








# SUSTAINABILITY

# Global Excellent Ma

## SUSTAINABILITY NEWS

- 2024/06/13 Sumitomo Riko to Use Virtually 100% Renewable Energy to Power its Technical Research Laboratories ~Biogas Power Generation from Recycled Foods for Local Energy Production and Consumption~ 
- 2024/03/26 Sumitomo Riko increases Solar Power Generation by 1.6 fold across the Group in FY2023 ~Solar Power Generation Facilities to be Installed at Seven Global Bases~ 
- 2023/07/31 Renewal of Sustainability Website (this site)
- 2023/05/30 The formulation of “2029 Sumitomo Riko Group Vision” and “2025 Sumitomo Riko Group Mid-term Management Plan” 
- 2022/11/22 Sumitomo Riko and LanzaTech enter into a joint-development agreement to reuse rubber, resin, and urethane waste, contributing to the creation of a circular economy 
- 2022/08/09 Announcing Membership in the GPSNR for Sustainable Natural Rubber 

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# MESSAGE

## Message from the president and CEO

We aim to be a "Global Excellent Manufacturing Company" that grows sustainably with society and continues to be selected around the world.



## Our Philosophy

As a company that "Realizes the comfort of the society by maximizing the potential of materials through Monozukuri," the Sumitomo Riko Group aims to continue to be selected in 2029, our 100th anniversary, and beyond.



What the Corporate Group strives to be / Purpose



Vision of the Future Society We Want to Realize



2029 Sumitomo Riko Group Vision



Three Directions and Materiality toward 2029



The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy



## Sustainability

# Management

We will continue to grow while meeting the expectations of society and co-creating with our stakeholders toward the realization of a sustainable society. Here is our framework for this purpose.



**Basic Approach to Sustainability Management**



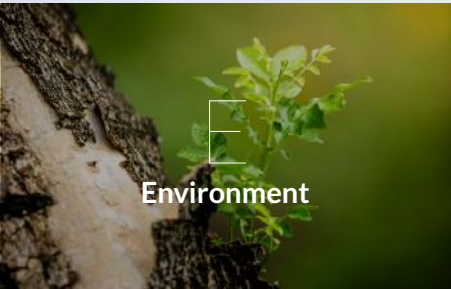
**Sustainability Management System**



**Communication with Stakeholders**

## Sustainability Activities

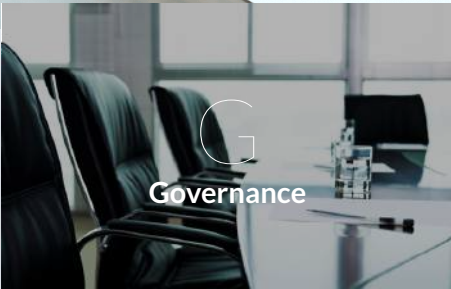
Here we explain our approaches to "E: Natural Environment," "S: Social Environment," and "G: Management Structure," which are indispensable for sustainable corporate growth.



Environment



Social



Governance

### > Environment (E)

- Long-Term Environmental Vision and Environment 2029V
- Environmental Management
- Responding to Climate Change
- Responding to Water Risks
- Contributing to a Recycling-Oriented Society
- Contributing to a Society in Harmony with Nature
- Appropriate Management of Chemical Substances
- Environmental Communication
- Environmentally Conscious Products

### > Society (S)

- Respect for Human Rights
- Human Resource Development and Job Satisfaction
- Health Management Initiatives
- Safety and Health
- Diversity and Inclusion
- Supply Chain
- Quality Improvement Initiatives
- Social Contribution

### > Governance (G)

- Corporate Governance
- Compliance
- Risk Management

## Sustainability Information



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> Third Party Assurance Report 




> Endorsement of External Initiatives



> External Evaluation



> Integrated Report 



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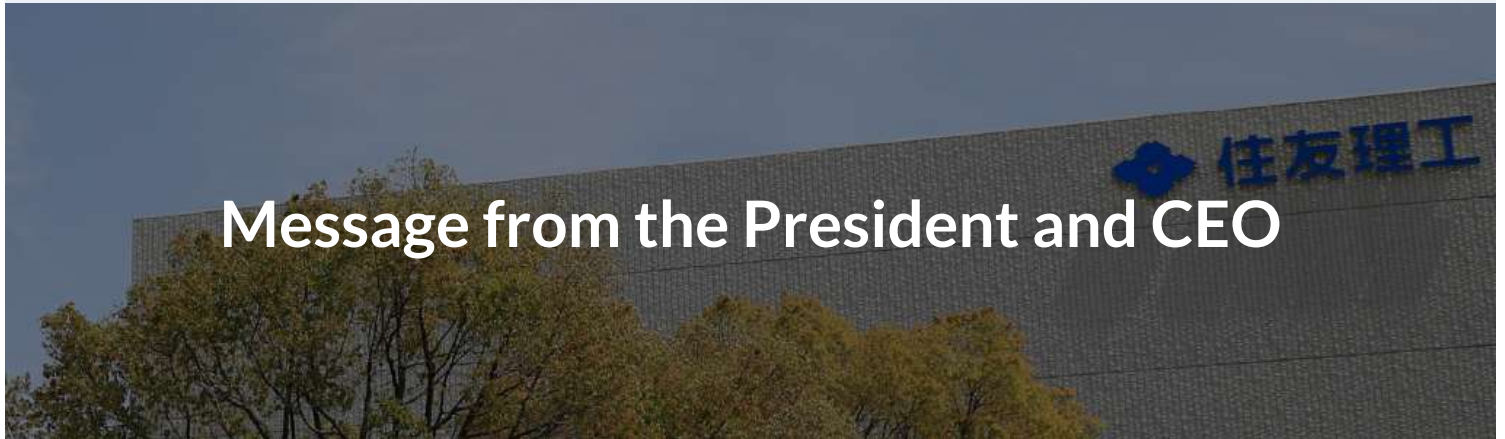
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Since its establishment in 1929, Sumitomo Riko has steadily expanded its business domain while accurately grasping the direction of the times and market needs, and has introduced products that deliver safety and security to society. We are a member of the "Sumitomo Group," and at the core of our corporate activities is the "The Sumitomo Spirit," which has been passed down for 400 years. In the "Monjuin Shiigaki," which forms the basis of Sumitomo Spirit, the phrase "Banji-nissei" is described, which means that we shall strive to be mindful, careful, and prudent in all matters. And in the "Business Principles", which is the essence of our business activities, states the following principles: "Shinyo-kakujitsu"

(Sumitomo's business shall be based on valuing trust and confidence above all else,) and "Fusu-furi" (Respond promptly and accurately to changes in society, always seeking to be consistent with the public interest, and never acting rashly and carelessly in pursuit of temporary, short-



term profits.) These spirits are still carried on today as management indicators for each Sumitomo Group company.

In recent years, various social issues have come to light, including the intensification of weather disasters due to climate change, increasing resource and geopolitical risks, and human rights issues, while at the same time the nature of society, people's values, and behavioral patterns continue to change. In these uncertain times, we believe that continuing to embody the spirit of "Banji-nissei", "Shinyo-kakujitsu" and "Fusu-furi" without being bound by past concepts will contribute to the realization of a sustainable society and further accelerate our progress as a company that is needed around the world.

In 2029, the Sumitomo Riko Group will celebrate its 100th anniversary. In May 2023, we established our purpose "To realize the comfort of the society by maximizing the potential of materials through Monozukuri," and announced our ideal status "An leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners," as our long-term vision "2029 Sumitomo Riko Group Vision." The three directions for realizing our ideal status are: "Developing people and peers who pioneer the future" to improve employee engagement and co-create partnerships; "Building a flexible and strong organization" to flexibly respond to environmental changes such as climate change and decarbonization; and "Creating value for a sustainable society" to respond to next-generation mobility and expand provision of safety and comfort values. Through these policies that support sustainability management, the entire group will make further efforts to solve social issues. And through long-term oriented management aimed at creating new social values with many colleagues, we aim to grow sustainably with society and become a "Global Excellent Manufacturing Company" that continues to be selected around the world. We sincerely ask for your continued understanding and support for our group's corporate activities.

Sumitomo Riko Company Limited  
Representative Director and President & CEO  
Kazushi Shimizu



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# Philosophy System

## Toward the Realization of a Global Excellent Manufacturing Company

In the formulation of the long-term vision "2029 Sumitomo Riko Group Vision (2029V)," we reviewed our corporate philosophy system. Based on the "Sumitomo Spirit" that has been handed down in the Sumitomo Group, we have inherited the Sumitomo Riko Group Management Philosophy and the corporate group vision "Global Excellent Manufacturing Company". On the other hand, in order to respond flexibly and swiftly to the uncertain and rapidly changing business environment and achieve further growth, we considered it necessary to clarify the Group's Purpose once again and share it with all employees and other stakeholders as an unshakable guideline.

We have now defined the Purpose of the Sumitomo Riko Group as "To realize the comfort of the society by maximizing the potential of materials through Monozukuri." We also defined the 3 Directions and 6 Materialities for the year 2029.



# 2029 Sumitomo Riko Group Vision

## Global Excellent Manufacturing Company

### Creation of Social Value

Corporate Value

Public Value

Purpose

To realize the comfort of the society  
by maximizing the potential of materials  
through Monozukuri

**2029V**

A leading solution provider taking on  
social challenges by aggregating  
whole resources of Sumitomo Riko and its partners

Building a flexible and  
**strong  
organization**

**Creating value**  
for a sustainable society

**Developing people and peers**  
who pioneer the future

Comprehensive evaluation technology  
Polymer materials technology

Sumitomo Riko Group Management Philosophy /  
Sumitomo Riko Group Action Charter

The Sumitomo Spirit

Related information

[2029 Sumitomo Riko Group Vision \(2029V\)\(2MB\)](#)



The Sumitomo Riko Group is committed to its mission of "Creating Social Value" by enhancing both corporate value and public value.

## Mission of the Sumitomo Riko Group

Based on the Sumitomo Spirit, our Group will strive to solve social issues represented by the SDGs through Technological Innovation.

We aim to create social value and grow sustainably with society by simultaneously enhancing corporate value (financial goal) and public value (non-financial goal).

## What the Corporate Group strives to be / Purpose

Introduction of the Corporate Image that the Sumitomo Riko Group should aspire to and our Purpose.



## Vision of the Future Society We Want to Realize

Introduction of the vision of the future society (a Green & Pleasant Society Connecting the Nature, City and People) that the Sumitomo Riko Group aspires to realize.



## 2029 Sumitomo Riko Group Vision

Introduction of our Ideal State, which is set in the Sumitomo Riko Group's long-term vision 2029V.



## Three Directions and Materiality toward 2029

Introduction of three Directions and Materialities for the Realization of the Ideal State in 2029.



## The Sumitomo Spirit / the Sumitomo Riko Group Management Philosophy

Introduction of the Sumitomo Spirit / the Sumitomo Riko Group Management Philosophy, which are the basic principles of Sumitomo Riko.



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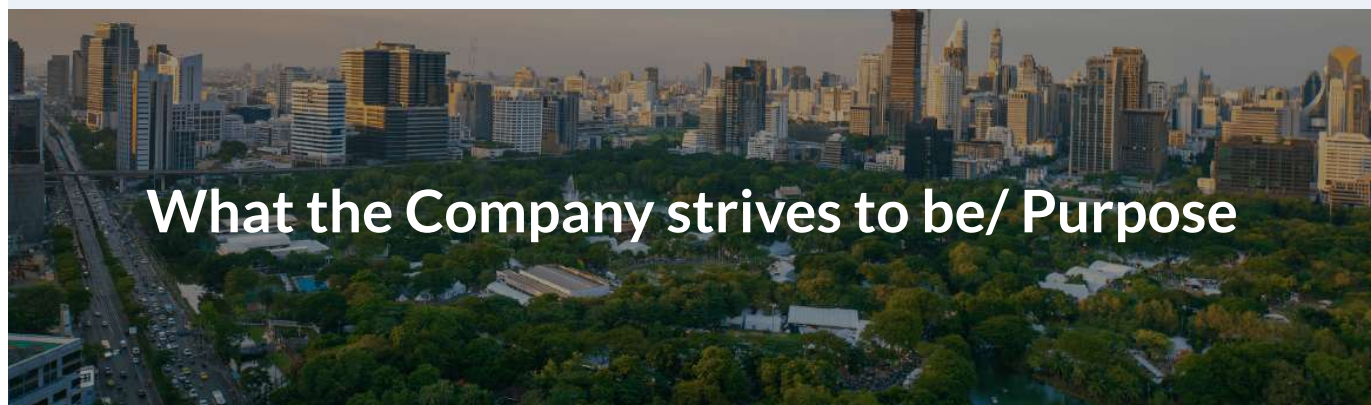
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## What the Corporate Group strives to be

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### Global Excellent Manufacturing Company

A company that constantly asks itself what kind of Monozukuri (manufacturing) is needed by society, and continues to pursue it with a global perspective

Under the banner of "Global Excellent Manufacturing Company," the Sumitomo Riko Group aims to be a corporate group that simultaneously enhances both corporate value and public value and creates new social value.

"What the Corporate Group strives to be" was established by the "2015 Sumitomo Riko Group Vision" formulated in 2011. "Global Excellent Manufacturing Company" means a company that constantly asks itself what kind of manufacturing is needed by society, and continues to pursue it with a global perspective based on the "Monozukuri (manufacturing) capabilities" that we have cultivated since our foundation.

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## Purpose

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# To realize the comfort of the society by maximizing the potential of materials through Monozukuri

## Strength

### Maximize the Potential of Materials

We will continue to pursue the infinite possibilities of materials through the advancement of "**Polymer Compounding Technology**" and "**Comprehensive Evaluation Technology**".

## Values We Provide

### Making Society More Comfortable

We will continue to provide **safety**, **security**, and **comfort** to people, society, and the earth with products that we have refined together with our customers.

## Aspirations

### Supporting by Monozukuri

We are proud to be a **manufacturing company** that values the meticulous craftsmanship and high quality established by our predecessors, and we will continue to infuse manufacturing with added value that will pave the way to a new era.



In formulating the "2029 Sumitomo Riko Group Vision," we involved both internal and external parties in a study of the vision, out of a sense of crisis about continuing with the current business model and way of thinking in the face of changing times and environment. It is a verbalization of the original aspirations of "Why the Sumitomo Riko Group is necessary" and "What are we working for?"

The "Universal Strengths," "Values We Provide," and "Aspirations" of the Sumitomo Riko Group cultivated by our seniors in the past, and our expectations for the Sumitomo Riko Group, are expressed in the form of our Purpose, which is described as "To realize the comfort of the society by maximizing the potential of materials through Monozukuri".

Through this "Purpose", the Sumitomo Riko Group aims to be a company that will continue to be chosen by society in 2029, the 100th anniversary of our founding, and for the next 100 years as well. Together with our stakeholders, we will strive to achieve further growth and a prosperous world by providing our unique value to our customers and society beyond.



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# Vision of the Future Society We Want to Realize

## Our Vision for the Future Society


In formulating the "2029 Sumitomo Riko Group Vision," we examined the vision of the future society that we would like to realize. In creating this long-term vision, we set a vision of the society we would like to realize in this era of "Volatility, Uncertainty, Complexity, and Ambiguity," which is abbreviated as VUCA, rather than trying to predict the future. And we have set the issues to be addressed by the Sumitomo Riko Group. The desired social vision was discussed by management, mid-level employees, and members of the labor union in employee dialogues. Scenario planning was utilized by mid-level employees.

The vision of the future society that the Sumitomo Riko Group wants to realize is a **"Green & Pleasant Society Connecting the Nature, City and People."** As a perspective that we should address, we have set the tasks for a "Green" and "Comfortable" society toward the year 2029.





Automobiles, which have pursued safety performance, driving performance, and other comfort features, are expected to change in response to changing mobility needs driven by diverse values. In addition to such changes in automobiles, we will address issues such as changes in infrastructure and lifestyles. We look to realize affluent lifestyles alongside green and sustainable urban spaces.



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# 2029 Sumitomo Riko Group Vision

## 2029 Sumitomo Riko Group Vision, and Approach to the 2025 Mid-Term Management Plan

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## 2029 Sumitomo Riko Group Vision

The Sumitomo Riko Group had previously formulated a five-year medium-term vision, however, in order to respond flexibly to the rapidly changing business environment, we have made 2 additional types of visions for the Group, one is a Long-Term Vision, which indicates the long-term direction and another is a Medium-Term Management Plan, a three-year business plan. The long-term vision, the 2029 Sumitomo Riko Group Vision (2029V), regards the year 2029, the 100th anniversary of our founding, as a milestone and sets forth a vision of the future society we wish to realize after 2029, and also selected issues that the Sumitomo Riko Group should address from that context. In 2029V, we set three directions and six materialities for the realization of the ideal state of the Sumitomo Riko Group in 2029, with the aim of resolving these issues.

### [What We Strive to Be in 2029]

**A leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners.**

We set “What We Strives to Be in 2029” as “A leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners.” We aim to be a group that can continue to solve social issues that need to be addressed for 2029 in a speedy and dynamic manner through co-creation of value through internal and external

collaboration, using the people, technology and information of the Sumitomo Riko Group as a starting point. In addition to deepening existing businesses, we will create new businesses and products that transcend the boundaries of business divisions, and take on challenges such as social issues that are difficult for the conventional Sumitomo Riko Group to address.

## 2025 Mid-Term Management Plan (2025P)

The 2025 Mid-Term Management Plan (2025P), which covers the three-year period from 2023 to 2025, sets corporate value (financial targets) and public value (non-financial targets) as KPIs.

In 2025P, we will work to further improve profitability, which was an ongoing issue in the previous medium-term management vision (2022V), by completing structural reforms and making new businesses profitable. From a long-term perspective, we will also work on issues related to the three directions set forth in 2029V.



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# Three Directions and Materiality toward 2029

We have determined three directions and six materialities that we must address to realize our vision of becoming a "Leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners" by the year 2029. The times are changing at an accelerating pace, and technology is evolving at a remarkable pace, making it difficult to foresee the future. The reason why we have chosen "Direction" rather than "Strategy" as the company-wide policy for the realization of the "2029 Sumitomo Riko Group Vision" is to promptly respond to such changes in the environment. We expect each employee of the Group to make decisions and take actions autonomously to realize our future vision.



## 1 Developing People and Peers who Pioneer the Future

### ① Providing training opportunities to promote individual growth and fostering a corporate culture full of job satisfaction

The Sumitomo Riko Group recognizes that human capital is one of its most important management resources, and is promoting human resource education based on the belief that "human resources development is at the heart of every successful business strategy." In the future, as the skills required of employees become more diverse and specialized, employees will be expected to develop their abilities through training and other educational programs, and at the same time, employees themselves will be required to improve themselves to become human resources needed by the company.

Also, looking to achieve a virtuous cycle that improves employee satisfaction alongside corporate profits, we aim to become a company where employees are motivated to work.

### ② Promote Co-Creation through Internal and External Partnerships

We will take collaboration within the company and outside the company beyond the level of studying a specific issue or conducting joint research, and involve even our customers to create new values by sharing a common vision of what we both want to become.

In order to achieve this, we will continue to create value-creating associates who share our company's purpose and the vision of the future society we should aim for, transcending the barriers between departments, companies, industries, academia, and government.

## 2 Building a Flexible and Strong Organization

### ③ Business Activities that Consider Climate Change and Natural Capital

Companies will be increasingly required to take responsibility not only for climate change, including global warming, but also for the restoration of natural capital, particularly biodiversity.

The Sumitomo Riko Group views climate change and natural capital initiatives as an opportunity for business reform, and will respond to new business opportunities, reform its operations, and develop new technologies.

### ④ Transformation into a Management Foundation that can Flexibly Respond to Changes in the Environment

We will continue to strengthen S (Safety), E (Environment), C (Compliance), and Q (Quality), as well as continue to promote Risk Management Measures in our overseas operations.

To further develop our group's strengths, we will accelerate Manufacturing Innovation and Global Business Infrastructure using DX to increase productivity. Aiming for a stable profit structure and a strong financial base, we will implement business structure reforms, review our business portfolio, and make various investment decisions with an awareness of improving capital cost and capital efficiency.

### 3 Creating Value for a Sustainable Society

#### ⑤ Responding to next generation mobility and Providing Environmentally Friendly Products

In response to diversifying customer values, we will uncover latent needs that stem from social issues. We will take on the challenge of maximizing customer value with a view to merging the technologies of the Sumitomo Riko Group and providing services that expand on conventional manufacturing.

#### ⑥ Evolution and integration of technologies to expand provision of safety and comfort

We will execute global sales strategies in line with the shift toward electric vehicles by each region and each automaker, and strengthen our response to the increasing demand for infrastructure in emerging and developing countries. We will also promote the development of new products for the next generation mobility society and environmentally conscious society.



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# The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy

Sumitomo's business has been conducted based on the "Monjuin Shiigaki," the business principles written by Masatomo Sumitomo, the founder of the Sumitomo family about 400 years ago, and the spiritual basis of the "Sumitomo Spirit," which has been deepened and developed by Sumitomo's predecessors over many generations.

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## Monjuin Shiigaki

It goes without saying that business is important, and one must be mindful, careful and prudent in everything one does. One shouldn't be careless in anything one does. (Banji-nissei)

## Business Principles

- |            |  |
|------------|--|
| Article 1. | Sumitomo shall achieve prosperity based on a solid foundation by placing prime importance on integrity and sound management in the conduct of its business. (Shinyo-kakujitsu)       |
| Article 2. | Sumitomo's business interests must always be in harmony with the public interest. Sumitomo shall adapt to good times and bad times but will not pursue immoral business. (Fusu-furi) |

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## The Sumitomo Spirit

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## Banji-nissei

First of all, as a human being, one should be a person who does everything with sincerity and integrity in everything they do.

## Shinyo-kakujitsu

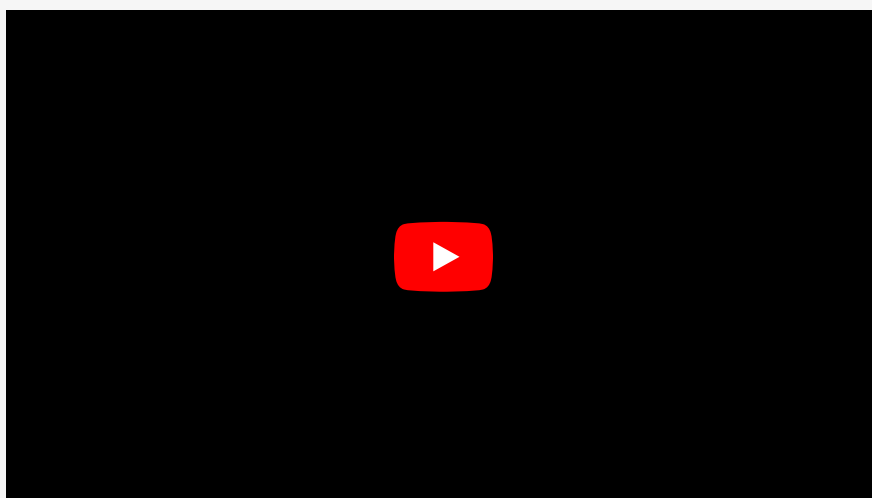
Above all, we value trust.  
In other words, to always live up to the trust of others.

## Fusu-furi

Always seek alignment with the public interest,  
And pursue the highest interest.  
Do not act rashly or carelessly.

The Sumitomo Spirit is the fundamental spirit of our Group's business management and the basis for all our employees' decisions in all business operations.

Our Group places the Sumitomo Spirit at the center of our human resources development. We provide training for all our employees using the video "Our Sumitomo Spirit" to encourage a deep understanding of the philosophy, and we try to put it into practical operations.



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## Sumitomo Riko Group Management Philosophy

**In light of the Sumitomo Spirit, all of us at the Sumitomo Riko Group will:**

- 1** | Provide superior products and services to meet customer needs based on technological innovation.
- 2** | Place top priority on safety, in which we focus on ensuring the safety of people and society.
- 3** | Strive to protect the global environment, and to contribute to creating better communities.
- 4** | Maintain a high standard of corporate ethics by observing all laws and regulations to earn public trust and confidence worldwide.
- 5** | Foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality.

Based on the "Sumitomo Spirit," we are committed to solving social issues, as exemplified by the SDGs, through technological innovation. By simultaneously enhancing corporate values and public values, we aim to create social value and grow sustainably together with society.

Based on these principles, we have formulated our long-term vision, the "2029 Sumitomo Riko Group Vision". We recognize that meeting the expectations of all stakeholders and fulfilling our social responsibilities will enhance our social value, and we will promote our corporate activities accordingly.



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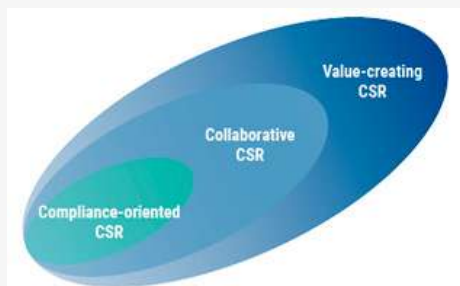
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# Sustainability Management



**Basic Approach to Sustainability Management**




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# Basic Approach to Sustainability Management

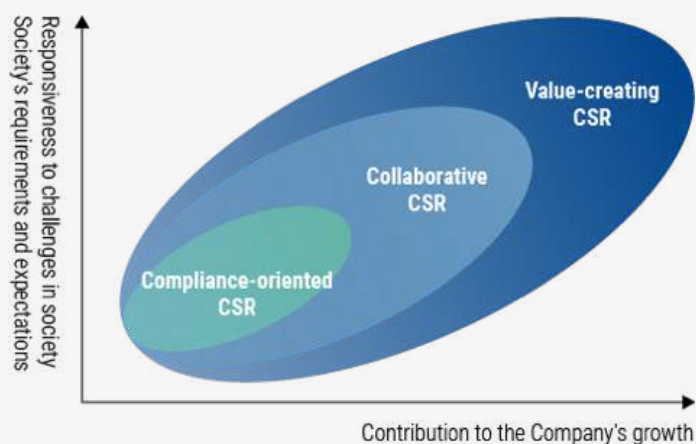
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## Steps Toward Value-Creating CSR

The Sumitomo Riko Group aims to be a "Global Excellent Manufacturing Company" that grows sustainably with society and continues to be selected around the world. Our CSR activities are value-creating activities that contribute to the growth of our company and meet the expectations of society. We believe that by promoting value-creating CSR activities, we will contribute to the realization of a sustainable society, and at the same time, we will work toward becoming a "Global Excellent Manufacturing Company".

The Sumitomo Riko Group considers that there are three steps to promote value-creating CSR. Currently, we undertook value-creating CSR management and are deepening CSR activities.

### Value-creating CSR Direction



 **Launched Value-Creating CSR management as a step toward achieving Value-Creating CSR**

## 1 Thorough Compliance Management

To be a company that does not have any negative impact on society

- Compliance with laws and regulations
- Reduction of environmental impact
- Coexistence with local communities

## 2 Practice CSR management based on coexistence with society

To be a company that can coexist with society

- Compliance with international guidelines
- Balance between environmental impact and conservation
- Contribution to local communities

## 3 Commence value-creating CSR management

Become a company that can positively impact society

- Develop products that address social issues
- Deepen respect for human rights, diversity, climate change, anti-corruption, etc.
- Contribution to society by solving social issues

# Basic Approach to CSR/Sustainability

## Sumitomo Riko Group Corporate Action Charter

In our efforts to realize the Vision of the Sumitomo Riko Group, we position CSR that consistently creates value at the heart of our management, and the Sumitomo Riko Group Corporate Action Charter is the basis of the Group's CSR activities. Our Corporate Action Charter was established in March 2006 by resolution of the Board of Directors following deliberations by the CSR Committee that was formed in 2005. The Corporate Action Charter was revised in October 2014 and April 2019 to reflect changes in the business environment.

Related information

[Sumitomo Riko Group Corporate Action Charter \(detailed version\) \(196KB\)](#) 

## Basic Policy on CSR and Sustainability

With the United Nations Sustainable Development Goals (SDGs) and the Global Compact in mind, we have categorized the aspects of CSR management into the following three perspectives and established them as our Basic CSR and Sustainability Policies. Based on these policies, we aim to "create social value" by addressing and seeking solutions for social issues, such as those represented by the SDGs, improve our corporate value and public value, and grow sustainably within society.

### (1) Take action that does not harm society and the global environment (minimization of negative impacts)

- Appropriate responses to risk in areas such as human rights, labor, the environment, and anti-corruption

### (2) Contribute to solving social and global environmental challenges (maximization of positive impacts)

- Businesses and social contribution activities that provide solutions to social challenges
- Human diversity that contributes to the emergence of innovation

### (3) Improve engagement with stakeholders through communication and raise corporate value with a long-term view

- Information disclosure, dialogue, collaboration



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## Sustainability Management System

Sumitomo Riko Group's corporate governance recognizes its responsibility to all stakeholders and aims to achieve sustainable growth and enhance corporate value over the medium to long term through efficient and sound management based on the Sumitomo Spirit, which is based on "Shinyo-kakujitsu"<sup>\*1</sup> and "Fusu-furi"<sup>\*2</sup>.

