8	37	32	27
Employment rate of disabled persons	Non-consolidated	%	2.11	2.21	2.24	2.24	2.11	
Number of managers	Non-consolidated	person	Male	2,633	2,599	2,549	2,585	2,587
			Female	143	153	169	186	202
			Total	2,776	2,752	2,763	2,771	2,789
Ratio of female Managers	Non-consolidated	%	5.15	5.6	6.6	6.71	7.2	
Ratio of employees who are covered by a collective bargaining agreement	Non-consolidated	%	56.4	57.6	59.1	59	59.2	
Average length of service (years)	Non-consolidated	year/person	Male	19.1	19	18.8	18.7	19.1
			Female	15.8	16.1	16	15.6	16.3
			Overall mean	18.3	18.3	18.2	18	18.4
Turnover rate of full-time employees	Non-consolidated	%	Male	2.3	2.3	1.8	1.8	1.9
			Female	2.7	2.6	2.3	2.4	1.7
			Total	2.4	2.4	1.9	2.1	1.9
Voluntary turnover rate (Compared to the number of employees of the previous year)	Non-consolidated	%	2.4	2.4	1.9	1.9	1.9	

(*1) The calculation method has been changed since FY2018, and the past year has also been reclassified.

ESG quantitative data

Society (Work styles)

Item	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Average monthly overtime hours	Non-consolidated	hours/minutes	11 hours 50 minutes	9 hours 12 minutes	9 hours 53 minutes	7 hours 47 minutes	12 hours 49 minutes	
Average annual days of paid vacation acquired (*1)	Non-consolidated	day	15.1	16.8	16.9	17.1	12.9	
Spouse maternity leave	Non-consolidated	case	76	74	90	92	83	
Leave to look after a sick child	Non-consolidated	case	200	215	237	225	173	
Number of employees who took family care leave	Non-consolidated	person	0	1	0	1	0	
Number of employees who took maternity leave	Non-consolidated	person	71	79	71	73	87	
Number of employees eligible for child care leave	Male	Non-consolidated	person	192	158	181	179	189
	Female			49	66	71	57	73
	Total			241	224	252	236	262
Number of employees who took child care leave	Male	Non-consolidated	person	5	2	10	9	34
	Female			49	66	71	56	73
	Total			54	68	81	65	107
Number of employees who returned to work after taking child care leave	Male	Non-consolidated	person	5	0	10	9	32
	Female			49	36	54	64	29
	Total			54	36	64	73	61
Ratio of employees who returned to work after taking child care leave	Male	Non-consolidated	%	100	–	100	100	100
	Female			90.7	92.3	100	95.6	96.7
	Total			91.5	92.3	100	96.1	98.4
Number of individuals using shortened work hour system	Non-consolidated	person	121	129	136	165	173	
Number of cases of violations of the Labor standards Act	Non-consolidated	case	4	1	3	3	5	

(*1) The calculation method has been changed since FY2018, and the past year has also been reclassified.

ESG quantitative data

Society (Occupational safety and health)

Item	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Number of occupational accidents	Employees (full-time)	Non-consolidated	person	1	2	1	3	2
Number of deaths by occupational accidents	Employees	Non-consolidated	person	0	0	0	0	0
Number who suffered Lost Time Incidents (LTI)	Employees (full-time)	Non-consolidated	cases	1	2	1	3	1
LTIFR (Lost Time Injury Frequency Rate)	Employees (full-time)	Non-consolidated	%	0.10	0.20	0.10	0.29	0.11

Society (Human resources development)

Item	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Ability development training	Total number of lectures	Non-consolidated	session	321	326	340	286	255
	Number of employees participating in training		person	11,868	11,818	14,646	14,963	12,211
	Total hours of training received		hour	59,718	62,967	75,089	65,652	50,806
	Average hours per employee			11.6	12.4	14.7	12.7	9.7
Number of employees dispatched overseas	Non-consolidated	person	1,112	1,101	1,153	1,144	1,098	
Number of employees undergoing training overseas	Non-consolidated	person	82	94	96	67	34	
Annual education and training cost per employee	Non-consolidated	yen	518,882	478,884	555,403	501,830	325,604	