\*1: Place importance on integrity and sound management.

\*2: Do not act rashly or carelessly in pursuit of easy gains.

### Related Information [Management System](#)

As for the governance division, the Governance Committee is established as a voluntary advisory body to the Board of Directors. This committee deliberates and reports to the Board of Directors on issues of medium- to long-term importance, including the Group's corporate and group governance structure, with the perspectives of outside directors. Furthermore, the committee convenes to strengthen cooperation among the Representative Director, Outside Directors, and Audit & Supervisory Board Members, and to promote the Group's sustainable growth and enhance its social value (corporate value and public value).

In addition, as the business execution division, to promote CSR and sustainability management, the Company has established the "CSR Sustainability Committee," chaired by the President & CEO. This committee meets two times a year.

The committee currently checks and follows up on the progress of activities under the themes of "Environment," "Safety and Health," "Diversity Human Rights," "Corporate Citizenship," and "Supply Chain," and also follows up on non-financial targets and monitoring items set under "2029 Sumitomo Riko Group Vision."



In recent years, there have been calls for the realization of a sustainable society, including a carbon-neutral (de-carbonized) society, as well as for responses to human rights issues. Therefore, as a member of society, the committee discusses to address these issues including how to proceed with our activities.

## Composition of the CSR Sustainability Committee

Chairperson: President and Chief Executive Officer  
Committee members: Outside Directors, Managing Executive Officers, General Managers of the relevant divisions, etc.  
Secretariat: Corporate Planning Department



## Employee Education Measures

To ensure that each and every employee sees CSR and the SDGs as their own personal matters and incorporates them into their work, we are taking various opportunities to conduct training and promote their permeation within the company. In FY2022, as in FY2021, we continued to implement position-based training for new hires, career employees, technical staff, and clerical staff, using decentralized, remote training, video distribution, and other training methods designed to prevent the spread of the new coronavirus, with a total of 459 employees participating. In addition, Sumitomo Riko Hosetex, Ltd., a group company in Japan, held a CSR seminar with a total of 175 participants. Globally, SumiRiko Poland Sp. z o.o. has been promoting awareness of the SDGs through in-house magazine and newsletters, and has enhanced the content of its website with regard to the SDGs.

Related Information [SumiRiko Poland Sp. z o.o. official website](#)



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**Communication Methods with Stakeholders**



**Stakeholder Dialogue**



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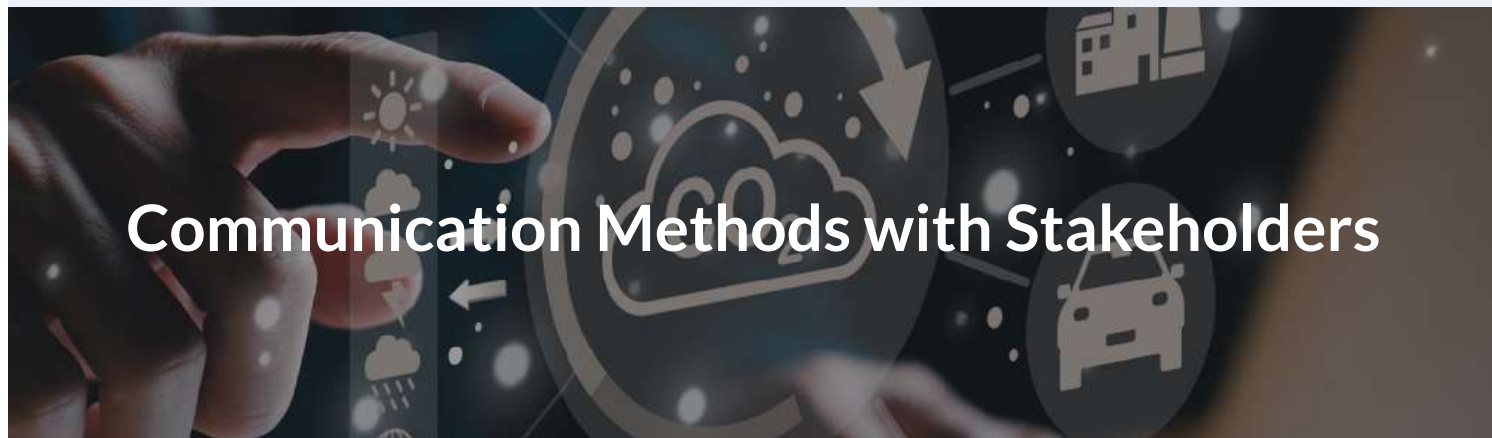
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# Communication Methods with Stakeholders

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## Sumitomo Riko Group's Stakeholders

Based on materiality, the Sumitomo Riko Group has identified the following stakeholders. The identification was discussed and approved by the CSR Sustainability Committee after organizing our CSR issues based on the Corporate Action Charter. We have referred to ISO26000, the Chapter of Corporate Behavior of the Japan Business Federation (Keidanren), and the GRI Sustainability Reporting Standards for organizing issues.

### Communication Methods with Each Stakeholder

Stakeholders	Our Commitment	Communication Methods	Related Information
<b>Stakeholders &amp; Investors</b> 	We aim to achieve sustainable growth through sound and highly transparent management.	General meeting of shareholders (once a year), Holding of financial results and investor meetings (4 times a year), Issuance of integrated report (once a year), etc.	<a href="#">IR Library</a>

<b>Customers</b>	We provide value that meets the expectations of our customers and consumers.	Communication through sales activities (as needed), Customer consultation service (as needed), etc.	-
<b>Suppliers &amp; Other Business Partners</b>	We will promote CSR procurement by valuing partnership with suppliers and business partners.	Centralized management of information on transactions with suppliers (as needed), CSR questionnaires (conducted periodically for suppliers), etc.	<a href="#">Supply Chain</a>
<b>Employees</b>	We will respect the diversity and human rights of our employees and create a workplace in which they can take pride by providing opportunities for growth.	Human resources training program (annual plan), Labor-management council meetings (once a month), Mentoring program (once a year), etc.	<a href="#">Respect for Human Rights</a> <a href="#">Human Resource Development and Job Satisfaction</a> <a href="#">Diversity and Inclusion</a>
<b>Local Communities</b>	We will contribute to solving social issues as a corporate citizen.	Factory dialogues at each base (once a year), Essay Awards (once a year), etc.	<a href="#">Stakeholder Dialogue</a>
<b>Global Environment</b>	We will work to minimize our impact on the global environment.	Disclosure of the status of compliance with environmental laws and regulations and environmental conservation management at each base (as needed), Community liaison meetings with neighborhood association officers (once a year), etc.	<a href="#">Environmental Communication</a>



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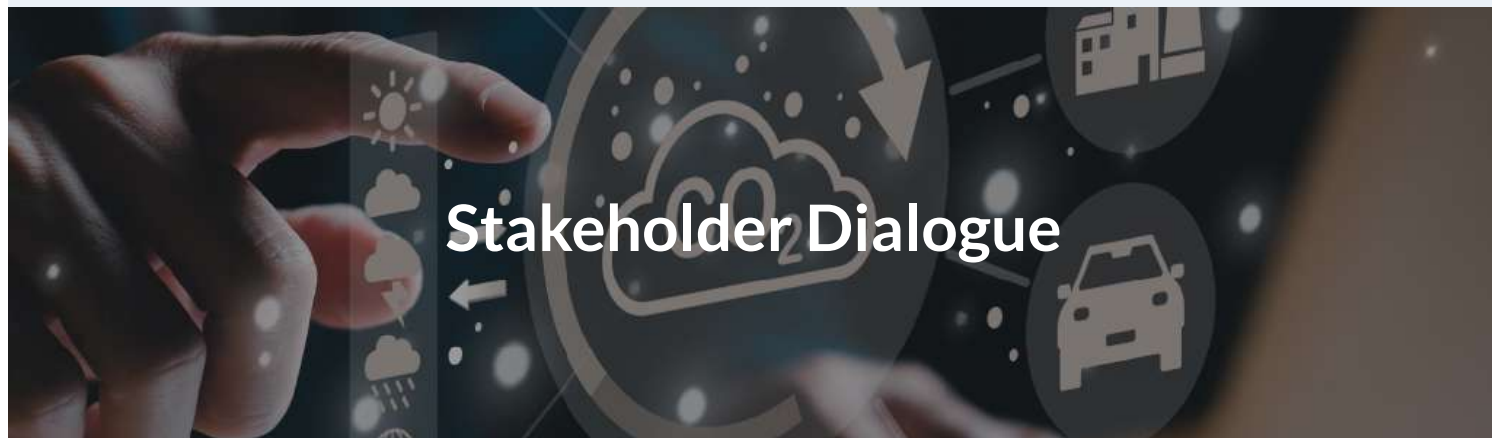
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## Internal Dialogue 2023 for the Study of the “Vision of Society” We Should Aim for

Sumitomo Riko believes that two-way communication between management and employees as stakeholders is important in promoting CSR and sustainability management. The "Employee Dialogue" was held for the fifth time as a forum for this communication.

In fiscal year 2022, under the theme of "The Vision of Society We Should Aim for," the mid-level employees who are formulating the next long-term vision "2029 Sumitomo Riko Group Vision (2029V)," management and the labor union discussed the Social Image, Roles & Issues of Sumitomo Riko. A total of 30 people including President & CEO Shimizu, Senior Managing Executive Officer Oshima, Managing Executive Officer Yamane, Outside Director Miyagi, mid-level employees, and executives of the labor union participated in the meeting at JP Tower Nagoya Hall & Conference.

Related information

[2029 Sumitomo Riko Group Vision \(2029V\)](#)

## Be the initiator of change, not the waiter

Today, it is difficult to foresee changes in the business environment. Therefore, in 2029V, we have decided not to forecast the future, but rather to first define the Social Vision that Sumitomo Riko should aim for in the long term, and then set our roles and the issues to be solved by 2029.

The mid-level employees who were formulating 2029V were divided into four theme groups of "Climate Change," "Safety and Comfort," "Global," and "Human Resources." They conducted scenario planning, and each team made a presentation on the day about their vision of society and the role and challenges of Sumitomo Riko.

The participants actively exchanged opinions asking such questions as "Can we make the best use of Sumitomo Riko's strengths?," "What kind of co-creation with other companies is necessary?" and "What should we change?"



## Green & Pleasant Society Connecting the Nature, City and People

After summarizing the reports and discussions of each team, we decided that our vision of society is "Green & pleasant society connecting the nature, city and people." 2029V will serve as an intermediate step toward the realization of this vision, and we will organize the direction of the Sumitomo Riko Group toward 2029 and key issues to be tackled.



## What is the role of Sumitomo Riko and its Purpose?

In discussing and sharing the role of Sumitomo Riko, we recognized the need to clarify our answers to these questions, "What is the Purpose of Sumitomo Riko?" "What have we done so far?" and "What can we do for the future?" in 2029V, and the need to convey them to our employees.



### Participant's opinion (Labor union, officer)

- I could understand that mid-level employees are thinking seriously and working hard.
- I think that we could realize important issues because we work seriously together. If we could have other opportunities like this, mutual understanding among employees would be deepened.
- Can the company consider a place where employees can seriously exchange opinions with each other, separated from their work duties in the future?
- I had a great time talking with the board members about the vision and also about the labor union.
- It was very informative for me to learn even a little bit about how the company's vision was created and how it will be decided in the future.

This year, we utilized employee dialogue as a process for formulating our long-term vision. We will continue to make this an important forum for the creation of social value by deepening the dialogue between management and employees, so that both sides can discuss the future of the company and join forces.

## The 8th SDGs Student Essay Award by Sumitomo Riko

The "SDGs Student Essay Award by Sumitomo Riko" is a new social contribution program launched in 2015 to commemorate the change of Sumitomo Riko's trade name and to position the program as "a project to support young people who will lead the future." (The name of the program at the time of its establishment was "Sumitomo Riko Student Essay Award.")

The award is intended to provide a forum for students from all over Japan to learn about social issues and to learn about the creation of a sustainable society. It is also for discussing the results of their thinking, and to contribute to the growth of young people by broadening their perspectives.

In FY2022, we invited papers on the theme of "How to Change a Company Through its Purpose? - Why is Significance of Existence Necessary?" As for judging, in addition to the Screening Committee Chairman, Yukari Takamura (Professor, Institute for Future Initiatives, The University of Tokyo) and other experts, Sumitomo Riko Group employees also participated in the preliminary screening, with the aim of incorporating young people's thoughts and suggestions into management. Seven winning essays were selected, including the Grand Award, Grand Runner-up, Excellence Award and Judges' Special Award. In January, a round-table discussion was held with the eight students who received the Grand Award, Runner-up Award, and Excellence Award, members of the judging committee and executives of our Company. During the round-table discussion, each of the winning students gave a presentation on their essay. Afterwards, the winners were interviewed, and they gave us their feedback about each company's purpose and positive opinions about our company. Through dialogue with students, the stakeholders of the next generation, a very valuable opportunity to learn about what companies should aim for and what social issues the students are interested in was achieved.

We will continue to implement this award as a program to support young people who will lead the future and promote efforts to build a sustainable society.



Group photo at the round-table conference for the winners (January, 2023)

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# Environment (E)



Long-Term Environmental Vision  
and Environment 2029V



Environmental Management



Responding to Climate Change



Responding to Water Risks



Contributing to a Recycling-  
Oriented Society



Contributing to a Society in  
Harmony with Nature





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Management** >



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# Long-Term Environmental Vision and Environment 2029V

Shareholders and Investors, Suppliers and Other Trade Partners,  
Employees, Global Environment



## On the Formulation of the Environmental Vision

Under the Sumitomo Spirit, the Sumitomo Riko Group is united in its efforts to become a "Global Excellent Manufacturing Company" in accordance with its Corporate Philosophy, "Strive to protect the global environment and to contribute to creating better communities". In recent years, the movement toward the realization of a decarbonized society has spread rapidly around the world, with many countries and companies declaring themselves "Carbon Neutral by 2050." The Sumitomo Riko Group is also working to address global environmental issues as a matter of urgent importance, and is promoting information disclosure and environmental activities on a global level toward "Carbon Neutral by 2050" by endorsing the TCFD and acquiring SBTi certification as the Sumitomo Electric Group.

Global environmental issues, including not only climate change but also water risk, resource depletion, plastic waste issues, and loss of biodiversity, are becoming more serious and are recognized as important issues for the international community. Against this backdrop, there is an accelerating global movement toward solutions to environmental issues, such as the "Sustainable Development Goals (SDGs)", "Carbon Neutral", the realization of a "Circular Economy," and efforts to conserve "Biodiversity."

In the midst of such drastic changes in the environment, we believe it is important to continue to provide abundant value while responding to global trends from a renewed long-term perspective in order to contribute to the realization of a sustainable society and to achieve sustainable development as a company.

Therefore, we have formulated the new "Sumitomo Riko Long-Term Environmental Vision 2050," which envisions the future in 2050, and have further formulated "Environment 2029V" in April 2023 by backcasting from this vision.

Related information

[The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy](#)

Related information

[Responding to Climate Change](#)

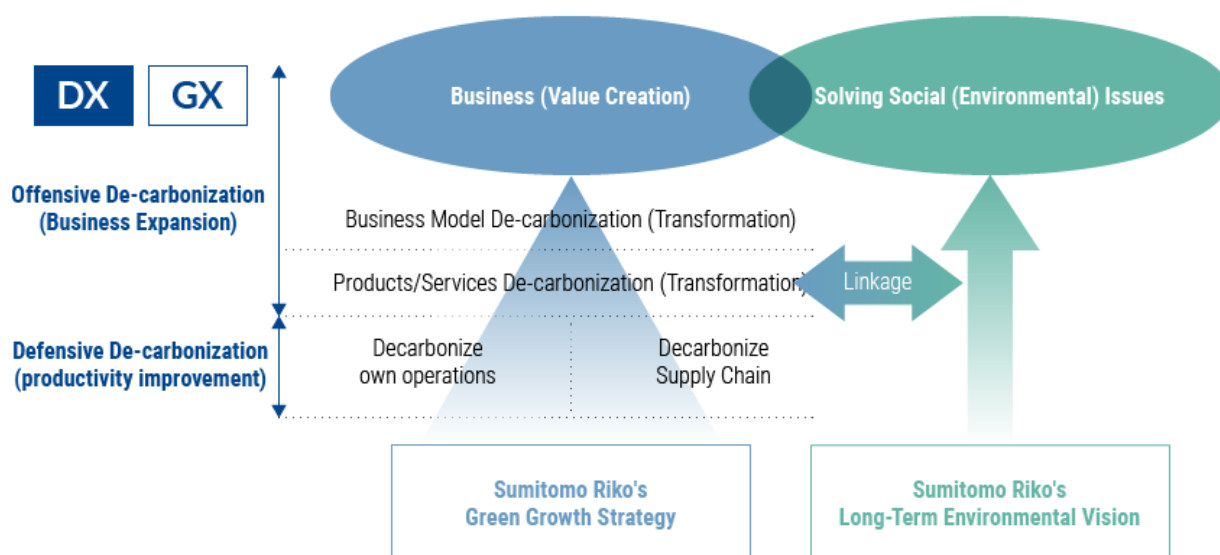


What the Corporate Group Strives to be

## Global Excellent Manufacturing Company

Purpose

To realize the comfort of the society by maximizing the potential of materials through Monozukuri



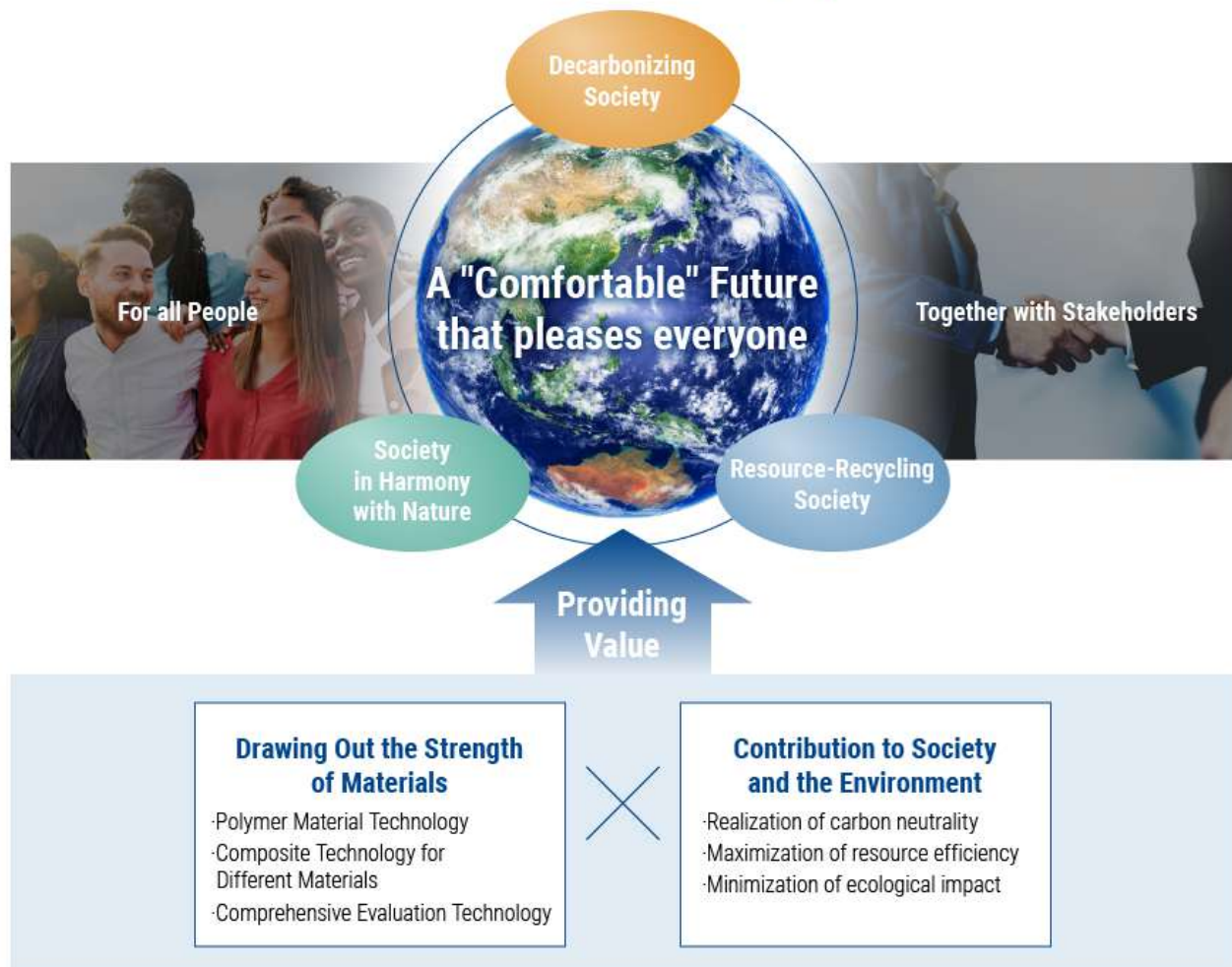
\* GX (Green Transformation) = Quickly transforming business structures and socioeconomics to become carbon neutral, balancing economic growth and environmental protection

## Long-Term Environmental Vision 2050

As the world faces various environmental challenges, our vision for the future is a sustainable society in which "Safety and Comfort" are realized in all aspects of life around the world.

Prior to the formulation of the vision, we reviewed our materiality. In addition to the keywords "Decarbonizing Society," "Resource-Recycling Society," and "Society in Harmony with Nature," the slogan for our long-term vision is "Toward a future where everyone can enjoy a comfortable life."

## Toward a future where everyone can enjoy a comfortable life



Toward a "Decarbonizing Society", we will energetically reduce CO<sub>2</sub> emissions.

Toward a "Resource-Recycling Society", we will use resources carefully without wasting them.

Toward a "Society in Harmony with Nature", we will protect nature.

And the society we aim at in 2050 is as follows.

### What society looks like



### What our company looks like





# About Environment 2029V

We have formulated our mid-term environmental target "Environment 2029V" in order to realize the "Ideal State" envisioned in our long-term vision. We will contribute to a "Decarbonizing Society," "Resource-Recycling Society," and "Society in Harmony with Nature" with less impact on the environment, while taking on the challenge of growing our business and creating new value.

## Environmental Target 2029V-Priority Items to be Addressed

### Sumitomo Riko

Contributes to a Decarbonizing Society by:

**reducing CO<sub>2</sub> emissions aiming at the 1.5°C target.**

Contributes to a Resource-Recycling Society by:

**minimizing waste and promoting the use of sustainable materials.**

Contributes to a Society in Harmony with Nature by:

**"visualizing" and reducing our own environmental impact on the ecosystem.**

Key Issues	Environment 2029V Action Goals	Environment 2029V Numerical Targets
Contribution to a Decarbonizing Society	Reduce greenhouse gas emissions	Scope 1+2: 30% reduction in CO <sub>2</sub> emissions (compared to 2018)
		Scope 3: 15% reduction in CO <sub>2</sub> emissions (compared to 2018)
	Increase efficiency of energy use	Energy sales intensity 10% reduction (compared to 2022)
	Promote the introduction of renewable energy	Ratio of renewable electricity 2.5% increase (compared to 2022)

Contribution to a Resource-Recycling Society	Reduce waste	Reduce waste sales intensity by 7% (compared to 2022)
	Aim to minimize waste	Reduce waste rate to 4% or less
	Promote the use of sustainable materials	Sustainable material usage rate: 20% or more
	Aim to minimize water use	Reduce water intake by 10% (compared to 2022)
Contribution to a Society in Harmony with Nature	Promote "visualization and reduction" of environmental impact on ecosystems in areas surrounding the company	Establish impact assessment methods for multiple environmental aspects, including local biodiversity, and disclose appropriate information
	Aim to minimize environmental risk	Environmental incidents: Zero serious accidents, violations of laws and regulations, and complaints



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# Environmental Management

Shareholders and Investors, Suppliers and Other Trade Partners,  
Employees, Global Environment



Commitment

Message from the Officer in Charge

## **We are fully committed to a carbon-neutral circular economy toward a future where everyone can enjoy a comfortable life.**

Global warming caused by greenhouse gases, resource depletion due to mass consumption, and destruction of nature due to deforestation and plastic pollution in the oceans are common global issues. We are committed to carbon neutrality and a circular economy. However, as shown in the Synthesis Report for the Sixth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC), measures to combat global warming are inadequate, and more efforts and initiatives are needed than ever before.

We also feel a sense of crisis that we will lose our future if we do not seriously address the issues of resource depletion and destruction of nature. This year, we formulated the Long-term Environmental Vision 2050 and the Mid- and Long-term Environmental Targets "Environment 2029V".

As the officer in charge, I am committed, more than ever before, to leading the environmental conservation activities of the Sumitomo Riko Group to meet these challenges and visions.

The role and responsibility of companies in creating a sustainable society is significant. We will not be left behind but rather will be a leader in the world. We will contribute to the creation of a global environment for a future in which our families, children, and descendants can live safely and comfortably with smiles on their faces.



Shinichi Waku  
Director and Managing Executive Officer

## **Approach to Environmental Activities**

With "Global Excellent Manufacturing Company" in mind, the Sumitomo Riko Group is united in its business activities to become "a leading company that continues to provide solutions to social issues".

As stated in our Corporate Action Charter, "Recognizing that global environmental issues pose challenges to all humankind, and that it is an integral part of our existence and activities, we shall proactively tackle these issues.", we will contribute to global environmental conservation in the spirit of practicing activities that contribute to society and aim to build a sustainable society. In order to realize this policy, we will establish an environmental management system, and in addition to working to reduce environmental burden and environmental risks in our business activities, we will also actively develop environmentally friendly products and technologies that comply with environmental regulations.

### **Environmental Philosophy**

#### **Basic Policy**

The Sumitomo Riko Group intends to always do business with natural environment preservation in mind. We will stick to social expectations and rules, and carry out all the activities from product development, design, procurement, production, logistics, sales to waste disposal under the principles of "MOTTAINAI" and "OMOIYARI." Sumitomo Riko also aims to formulate a sustainable society while contributing to global environment preservation under the spirit of social contribution.

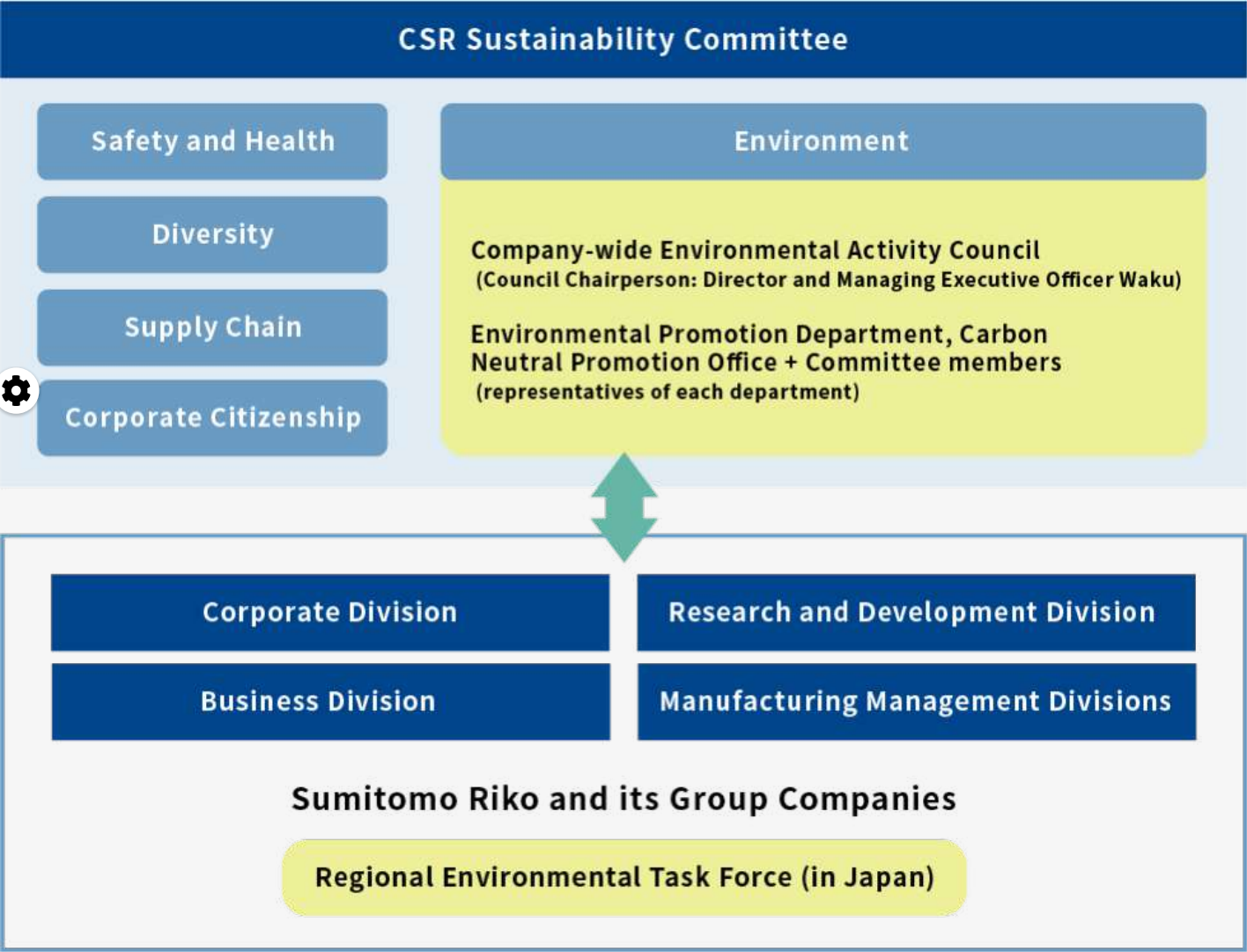
#### **Action Guideline**

1. Make the environmental preservation deep rooted activities in our corporate culture and encourage all employees to participate.
2. Encourage the entire Sumitomo Riko group to be involved in the preservation activities.
3. Develop Sumitomo Riko's own improvement plan besides complying with environment related regulations imposed by national and municipal

- governments to lower the environmental load.
- 4. Establish targets and goals for environmental protection and carry them out systematically and continuously.
  - 5. Make efforts to develop products and a production system with low environmental loads and push forward with more active environmental protection activities.
  - 6. Disclose environmental related information and promote opinion exchange in local community and society.

# Environmental Promotion Structure

The CSR Sustainability Committee deliberates and approves policies and the status of environmental activities throughout the Sumitomo Riko Group. This environmental structure oversees our global environmental activities.



## Establishment of Environmental Management System (ISO14001)

The Sumitomo Riko Group is promoting the establishment of ISO 14001, the international standard for environmental management systems, at its production bases in Japan and overseas, and is engaged in continuous environmental improvement activities. The number of certified bases is 11 in Japan and 39 overseas, covering 98% of the Group's total sales.

Related information [ISO14001 Certification Status \(list of certified companies\)](#)

# Medium-term Targets for Environmental Activities

Every three to five years, we set medium-term targets and promote company-wide activities to resolve these issues. In our previous mid-term management vision "2022V," we set environmental targets for greenhouse gas reduction and waste reduction. 2022 is the final year of the vision, and we have been working toward achieving these targets and promoting activities to become carbon neutral. As a result, progress in FY2022 was achieved for both greenhouse gas and waste reduction targets. In order to achieve the numerical targets for 2029V established this time, we have backcasted and determined the targets for FY2023.

## Medium-Term Environmental Targets (2022V) and Achievements in FY2022

Items	2022V Targets	Results in FY2022	Judgement
Greenhouse gas reduction	8% reduction (compared to FY2017 intensity)	32.4% reduction	✓
Reduction of waste (excluding valuable resources)	5% reduction (compared to FY2017 intensity)	30.6% reduction	✓

Notes ✓:Target Achieved ×:Target Not Achieved

## FY2022 Results for Key Environmental Issues

Items	Targets	Results	Judgement
Greenhouse gas reduction	Total emissions reduced by 5.0% compared to FY2017	21.1% reduction	✓
Energy reduction	1.0% reduction compared to FY2021 on an intensity basis	21.8% reduction	✓
Introduction of solar power panels	1.9MW or more	4.2MW	✓
Waste reduction (excluding valuable resources)	Total emissions reduced by 5.0% compared to FY2017	19.0% reduction	✓
Waste Recycling rate	Recycle rate 80% or more	70%	×
VOCs reduction	Below actual emissions in FY2017 at Sumitomo Riko	57% reduction	✓
Chemical substances management	Continue to comply with new regulations	Compliance with revised Chemical Substances Control Law, EU REACH, and revised TSCA banned substances	✓
Environmental incidents	No legal violations or complaints	4 cases of legal violations, 0 complaints	×

Notes ✓:Target Achieved ×:Target Not Achieved

## Plan for FY2023

Items	Targets	Plans
Greenhouse gas reduction	14.0% reduction (Total emissions compared to FY 2018)	Ensure implementation of reduction themes and build on reductions through energy efficiency audits, etc.
Energy reduction	1.5% reduction (compared to FY2022	

	intensity)	
<b>Introduction of renewable energy</b>	0.3% increase (compared to FY2022 renewable energy ratio)	Planned introduction of solar power panels and consideration of acquiring of “Renewable Energy Certificates”
<b>Waste reduction (excluding valuable resources)</b>	1.0% reduction (compared to FY2022 intensity)	Reduction of defects, improvement of yield ratio, and promotion of valuable resources
<b>Waste Recycling rate</b>	Recycling rate of 80% or more	Continuous implementation for recycling
<b>VOCs reduction</b>	Reduce emissions at Sumitomo Riko below the previous year's level	Continuous implementation for VOCs reduction
<b>Chemical substances management</b>	Continuous compliance with new regulations	Early acquisition of new regulations and internal development
<b>Environmental incidents</b>	Zero serious accidents, legal violations and complaints	Continual base audits and dissemination of information on environmental laws and regulations, etc.
<b>Reduction of water intake</b>	1.0% reduction (from total FY2022)	Promote highly efficient use and recycling of water

\* The denominator used for the intensity for each performance indicator is net sales.

\* Details of each issue are shown on the related pages.

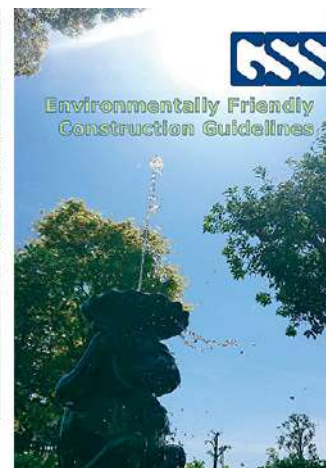
## Compliance with Environmental Laws and Regulations

The Sumitomo Riko Group strives to ensure thorough compliance with environmental laws and regulations. However, in FY2022, there were four cases of legal violations at domestic and overseas bases. (Exceeding effluent standards: China, delay in submitting reports to the government: Thailand, un-notified relocation of specified facilities: Japan, and exceeding waste storage deadlines: China) From now on, we will promote improvement activities to prevent recurrence and aim for zero environmental incidents.

To ensure thorough compliance with environmental laws and regulations at each base, the Regional Environmental Task Force, attended by environmental managers from each base in Japan, explains revised environmental laws and regulations and introduces examples of violations found at other bases, thereby encouraging voluntary checks.

As for overseas, in China, where environmental regulations are rapidly being tightened, information on environmental regulations obtained from an environmental consulting firm is distributed weekly to our Chinese bases to inform them of the revised laws and encourage them to consider countermeasures. In addition, we regularly visit our domestic and overseas bases to check the status of compliance with laws and regulations and to prevent any violations.

We have also prepared "Environmental Management Guidelines," which explain the principles of environmental management, our approach to environmental management, and how to deal with problems when they occur. They are used as educational materials for heads of bases and executives posted overseas, as well as environmental personnel at bases. In addition, we have also prepared and published "Environmentally Friendly Construction Guidelines," which outlines the environmental considerations to be made in the construction work ordered by each base, in an effort to not only comply with the law but also to avoid inconveniencing neighboring communities.



## Future Issues and Responses

We have 56 global production bases. Sumitomo Riko's Environmental Promotion Department, in cooperation with the Carbon Neutral Promotion Office and Global Promotion Office, provides instructions and exchanges information on environmental activities directly with these bases through the Mother Business Headquarters.

With recent environmental regulations and increasing demands for conservation activities, the environmental management of the Sumitomo Riko Group needs to be further upgraded. Therefore, we will continue to exchange information, monitor the status of activities, and communicate with each other in order to realize our Long-Term Environmental Vision for 2050.



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## Research and Development

The Power of Materials × CASE  
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# Responding to Climate Change

Shareholders and Investors, Suppliers and Other Trade Partners,  
Local Communities, Global Environment



## Basic Approach

The Sumitomo Riko Group has set greenhouse gas (GHG) reduction targets with the aim of becoming carbon neutral by 2050, and is making company-wide efforts to reduce not only its own CO<sub>2</sub> emissions (Scope 1 and 2) but also CO<sub>2</sub> emissions from its supply chain (Scope 3). In terms of reducing our own emissions, we are taking a two-pronged approach, not only by switching to renewable energy sources but also by reducing production energy. We are also promoting climate change mitigation and adaptation by fully demonstrating our core technologies in manufacturing, materials, and product development. With regard to the supply chain, we are also promoting planning and implementation to reduce CO<sub>2</sub> emissions related to the purchase, transportation, and disposal of raw materials, parts, and other materials.

### Medium- and Long-Term Targets for GHG Reduction

Item	Target Year	CO <sub>2</sub> Reduction Target Value
Sumitomo Riko Group Long-Term Environmental Vision 2050	2050	Achievement of Carbon Neutrality
2029 Sumitomo Riko Group Vision (2029V)	FY 2029	Scope1+2 30% decrease from FY2018 Scope3 15% decrease from FY2018
2025 Sumitomo Riko Group Mid-term Management Plan (2025P)	FY 2025	Scope1+2 20% decrease from FY2018



## Acquisition of SBT Certificate

In April 2021, the GHG emission reduction targets of the Sumitomo Electric Group, including Sumitomo Riko, were certified under the SBTi (Science Based Targets initiative). The target values were set as "30% reduction of Scope 1+2 by FY2030 based on FY2018 standards, and 15% reduction of Scope 3 by FY2030 based on FY2018 standards."

These targets are consistent with the Paris Agreement (Well Below 2°C: WB2°C: the level at which the global temperature increase is well below 2°C above pre-industrial levels). As the IPCC AR6 Synthesis Report indicates, further efforts to reduce GHG emissions are needed, so we have decided to advance the target achievement year by one year, with a view to the 1.5°C target in the "Environment 2029V" announced in 2023.

## Endorsement of the TCFD

In June 2022, the Sumitomo Riko Group expressed its endorsement of the TCFD's recommendations. Based on the recommendations, we will actively disclose information on both the risks and opportunities posed by climate change to our business from the four perspectives of "Governance," "Strategy," "risk management," and "indicators and targets," and will strive to further enhance our corporate value through specific measures.

Related Information

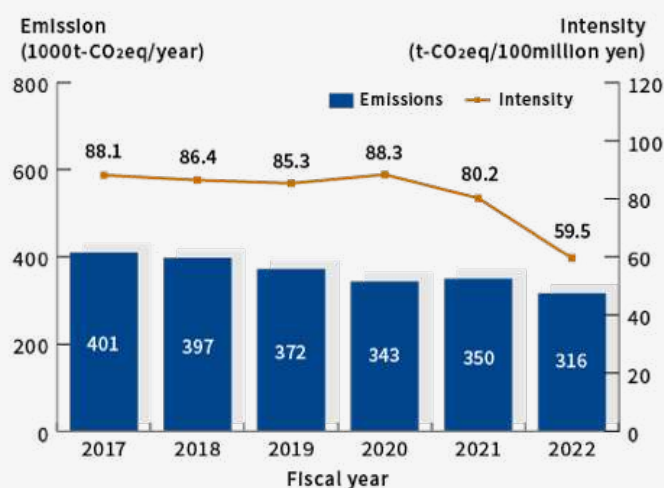
[Disclosure Based on TCFD Recommendations for FY2022 \(318KB\)](#) 

## Efforts to Reduce GHG Emissions in Business Activities

The Sumitomo Riko Group is working to reduce GHG emissions by introducing high-efficiency production equipment, improving steam leaks, consolidating production lines, and expanding solar power, as well as proposing reductions through energy audits.

### GHG Emissions (Sumitomo Riko Group)

The overall GHG emissions of the Sumitomo Riko Group in fiscal 2022 were reduced by 21.1% compared to fiscal 2017. In addition, the fiscal 2022 emissions intensity of production decreased by 32.4% compared to fiscal 2017.



\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

\*2 In FY2022, CO<sub>2</sub> emission coefficients for electricity are the 2019 country-specific coefficients listed in the IEA "CO<sub>2</sub> Emissions Factors 2021".

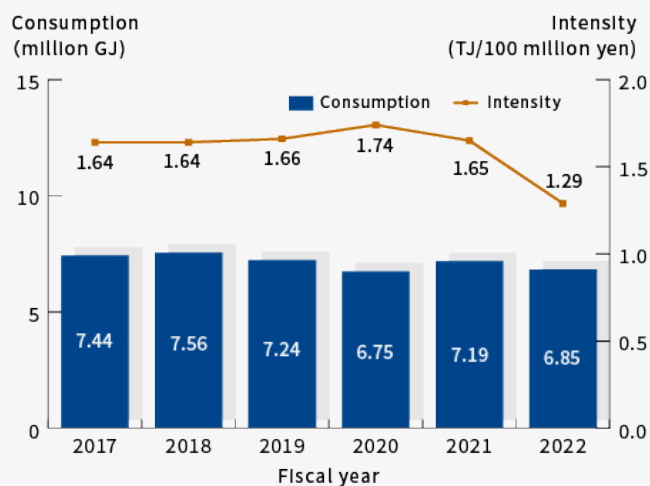
\*3 CO<sub>2</sub> emission coefficients other than those for electricity are those listed in the "Manual for Calculation and Reporting of Greenhouse Gas Emissions" published by the Ministry of the Environment.

\*4 Intensity is not included in the guarantee.

\*The quantitative data in this section is assured by a third-party organization.

### Energy Consumption (Sumitomo Riko Group)

Energy consumption of the entire Sumitomo Riko Group in FY2022 decreased by 7.9% compared to FY2017.



\*1 Intensity is not included in the guarantee.

\*2 Denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

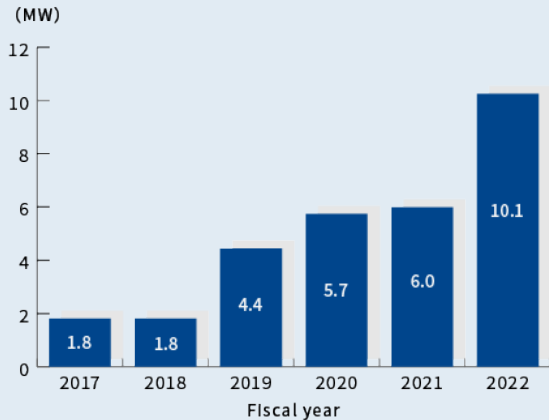
### Examples of GHG Emission Reductions

## ① Introduction of solar power

Solar power is a representative renewable energy source that does not produce GHGs, therefore, the Sumitomo Riko Group is actively adopting it.

In fiscal 2022, solar power is being introduced at our bases in Thailand and China, bringing the total output of the Group to 10.1 MW.

### Solar Power Generation Capacity Trends (Sumitomo Riko Group)



SumiRiko Chemical and Plastic Products (Thailand) Ltd.

## ② Improvement of VOC combustion equipment

At SumiRiko Ohio, Inc., installation of a precious metal catalyst in the VOC combustion equipment made it possible to lower the furnace temperature (from 825°C to 454°C), reducing the amount of gas used and thus contributing to CO<sub>2</sub> reduction. (Effect: 1,728t- CO<sub>2</sub>/year)

[Sumitomo Riko FY2023 Environmental Awards]



SumiRiko Ohio, Inc.

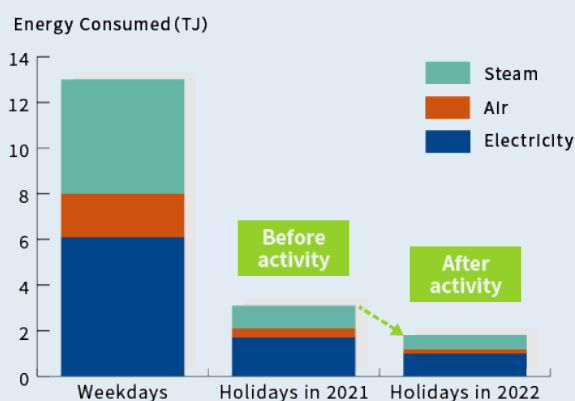
### ③Switch-off activities

We have been engaged in "Switch-Off Activities" with the goal of achieving zero energy waste.

As a result of thorough implementation of Switch-Off Activities mainly at the target factory of Komaki Plant, we were able to reduce wasted energy, and CO<sub>2</sub> emissions were reduced by approximately 40% (160 tons/year) during holidays. Sumitomo Riko received an environmental award in FY2023.

\*Switch-Off Activities: Activities to reduce the consumption of energy (electricity, air, and steam) that does not contribute to production on holidays.

#### Energy consumption on operating days and holidays



Switching off standby equipment  
(Sumitomo Riko Komaki Plant)

Total for the five-month period from July to November

### ④Implementation of energy audit activities

In order to reduce GHG emissions in production processes, the Sumitomo Riko Group is working to develop human resources capable of independently carrying out energy audits at each base. This fiscal year, energy audits were conducted at two Group companies in Japan. After the diagnosis, we continue to support the personnel in charge of the bases and conduct human resource development.



Energy audit  
(SumiRiko Oita Advanced Elastomer  
Company Limited)

## Initiatives to Reduce GHG Emissions in Logistics

### Promoting Modal Shift and Transportation Efficiency

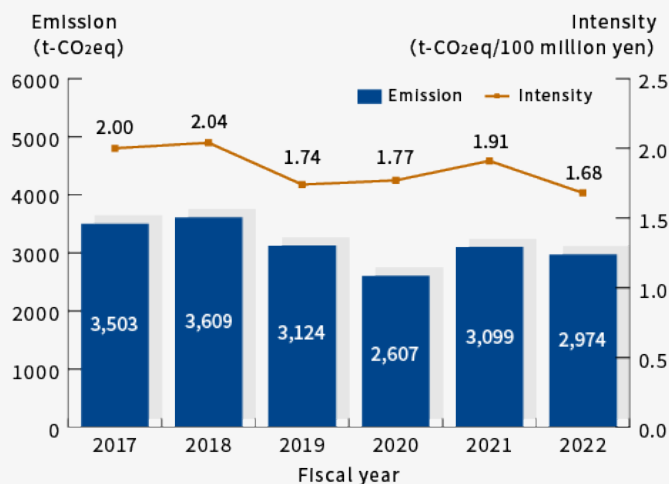
Sumitomo Riko is also working to reduce environmental impact in logistics through efficient transportation, including "reforming transportation methods (modal shift)" and "consolidating cargo and using larger vehicles to make fewer deliveries than before (reduction in the number of deliveries)."

While sales recovered in FY2022, efforts to consolidate cargo volumes and reduce the number of incoming flights, especially from imports and suppliers, resulted in a GHG emissions intensity of 1.68 t-CO<sub>2</sub>eq/100 million yen, a decrease of 12.0% from the previous year, and a total amount of 2,974 t-CO<sub>2</sub>eq, a decrease of 4.0% from the previous year.

We will continue our efforts to reduce emissions by consolidating cargo and improving routes.

In recognition of its efforts to reduce CO<sub>2</sub> emissions, our group has received external awards, such as the Modal Shift Award.

## GHG Emissions in Logistics (Sumitomo Riko)



\*1 Calculation standards for greenhouse gas emissions are based on the "Energy Conservation Law Guidebook for Shippers" edited by the Energy Conservation Measures Division of the Agency for Natural Resources and Energy, and the "Manual for Calculation and Reporting of Greenhouse Gas Emissions" of the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

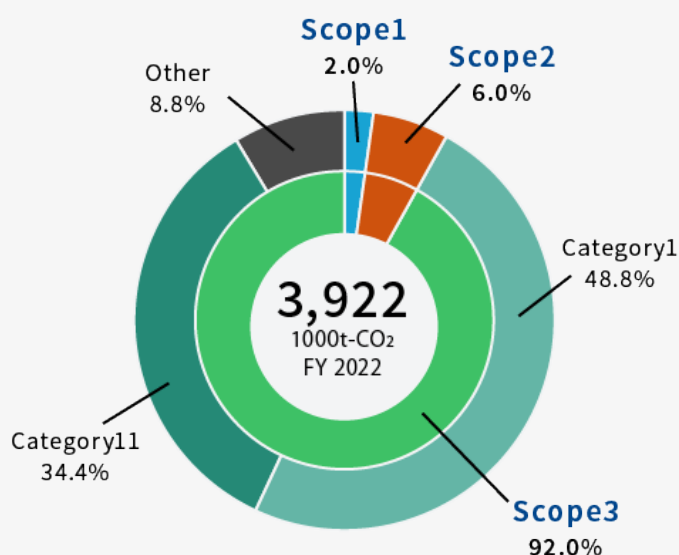
\*2 Denominator for calculating intensity is based on non-consolidated sales of Sumitomo Riko.

## GHG Emissions in the Supply Chain

In order to achieve carbon neutrality by 2050, we recognize the importance of understanding not only the direct emissions of GHG (Scope 1) from fuel combustion and indirect emissions (Scope 2) from the use of purchased electricity and other resources in our own business activities, but also indirect emissions (Scope 3) from the procurement of raw materials, use and disposal of products sold, and other sources throughout our supply chain. Based on this understanding, we have to engage in activities to reduce GHG emissions.

The GHG emissions of the entire supply chain of the Sumitomo Riko Group in fiscal 2022 were 8.0% for Scope 1+2 and 92.0% for Scope 3. Going forward, we will implement initiatives to reduce emissions, beginning with those items that are expected to have a large reduction effect.

### Breakdown of CO<sub>2</sub> emissions (Sumitomo Riko Group)



- Scope 1: 79,000t-CO<sub>2</sub>eq/year
  - Scope 2: 237,000t-CO<sub>2</sub>eq/year
  - Scope 3: 3,606,000t-CO<sub>2</sub>eq/year
- Category 1 = Purchased product/service  
 Category 11 = Use of product  
 Other = Categories 2-10, 12-15

## Future Issues and Responses

The United Nations' latest report on global warming (the IPCC AR6 Synthesis Report), released in March 2023, strongly urges countries around the world to reduce GHG emissions more drastically and more promptly than the current situation. The Sumitomo Riko Group also believes that it is necessary to steadily advance its current GHG reduction plan, achieve reduction targets ahead of schedule, and set new targets. In order to achieve carbon neutrality, we will work not only on our own, but also with the Sumitomo Electric Group, local neighborhood companies, and companies in other industries to avoid a crisis for the entire planet.



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# Responding to Water Risks

Shareholders and Investors, Suppliers and Other Trade Partners,  
Local Communities, Global Environment



## Basic Approach

The Sumitomo Riko Group consumes large quantities of water for cleaning and surface treatment of metal parts used in its products, cooling of manufacturing equipment and resin molded products, etc. We recognize that water is an important resource.

Meanwhile, "water risk" is consistently ranked high in the "Global Risk Report" published by the World Economic Forum.

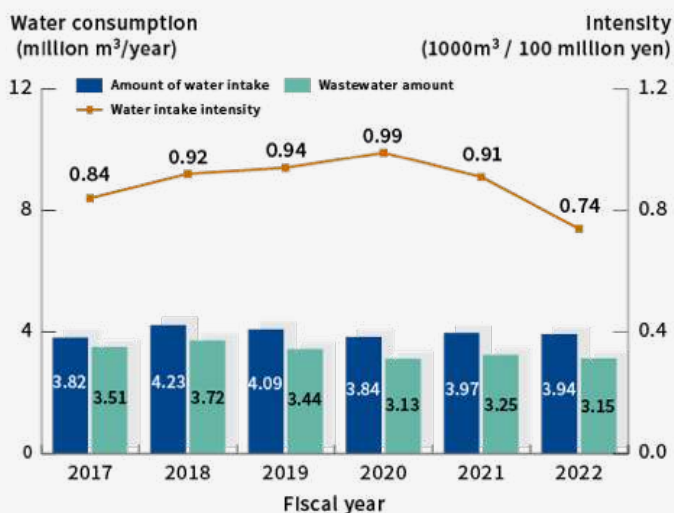
To address this issue, we not only reduce water consumption by improving production processes and recycling wastewater, but also strive to understand the risks in each region in order to continue our business activities.

## Efforts to Reduce Water Consumption

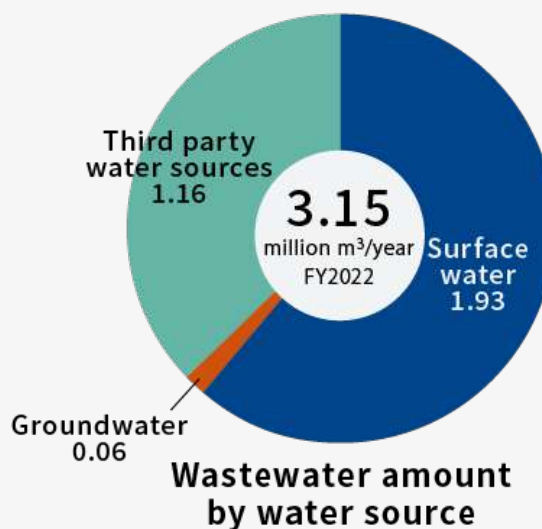
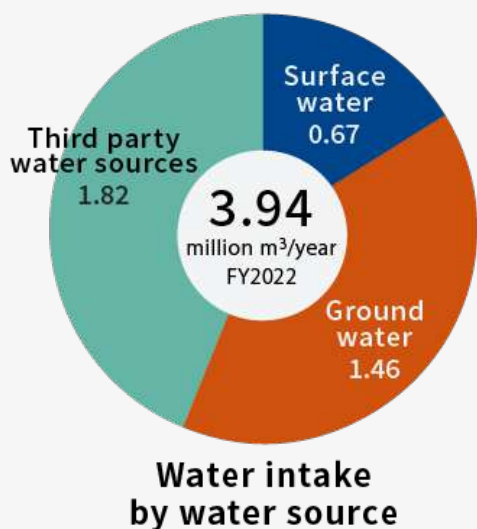
When washing products with our cleaning equipment, we strive to save water by adopting a counter-current multi-stage water rinse system. In most cases, water is selected as the refrigerant used to cool equipment that generates heat during processing, such as rubber kneading machines and extruders. In this case, water is used endlessly if it is poured over the equipment. Therefore, cooling towers and chillers are used to cool and circulate the water that has absorbed heat, leading to significant water savings.

### Amount of water intake and wastewater discharge (Sumitomo Riko Group)





\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.



#### Examples of Water Consumption Reduction

### Reuse of domestic wastewater

Tokai Rubber (Jiaxing) Co., Ltd. (TRJ) in China has been using recycled water purified by reverse osmosis (RO) membrane-based water treatment facilities in its production processes since 2018, after new regulations made it impossible to discharge domestic wastewater directly. This has resulted in a 20% reduction in water purchased by TRJ.



Wastewater Reuse by RO System at TRJ  
(China)

## Understanding and Reducing Water Risks

We use the international water risk assessment tool AQUEDUCT3.0 to evaluate water risk in the regions where all of our production bases are located, both in Japan and overseas every year. The 2022 survey did not identify any bases with significant risks that need to be addressed

immediately. Based on the results, we are strengthening our efforts to address various water risks such as depletion of water resources, deterioration of water quality, flooding, and tightening of regulations.

## Future Issues and Responses

Water risk is an important issue for us, a company with global bases, as each region faces different risks, such as water shortages due to population growth and increased risk of flooding due to global warming.

The Sumitomo Riko Group is promoting water savings, prevention of leakage, and reuse of wastewater in production processes, as well as creation of new process designs that do not use water.

We will also continue to share information with our global bases to identify future risks and create action plans to reduce water risks.



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The Power of Materials × CASE	Video/Ad Library		
Our Mission	Manga: Sumitomo Riko's Business		
Our R&D			
Intellectual Property Rights			

# Contributing to a Recycling-Oriented Society

Shareholders and Investors, Suppliers and Other Trade Partners,  
Employees, Global Environment



## Basic Approach

The Sumitomo Riko Group uses nature-based raw materials such as natural rubber and minerals, as well as petroleum based raw materials, such as synthetic rubber and various chemical substances. We recognize that these resources are finite, and that waste generated during production and after use can lead to environmental pollution if not disposed of properly.

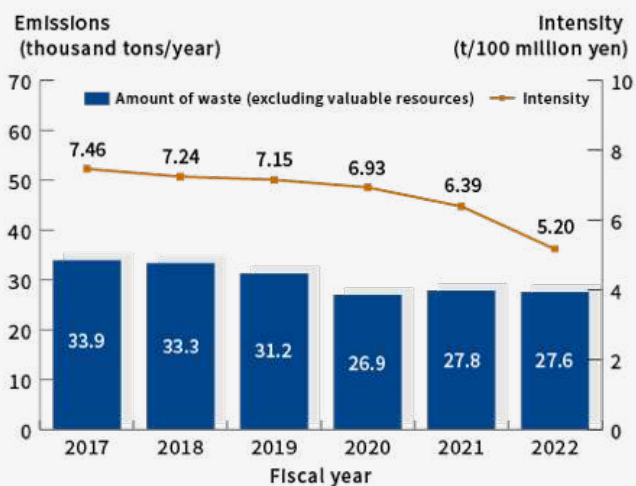
To address this issue, we are committed to developing our existing 3R (Reduce, Reuse, Recycle) activities to realize a highly resource-recycling (circular economy) society in which there is no waste.