Society (Social contribution)

Item	Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Social contribution activities	Expenditure for social contribution activities	Consolidated	million yen	1,549	1,556	1,528	1,980	1,654
	Number of employees who used the volunteer leave program	Non-consolidated	person	3	3	7	12	1
Political donations	Non-Consolidated	million yen	24	24	24	28	28	

ESG quantitative data

Governance (Board of Directors, Audit & Supervisory Board, Nomination and Remuneration Advisory Committee)

Item			Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Board of Directors (*1)	Inside directors	Male	Non-consolidated	person	10	6	6	6	6
		Female			0	0	0	0	0
		Total			10	6	6	6	6
	Independent outside directors	Male			3	2	3	3	3
		Female			1	1	2	1	2
		Total			4	3	5	4	5
	Total						14	9	11
Ratio of female Directors (*1)				%	7	11	18	10	18
Number of Board of Directors meetings				time	18	21	20	16	21
Audit & Supervisory Board (*1)	Inside Audit & Supervisory Board Members	Male	Non-consolidated	person	2	2	2	2	2
		Female			0	0	0	0	0
		Total			2	2	2	2	2
	Independent outside Audit & Supervisory Board Members	Male			3	3	3	3	3
		Female			0	0	0	0	0
		Total			3	3	3	3	3
	Total						5	5	5
Number of outside Audit & Supervisory Board Members with expertise in financial affairs and accounting (*1)				1	1	1	1	1	
Number of Audit & Supervisory Board Meetings				time	15	14	17	15	17
Nomination and Remuneration Advisory Committee (*1)	Inside members	Male	Non-consolidated	person	2	2	2	2	2
		Female			0	0	0	0	0
		Total			2	2	2	2	2
	Independent outside members	Male			2	2	2	2	2
		Female			1	1	1	1	1
		Total			3	3	3	3	3
	Total						5	5	5
Ratio of outside directors in the Nomination and Remuneration Advisory Committee (*1)				%	60	60	60	60	60
Number of Nomination and Remuneration Advisory Committee meetings				time	5	6	7	5	11

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

ESG quantitative data

Governance (Remuneration)

Item			Scope	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Remuneration of Directors	Directors (Excluding outside directors)	Monthly remuneration	Non- consolidated	million yen	667	530	480	474	470
		Bonus for Directors			149	174	327	194	—
		Stock options			79	64	14	—	—
		Restricted stock-based compensation			—	—	73	92	86
		Performance share unit- based stock compensation			—	—	66	70	36
		Total			895	769	959	831	592
	Outside directors	Monthly remuneration	47	41	67	65	87		
		Total	47	41	67	65	87		
Remuneration of Audit & Supervisory Board Members	Inside Audit & Supervisory Board Members	Monthly remuneration	Non- consolidated	million yen	86	86	87	87	87
	Outside Audit & Supervisory Board Members	Monthly remuneration			34	38	38	38	50
Audit fees (KPMG AZSA LLC)	Fees for auditing services	Non-consolidated	—	million yen	493	495	492	520	508
		Consolidated			565	508	540	537	529
		Total			1,058	1,003	1,032	1,057	1,037
	Fees for non-auditing services	Non-consolidated			5	18	13	16	11
		Consolidated			24	41	57	83	62
		Total			29	59	70	99	73

Governance (Compliance)

Item		Scope	Unit	FY2018 (*1)	FY2019 (*1)	FY2020 (*1)
Compliance-related seminars and other training programs	Number of times	Head Office or domestic/over seas corporations (*2)	time	≥ 180 times	≥ 270 times	≥ 150 times
	Number of participants		person	Total of ≥ 11,710 persons	Total of ≥ 19,160 persons	Total of ≥ 19,890 person
Of the above, seminars and other training programs related to anti- bribery and anti-corruption	Number of times		time	≥ 70 times	≥ 80 times	≥ 70 times
	Number of participants		person	Total of ≥ 2,580 persons	Total of ≥ 3,100 persons	Total of ≥ 10,800 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.