## Waste Reduction Initiatives

In FY2022, the total amount of waste, excluding valuable resources, and total waste emissions decreased by 19.0% and 18.1%, respectively, compared to FY2017 throughout the Sumitomo Riko Group. On the other hand, the intensity in FY2022 decreased by 30.6% and 29.9%, respectively, compared to FY2017. This was due to the reuse (valorization) of unvulcanized rubber, along with the reduction of defects and improvement of yield rates.

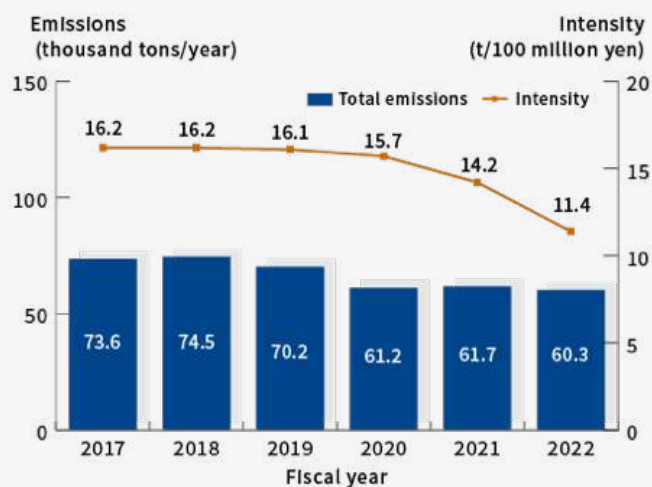
### Waste (excluding valuable resources) emissions (Sumitomo Riko Group)





\*1 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

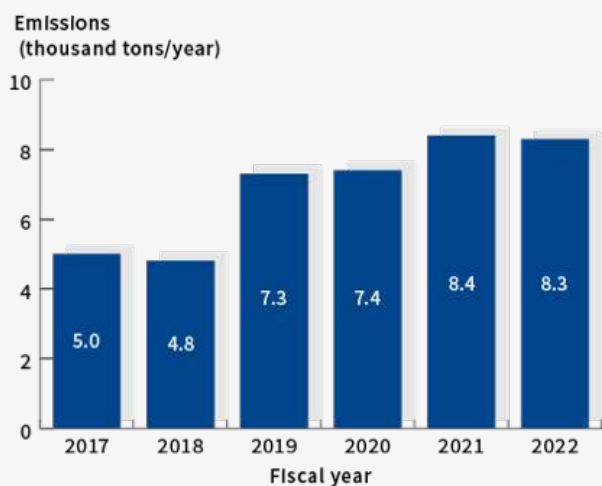
## Waste and Other Emissions (Sumitomo Riko Group)



\*2 The denominator of the intensity is the sales amount (after elimination of internal transactions) in the scope of aggregation.

\*3 Waste and other emissions include valuable resources.

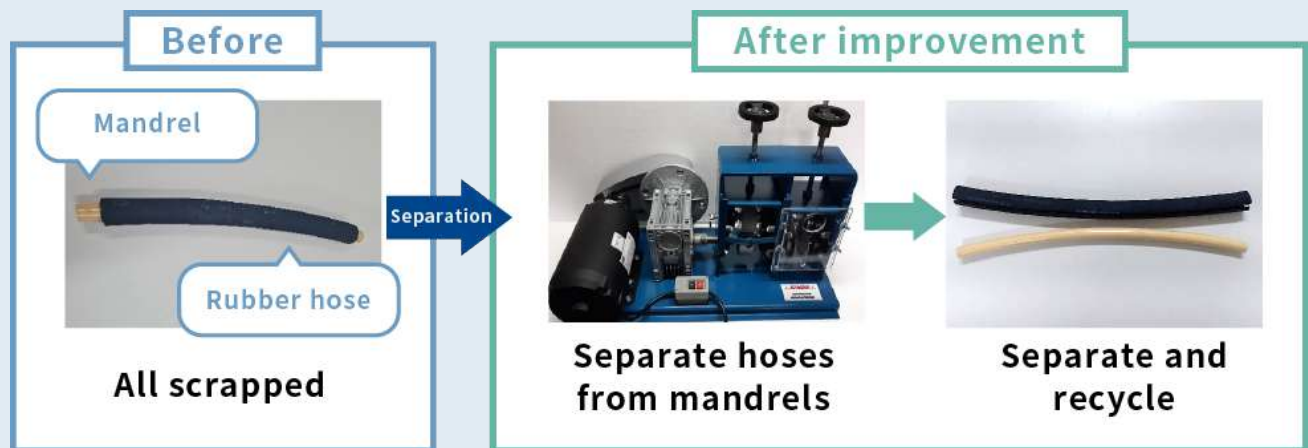
## Waste (landfill) emissions (Sumitomo Riko Group)



Examples of Waste Reduction

At SRK-HDB (S Riko Automotive Hose do Brasil Ltda.), all defective products from production were disposed of as waste, and mandrels were thrown away with rubber attached.

We then devised a mandrel separator, which made it possible to reuse the mandrels that had been collected. As a result, the separated rubber can also be reused, reducing waste. (Mandrels: 6.5 tons/year, rubber: 8.6 tons/year)  
[Sumitomo Riko FY2023 Environmental Awards]



## Plastic-free Initiatives

### Eliminating the Sale of Plastic Bottled Beverages at Global Headquarters

~Initiatives to address the problem of marine pollution caused by plastic waste~

In an effort to solve the marine plastic pollution problem, we have started a plastic-free initiative to stop selling beverages in plastic bottles and replace them with aluminum cans. The goal is to reduce to "zero plastic bottles" used at the global headquarters in Nagoya, Japan, from an average of 780 bottles per month, or about 10,000 bottles per year. This activity will enable us to reduce CO<sub>2</sub> emissions by 80 g per 500 ml PET bottle, or approximately 748 kg per year. In line with the abolition of the use of PET bottles, we are promoting the use of in-house installed tea dispensers and the use of "my bottle."

Starting with the discontinuation of sales at our global headquarters in FY2019, we introduced PET-bottle-free vending machines at our Saitama Plant in FY2021 and at SumiRiko Yamagata in FY2022. By 2030 (the deadline for achieving the SDGs), we plan to gradually switch over to canned products and other products for PET-bottle sales at the Group's domestic bases.

## Reuse of Unused Office Supplies

Sumitomo Riko contributes to the circular economy by operating the "Sumitomo Riko Eco Flea Market," a website for exchanging unneeded office supplies, equipment and apparatus.

(398 contracts were concluded in FY2022)



エコフリマ

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最終更新 22/11/23

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21 画像



## Examples of Resource Conservation and Recycling Initiatives

In 2017, we introduced Epson's "PaperLab" dry office paper machine for the purpose of protecting the global environment, which is a social issue, as well as for the security benefit of in-house processing of confidential documents. In the process of creating recycled paper from used paper, PaperLab can significantly reduce "CO<sub>2</sub> emissions," "wood resource use," and "water consumption" compared to the process of creating commercial paper. The recycled paper is used for employees' business cards, notepads, and notebooks. The paper is also donated to Komaki City in Aichi Prefecture and to junior high schools and civic groups in Susono City, Shizuoka Prefecture, where it is used for communication documents, bulletins, and pamphlets in school and group activities.

A series of operations, including document processing and machine operation, are handled by our special subsidiary, SumiRiko Joyful Company Limited<sup>\*1</sup>, which also provides employment for people with disabilities.



## Environmental Impact Reduction Effects of PaperLab (FY2022)

Installation bases	Number of sheets recycled (A4 plain paper)	Forest resource savings <sup>*2</sup>	Water Resource savings	CO <sub>2</sub> emission savings
Komaki Plant	704 thousand sheets	Approx. 43	Approx. 3,900 m <sup>3</sup>	Approx. 2.5 t-CO <sub>2</sub>
Fuji Susono Plant	59 thousand sheets	Approx. 4 pcs.	Approx. 330m <sup>3</sup>	Approx. 0.2 t- CO <sub>2</sub>

\*1 SumiRiko Joyful...A special subsidiary established in November 2013 to promote employment of people with disabilities and contribute to society.


\*2 Tree type: "Tall deciduous broad-leaved trees with a breast height diameter of 5 cm and a height of 3 m" (from the Ministry of the Environment website).

Related Information

[Promotion of Employment of People with Disabilities](#)

# Rubber Recycling Initiatives

In order to reuse rubber, resin, and urethane wastes and realize a circular economy for these raw materials, our group is working with LanzaTech, Inc. to research and develop new technologies.

[Related Information](#) [Joint-Development Agreement on the Reuse of Rubber and Other Wastes](#) 

## Future Issues and Responses

While laws and regulations concerning waste disposal differ from country to country as well as the severity of landfill disposal, the Sumitomo Riko Group will pursue the effective use of resources. Specifically, we will reduce emissions (waste) from production processes through 3R activities and reduce the amount of waste simply incinerated and landfill disposal. We will also promote the effective use of earth resources by recovering energy and developing biochemical recycling technology using waste materials from waste. We will also promote resource-recyclable structural design and production process creation, including the selection of recyclable materials and structures that are easy to separate, in order to realize a circular economy.



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# Contributing to a Society in Harmony with Nature

Employees, Local Communities, Global Environment



## Basic Approach

The Sumitomo Riko Group conducts its business activities using various blessings of nature, including natural rubber, air, water, and minerals. Recognizing that our business activities must not pollute or eliminate the gifts of nature that we've been given, and that we have a responsibility to pass them on to future generations, we have set forth the goal of realizing a society in harmony with nature in our Long-Term Environmental Vision 2050.

Therefore, we are expanding the scope of our activities to include environmental conservation related to our supply chain, in addition to forestation activities and neighborhood beautification activities for the preservation of biodiversity.

## Joined the Global Platform for Sustainable Natural Rubber (GPSNR)

Sumitomo Riko joined the Global Platform for Sustainable Natural Rubber (GPSNR) on July 25, 2022.

Related information [CSR Activities on Supply Chain](#)

# Biodiversity Risk Assessment

The preservation of biodiversity is a key component of Sumitomo Riko Group Corporate Action Charter. We conducted an assessment to determine whether any of Sumitomo Riko's bases overlap with Key Biodiversity Areas (KBAs), which are important areas that are key to biodiversity conservation. We surveyed 11 bases in Japan, 16 bases in China, 16 bases in other Asian countries, 9 bases in the Americas, and 18 bases in Europe and Africa, and confirmed that none of our bases overlap with KBAs.

## Environmental Preservation Activities for Neighboring Communities

Sumitomo Riko actively participates in environmental preservation activities in neighboring areas, such as cutting down thinned wood in the "Sumitomo Riko Forest", cleaning ditches near the Matsusaka Plant, and beautification activities in Susono City.

### Sumitomo Riko's Forest Growing Project

On July 1, 2008, Sumitomo Riko (then Tokai Rubber Co., Ltd.) signed a foster parent agreement with Ikeda-cho, Kitaazumi-gun, Nagano Prefecture, in support of the Nagano Prefecture "Forest Foster Parent Promotion Project" philosophy.

The purpose of this project is to create forests as a source of CO<sub>2</sub> absorption so as to be a part of the global environmental protection activities. Sumitomo Riko's Forestry has been certified by the Nagano Prefectural Government as a forest CO<sub>2</sub> sink every year. (Amount absorbed in fiscal 2022: 379 t-CO<sub>2</sub>/year)

In addition to providing financial support for forest conservation, this project dispatches a team of Sumitomo Riko volunteers twice a year in the spring and in the fall. In addition to forest thinning, pruning, and tree planting under the guidance of local residents, the two-day and one-night volunteer activities also include agricultural experience, making local food, and exchange meetings with local residents of the Hirotsu area, in an effort to promote community interaction.



### Sumitomo Riko Matsusaka Forestation Project

On August 26, 2010, in Mie Prefecture, Matsusaka City, local residents of the Sezu area, and Sumitomo Riko (then Tokai Rubber) signed a five-year, 24.5ha forest conservation agreement in support of Mie Prefecture's Corporate Forest Project. It was the first time in the prefecture that a four-company agreement had been signed with the cooperation of the local community. It was also the first time that employees had participated in forest conservation activities in the contracted forests. In fiscal 2020, the contract was renewed for the third time.

Forest conservation activities by employee volunteers are held twice a year, in the spring and in the fall, and include thinning and other work as well as exchange programs with local residents.



## Tokai Chemical Industries, LTD "Mitake no Mori" Activity

In May 2017, Tokai Chemical Industries entered into an agreement with the town of Mitake and Gifu Prefecture regarding "Forestation through Cooperation with Companies" and began forest conservation activities together. This is a collaborative effort between employees and stakeholders to conserve forests and restore Satoyama (woodlands) in the town-owned forests in Mitake, where Tokai Chemical's head office and factory are located, with the aim of realizing a sustainable low-carbon society and leaving a rich natural environment for future generations.

The governor of Gifu Prefecture has certified that these forest conservation activities will absorb 290 tons of CO<sub>2</sub> over the next 50 years.

In addition to monthly maintenance activities by employees, company-wide events are held three times a year in spring, summer, and fall to promote interaction with local residents.



## Neighborhood Beautification Activities

At each of Sumitomo Riko's plants and offices, as well as at group companies such as Tokai Chemical Industries, employees volunteer to clean up the surrounding area on a regular basis.



Regional Cooperation Activities (Matsusaka Plant)



Beautification activities in Susono City (Fuji-Susono Plant)

## Extermination of Invasive Alien Species

Following last year, in May 2023, we participated in an extermination activity for the "Lanceleaf tickseed," which is designated as a "Invasive Alien Species" under the Invasive Alien Species Act. This plant could have a serious negative impact on the ecosystem in Japan. About 60 people from Komaki City, citizen volunteers, and volunteers from neighboring companies gathered to conduct extermination activities around the Komaki Athletic Grounds.



## Information Sharing with Local Communities

In order to promote mutual understanding and coexistence with the local community through communication with the neighboring community, the Komaki and Matsusaka Plants, which are adjacent to the housing areas, hold community liaison meetings with the neighborhood community association officers. During these meetings, information on local environmental preservation is also exchanged.

## Future Issues and Responses

We will clarify the relationship between the Sumitomo Riko Group's business and global resources, nature, and biodiversity, which are directly and indirectly linked to our business, and share this information within the company so that each and every employee is aware that our business activities are not simply social contribution activities.

We will also create a concept for each of our business bases to make the activities more relevant to the local community.



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# Appropriate Management of Chemical Substances

Shareholders and Investors, Suppliers and Other Trade Partners,  
Employees, Global Environment



## Basic Approach

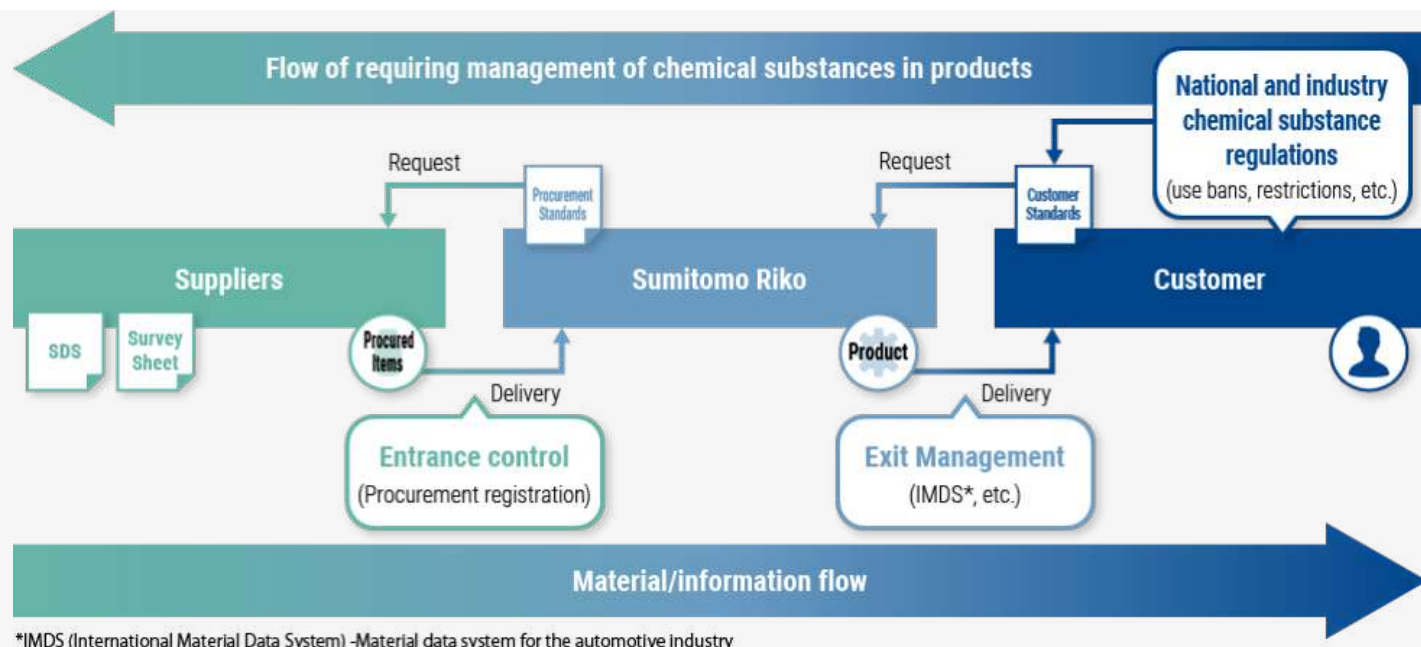
The Sumitomo Riko Group uses a variety of chemical substances, including raw materials for products, sub-materials used in production processes, and CFCs used in air conditioning equipment.

Chemical substances can have a negative impact on the global environment by causing soil and groundwater contamination through the disposal of products containing them, or by being released into rivers and the atmosphere through leakage or evaporation during production processes. Meanwhile, regulations on chemical substances are being tightened year by year, especially in Europe. Therefore, we are promoting safe and secure products manufacturing by strengthening our efforts to properly manage chemical substances, including the selection of chemical substances to be used, the establishment of management systems, and training for employees.

## Chemicals Management in the Supply Chain

Sumitomo Riko manages chemical substances contained in our products throughout the supply chain.

In order to deliver products that meet the laws and regulations of each country and the standards of our customers, we use the chemical substance management system to control chemical substances contained in products during product design, material procurement, and our manufacturing processes. We stick to the "Selection and use of materials that meet legal regulations and customer requirements" and allow "No contamination or by-production of prohibited substances".



## Compliance with Overseas Chemical Substance Regulations

Sumitomo Riko exports materials, parts, and products to overseas Group production bases.

With the cooperation of our suppliers and importers, we are appropriately complying with regulations such as the REACH Regulation in Europe, China's New Regulations on the Environmental Management Registration of Chemicals<sup>\*1</sup>, and Regulations on the Registration and Management of Hazardous Chemicals<sup>\*2</sup> and TSCA<sup>\*3</sup> in the United States.

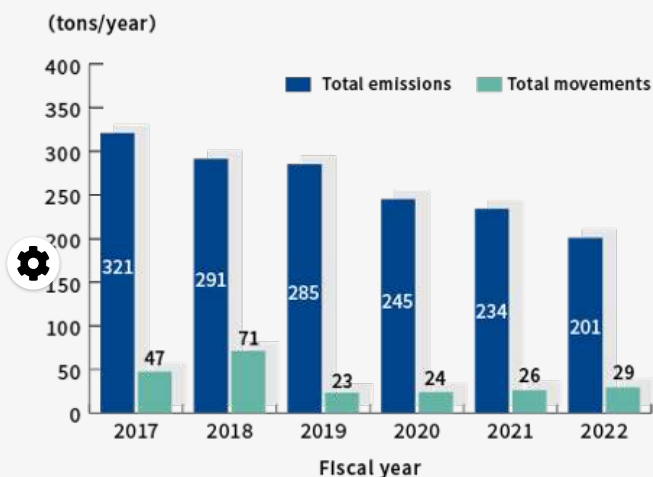
\*1 Measures for Environmental Management Registration of New Chemical Substances: Regulations on chemical substance registration in China

\*2 Measures for Registration Administration of Hazardous Chemicals: Regulations for the management of hazardous substances in China

\*3 TSCA: Regulations on chemical registration and hazardous substance management in the U.S.

# Management of Chemical Substances in Purchased Products

## Emissions and Transfers of PRTR-controlled Substances



The Sumitomo Riko Group provides rubber and plastic products such as automotive parts, office equipment parts, and industrial products which are manufactured using raw materials containing various chemical substances. In order to minimize the various risks of chemical substances, we are striving for appropriate management in each of the following areas: prevention of pollution in local communities, ensuring workplace safety, and compliance with customer requirements for our products. In Japan, we monitor and control chemical substances in accordance with the PRTR Law.

## Establishment and Operation of Substances to be Controlled

In order to prevent the release of regulated substances, Sumitomo Riko manages chemical substances in accordance with and in consideration of the laws and regulations of each country, mainly the European ELV Directive<sup>\*4</sup>, RoHS Directive<sup>\*5</sup>, REACH Regulation<sup>\*6</sup>, domestic laws and regulations, GADSL<sup>\*7</sup>, and IEC62474<sup>\*8</sup>, as well as customer requirements. Specifically, we provide safe and secure products by thoroughly implementing the roles of each department and management and operation methods.

\*4 ELV Directive: End-of-life vehicle (ELV) regulations in Europe (EU member states)

\*5 RoHS Directive: The Restriction of the use of certain Hazardous Substances in electrical and electronic equipment in Europe

\*6 REACH Regulation: Regulation on registration of chemical substances and management of hazardous substances in Europe

\*7 GADSL: Global Automotive Declarable Substance List

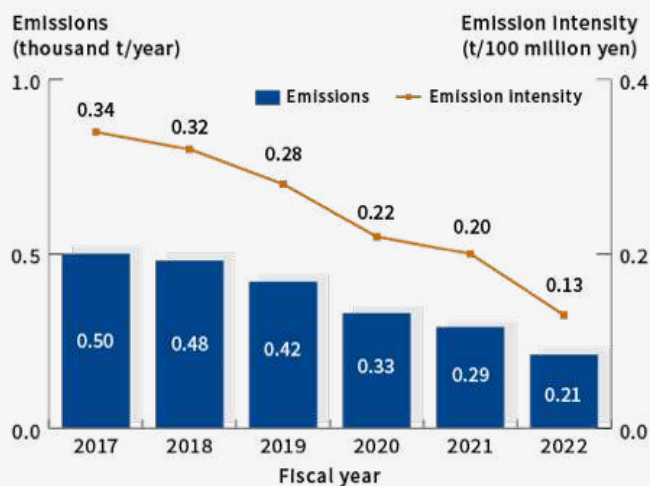
\*8 IEC62474: International controlled substances for the electrical and electronic industry

## Efforts to Reduce Air Pollutants

VOCs<sup>\*9</sup> emitted into the atmosphere react with ultraviolet rays of sunlight, causing photochemical oxidants and suspended particulate matter. Of the raw materials used by our group, VOCs contained in adhesives mainly used for bonding rubber to metal fittings, rubber glue for hoses, and anti-rust paint for metal fittings are released into the atmosphere as they dry.

Therefore, we are working to reduce losses in adhesive processing machines by developing spray guns with high paint coverage and to reduce atmospheric emissions by reducing the use of VOCs through the use of water-based paints and other measures. We will continue our efforts and work with suppliers on new themes, such as the use of water-based adhesives.

### VOC emissions (Sumitomo Riko)



\*9 VOC: Volatile Organic Compounds

\*10 The scope of aggregation is Sumitomo Riko.

\*11 Denominator of intensity is net sales (after elimination of internal transactions).

\*12 Figures are based on the "Voluntary Action Plan for VOC Emission Reduction" of the Japan Rubber Manufacturers Association.

## VOC/Vulcanized Gas Treatment Equipment Management

VOC/Vulcanized gas treatment equipment is directly connected to production facilities, and there is a risk of production stoppage due to malfunctions such as "fire" or "exceeding emission limits due to breakdowns." We have prepared a guidebook for each of our bases that outlines precautions to be taken in the design and operation of this treatment equipment, and are working to raise awareness of these issues. In order to prevent the recurrence of recent VOC/vulcanized gas treatment equipment malfunctions, the guidebook includes examples of such malfunctions, their presumed causes, and preventive measures, which will lead to improvement in function.

### Case Studies

#### Examples of VOC, vulcanization, and other emission control measures at overseas bases

##### ① VOC Reduction Measures

In order to comply with stricter laws and regulations on VOC emissions in various countries, the Sumitomo Riko Group is reducing the amount of VOCs used and introducing combustion-type and absorption-type VOC treatment equipment at its bases in China, the United States, Poland, and other countries that have strict regulations on the concentration of VOCs released into the atmosphere.



Combustion type VOC processing equipment  
Tokai Rubber (Jiaxing) Co., Ltd. (China)

## ②Vulcanized Gas Measures

In China, the Central ecological and environmental protection inspection in 2016 initiated stricter environmental regulations and many companies were punished. Our group companies were also strongly required by the authorities to comply with NMHC (non-methane hydrocarbon) emission concentrations generated during rubber mixing and vulcanization, and we have successively introduced dedicated vulcanization gas treatment equipment that uses combustion methods and photocatalyst to meet the standards.



Combustion vulcanization gas treatment equipment  
Tokai Rubber Moldings (Tianjin) Co., Ltd.  
(China)

## Soil and Groundwater Remediation

We have been systematically and continuously purifying groundwater contaminated by the past use of chlorinated solvents at the Komaki Plant, Matsusaka Plant, and Saitama Plant, and have reported the results to the government.

### Case Studies

### Komaki Plant

Since June 2001, we have been conducting the purification and monitoring at the Komaki plant using the pumped water aeration method. The concentration of contaminants has been decreasing sequentially and the purification effect has been recognized.

In FY2015, we additionally implemented purification using the anaerobic bioremediation, and are now proceeding with purification using the pumped water aeration method.



### Matsusaka Plant

Since December 2005, we have been conducting the purification and monitoring at the Matsusaka plant using the pumped water aeration method. The concentration of contaminants has been decreasing sequentially and the purification effect has been recognized.



### Saitama Plant

Since March 2007, we have been conducting the purification and monitoring at the Saitama plant using the pumped water aeration method. The concentration of contaminants has been decreasing sequentially and the purification effect has been recognized. We are also attempting purification by anaerobic bio-method, and have conducted it three times in 2007, 2017, and 2019 to promote purification.



# Proper Management of Ozone-Depleting Substances

To protect the ozone layer and prevent global warming, we are promoting the control of CFC emissions into the atmosphere and the use of natural refrigerants. The amount of leakage in FY2022 based on the Fluorocarbon Emissions Control Act was 35t- CO<sub>2</sub>. We are managing operation through periodic inspections and proper disposal and collection in accordance with the law. We will continue to systematically renew equipment and reduce the use of fluorocarbons. In addition, we were awarded a rank A in the JRECO<sup>\*13</sup> CFC measure rating for FY2022.

<sup>\*13</sup> JRECO: Japan Refrigerants and Environment Conservation Organization

## Proper Storage of PCB Equipment

Polychlorinated biphenyl (PCB), which are nonflammable, chemically stable, and have high electrical insulation properties, have been used by our group in high-voltage transformers and capacitors. However, the enactment of the Stockholm Convention (POPs Convention) and the laws and regulations of various countries have resulted in a general ban on the manufacture and use of PCBs, requiring strict storage management and systematic waste disposal.

The Sumitomo Riko Group has been aware of the waste and has been systematically promoting proper waste disposal in accordance with the laws and regulations of each country, as well as storing the waste appropriately. With the completion of the disposal of highly concentrated PCB waste at the Matsusaka Plant in the spring of 2020, all disposal of highly concentrated PCB waste in Japan has been completed.

## Response to Asbestos

Asbestos has been widely used in building materials and equipment components as a material with excellent heat and fire resistance, insulation, and sound insulation properties. However, the relationship between asbestos and health hazards has been scientifically clarified, and its use is now regulated or prohibited in many countries including Japan. In 2017, our group conducted a reexamination of asbestos use in buildings and other facilities, and confirmed that there was no problem.

We have promptly taken measures such as containment and enclosure for newly identified materials and objects, and are taking appropriate management and treatment measures. In addition, we have prepared a countermeasure guidebook that outlines the proper management of asbestos and precautions to be taken when repairing or removing asbestos, which is used as an educational material.



Asbestos Prevention Guidebook

## Future Issues and Responses

In order to comply with chemical substance regulations, which are becoming stricter year by year, and which differ from country to country and customer to customer, traceability from purchased raw materials to shipped products and emissions is important.

We will expand our current database of purchased raw materials for shipped products and build a database that allows us to collectively manage all shipped products, thereby creating a system that will allow us to quickly switch to new regulations.



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# Environmental Communication

Shareholders and Investors, Suppliers and Other Trade Partners,  
Employees, Local Communities



## Basic Approach

The Sumitomo Riko Group promotes environmental conservation activities by exchanging and sharing information not only with internal employees but also with all stakeholders, including group companies, business partners, local communities, and governments. However, we believe that environmental issues are not limited to individual company issues such as global warming countermeasures, air and water pollution countermeasures, and biodiversity, but that it is also important to recognize stakeholders who are affected by our business.

## Environmental Communication within Sumitomo Riko

### Environment Month Activities

June 5 is the World Environment Day designated by the United Nations. Sumitomo Riko has designated June as "Environment Month" and holds events to promote environmental conservation efforts.

- Group-wide Environmental Conference
- Commendation of environmental conservation activities
- Environmental lectures by experts and specialists

- Environment-related activities at each plant
- Dissemination of management news related to Environmental Month
- Display of environmental awareness posters

## Holding of Group-wide Environmental Conference

Sumitomo Riko holds a group-wide environmental conference every year with the participation of all employees, including the president, in order to raise awareness of the environmental commitments made by management and to raise awareness of environmental conservation activities among employees.



President's Speech



Main Venue

## Internal requests for Environmental Conservation Case Studies and Awards

To raise employee awareness of and motivation for environmental conservation activities, we have established an internal requests for environmental conservation case studies and a commendation system. In FY2022, we received 82 applications from the entire group and commended 16 particularly outstanding cases. We have also created a collection of case studies, which are shared within the Group and with external industry associations.



Commemorative photo of Environmental Award winners  
Sumitomo Riko (Komaki Head Office)



Commemorative photo of Environmental Award winners  
TRFH Co., Ltd. (China)

## Education and Training on Environmental Conservation

Environmental conservation is the basis of our business activities, and in order to promote proactive efforts and raise awareness, we explain the importance and necessity of environmental conservation in various in-house education and training programs. We have increased the number of environmental conservation training programs in our "Human Resources Development Program," which systematizes various types of education

and training, and strengthens environmental education.

## Case Study

### Environmental Lecture

In FY2022, we held an environmental lecture meeting with Ms. Lisa Oya from Toyota Motor Corporation as a lecturer. Approximately 110 people, including executives, attended the event and understood the importance of working toward carbon neutrality and a circular economy, and the necessity of doing so as a company.



Environmental Lecture1



Environmental Lecture2


### Environmental Communication with Group Companies

In order to eliminate environmental risks at domestic and overseas Group companies, the Sumitomo Riko Group regularly visits our bases to inspect compliance with environmental laws and regulations, and to check the status of environmental conservation management. This activity started in 2016, and in fiscal 2022, we inspected the environmental management systems of 6 Chinese and 2 European companies, and provided advice for improvement.



Environmental audit of overseas bases by the Global Promotion Office

### Environmental Communication with Local Communities

 In order to promote mutual understanding and coexistence with local communities through communication with neighboring areas, Komaki and Matsusaka plants, which are adjacent to residential areas, we hold community liaison meetings with leaders of neighboring community associations. During these meetings, we also exchange information on local environmental conservation.

### Environmental Communication with Government

We believe it is important to contribute to the promotion of national environmental policies through communication with government agencies. For example, through the Japan Rubber Manufacturers Association and the Japan Auto Parts Industries Association, we strive to exchange opinions with related ministries and agencies.

Examples of External Awards

Environmental Governance Award (Thailand)

SumiRiko Chemical and Plastic Products (Thailand) Ltd. (SRK-CP) received the Environmental Governance (Green Star) Award 2017 from the Industrial Estate Authority of Thailand (IEAT) for being a company with excellent environmental, safety, and CSR activities. IEAT, a state enterprise under the Ministry of Industry, is responsible for the development and establishment of industrial zones, for their total operation and management, and for the provision of public utilities and infrastructure to them.



Certificate of commendation from IEAT

Modal Shift Awards (Japan)

In recognition of its efforts in achieving a modal shift to marine transport, which includes the transport of automotive hoses and other products by ferry, SumiRiko Logitech Company Limited (Komaki, Aichi Prefecture) received the FY2019 Award for Excellent Business Operator in Modal Shift Initiatives in the 6th Modal Shift Awards of the Japan Association for Logistics and Transport in November 2019. It was also selected as an FY2019 Eco Ship Mark Excellent Business Entity by the Eco-ship and Modal Shift Project Organizing Committee in late February 2020 and received the Ministry of Land, Infrastructure, Transport and Tourism Maritime Bureau Director-General's Award.



Commemorative photo at external award presentation ceremony

Future Issues and Responses

Sumitomo Riko Group's aspirations for 2050 (the realization of a decarbonized society, a resource-recycling society, and a society in harmony with nature) represent the demands of society and the contributions we must make, which makes it important to listen to the voices of our stakeholders.

In addition to our traditional dialogue within the company and with local residents and government, we will communicate with a wide range of stakeholders by disseminating information on our activities on our website and through direct dialogue. We will strive to make use of this information in the environmental activities of the Sumitomo Riko Group.



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# Environmentally Conscious Products

Shareholders and Investors, Suppliers and Other Trade Partners,  
Global Environment



## Basic Approach

In addition to working to reduce the environmental impact of our business activities, the Sumitomo Riko Group is also committed to solving social issues through business (CSV: Creating Shared Value), including the development of environmentally friendly products and technologies that comply with environmental regulations. Most of our products are environmentally friendly products, such as anti-vibration rubber and sound insulation products that reduce vibration and noise, and hoses that prevent gasoline and oil volatilization. However, we are also actively working to develop products that respond to new environmental issues such as climate change and contribute to the improvement of the global environment.

**BEV Compatible Products (Anti-vibration rubber, hoses, sound insulation products)**



eAxle mounts



eAxle Cover



Cooling piping for electrical system

Our BEV-compatible products such as anti-vibration rubber, hoses, and sound insulation products have been adopted for use in the bZ4X (Battery Electric Vehicle: BEV).

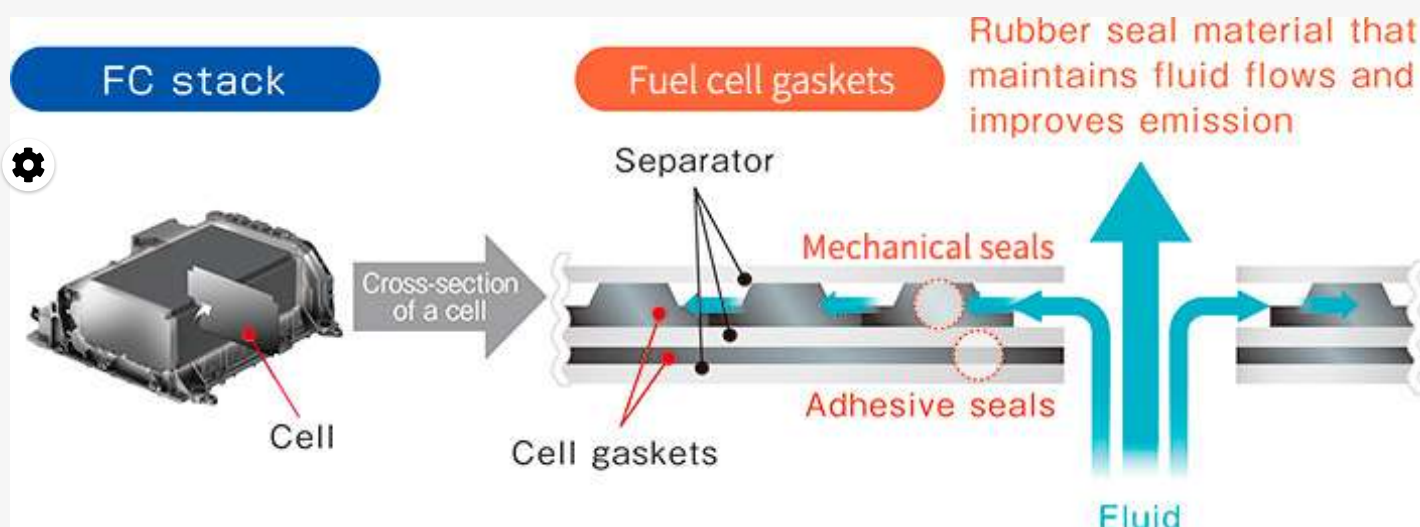
Related information

[Toyota to use Sumitomo Riko products for its all-new "bZ4X" BEV](#)



## FCEV Compatible Products (FC stack "Fuel Cell Gasket")

Our company developed a rubber sealing material "Fuel Cell Gasket" for fuel cell (FC) stacks installed in fuel cell electric vehicles (FCEVs herein after). The development of cells using these gaskets has realized higher performance, smaller and lighter FC stacks, and secured long-term reliability of FC, and these gaskets have been continuously used in Toyota Motor Corporation's FCEV "MIRAI" from the first generation model in 2014 to the new model in 2021. We will contribute to the further spread and development of MIRAI, the ultimate eco-car that uses hydrogen as its energy source and emits only water while driving.



## Non-petroleum-based products (Biohydrin Rubber)

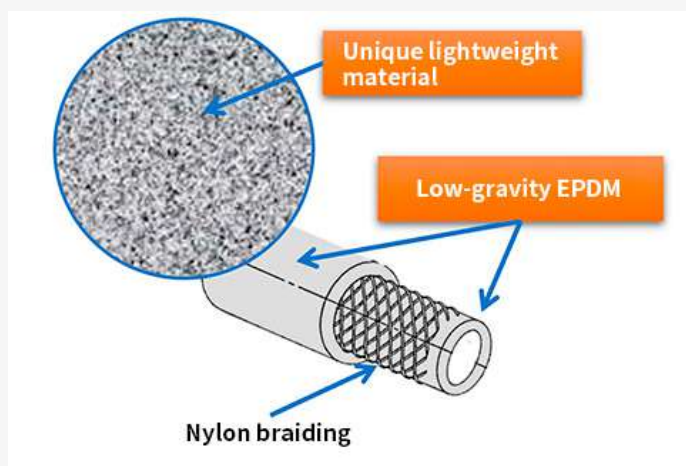
We have developed biohydri rubber in collaboration with Toyota Motor Corporation and ZEON Corporation. Using plant-based raw materials, it is possible to reduce greenhouse gas emissions by approximately 20% over the life cycle from production to disposal compared to conventional petroleum-based hydri rubber, while ensuring quality and mass productivity equivalent to those of petroleum-based hydri rubber.



## Automobile fuel efficiency improvement products (Low Specific Gravity EPDM hose)

Low specific gravity EPDM (ethylene propylene diene monomer rubber) hose was developed to reduce component weight and can be applied to a variety of hoses, including water system hoses such as water bypass hoses and radiator hoses. While its strength, durability, heat resistance, insulation, and other properties are equivalent to those of conventional EPDM hoses, the newly developed compound design with lightweight reinforcing materials has achieved a weight reduction of approximately 20%. By switching to our low specific gravity EPDM, a weight reduction of approximately 1kg\* per vehicle will be possible.

\* According to Sumitomo Riko's own trial results.



Close-up of lightweight materials and graphical image of hose cross-section

## Automobile fuel efficiency improvement products (Resin Filler Neck Module)

The filler piping that leads automobile fuel to the fuel tank has been replaced from metal to resin, resulting in a weight reduction of approximately 40% compared to conventional metal hoses. This weight reduction contributes to improved fuel efficiency of automobiles.

In addition, the resin filler neck module has excellent low fuel permeability (fuel does not easily seep through the resin/rubber piping) and complies with environmental regulations. Furthermore, our unique processing technology has realized a bent shape design that enhances smooth fuel supply, and at the same time, the flexible bellows design assumes vehicle collision, contributing to automobile safety performance.



## De-VOC products (Photosensitive water-developed flexographic plates)

## "AquaGreen®")

Flexographic printing is a printing method using a soft rubber letterpress. Our AquaGreen® is an environmentally friendly flexographic plate that can be developed with water (most other companies use solvents) and is friendly to the global environment and the working environment, with the added values of high definition, high productivity, and less wasted liquid.



## Energy-saving products (High transparency thermal barrier/insulation film "Refleshine™")

"Refleshine™" is a highly functional transparent film that saves energy simply by being attached to the inside of a window. This product has been widely used in railroad cars and buildings because of its high transparency, heat-shielding and heat-insulating effects. The films have excellent infrared reflective performance, which allow natural light to enter without blocking it, reduce air-conditioning power consumption, thereby reducing greenhouse gas emissions.



## Thermal insulation material (Thin-film high heat insulation material "Finesulight®")

Finesulight®, developed by our company, is a thin-film material with high heat insulation properties. We are promoting its application to manufacturing sites, living room spaces, facilities, and as various products. By installing Finesulight® around heat sources and other locations, we can increase thermal efficiency in factories and facilities, and can reduce the operating rate of air conditioning. Also, energy consumption such as fuel and electricity can be reduced, leading to a reduction in carbon dioxide (CO<sub>2</sub>) emissions associated with business activities. This will encourage carbon neutrality for our customers and we will be able to contribute to the realization of a decarbonized society.



Aluminum melting furnace before installation (left)/ Finesulight is applied around aluminum melting furnace (right)

In addition, Finesulight®, a thin-film high thermal insulation material, received the Aichi Invention Award in the 2022 Aichi Invention Awards sponsored by the Aichi Prefecture Institute of Invention and Innovation.



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# Society (S)



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Human Resource Development  
and Job Satisfaction



Health Management Initiatives



Safety and Health



Diversity and Inclusion



Supply Chain



Quality Improvement Initiatives



Social Contribution



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# Respect for Human Rights

Shareholders and Investors, Customers, Suppliers and Other  
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## The Sumitomo Riko Group Policy on Human Rights

The Sumitomo Riko Group, in accordance with the Sumitomo Spirit and the Sumitomo Riko Group Corporate Principles, shall strive to be a group of companies worthy of society's trust by conducting business activities in an honest manner.

As we continue to develop together with the global community, the Sumitomo Riko Group recognizes that all of its business activities must be based on respect for human rights. The Sumitomo Riko Group will work ethically and responsibly for the respect of human rights ensuring that our entire group will uphold this standard.

## 1. Stance

The Sumitomo Riko Group hereby sets “The Sumitomo Riko Group Policy on Human Rights” (hereinafter referred to as “the Policy”) to promote initiatives for respect to human rights. The Policy shall be guided by the following documents and represents the Sumitomo Riko Group’s commitment to respecting human rights based on The Sumitomo Spirit and The Sumitomo Riko Group Corporate Principles as described in the Code of Conduct.

- The International Bill of Human Rights (the Universal Declaration of Human Rights, and the International Covenants on Human Rights) that sets forth fundamental human rights to be enjoyed by all people in the world.
- The ILO Declaration on Fundamental Principles and Rights at Work that set forth by the International Labour Organization (ILO) which stipulates basic rights at work i.e. freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.
- The Guiding Principles on Business and Human Rights of the United Nations.
- The Ten Principles of the UN Global Compact of the United Nations.

## 2. Scope of Application

The Policy will apply to all executives and employees of the Sumitomo Riko Group (all employees including executives, permanent employees, contract employees and temporary employees.) The Sumitomo Riko Group also expects all business partners related to its business activities to comply with the Policy.



### 3. Responsibility to Respect Human Rights

The Sumitomo Riko Group will aim to fulfil its responsibilities by ensuring that its business activities respect and enhance human rights. In the event our business activities should make any adverse impact on human rights, it shall be handled appropriately for correction.

Furthermore, we expect our business partners and stakeholders to respect the same standards of human rights as the Sumitomo Riko Group, to prevent violation and correct any breaches.

#### ① Human Rights Due Diligence

To fulfill our responsibilities in regard to respect for human rights, the Sumitomo Riko Group will establish a system of human rights due diligence through the implementation of “Guiding Principles on Business and Human Rights” of the United Nations, and implement this in an ongoing manner. Human rights due diligence includes specifying and evaluating negative impacts imposed potentially or actually and taking measures to prevent or mitigate such risks.

#### ② Remedy

In the event the Sumitomo Riko Group's business activities result in violation of human rights or it becomes clear that it was involved in making such adverse impact, we will provide for an appropriate remedy.

#### ③ Training and Education

The Sumitomo Riko Group will provide appropriate training and education to its executives and employees.

#### ④ Compliance with Applicable Laws and Regulations

The Sumitomo Riko Group will comply with the laws and regulations of all countries where it conducts its business activities. In the event that we face contradiction between internationally recognized human rights standards and the laws of the relevant country, the Sumitomo Riko Group will pursue ways to honor the principles of internationally recognized human rights.

#### ⑤ Dialogue and Consultation

The Sumitomo Riko Group, in various efforts under the Policy, will make use of the independent and external expertise concerning human rights and will engage sincerely in holding dialogues and consultation with the stakeholders.

#### ⑥ Information Disclosure

The Sumitomo Riko Group will disclose the progress of the initiatives regarding human rights based on the Policy on its website and reports.

July 1, 2022

Representative Director and President & CEO

Kazushi Shimizu

Related information

[The Sumitomo Riko Group Policy on Human Rights \(374KB\)](#) 

### Efforts to Raise and Foster Human Rights Awareness

In line with the clarification of human rights initiatives, education to foster a culture of human rights was initiated in FY 2022.

In March 2023, we invited outside lecturers and held training for directors on human rights and labor.

We will continue to steadily promote initiatives to respect human rights and raise awareness.



Human rights training for executives (March 2023)



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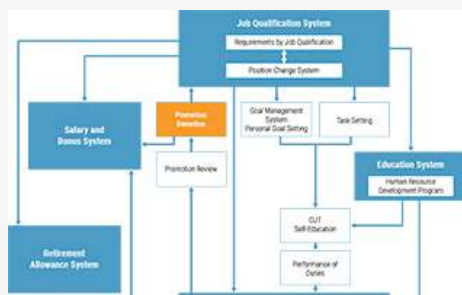
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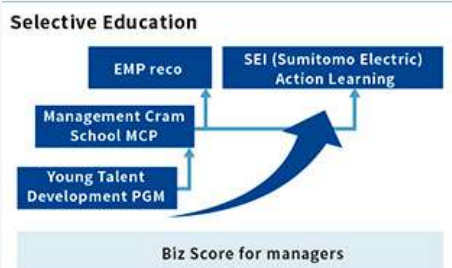
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# Human Resource Development and Job Satisfaction



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# Personnel and Staffing Systems

Human Resource Development and Job Satisfaction

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Customers, Employees




## Approach to Personnel System

One of the characteristics of our "Personnel System" is the concept that "In addition to results, we also evaluate the improvement of skills and the maturation of business capabilities through experience as important values. In other words, we do not only evaluate people based on their results, but also place emphasis on their experience and capabilities." The history of new progress will be born from the continuous challenge of each and every employee of the Sumitomo Riko Group to achieve their goals.

Keeping in mind the concept of "Creating a corporate culture full of challenging spirit," we consider our "Personal System" as follows;

1. Create an environment in which diverse human resources can play active roles, and in which each individual is attracted and motivated to take on new challenges.
2. Develop human resources who have character and knowledge appropriate for employees of the Sumitomo Riko Group, who can play active roles on a global scale, and who are equipped with advanced technology, skills, knowledge, and a high level of insight.
3. Realize the practice of free and vigorous actions through close communication.

### Key Points of the Personnel System

 Achievement and career support based on daily communication and trust between supervisors and subordinates.

## Basic Policy of the Personnel System

With an emphasis on "Fairness" and "Acceptability," the following are our basic policies for the operation of the system.

### ● Activation of Communication

The system will be operated with efficient communication between supervisors and subordinates.

→ 100% implementation of review and feedback

### ● Ensure transparency of Personnel and Staffing Systems

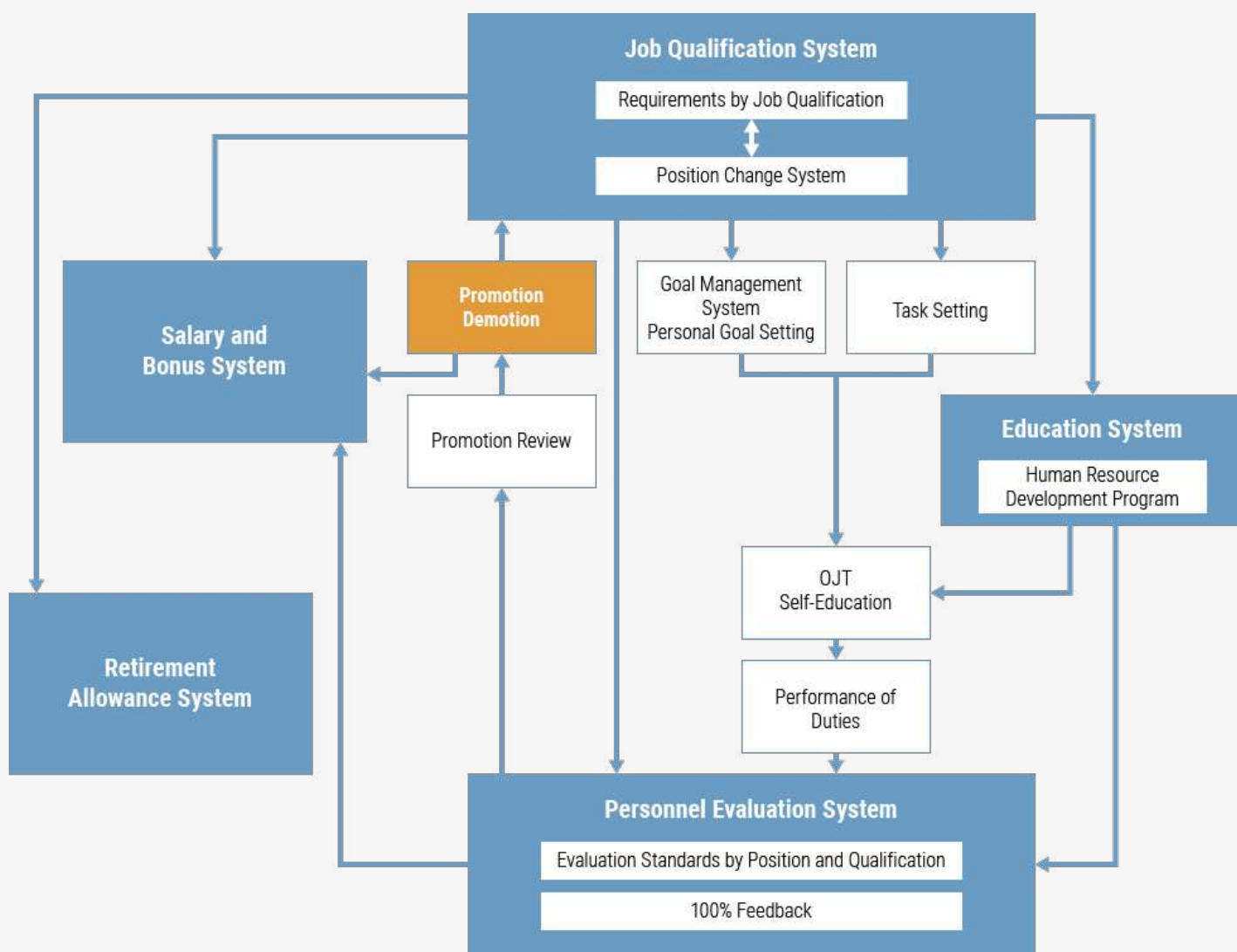
Open up the personnel system, so that supervisors and subordinates can operate it with the same understanding.

→ Disclose the structure and operation of the personnel system

## The Foundation of Personnel and Staffing Systems

The core of our personnel systems are the "Job Qualification System," "Personnel Evaluation System," "Salary and Bonus System," "Education System," and "Retirement Allowance System," each of which functions in correlation with the others. The following table shows the relationship between the various personnel systems.

### Personnel System Chart Diagram



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# Human Resources Development

Human Resource Development and Job Satisfaction

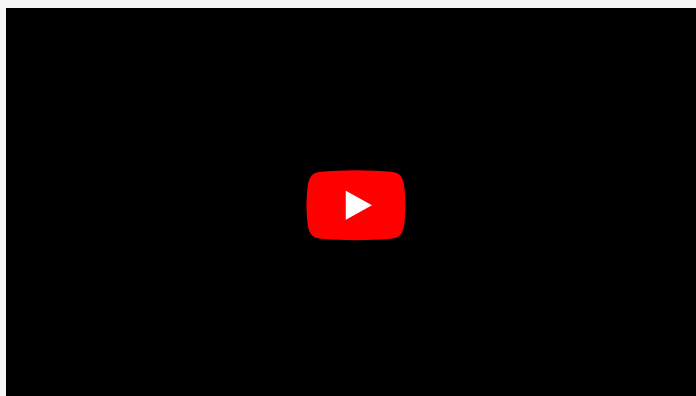
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Customers, Employees



## Our Sumitomo Spirit

Regarding “The Sumitomo Spirit,” which is at the core of our human resources development, we provide regular training for all employees including new hires, using a video titled “Our Sumitomo Spirit.”



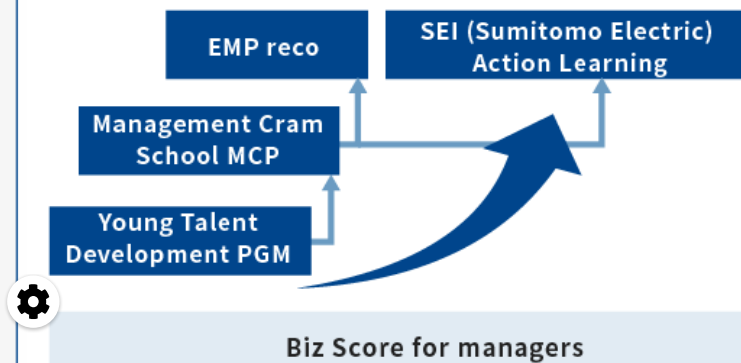
# Human Resource Development Policy

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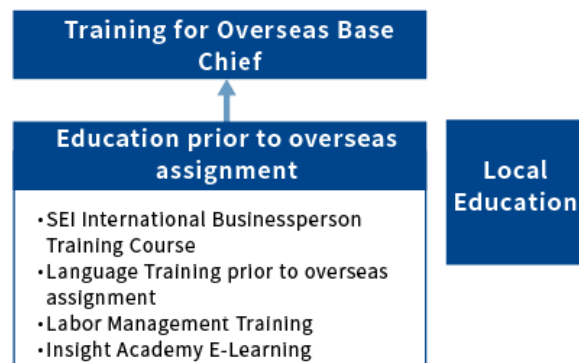
We provide a wide range of training programs for our employees, aiming to develop human resources who have the appropriate character and knowledge as employees of the Group and who can play an active role on a global scale.

## Sumitomo Riko Company-wide Education System Chart

## Selective Education



## Global Human Resource Development



## Specialized Education for each Division

### Each Business Headquarters

Buyer education programs/Succession planning, In-Division education/Newcomer study sessions, etc.

## Group-Wide Cross-Sectional Education

Human Resources Development Department	Training for Promoted Employees / New Position Training / Skill Improvement Training / Factory Manager Training / Training for Newly Appointed Supervisor / Special Training for New Unit Leader / Follow-up Training / Training for New Employees / Training Prior to Overseas Assignment / Training for OJT Trainers / Training for Rater / Training for Evaluators / BizScore etc
Legal Department	Competition Law and Anti-Bribery Training / Explanation of the "Stamp Tax Law" and practical notes / Revision of Whistleblower Protection Act
Information Security Department	IT Application Seminar (for IT Services) / IT Application Seminars (for Office software) / Information Security
Healthcare Office	Mental Health Seminar / Safety education / Women's Health Seminar / Physical Health Seminar / Age-specific Health Seminar
MONOZUKURI Support Office	Lecture on replenishment production and tact time after TPS training / TPS training course on process flow / KKP (Manufacturing foundation enhancement program) Training / F-Training*1 / Monozukuri Juku Application Training / Monozukuri Juku Application Training II Practical Course / Monozukuri Juku Basic Training / Onsite Lecture at Bases etc
TQM Promotion Department	Re-do Zero*2 Manager Training / Re-do Zero visualization training / SQC method-specific seminars / Data Expert Training Course / QC Certification Level 2 Course etc
Equipment Management Department	Beginner level training in maintenance / Intermediate level training in maintenance
Safety and Health Department	Safety and Health Training / Safety and health legal training

### E-learning (SD education and GCK)

Management / Innovation / Policy / Issue solving / IT education  
Business management / Monozukuri / Compliance / Business skills

### S.E.C.Q.\*3 Education

### The Sumitomo Spirit

\*1 F training: Abbreviation for Foreman training, in which participants leave their workplaces for 16 weeks to work on Kaizen (= improvement) themes, develop their ability to grasp facts and practical Kaizen capability, and acquire Kaizen methods.

\*2 Re-do Zero: To acquire a mindset that emphasizes "Set-up" in order to improve work quality and efficiency.

## Key Activities for FY2022

As for education initiatives for career-track employees, an education program based on "logical thinking" is now in its third year of introduction, with a greater focus on "communication skills" in consideration of internal issues and employee needs. In addition, in order to strengthen the education of our younger employees, we have begun introducing content that allows employees to learn languages (Japanese and English), IT, and financial knowledge, which are essential for business people, on a voluntary and ongoing basis. Aiming to develop employees into full-fledged professionals within three years of joining the company, we provide training by on-the-job trainers and continue company-wide regular dialogue with trainers and supervisors at workplaces.

For clerical staff, career training and lectures for all clerical staff by age and rank in a systematic manner were conducted to support autonomous career development. E-learning programs such as "data analysis" have also been actively introduced, with the aim of acquiring skills that will lead to more efficient operations and the provision of added value.

In addition to the promoted technical staff, we have repeatedly provided detailed training for current employees, and have been able to offer training opportunities to a wide range of personnel. We are focusing on the early development of the next generation of management executives who will be responsible for the future of Sumitomo Riko. We are strengthening our human resource development by systematically developing selective training programs for young employees and candidates for the next generation of executives. For managers (technical staff), we started training for candidates for managerial positions, such as pre-supervisory training, and also conducted periodic follow-up training on the themes of communication and policy management after they actually assumed the position of manager.

### Major Expansion of Education for Key Personnel

We have launched a new education system aimed at developing leaders who can lead the organization while transforming themselves in a rapidly changing business environment. In the first year, a lecture focusing on mindset was implemented, and the content was designed to promote an understanding of the environment surrounding the company and their role in responding to that environment. In addition to making participants keenly aware of the need for self-transformation, the lecture helped foster an awareness that they must continue to learn and grow together with their peers.

### Visualization of Skills

In order to strongly promote human resource development, we believe it is essential to understand the skills gap between the present and the future that we are aiming for. Therefore, in the first year of the initiative, we conducted a skill check test for key personnel. Based on the results, we have promoted support for autonomous learning and the development of educational content suitable for employees. In the future, we intend to expand the scope of the program to include re-skilling and relearning opportunities.

### Expansion of E-learning Content

We expanded E-learning content that contributes to the development of personalities appropriate for the Group's employees, such as by having all promoted employees view a learning video aimed at instilling our corporate philosophy "the Sumitomo Spirit", and by distributing video content of lectures by executives for administrative staff to promote stronger role recognition. We also started company-wide distribution of an e-learning program titled "IT Basic Education" with the aim of accelerating corporate transformation through DX.

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# Programs and Systems for the Creation of a Comfortable Working Environment

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Customers, Employees



## Internal Employment Support Programs

Sumitomo Riko has instituted a number of support programs and schemes to enable each employee to achieve a good work-life balance with peace of mind and give them a comfortable working environment. These programs and schemes are available not only for traditional reasons such as childcare and nursing care responsibilities, but they are also very extensive, taking into consideration the diverse circumstances of our employees today.



On-site daycare center, "Koala Pokke" (in Komaki Plant)

### Main Systems

- "Career advancement leave" for the purpose of career advancement such as studying abroad
- "Volunteer leave and leave of absence" for volunteer activities
- "Job return system" for those who left the company once to rejoin the company (2017~)
- "Telecommuting system" that anyone can use if it does not interfere with work (2020~)
- "Flextime system" with no core hours (2020~)

#### [Childcare / Nursing Care]

- Spousal Maternity Leave System, Childcare Incentive Leave System, and establishment of On-Site Daycare Centers (2009~)
- Expansion of telecommuting and short-time working systems (2017~)
- Short-time flextime system (2018~)
- Establishment of a nursing care consultation service that allows direct consultation with specialists free of charge (2019~)

## Outline of Childcare and Nursing Care Support Systems

### Support for Childcare

Program	Outline
<b>On-site Daycare Center</b>	Koala Pokke, located on site at the Komaki Plant, accepts children ranging from infants to those who are not yet in elementary school.
<b>Childcare Leave</b>	Maternity leave can be taken from 6 weeks prior to the expected birth date until 8 weeks after giving birth. Childcare leave can be taken upon completion of maternity leave until the day before the child's second birthday.
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day. In fiscal 2022, availability of this scheme was expanded from children under 3 years of age to the period until the day before the child enters sixth grade at elementary school. Flextime was also introduced the same year.
<b>Flextime for childcare</b>	Employees with a child who has not completed elementary school education can set their own start and finish times at will. The application of the system can be flexibly changed every month.
<b>Child Nursing Leave</b>	Special leave for looking after a child who has not reached elementary school age and is injured or ill. Eligible employees can take up to 5 days per year.
<b>Childcare incentive leave</b>	Employees with a child under 1 year of age can take up to 5 successive business days off.

### Support for nursing care (available for employees with a family member certified nursing care need)

Program	Outline
<b>Nursing Care Leave</b>	Up to 365 days nursing care leave can be taken per event.
<b>Shortened Working Hours and Shorter-Hours Flextime</b>	Working hours can be shortened by up to 2 hours per day.
<b>Short-term nursing care leave</b>	Up to 5 days per year can be taken by employees caring for 1 family member or up to 10 days per year if caring for 2 or more family members. (Can be taken in half-day increments)
<b>Nursing Care Flextime</b>	Employees can set their own start and finish times at their will. The application of the system can be flexibly changed every month.
<b>Use of Professional Consultation Service</b>	Free consultation is available 24 hours a day, 365 days a year by e-mail or phone. Employees' family members can also use the service from anywhere in Japan.

# Good Labor-Management Relations


Sumitomo Riko concluded "labor-management declaration" between the company and the labor union in 1987. It was announced that we would work on improving the stability of employees' lives through the prosperity of the company with mutual trust and cooperation between labor and management. In the spirit of this declaration, the Labor-Management Committee, covering issues such as working hours, wages, health & safety and welfare, has been improving various systems. In addition, in the case that an event such as business reorganization occurs, we will provide sufficient time for explanation and consultation with the labor union. Almost all employees (excluding contract employees, term employees and temporary employees), except for managers, are members of the labor union of Sumitomo Riko. We aim to build even stronger labor-management relations in the future.

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## Toward Increased Job Satisfaction and Engagement

In April 2017, we launched the "Lively 5 Activities" as a company-wide movement to reform the way we work. Through the "Lively 5 Activities," various systems have been introduced, including a telecommuting system, coreless flex work, work interval system, and regular workdays. The total number of working hours has also been decreasing year by year, down more than 5% compared to fiscal 2016, the year before the "Lively 5 Activities" were launched.

In FY2023, the program will be renamed "Lively 5 Activities ver. 1.5" and re-launched. Under the "Lively 5 Activities ver. 1.5," we will focus on (1) creating a corporate culture to enhance job satisfaction, (2) reducing long working hours, and (3) firmly establishing various systems that make it easier to work, which were introduced under the "Lively 5 Activities." In addition, we will introduce communication activities based on seriousness and honesty, aiming to realize a flexible work style with a sense of balance that applies to diverse lifestyles.

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# Health Management Initiatives

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## Health Management Initiatives

We believe that good physical and mental health of all Sumitomo Riko Group employees and their families is the "management foundation that supports the sound and sustainable growth of the company," and in April 2017, we established the "Sumitomo Riko Group's Health and Productivity Management Statement."

### Sumitomo Riko Group's Health and Productivity Management Statement

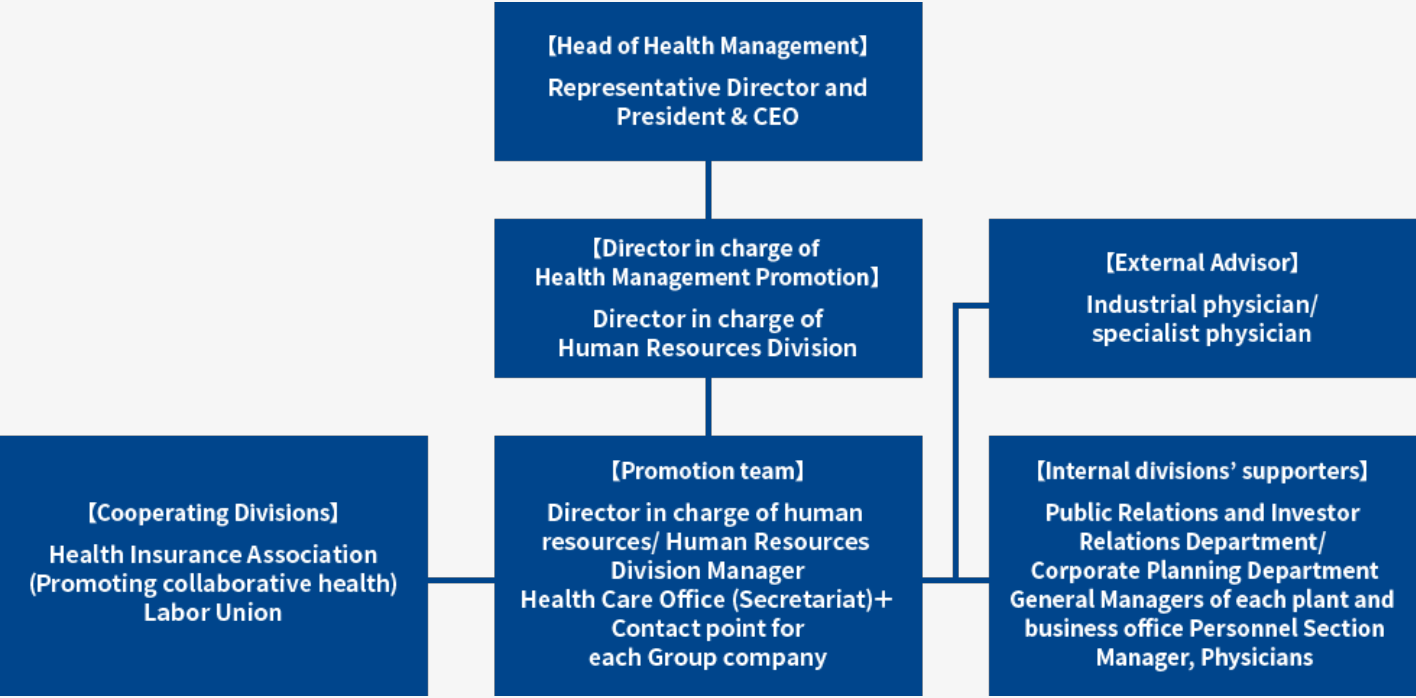
The Sumitomo Riko Group places importance on managing the health of our employees and promotes initiatives to achieve the "Health and Productivity Management."

Based on this Health and Productivity Management Statement, we will increase health awareness among our workforce by actively supporting employees engaged in health improvement activities and implementing organizational measures for health improvement, as we aim to become "a corporate group that is highly regarded and trusted by society, whose employees are healthy and energetic."

[Related information](#) [Social Performance Data](#)

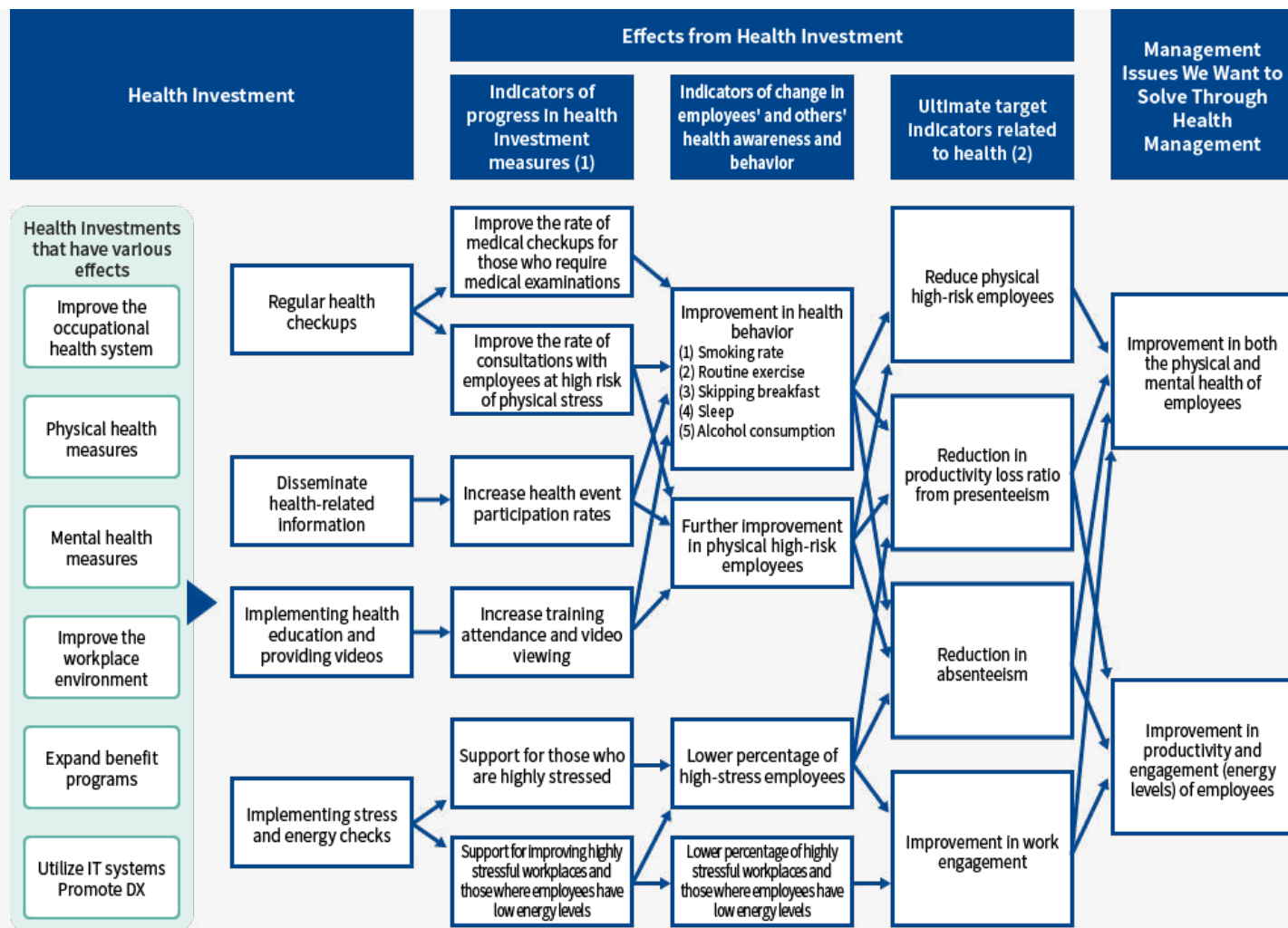
Promotion Structure

The top management is responsible for health management, and related divisions work together to promote health management as a group-wide activity.



## Strategy Map

We aim to improve the physical and mental health of our employees and increase their productivity and engagement through health investment.



## Health KPI's

We will lead to further corporate growth through health promotion efforts and improvement of employee health literacy.

Indicators		Item	FY2022 Results	FY2023 Results	Targets for FY2025
①Outcome Indicators Final target indicators related to employee health status, productivity, etc.	Productivity and organizational vitality	Presenteeism	—	—	Survey scheduled to begin in FY2024
		Absenteeism -Rate of days lost from work due to illness (overall)	0.65	*1	0.4
		Absenteeism -Rate of days lost from work due to illness (for mental health reasons)	0.46	*1	0.25
		Percentage of those who took leave due to mental illness (for one month or longer)	1.3%	*1	Less than 1%
		Work engagement (calculated as the average of two items related to pride and vitality at work on a 4-point scale)	2.26	2.32	2.5
		Percentage of high-stress workplaces (general health risk score of 120 or more)	8.1%	8.2%	Less than 2%
		Percentage of high-stress workplaces (general health risk score of 150 or more)	1.2%	0.8%	0%

	<b>Health Status</b>	Percentage of employees maintaining an appropriate weight (BMI 18.5–24.9)	66.1%	66.5%	70.0%
		Percentage of those who are at risk of hypertension (systolic blood pressure of 160mmHg or higher)	2.9%	2.3%	2.0%
		Percentage of those who are at risk of hyperglycemia (fasting blood sugar of 200 or more or HbA1c of 8.0 or more)	0.6%	0.8%	0.5%
		Percentage of those who are at risk of low liver function (AST or ALT of 100 or more)	1.3%	1.4%	1.0%
<b>②Performance Indicators</b> Indicators of employees' daily awareness and actions	<b>Health-related behavior</b>	Percentage of those who smoke	28.9%	27.8%	Less than 20%
		Routine exercise (percentage of those who exercise twice a week and for at least 30 minutes or more each time)	24.4%	24.7%	30% or more
		Skipping breakfast (percentage of those who skip breakfast less than three times a week)	75.9%	75.9%	80%
		Sleep (percentage of those who get enough sleep)	64.3%	65.2%	70%
		Alcohol consumption (percentage of those who drink less than 1 standard drink per day)	64.2%	67.2%	70%
		Those to whom three or more of the five items above apply *2	70.5%	70.2%	75%
		Those to whom four or more of the five items above apply	35.5%	36.8%	40%
		Those to whom five of the five items above apply	6.7%	7.1%	8%
<b>③Output indicators</b> Indicators of employees' efforts in response to measures	<b>Primary prevention</b>	Percentage of registrations for the health promotion apps (Pep Up)	36.6%	*1	45%
		Number of participants in training on health improvement	3266 employees	*1	3000 or more people
		Rate of participation in walking events	14.6%	*1	20%
		Response rate of stress checks	94.2%	96.4%	95%
	<b>Secondary prevention</b>	Rate of regular health checkups gotten	100%	100%	100%
		Rate of colorectal cancer screening tests taken	—	85%	85%
		Examination rate for those who need retesting	—	*1	80%
		Rate of employees receiving health guidance	—	*1	80%

\*1 Totaled at the end of each fiscal year.

\*2 Number of items cleared out of the following: no smoking, exercise habit, no breakfast missing, rested by sleep, and appropriate drinking habit.

## Initiatives for three priority measures

### (1) Health Improvement Activities

Every day, at the start of the workday, all employees participate in radio exercises and health-building exercises in order to promote safety measures, build healthy bodies, and develop exercise habits. Particularly, in order to increase the percentage of employees with exercise habits, we have introduced a health point system in cooperation with the Health Insurance Society since fiscal 2020 to raise employees' health awareness. Other programs include health education and training for all employees, as well as workplace training tailored to the needs of each workplace, such as physical fitness tests.

In addition to face-to-face group training, we also provide remote training and distribute training videos with audio through the company intranet.



Health Building Exercise



Health Point Event (Walking, quiz, etc. held throughout the year)



Workplace training: Physical fitness measurement

## (2) Mental Health Measures

Our company implements comprehensive mental health measures, including in-house mental health-related training such as listening training to improve listening skills and anger management training to control anger. Also, individual consultations by psychiatrists, early response to employees with mental health problems by industrial health staff, and measures to return to work and prevent recurrence using our original return-to-work program are implemented.

In addition, we are also implementing self-care measures to take care of one's own stress by utilizing stress checks, and line-care measures to understand and improve the workplace environment on a day-to-day basis, based on group analysis results.



Self-care workplace training



Letter to make employees aware of mental health



Anger Management Web Training

## (3) Lifestyle-related disease measures

### Smart Club activities

As one of the measures to prevent lifestyle-related diseases, we conduct Smart Club activities in which groups such as workplace units work on weight loss and lifestyle improvement.

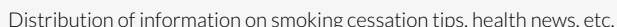
### Health seminars on women's cancer prevention, etc.

In order for women to work vigorously, we hold "Women's Seminars" on topics such as measures against cancer specific to women and dealing with menopausal disorders. Training materials were prepared and distributed throughout the company not only for women but also for

Furthermore, we distribute training materials on how to deal with alcohol, how to read the results of health checkups, hold health lectures at life planning seminars for employees aged 55~59, and provide health guidance by public health nurses and nurses for employees approaching retirement age.



With the goal of achieving a smoking rate of less than 25%, our company encourages employees to quit smoking by patrolling outdoor smoking areas periodically. The company distributed company-wide anti-smoking news on May 31, World No Smoking Day, with the theme of tips to quit smoking. On World No Smoking Day, the Matsusaka Plant held a one-day non-smoking day on its premises.



## Cooperation with Group Companies and Training Support for Internal Partner Companies

To promote the health of group employees in Japan and those stationed overseas, we are engaged in health promotion activities throughout the group, such as by offering a health point system and health training programs to affiliated companies.

We also provide training support to onsite construction subcontractors, including training on heat stroke. We will continue to improve our occupational health functions in cooperation with group companies.



Training for onsite partner companies

## Communicating outcomes of Sumitomo Riko Group health improvement activities outside the Group

At the conferences such as the National Industrial Safety and Health Convention, we present the results of our efforts to maintain and promote employee health. These include measures to ban passive smoking, our original return-to-work program using objective indicators for employees with mental disorders, and workplace improvement activities using stress checks.

In Aichi and Mie prefectures, we are registered with the prefectural government's Health Management Network as a company promoting health management, and we introduce our health promotion activities with them.



Aichi Health Management Network

## Strengthening of collaboration between the company, labor union, and health insurance association

Currently, our company and the Health Insurance Union are working together in a collaborative health program to effectively and efficiently promote the health of employees and their families.

In addition, the company, Labor union, and Health Insurance Union hold regular meetings of the Health Management Business Promotion Committee to strengthen cooperation among the three parties in disease prevention and health promotion activities for employees.



Labor Union Fuji-Susono Branch Mental Health Training



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# Safety and Health

Shareholders and Investors, Customers, Suppliers and Other  
Trade Partners, Employees



Commitment

Message from the Officer in Charge

## With safety as our motto, we practice Safety and Health Activities that earn the trust of all!

The Sumitomo Riko Group promotes risk reduction by implementing a cycle of standardization, implementation, inspection, and continuous improvement to ensure the safety, security, and health of all employees, so that all workers can feel safe and secure from the moment they leave home until they arrive.

I take the lead in safety behavior and communicate directly with employees on the job site. We will continue to share and deploy examples of good prevention activities, identify problems at accident sites, prevent recurrence, and work together to maintain and improve the effectiveness of these activities.

In order to develop human resources capable of risk management, we will upgrade our current awareness, training, and audits at each of the Group's bases around the world, and promote them both remotely and onsite.

With the belief that "Change your mindset and you will change your actions, and change your actions and you will change your mindset," we will do our utmost to ensure the safety and health of the Sumitomo Riko Group, aiming for zero accidents. Please keep safe!



Shinichi Waku  
Director and Managing Executive Officer

## Safety and Health Management

Based on the de facto standards that the Sumitomo Riko Group has cultivated over the years, we have clearly defined "Safety and Health Management Guidelines." We operate the GSSs (Global Safety Standards), which includes various safety standards.



## Safety Philosophy

Safety is our top priority for happiness of all employees and prosperity of the company. We confirm the safety before starting operations of the day.

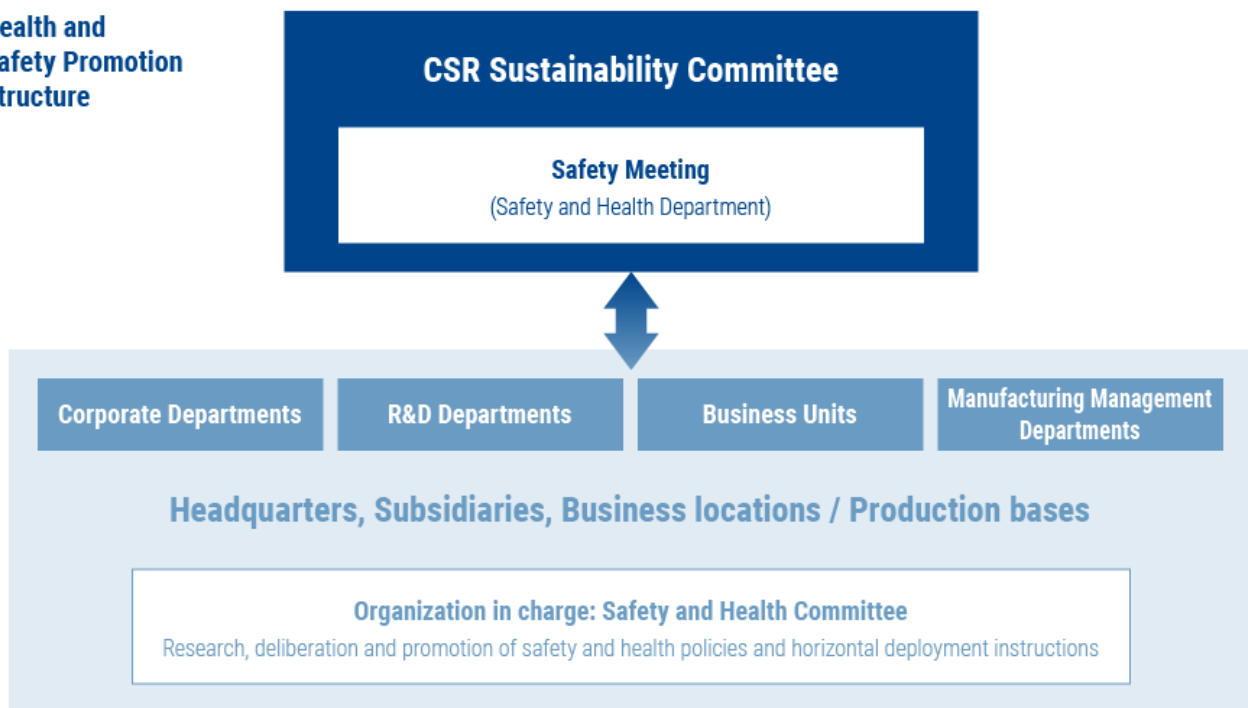


## 10 Principles of Safety

1. Always keep in mind that safety is our top priority.
2. Have conviction that all kinds of injuries and industrial diseases are preventable.
3. It is the responsibility of the company and individuals to establish, sustain, and improve the safe condition.
4. The management has the direct responsibility to prevent injuries and industrial diseases.
5. It is the basic responsibility of individuals in the society to follow the rules.
6. Sufficient education and training must be provided to all employees to ensure safe operations.
7. Safety and health audit in which all employees take part must be conducted to establish PDCA of the safety and health control system.
8. Report and investigate all accidents as well as unsafe actions and conditions leading to accidents.
9. All defects on safety and health must be remediated immediately.
10. Cooperation and participation of all employees are inevitable to attain our zero-accident goal.

## Promotion Structure

### Health and Safety Promotion Structure



## Worker Involvement

In addition to each of our activities, employees participate in decision-making at various Safety and Health conference bodies and committees at each of our bases as well as Safety and Health Patrol. They absorb the opinions of workers onsite and use them to make improvements.

## Safety and Health Activities Guidelines

## Policy

We are further strengthening our global safety activities to achieve "Zero Accident." We cannot achieve the goal of "Zero Accident" without both safe personnel and facilities. We are building a culture of safety to make each and every employee autonomous so that they can always be aware of safety and act accordingly.

## Group-wide activities

Creating a Safe Organization	Creating a Safe Workplace
<ul style="list-style-type: none"><li>* Discover and improve unsafe acts and unsafe conditions through workplace safety patrols</li><li>* Improving procedures for safer work through work observation</li><li>* Pursuit of the root causes of accidents, implementation of countermeasure rollout and its continuation</li></ul>	<ul style="list-style-type: none"><li>* Eliminate unsafe conditions by sorting and setting, "Seiri" &amp; "Seiton" (organization and tidying up)</li><li>* Preventing contact between forklift trucks and people by separating pedestrians and vehicles</li><li>* Eliminate ignition sources and combustible materials through machine inspection, maintenance and cleaning</li><li>* Management of workplace environment such as chemical substances, heat and noise</li></ul>
Creating Safe People	Traffic safety
<ul style="list-style-type: none"><li>* Improving employees' safety awareness and knowledge through safety dialogue</li><li>* Education to prevent unsafe behavior in each business unit</li><li>* Establishment, implementation, and auditing of GSS (Global Safety Standards)</li><li>* Conduct hazard prediction training to improve each worker's sensitivity to hazards</li><li>* For handling abnormalities, appoint a person to deal with problems and educate and training the person</li></ul>	<ul style="list-style-type: none"><li>* Conduct accident analysis at the site, and notify all employees of the occurrence status and alert them</li><li>* Inform employees about hazardous areas</li><li>* Roll out traffic safety information and notices, and provide necessary traffic safety instruction</li><li>* Compliance with traffic manners and rules</li></ul>



Safety Convention



President and CEO's Safety Dialogue



Safety patrols by an officer in charge of safety and health



← VR を使った  
交通安全教育

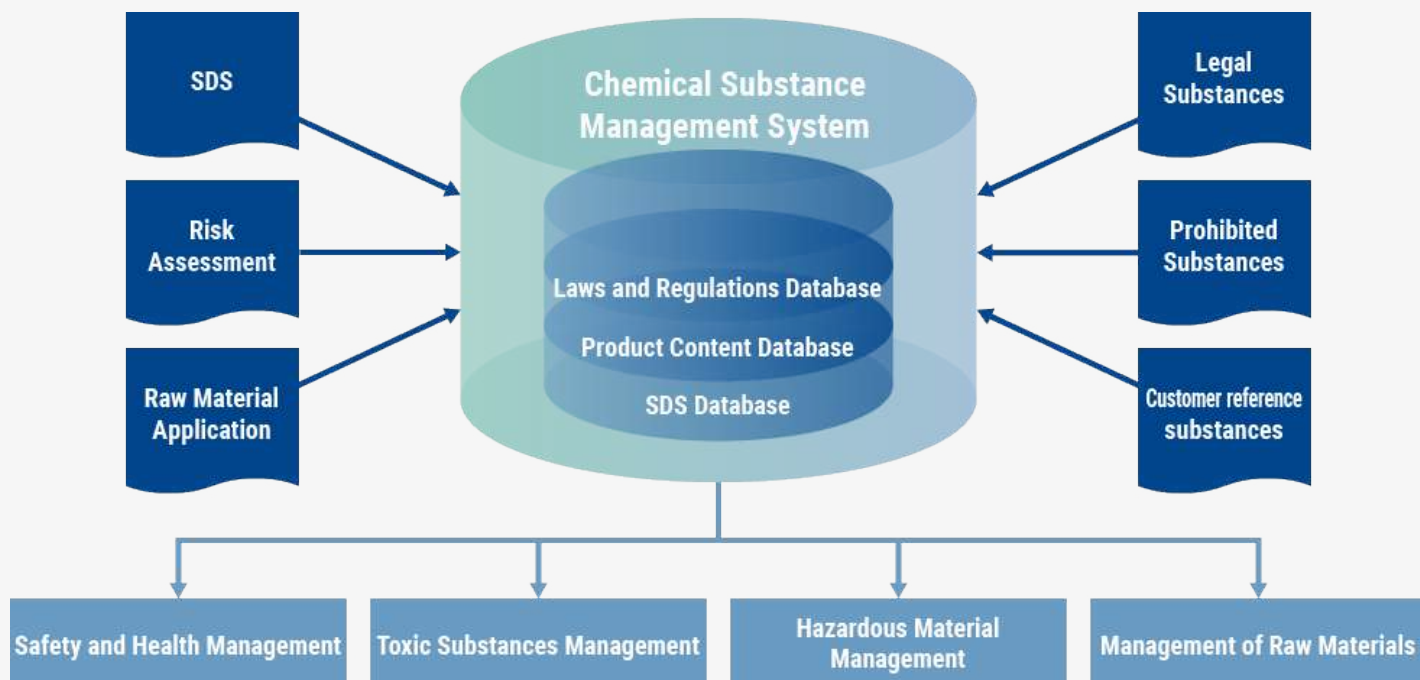
防火教育動画 →



Fire prevention and traffic safety education

## Chemical Substance Management

We have introduced a chemical substance management system to centrally manage chemical substances handled in the company, including SDS management, applicable laws and regulations, chemical substance risk assessment, and searches for banned substances in products. Thus, we have an environment that enables employees to smoothly implement chemical substance management.



### Chemical Substance Management Education

We published guidebooks for the safe handling of chemical substances to improve the knowledge of our employees.

- Basic knowledge section: Improvement of knowledge of all employees
- Laws and regulations section: Improvement of legal expertise of chemical substance managers and practitioners (Commentaries on laws and regulations of the Industrial Safety and Health Act, Poisonous and Deleterious Substances Control Act, and Fire Service Act)



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# Diversity and Inclusion



Diversity Management



Initiatives to Promote D&I



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# Diversity Management

[Diversity and Inclusion](#)> [Diversity Management](#)> [Initiatives to Promote D&I](#)

Employees

[Commitment](#)**Message from the Officer in Charge**

The Sumitomo Riko Group states in its Management Philosophy that it will "Foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality." We recognize the promotion of diversity and inclusion (hereinafter referred to as D&I) as the foundation of its management, aiming to "create a workplace where everyone can demonstrate their abilities." Currently, approximately 80% of all employees work outside of Japan, making the promotion and implementation of D&I increasingly important. Our D&I promotion structure began with the establishment of the Diversity Committee in 2015 as a subcommittee of the CSR Committee (now the CSR Sustainability Committee), followed by the establishment of the Diversity Promotion Office in the Human Resources Division in 2016 as a specialized organization. Since then, the Diversity Promotion Section and the D&I Group of the Planning Section have been reorganized to promote activities from a company-wide, group-wide, and global perspective, while keeping a close eye on social trends, and gathering the opinions of employees. We will continue to accelerate our efforts to create a workplace and corporate culture in which each and every employee, regardless of race, ethnicity, nationality, religion, age, educational background, gender, gender identity, sexual orientation, or disability, is respected and can play an active role on the world stage with fulfillment, in order to promote D&I aggressively. We hope that all of our stakeholders will understand our efforts regarding human resources and D&I, and we look forward to your continued support in the future.



Hideo Yamane  
Director and Managing Executive Officer

## Approach to Diversity Management

The Sumitomo Riko Group Management Philosophy proclaims, "We will foster an invigorating corporate culture that respects our employees' diversity, personal qualities, and individuality." The Group engages in D&I promotion activities to create an environment in which people from diverse backgrounds can work with vigor and enthusiasm.



### The Sumitomo Riko Group's Diversity Logo

The establishment of a dedicated logo symbolizes the Sumitomo Riko Group's efforts to promote D&I. As a symbol of Sumitomo Riko's active engagement in diversity, this logo expresses our determination to unite in the creation of things of value through connections between people and links between diverse individuality.

## D&I Promotion Structure

At Sumitomo Riko, the D&I Group of the Planning Section is responsible for implementing the Diversity D&I philosophy and measures throughout the Group companies. The D&I Group of the Planning Section also belongs to the Human Resources Department and works in cooperation and collaboration with the CSR Promotion Office, and Human Resources Development Department to establish specific systems

and improve the internal environment.

# Medium-term Vision, Achievements, and Challenges Related to D&I

## Mid-term vision

At Sumitomo Riko, our vision is centered on three axes, and we aim to create a workplace where everyone can demonstrate their strengths.

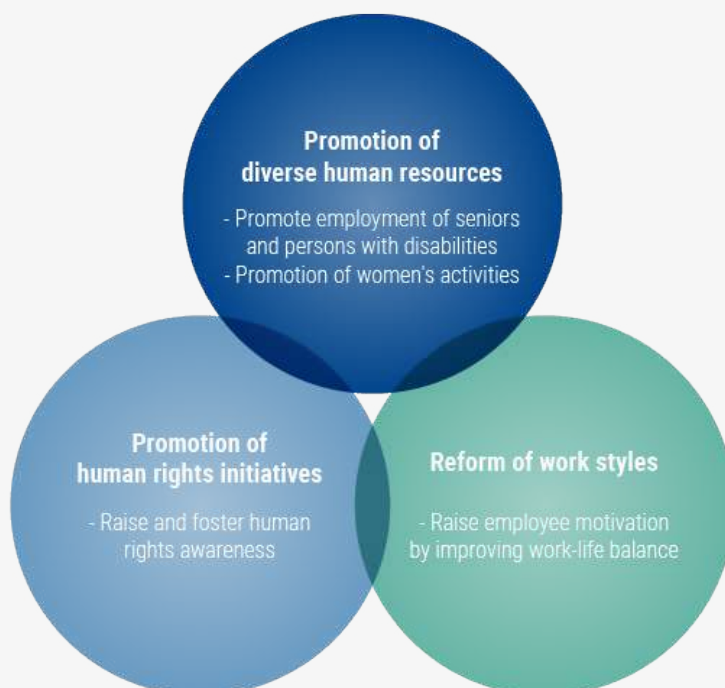
### Three Axes

- 1.Promotion of diverse human resources: Thinking about one's own work style
- 2.Reforming work styles: Creating workplaces where everyone can demonstrate their abilities
- 3.Awareness raising and Culture building: Raising individual awareness by providing information and opportunities, and promoting understanding in the workplace

## FY2022 Priority Action Items and Results

Themes	Priority Action Items for FY2022	FY2022 Achievements	
Promotion of diverse human resource's activities	30% female employment rate	・ 23.2% (March 2023)	
	Promotion of employment of persons with disabilities (Statutory employment rate: 2.30%)	・ 2.66% (March 2023, 3 special subsidiaries applied), target achieved ・ Started accepting 5 employees who were transferred from the special-purpose subsidiary SumiRiko Joyful Company Limited	
Work Style Reform	Identification and analysis of actual conditions for a good working environment	・ Conducted line care training 3 times to promote workplace improvement activities utilizing the group analysis results of the Company's stress check "Iki Iki Diagnosis," 177 supervisors participated.	
	Consideration of the current state of institutional reform and improvement	Conducting fixed-point observations of various internal systems	
	Ongoing development of support systems for balancing work with childcare and nursing care responsibilities, etc.	Care	Establishment of a free consultation service directly accessible to outside specialists (Number of calls received in FY2022: 1)
		Childcare	・ Online tours of in-house daycare centers for employees on childcare leave ・ Released video tour of the in-house daycare center "Koara-Pokke"
Raising awareness and fostering a culture	Information Distribution	・ Information distribution in the company newsletter "Mitsukumi" ・ D&I information distribution in HR News ・ Seminar Information distribution on the in-house website "G. Portal"	
	Educational activities at various trainings	・ D&I Training Conducted at Hierarchy-Specific Training Programs ・ Held Sumitomo Electric Group Women's Forum "SWING," 64 participants, including men attended. ・ Held "Life Plan Seminar" for employees approaching retirement age, 106 employees aged 55-59 participated.	

## FY 2023 Challenges (Priority Action Items)



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# Initiatives to Promote D&I

Diversity and Inclusion

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Employees



## General Employer Action Plan

We have established and published our General Employer Action Plan and are conducting various activities to achieve that plan.

<b>1. Plan period</b>	April 1, 2023 - March 31, 2028
<b>2. Quantitative targets</b>	<p>①Create a workplace environment in which all employees can smoothly and reliably choose and use the work styles they desire.</p> <p>【Target】</p> <ul style="list-style-type: none"> <li>No overtime day (every Wednesday): 100% achievement rate</li> <li>*Achievement rate including transfers within the same week and month</li> <li>Interval work system: 100% achievement rate</li> <li>Continuous promotion of male participation in childcare (Encouragement of male employees to take childcare leave, childcare incentive leave, etc., in line with current trends)</li> </ul> <p>②Proactive empowerment of women and expansion of fields of activity</p> <p>【Target】 Aim to achieve the following ratios of women in management positions (key positions)</p> <p>Global (domestic and overseas group companies): 20% / Domestic non-consolidated: 10%</p> <p>③Reinforcement of Young Employee Development</p> <p>【Target】 Support "autonomous growth" of young employees and proactively provide opportunities to improve their skills for future success.</p>



# Respect for Diversity

## Work with colleagues from various walks of life

Sumitomo Riko Group is actively working to create a corporate culture in which everyone can play an active and rewarding role, regardless of gender, nationality, or hiring route. Women, foreigners, and mid-career recruits are hired and promoted to management positions based on a comprehensive assessment of their abilities and aptitudes, regardless of their attributes. With regard to women, we consider the fact that there is a gender gap in the percentage of female employees and managers to be an issue. For this reason, we have set specific targets and are working to resolve these issues.

## Promotion of women's activities

### "SWING\*" Networking for Women Employees of Sumitomo Electric Group

"SWING Women's Forum" has been held continuously since FY2017 for female employees of the Sumitomo Electric Group to support mutual study and networking. The members of the Human Resources and D&I divisions of Sumitomo Electric Industries, Sumitomo Wiring Systems, and Sumitomo Riko serve as the secretariat of the forum, which aims to promote the advancement of women throughout the Group by fostering and developing the skills of female employees.

When the seminar was first held, it mainly targeted female clerical staff (general employment), but it has continued to adapt to changes in society, such as focusing on female career-track employees in FY2021 and shifting to an entirely online seminar in the wake of the Corona pandemic. In recent years, we have also invited and encouraged male employees to attend the lectures in order to encourage them to think about how women work together.



\*SWING: Abbreviation of the

"SEG (Sumitomo Electric Group) Women's Innovative Networking Group"

### Changes in the Ratio of Female Managers

As of the end of FY2022, the ratio of female managers at Sumitomo Riko was 1.4% (8 persons).

We will continue our efforts to ensure that women can continue to work with peace of mind and aim for career advancement through measures such as strengthening recruitment, training, and the development of systems.

Related information

[Social Performance Data](#)

## Recruitment of foreign employees

Approximately 80% of the group's employees work in overseas locations, and of course, we do not make any distinction between foreigners and Japanese.

At our overseas offices, we are always conscious of the localization of main business operations, as we strive to develop local staff who can take on the role of local base chief officer. On the other hand, in Japan, we consistently hire people with high aspirations and a strong desire to work for our group, regardless of their nationality, and their fields of activity are expanding day by day.

Related information

[Sumitomo Riko Business at a Glance: Breakdown of Employees by Region](#)

## Recruitment of Mid-career employees

In anticipation of new perspectives and ideas, and the innovation that lies ahead, we hire a certain number of mid-career (career) employees every year. We also promote the direct employment of temporary employees with proven work experience (promotion to employees), and we consider it part of our D&I promotion to provide them with opportunities to fully demonstrate their practical skills and work immediately as core human resources.

We evaluate and treat new hires fairly and impartially, without distinction from new graduates, so that they can move up the ladder according to their abilities.

[Related information](#)

[Social Performance Data](#)

## Promotion of Employment of People with Disabilities

### “SumiRiko Joyful”, a special-purpose subsidiary

Sumitomo Riko hires people with disabilities to work in various departments. Based on the understanding of the workplaces, jobs are assigned corresponding to the person's aptitude.

We established a special-purpose subsidiary, SumiRiko Joyful, in November 2013 to facilitate employment of people with disabilities and for social contributions. The range of work has expanded with each successive year to include collection and delivery of internal mail, management of the document archive, printing, document digitization, and cleaning. They are engaged in work suited to their personalities. We will endeavor to secure employment of more people with disabilities by expanding the scope of the work.

Since fiscal 2019, 2 employees have been seconded to Sumitomo Riko Global Headquarters and 3 to the Komaki Plant, where they are working together in the same environment. In addition, in recognition of our achievements over the years in achieving the legally mandated employment ratio and promoting the employment of people with disabilities together with our special subsidiary, we received the Director's Effort Award from the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (JEED) in 2020.



Printing operations



Received the Director's Effort Award from the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers

[Related information](#)

[Social Performance Data](#)

## D&I In-House Training

Based on the concept that "human resources development is at the heart of every successful business strategy," we conduct training in a variety of formats, including basic and periodic education, by rank, and by need. In FY2022, we continued to conduct D&I training within the rank-specific training, trying various approaches such as basic knowledge of D&I, Sumitomo Riko's approaches, and specific action level improvement based on case studies, according to the target participants. In recent years, we have taken up themes such as unconscious bias and LGBTQ, creating opportunities for all participants to think together.

\* Subjects are Sumitomo Riko and Group companies.



## Certification and Registration Achievements

Sumitomo Riko participates in a variety of certification and registration schemes with a view towards reforming our employees' mindset and fostering a corporate culture of diversity. We use these schemes not only to promote our commitment to the outside world, but also to confirm our position in our industry and to consider our future directions and actions.

[Related information](#) [External Evaluation](#)



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# Supply Chain



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# CSR Management on Supply Chain

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## Message from the officer in charge



Amid rising expectations of stakeholders on the commitment of companies towards corporate social responsibility (CSR), we are now facing a time where the quality of CSR activities at suppliers and other trade partners is questioned. In order to meet these expectations, Sumitomo Riko Group has been focusing on CSR activities in the supply chain, including the formulation of the Supplier CSR Guidelines. Since 2014, we have been promoting activities from a Group/Global perspective under the CSR Committee (currently the CSR Sustainability Committee).

At present, in order to conduct stable business activities, the Sumitomo Riko Group has formulated a business continuity plan (BCP) with the cooperation of our suppliers around the world, and in addition to measures for environment and compliance issues, we are promoting activities that emphasize the principles of the United Nations Global Compact, to which we are a signatory, across the Group and globally. We need the support and cooperation of our stakeholders, above all, of our suppliers, to ensure the success of these initiatives. I would greatly appreciate our stakeholders' further understanding, cooperation and guidance.



Hideyoshi Yasuda  
Managing Executive Officer

## Approach to Procurement

Sumitomo Riko's procurement activities are governed by its Basic Policy on Transactions and its Code of Conduct, which were established in May 2006. We issued the CSR Guidelines for Sumitomo Riko Group Suppliers in November 2011. In October 2014, taking the opportunity of our endorsement of the United Nations Global Compact, we revised the CSR Guidelines for Sumitomo Riko Group Suppliers by adding responses to conflict minerals, anti-corruption measures and other items. In August 2019, with the formulation of our mid-term business vision, the Sumitomo Riko Group 2022 Vision, we further revised the Guidelines to reflect the Sumitomo Riko Group Corporate Action Charter. We have declared to internal and external stakeholders that we will operate our business in compliance with the Basic Policy on Transactions, the Code of Conduct, and the Guidelines. We also seek our suppliers' cooperation in order to ensure transparency. For example, we request our suppliers to inform the point of contact for compliance-related matters if they detect any inappropriate behavior in our procurement activities.

### Basic policy on transaction

We consider Sumitomo Riko and its suppliers to be partners on an equal footing, and therefore we ensure that all transactions are conducted in a fair and transparent manner and that promises and contracts are always respected.

### Code of conduct (For Sumitomo Riko Employees)

- 1.The selection of clients should be implemented in accordance with guidelines related to procurement. (We never decide and support a specific supplier due to personal reasons.)
- 2.All determinations on terms and conditions of transaction and releases of information to clients should be made in a fair manner.
- 3.Sumitomo Riko shall pay significant attention to management of the confidential information regarding suppliers and must not use such information for any purposes other than procurement activities.
- 4.Sumitomo Riko must not accept from its suppliers, nor ask a supplier for, any remuneration such as a gift or entertainment that exceeds the scope of social norms.

### Reaction to violations

If our employees violate the matters outlined above, we will take firm action as specified in employment regulations.


## Basic Transaction Agreement

In fiscal 2018, we revised the template of the basic transaction agreement, which we conclude with our suppliers. Provisions on matters, such as ensuring compliance with laws and regulations, protection of personal information, elimination of antisocial forces, and promotion of socially responsible procurement, were newly included. In the agreements with our suppliers, we have clarified our resolve to promote socially responsible procurement throughout the supply chain in cooperation with our suppliers.

## Sumitomo Riko Group Supplier CSR Guidelines

We distribute the "Sumitomo Riko Group Supplier CSR Guidelines" to our suppliers to communicate our approach to socially responsible procurement and the specific code of conduct. We also request our suppliers to communicate Sumitomo Riko's policy on socially responsible procurement to their suppliers so as to promote socially responsible procurement throughout the supply chain.

[CSR guidelines for suppliers, Japanese 3rd edition \(447KB\)](#) 

[CSR guidelines for suppliers, English 3rd edition \(516KB\)](#) 

[CSR guidelines for suppliers, Chinese 3rd edition \(468KB\)](#) 

## Supply Chain Promotion Structure

In July 2014, Sumitomo Riko established the Supply Chain Committee as a subordinate organization of the CSR Committee, and has been building an organizational structure to respond to the globalization of the Group and the increasing complexity of its supply chain. In succession to this committee, the CSR Sustainability Committee will check and guide the implementation status of various activities related to CSR procurement (environmental measures, compliance measures, risk management measures, etc.) within the Group, and share and collaborate with suppliers to develop and strengthen CSR procurement throughout the supply chain.

## Mid-term Vision for Procurement Activities

In procurement activities conducted across the business units, including domestic and overseas Group companies, the Group will systematically implement the following four items to strengthen cooperation with suppliers and pursue enhancement of management functions and mitigation of latent risks by increasing efficiency and speed in procurement management operations.

### 1. Strengthening of the supply chain:

We will strengthen mutual communication with suppliers, through unified management of information related to transactions with suppliers, CSR questionnaire surveys, etc., in order to implement socially responsible procurement and will strengthen the foundation for procurement management.

### 2. Legal, regulatory and contract-related matters:

We will collaborate with our suppliers to ensure compliance with laws and regulations and promotion of socially responsible procurement, in order to meet customer expectations by implementing a procurement system capable of responding to the evaluations of third-party auditing organizations, such as the Responsible Business Alliance (RBA)\*.

### 3. Crisis management:

We will enhance supplier information in order to further strengthen the risk management structure globally.

**4. Education and awareness-raising activities:**

We will seek to increase understanding and awareness of procurement-related compliance by continuously engaging in education and awareness-raising activities within the Group by utilizing training and e-learning.

\* RBA: The Electronic Industry Citizenship Coalition (EICC) changed its name to the Responsible Business Alliance (RBA) in October 2017. The RBA is an NGO which major electronic products manufacturers established in 2004 to strengthen efforts to address social, environmental, and ethical issues concerning supply chains by preparing and following a common code of conduct. The RBA independently conducts surveys and audits of the state of compliance with the code.



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## Strengthening the Supply Chain

### Declaration of Partnership Building

In March 2022, our company formulated and announced the "Declaration of Partnership Building" recommended by the Cabinet Office and the Small and Medium Enterprise Agency. In accordance with this declaration, we will promote cooperation and coexistence with our business partners in the supply chain and work to add value to the entire supply chain.

### Monitoring of the status of CSR activities

To practice socially responsible procurement together with our suppliers, we request our suppliers to promote activities that adhere to the Sumitomo Riko Group Supplier CSR Guidelines issued in 2014. Since fiscal 2016 we have been conducting CSR questionnaire surveys of our suppliers as a tool for them to review the extent to which they are compliant with codes of conduct on CSR, and to identify current and future issues.

In fiscal 2019, we were able to conduct CSR questionnaire surveys of suppliers accounting for at least 90% of the value of procurement in Japan,

a target declared in the Sumitomo Riko Group 2022 Vision (2022V), confirming the status of their CSR activities and providing them with feedback. Going forward, we intend to expand the targets of the questionnaire survey to suppliers of Group companies globally. Through these activities we will work to establish a more robust supply chain by deepening communication with our suppliers and supporting their efforts, as well as informing them of our CSR procurement policy.

\*Status of CSR Survey Implementation

	Result for FY2016 to FY2022	KPI
<b>Subject suppliers and number of suppliers</b>	Domestic (non-consolidated): 330companies Domestic Group: 230companies Overseas Group: 62companies	<ul style="list-style-type: none"> <li>• By 2020, we achieved the implementation of CSR questionnaires for suppliers accounting for more than 90% of our domestic procurement value.</li> <li>• In 2021, we are focusing on domestic suppliers (especially small and medium-sized enterprises) that are highly dependent on us.</li> </ul>

## Legal, Regulatory and Contract-related Matters

### Environmentally conscious procurement

Our Green Procurement Standards for Suppliers identify "prohibited substances" and "substances for which monitoring is required" as defined by laws and regulations as well as additional substances in those categories specified by our customers. The Green Procurement Standards for Suppliers have been revised as necessary to reflect changes in environmental regulations.

In response to the enforcement of the REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) EU Regulations, we have required our suppliers to observe the REACH Regulations since January 2008. We also hold briefings for suppliers of materials and components. In these ways, we are striving to raise awareness of our suppliers about REACH and ensure compliance.

At Sumitomo Riko, we will continue reviewing our Green Procurement Standards for Suppliers to reflect changes in environmental regulations in Europe and around the world, and promote a shared understanding among our customers and suppliers.

[Green Procurement Guideline \(296KB\)](#) 

### Sustainable procurement of natural rubber

Sumitomo Riko vigorously promotes dialogue with its suppliers, and we are also progressively ascertaining the status of the CSR activities of our secondary suppliers, in addition to those of our primary suppliers. In particular, as for our efforts in the area of natural rubber, which we procure mainly from Southeast Asia, our officers and employees in charge of procurement visit processing plants in the supply chain to confirm that there are no particular problems related to labor practices, human rights, health and safety, and environmental protection. In 2016, we visited two companies in Thailand; in 2017, we visited six natural rubber plantations and natural rubber processing manufacturers in Indonesia, Malaysia, and Vietnam; in 2018, we visited five companies in Thailand, Indonesia, and Vietnam; and in 2019~2022, we conducted a site survey inspection of one company in Thailand. We will continue to conduct onsite inspections and confirmations in cooperation with overseas procurement bases in each area.



Furthermore, in July 2022, we joined the Global Platform for Sustainable Natural Rubber (GPSNR\*). We have also developed a Sustainable Natural Rubber Procurement Policy in 2023, which reflects the policy framework approved at the GPSNR General Assembly in September 2020.




There are more than a dozen major types of raw rubber used by our Group globally, of which natural rubber alone accounts for more than 40%. By endorsing the GPSNR policy, we will ensure the traceability and sustainability of our natural rubber procurement and aim to provide a stable supply of high-quality products into the future.

\*Global Platform for Sustainable Natural Rubber

Related information

[Press Release \(322KB\)](#) 

Related information

[Procurement Policy for the Sustainable Natural Rubber \(335KB\)](#) 

## Stance on conflict minerals

In the Democratic Republic of the Congo (DRC) and neighboring countries, section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act came into force with the aim of stopping armed groups engaged in abuse of human rights from funding through the sale of certain minerals in 2012. This would impose reporting requirements to the U.S. Securities and Exchange Commission (SEC) on U.S.-listed companies that use the 3TG (gold, tantalum, tin, and tungsten), which are designated as conflict minerals. We conducted a survey to ascertain usage of such minerals by our Group companies and our suppliers. The survey indicated that a number of tin, tantalum, and tungsten compounds are used in our production processes, but that production and trade of none of them have contributed to conflict financing.

Furthermore, we have expanded the scope of our investigation to include minerals other than the 3TG (cobalt and mica) and high-risk areas (CAHRAs) outside the DRC and neighboring countries, and we will continue to investigate and, with the cooperation of our business partners, respond to customer reporting in good faith.

## Crisis Management

Sumitomo Riko has compiled a list containing the basic information regarding our global suppliers and continues to promote the establishment of foundations for swift information gathering and dissemination at times of earthquakes and other disasters. In 2016, we organized information on our major raw materials and other suppliers, and introduced a safety confirmation system that allows us to send out information to suppliers in a timely manner in the event of an earthquake or other disaster, and to ask them to respond to whether or not their supplies have been affected. Furthermore, we have established a system for prompt initial response and subsequent countermeasures, such as expanding information on secondary and subsequent suppliers.

Going forward, we will continue to promote establishment of business continuity plans (BCPs) worldwide in cooperation with our suppliers and strengthen our crisis management capabilities.

## Education and Awareness-raising Activities

Every year Sumitomo Riko holds an in-house seminar on the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors (Subcontractors Act) for all employees of the Group in Japan, with the head of the procurement department serving as the lecturer. The Global Purchasing Headquarters and the Purchasing Division of each business unit, as the department responsible for education and awareness-raising within the business unit, conduct education and awareness-raising activities in line with actual business practices, and at the request of related departments and affiliates, provide meticulous on-site training that emphasizes question-and-answer sessions from a practical perspective. Furthermore, education and training for new employees and younger employees as well as e-learning on compliance for all employees are provided periodically to enhance understanding and raise awareness.

In March 2015, we established the Sumitomo Riko Group's procurement rules in Japanese, English, and Chinese and applied the rules to subsidiaries and affiliates overseas. We are striving to inculcate socially responsible procurement throughout the Group worldwide. To that end, procurement manager meetings are held in each overseas area, while for suppliers, we hold workshops on socially responsible procurement at suppliers' meetings.



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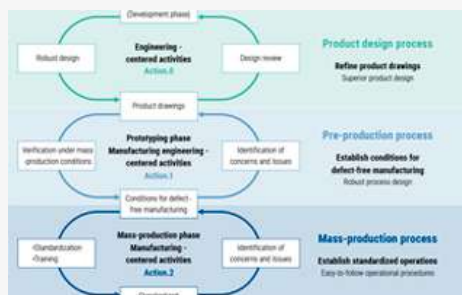
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# Quality Management

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## Message from the Chairperson of Quality Committee



The Sumitomo Riko Group has made "Safety, Environment, Compliance, and Quality (S.E.C.Q.)" the basis of its business operations.

The Quality Committee started its activities in FY2017 with committee members appointed across the organization, and has reported and discussed important issues and activities related to group-wide management, such as critical quality issues and group-wide quality activities.

In FY2022, the committee has delved into the root causes of individual quality issues, and followed up on the status of completion and horizontal deployment of rectifying measures, as well as encouraging online participation of department managers to promote information sharing at the management level. In FY2023, the committee will continue to report and discuss critical quality issues, and follow up on efforts to ensure customer trust.

In order to realize the "2029 Sumitomo Riko Group Vision" (2029V), it will be necessary to maintain and improve quality to meet the increasingly sophisticated requirements of customers, including CASE compliance and the development of environmentally friendly products. With the Quality Committee as the cornerstone of our efforts, we will strengthen our quality assurance and preventive measures in line with the changing times, based on the Sumitomo Spirit of "Banji-nissei," "Shinyo-kakujitsu" and "Fusu-furi".

Since its foundation, the Sumitomo Riko Group has grown as a manufacturing company. Through the operation of the Quality Committee, we will continue to deliver high-quality products that flexibly respond to the evolution of manufacturing, and will contribute to the development of society as a "Global Excellent Manufacturing Company".

We hope that our stakeholders will gain a better understanding of our group's quality initiatives through this website, and we look forward to your further support in the future.



Shinichi Waku  
Chairperson of Quality Committee Director  
and Managing Executive Officer

## Basic Approach to Quality

The Sumitomo Riko Group is engaged in quality improvement activities under the company-wide quality policy, led by the Quality Committee and the Quality Assurance Headquarters. By establishing a quality assurance system appropriate for a global company, we ensure the high quality and safety of our products.

### Sumitomo Riko Group's Quality Policy

The Sumitomo Riko Group considers it our mission to satisfy our customers and provide attractive products to the world. In order to fulfill this mission, we are engaged in quality improvement activities based on the company-wide quality policy of "All members of the Sumitomo Riko Group will pursue customer first and quality first on a global basis through continuous improvement ~To become a company trusted by society and customers through TQM (Total Quality Management) activities and S.E.C.Q.-centered business operations~."

### Approach to quality assurance in the Sumitomo Riko Group

The Sumitomo Riko Group ensures quality by applying the following two approaches in the pursuit of safety and security.

The first is "Ji-Kotei-Kanketsu" (own-process completion). We provide products that can be used with peace of mind through activities that ensure safe products by implementing Ji-Kotei-Kanketsu in each process of product design, production preparation, and mass production (see Fig. 1).

The second is "Quality Governance." Business divisions provide products and services to customers and manage quality risks, and the company-wide Quality Assurance Departments monitor, support, and provide guidance to reduce quality risks so as to ensure the trust of customers and society (See Fig. 2).

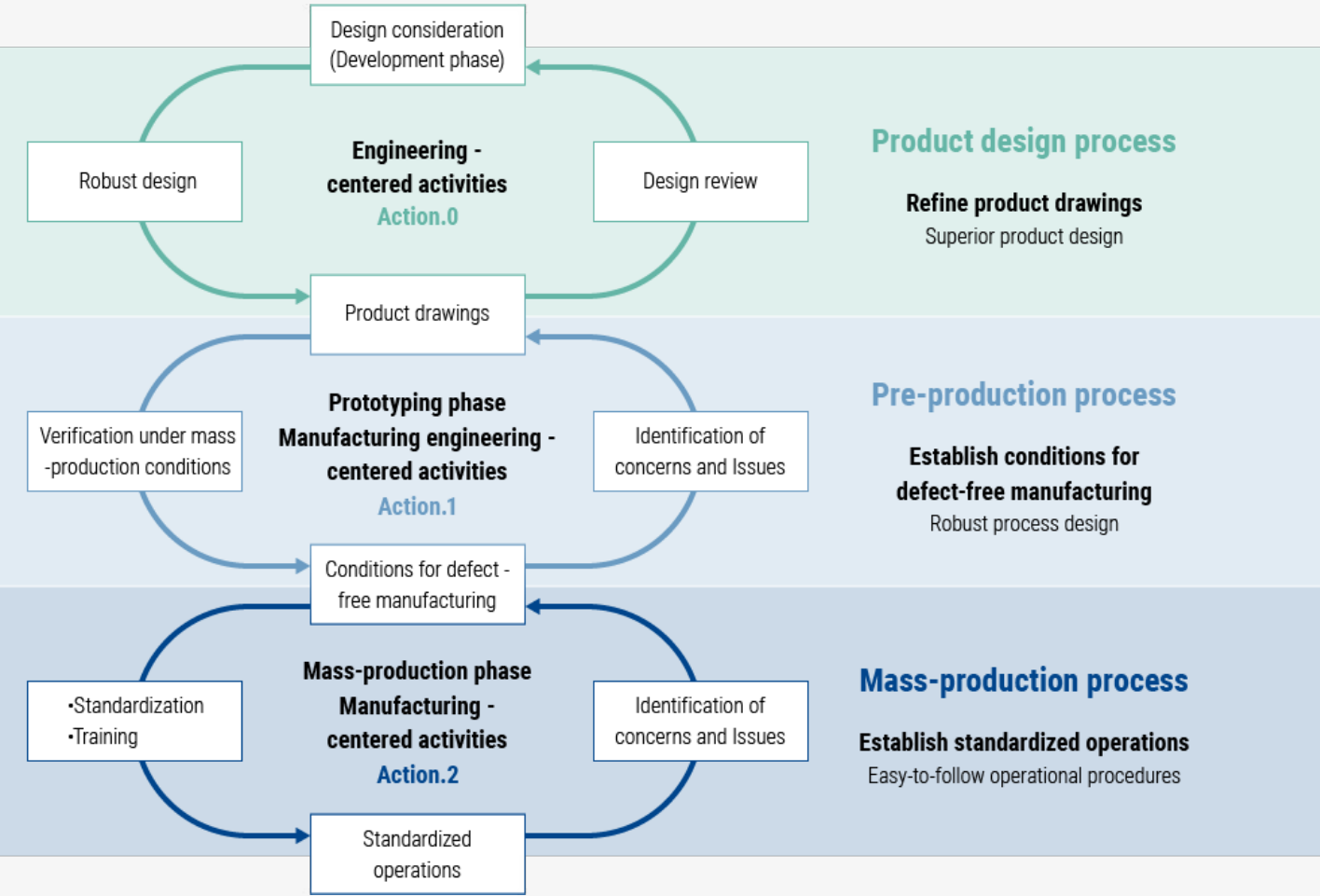


Fig. 1: Ji-Kotei-Kanketsu (JKK)

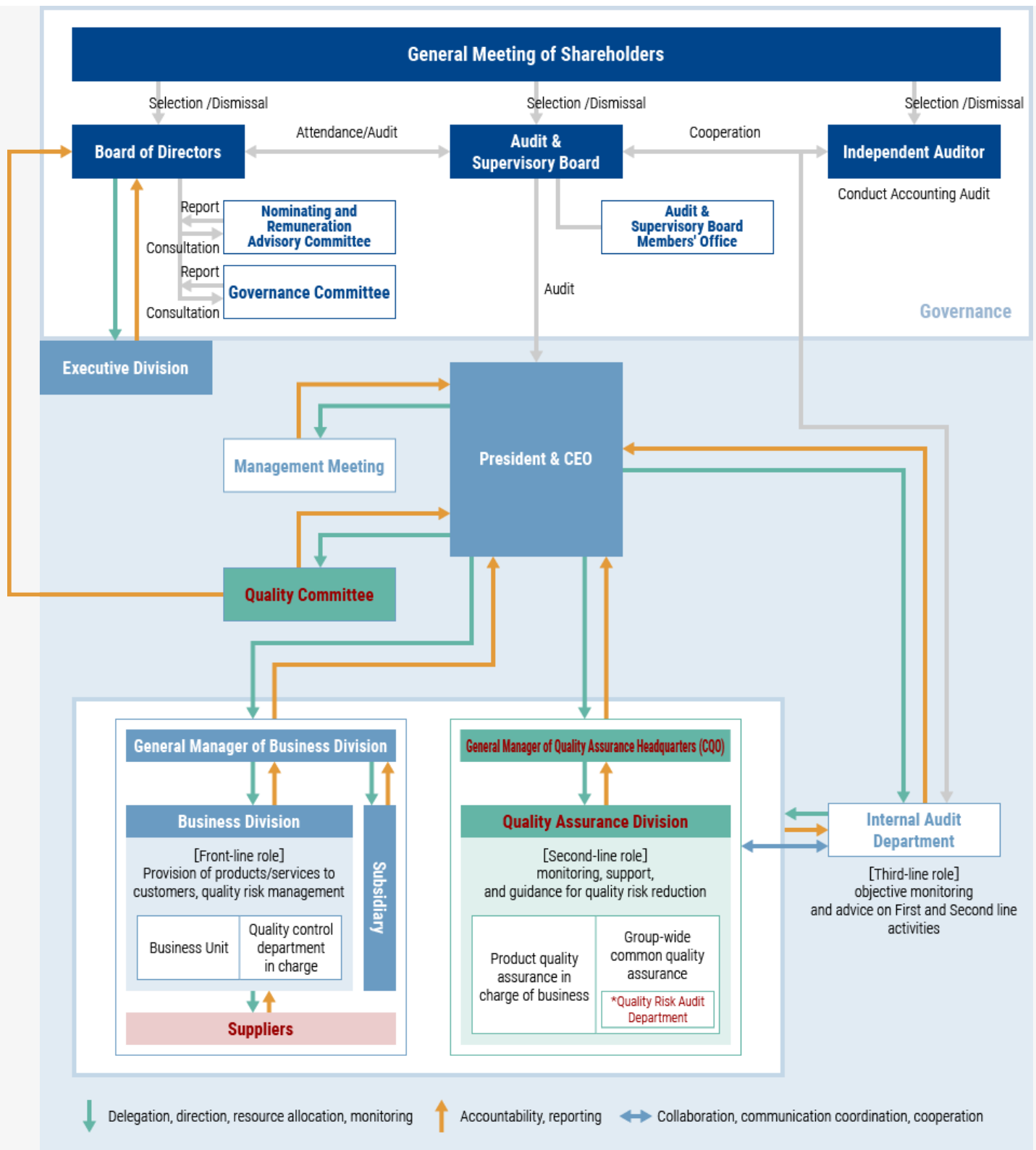


Fig. 2: Quality Governance

# Quality Control Systems

## Quality Assurance Systems

In 2016, Sumitomo Riko appointed a Chief Quality Officer (CQO) and established the Quality Assurance Headquarters, integrating the Group's

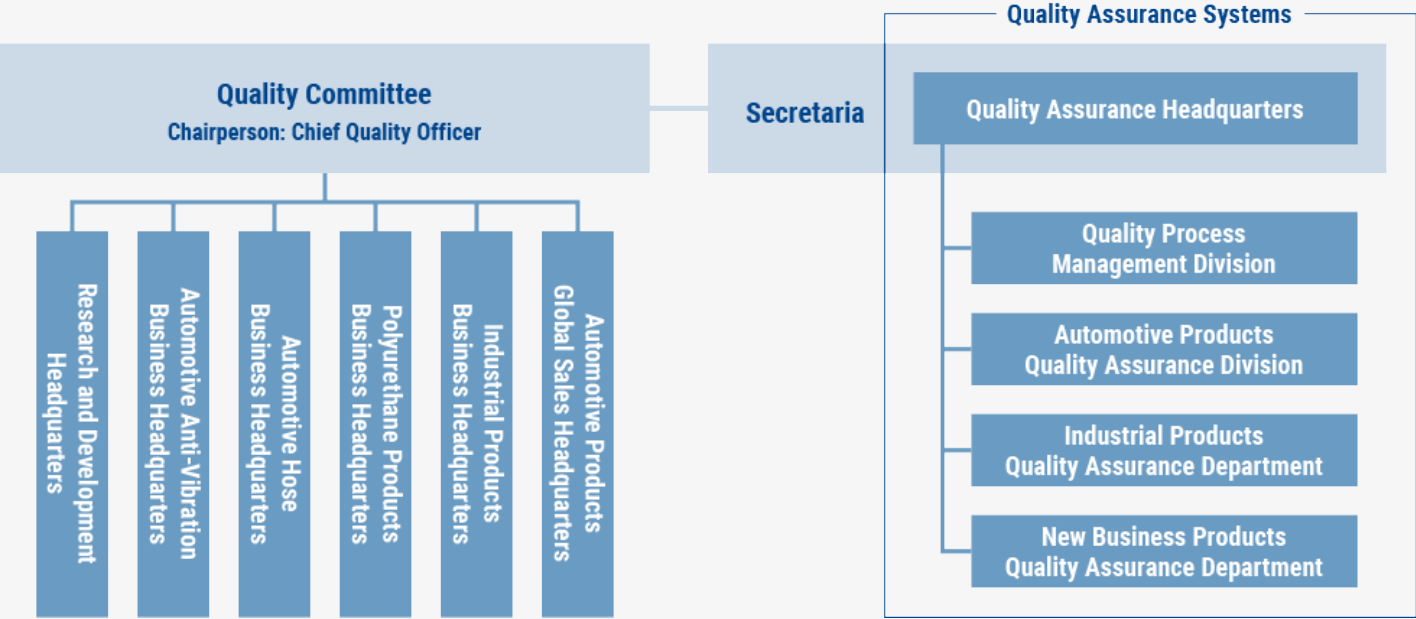
quality functions.

With an organizational structure designed to ensure independence from business units and objectivity, the Quality Assurance Headquarters enhances the Group's quality assurance by strengthening the auditing function and working to establish a collaborative framework covering business units.

By implementing quality management systems exceeding customer expectations, we are able to supply our customers as well as all other stakeholders with safe, reliable products that offer them peace of mind.

## The Quality Committee

The Sumitomo Riko Group has added Quality (Q) to Safety, Environment, and Compliance (S.E.C.), which have been the basis of its business operations since fiscal 2017 onward, changing it to S.E.C.Q. In line with this change, the "Quality Committee" has been established to strengthen the function of monitoring whether quality improvement activities are being carried out.



## Medium-Term Vision for Quality and Product Safety

The Sumitomo Riko Group will globally promote the following three priority activities to achieve 2029V in the Quality Division.

### 1. Evolution and Penetration of Global Quality Standards

We will evolve SRK-GQS (Sumitomo Riko Global Quality Standards) in response to new bases and new manufacturing methods, and work to ensure that these standards permeate all of our global bases. In addition, we will reform our organization to prevent quality fraud. This will be achieved, by establishing a global auditing system.

### 2. Establishment of QMS (Quality Management System) for new business (products and services)

We will promote the acquisition of certification for new businesses (ISO27001, ISO26262, etc.). We will also build a quality assurance system that extends to the research, development, and order-receiving stages.

### 3. Fostering a Quality Culture (Penetration of TQM Activities)

We will implement quality knowledge that enables all employees to make decisions from the same perspective and promote small-group activities in which all employees participate. We will also develop quality education and small group activities on a global basis.



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## Quality Assurance System

### Acquisition and utilization of quality management system certification

The Sumitomo Riko Group has established its quality assurance system based on the ISO9001/IATF16949 International Quality Management Standards, and is committed to continuous improvement of product and market quality through the reliable operation of the PDCA cycle. We are also actively working to establish quality assurance systems at our overseas bases, and are aiming to obtain IATF or ISO certification at all of them. Currently, a total of 61 bases, 9 in Japan and 52 overseas, have acquired and are utilizing these certifications.

### Quality Assurance System by SRK-GQS

The Sumitomo Riko Group has established and is operating the SRK-GQS (Sumitomo Riko Global Quality Standards) as the basic unified rules for the entire Group in the midst of accelerating globalization. Based on ISO9001 and IATF16949, we have incorporated the best practices of the Sumitomo Riko Group and formulated the basic rules for the entire Group.

 SRK-GQS consists of three levels: Level 1, which indicates the guidelines that form the axis of quality assurance activities; Level 2, which

describes the business standards that clarify the management of milestones from product planning for each business unit to mass production; and Level 3, which prescribes the actual individual tasks.

In FY2022, through customer audits, internal quality audits, and milestone inspections of product development processes, we inspected the status of actual operations and engaged in continuous improvement activities to ensure reliable and efficient operations.

In FY2023, we will promote the maintenance and improvement of our quality assurance system by inspecting and improving the operational status of the entire group, including overseas bases.

## Audit of suppliers' quality systems

With the aim of improving the level of the quality assurance system of the Sumitomo Riko Group, we have been conducting supplier quality system audits on a global basis for our suppliers since fiscal 2011.

For this audit, each manufacturing site is audited based on the global common check sheet covering all items indispensable for establishing a quality assurance system, including top management. Through this audit, we communicate our approach to quality assurance.

In FY2022, we conducted audits on a total of 14 companies, focusing on new suppliers.

In FY2023, we will continue this activity by conducting audits on new suppliers as needed to strengthen and improve our quality assurance system.

# Quality Governance

## Quality Control Audit

The Sumitomo Riko Group has been conducting "quality control audits" globally since fiscal 2016 to monitor for any inappropriate behavior and to promote self-cleansing by each department.

From fiscal 2020 onward, in addition to the content of the quality control audits conducted so far, we are also conducting additional contract performance audits to ensure that the content of contracts with customers is being properly executed, in an effort to raise the level of quality control audits.

During the corona pandemic, we have conducted these audits for business divisions in Japan only, however in fiscal 2023, we will continue this activity by including overseas bases as well.

# Creation of Quality Culture

## The day of Q

With the aim of fostering a corporate culture that puts quality first, in fiscal 2019 we designated the 9th, 19th, and 29th of each month as "the Day of Q" throughout the Company, a day on which quality-related work is prioritized.

In FY2022, we aimed to improve "product quality" and "operational quality" as well as "communication," and our activities are being expanded not only to non-consolidated companies but also to domestic group companies. The status of activities is surveyed semiannually for visualization. The results of these activities are left as "Business Standards and Procedure Manuals," which are then turned into assets, and the created business standards and procedure manuals are put into practice, and if there are any deficiencies, improvements are made continuously (by repeating the SDCA cycle).

We will continue these activities in FY2023.

## Re-do Zero Activity

In our company, we are promoting the "Re-do Zero Activity" as an activity in which each and every staff member practices daily work based on the concept of "Ji-Kotei-Kanketsu (Own Process Completion)". This activity started with the corporate division in 2016, and was expanded to the business divisions in 2017, and is now firmly established as a company-wide activity.

This activity is based on the concepts of "Stopping, Reducing, or Replacing" troublesome or bewildering tasks at each workplace, which has been improving the quality of work, contributing to the improvement of staff productivity, and creating job satisfaction and vitality for workplace members.

In FY2022, 31 departments' case studies were shared in the entire group as examples of activities for reference, and the president gave commendations to good cases. We are also working to foster certified instructors who can correctly instruct on the concept of "Ji-Kotei-Kanketsu (JKK, own-process completion)" and have trained 25 employees as certified instructors to date.

In FY2023, we will make effective use of the "Q" day to spread the "Re-do Zero Activity" to all divisions and group companies.

## Evaluations from Customers

The Sumitomo Riko Group has received high evaluations from customers every fiscal year for its improvement activities for "Quality," "Cost," and "Delivery time" not only in Japan but also at each of its global bases.

In fiscal 2022, we received 45 commendations (5 in Japan and 40 overseas) from 14 bases (2 in Japan and 12 overseas).

### FY2022 Supplier Awards

#### Japan

Customer	Award	Awardee	Region
Isuzu Motors Limited	Quality Achievement Award	Sumitomo Riko	Japan
Akebono Brake Industry Co., Ltd.	Quality Excellence Award		
Caterpillar Japan LLC	EXCELLENT Award	Sumitomo Riko Hosetex, Ltd.	
Caterpillar INC.	Caterpillar Supplier Excellence Award		
Toyota Material Handling, Inc.	Supplier performance Excellence award		

#### Overseas

Customer	Award	Awardee	Region
Toyota Motor North America	Quality Award	SumiRiko Ohio, Inc.	North America
Toyota Motor North America	Quality Award	S-Riko de Querétaro, S.A.P.I. de C.V.	
Toyota Boshoku America Inc.	Delivery Award		
HYUNDAI MOTOR BRASIL	SQ Mark (Supplier Quality = Technology and Quality Award)	Sumitomo Riko Hosetex, Ltd	South America
FAW Toyota Motor (Chengdu) Co., Ltd. Changchun Fengyue Branch	Certificate of Appreciation "Zero delivery defects throughout the year"	Tokai Chemical (Tianjin) Auto Parts Co., Ltd.	
GAC TOYOTA ENGINE CO., LTD.	Quality Cooperation Award		
TIANJIN FAWER DENSO AIR-CONDITIONER			

CO., LTD.	Stable Supply Contribution Award	Tokai Rubber (Tianjin) Co., Ltd.	China
GUANGZHOU DENSO CO., LTD.	Supply Special Contribution Award		
Dongfeng Honda Automobile Co., Ltd.	FY 2022 Quality Cooperation Award	Tokai Rubber (Jiaxing) Co., Ltd.	
GAC Toyota Motor Co., Ltd.	FY 2022 Quality Cooperation Award		
	FY 2022 Annual Award for Excellent Examples of Productivity Improvement Activities - Paint Process Improvement		
	FY 2022 Annual Award for Excellence in Productivity Activities - Consolidated Tripod Assembly Process		
Dongfeng Honda Automobile Co., Ltd.	Silver Award at the FY 2022 NHC Convention	Tokai Rubber (Guangzhou) Co., Ltd.	
GAC Honda Automobile Co., Ltd.	2nd Prize at the FY 2022 QC Convention		
Dongfeng Nissan Passenger Vehicle Company	FY2022 Best Quality Performance Award (Quality Award)		
GAC Toyota Motor Co., Ltd.	FY 2022 Annual Award for the best example of productivity improvement activities - Vulcanization productivity improvement		
Toyota Motor (Changshu) Auto Parts Co., Ltd. Toyota Motor Engineering & Manufacturing (China) Co., Ltd.	Award for achieving 5 consecutive years of quality award in FY2022		
Sundiro Honda Motorcycle Co., Ltd.	FY 2022 Quality Gold Award		
Sany Heavy Machinery Co., Ltd.	Excellent Supplier Award	TRFH Co., Ltd.	
Hefei Economic and Technological Development Zone	Economic Contribution Award		
Caterpillar Inc.	Supplier Excellence Recognition - Excellent Level		
Hitachi Construction Machinery (China) Co., Ltd.	Best Supplier Award		
Mitsubishi Heavy Industries Forklift (Dalian) Co., Ltd.	Excellence Award		
Honda Motorcycle & Scooter India Pvt. Ltd.	Quality Management	Tokai Imperial Rubber India Pvt. Ltd.	India
Maruti Suzuki India Limited	Consistently High Quality Performance Award		
Toyota Kirloskar Motor Private Ltd.	Achieving quality goal/Oppm		
Toyota Daihatsu Engineering & Manufacturing Co., Ltd.	CO2 Reduction Early Achievement of 2030 Target	Inoac Tokai (Thailand) Co., Ltd.	Thailand
Ford India Pvt. Ltd. Sanand Engine Plant	Zero QR and Zero warranty claim in Y2022	SumiRiko Eastern Rubber (Thailand) Ltd.	
Honda Automotive (Thailand) Co.,Ltd	Quality Award		
	2022 Environmental Award		
USUI International Corporation (Thailand) Ltd.	The Best supplier in Delivery awards		
General Motors	2022 Supplier Quality Excellence Award		
JTEKT ASIA PACIFIC CO., LTD.	2022 Quality Award		

Sumitomo Electric Industries, Ltd.	Excellent Award SGA HOT	PT. Tokai Rubber Auto Hose Indonesia	Indonesia
P.T. Astra Honda Motor	《Green Level》 Compliance, Effective Communication & Labor Risk Management		
P.T. Honda Prospect Motor	Best Cost Performance for Achievements in Fiscal Year 2022		
PT. Toyota Motor Manufacturing Indonesia	Excellent Project Production Preparation		
	Zero Defect Quality Achievement		
	Delivery Target Achievement		
PT.Astra Daihatsu Motor	Best Effort Delivery		



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# Social Contribution



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Activities of Sumitomo Riko  
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# Management of Social Contribution Activities

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Employees, Local Communities

[Commitment](#)**Message from the Officer in Charge**

The Sumitomo Riko Group aims to become a "Global Excellent Manufacturing Company," that is, a company that contributes to the safety, comfort, and environment of people, society, and the Earth. We will strive to enhance social value and contribute to the creation of an affluent society through our social contribution activities, and further increase our corporate value by promoting the SDGs.

In order to actively promote these social contribution activities on a group-wide, global basis, we are operating the Social Contribution Promotion Project under the CSR & Sustainability Committee. The project, in which each plant manager of Sumitomo Riko and executives of Group companies participate, promote social contribution activities by reviewing and improving each initiative with the aim of contributing to the SDGs and creating a sustainable society.

The Sumitomo Riko Group is always aware that it is a member of the local community and is committed to fulfilling its corporate responsibility through social contribution activities in order to be a company that is trusted by the local community.

We hope that our stakeholders will use this website to gain a better understanding of the Group's social contribution activities and to provide us with frank opinions and suggestions.



Hideo Yamane  
Director and Managing Executive Officer

## Social Contribution Activities Policy

The Sumitomo Riko Group is committed to social contribution activities in order to fulfill its role as a public entity of society and to become a company that people say, "I am glad that the Sumitomo Riko Group exists in this town." The core philosophy of our social contribution activities is to "contribute to the creation of a prosperous society through social contribution activities as a good corporate citizen, always aware that we are a member of the local community," and we have positioned these activities as activities to solve social issues.

We are actively engaged in activities based on the concept of creating social value through proactive efforts to solve social issues that contribute to the development goals of the SDGs, while at the same time contributing to the enhancement of corporate value. Also, we have established priority activity areas ("Contribution to Diversity," "Contribution to Youth Development," "Contribution to Community Development," "Contribution to Citizen Activities," and "Contribution to Coexistence with the Natural Environment") to meet social needs.

### Philosophy of Activities

The Sumitomo Riko Group shall always be aware that it is a member of the local community, and as a good corporate citizen, shall contribute to the creation of a prosperous society through its social contribution activities.

### Framework for Initiatives

In order to realize the Sumitomo Riko Group Activity Principles, we have established "Objectives," "Goals," "Five Key Activity Areas," and "Two Activity Perspectives."

## Purpose

**Social contribution activities are social investments that contribute to increasing social value and enhancing corporate value.**

## Vision

1. High-visibility activities on themes with which Sumitomo Riko has an affinity
2. Participation and collaboration rather than monetary contribution
3. Activities that help meet society's challenges
4. Involvement of all employees
5. Global activities

## Five priorities

- Contribution to diversity
- Contribution to the sound development of young people
- Contribution to building community
- Contribution to civil activities
- Contribution to the promotion of coexistence with the natural environment

## Two Activities Fields

1. Activities addressing social issues that create value both for the society and the Company
2. Employee participation in voluntary activities through the Sumitomo Riko Attaka Club and the Sumitomo Riko Attaka Fund

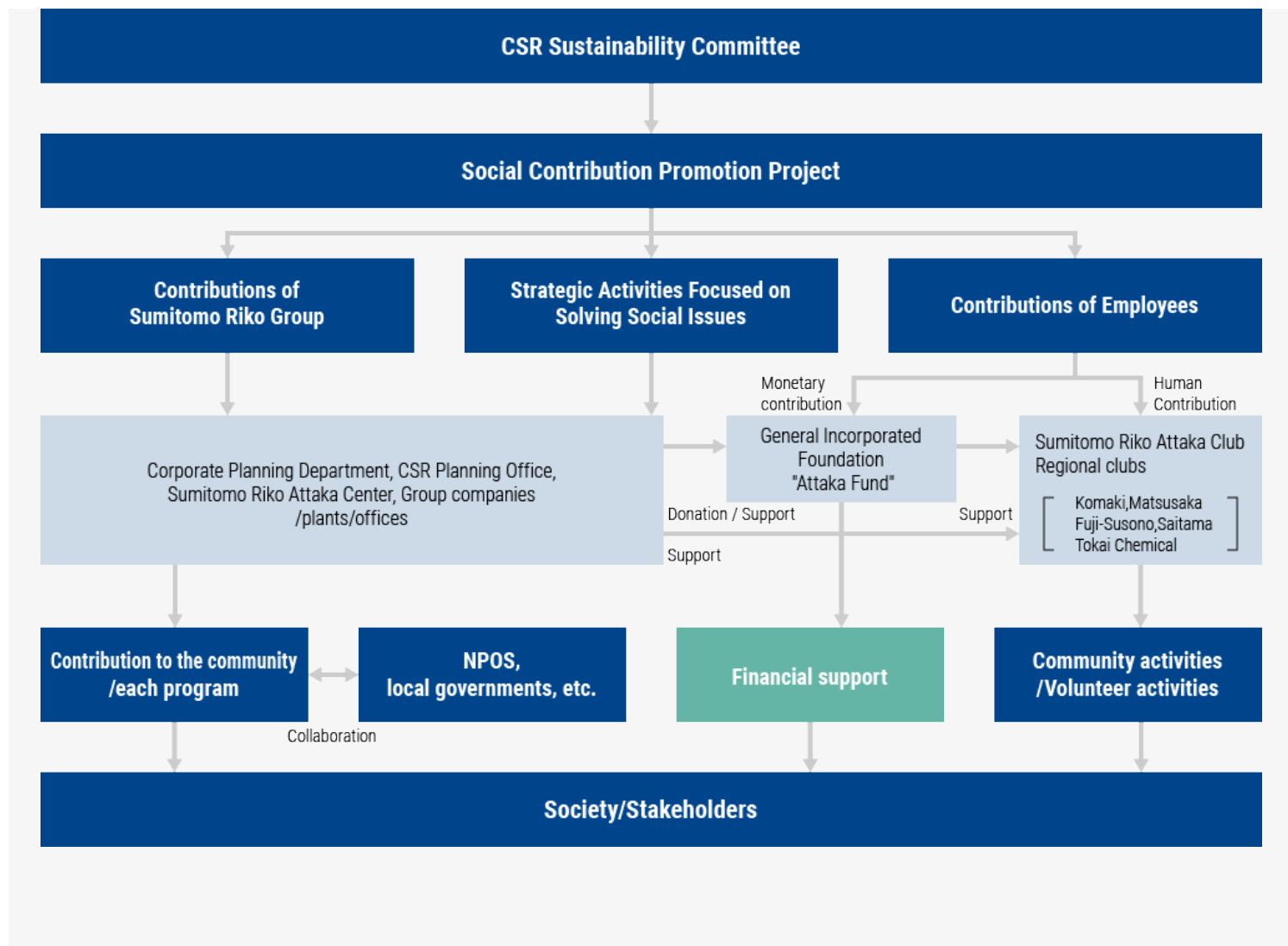
# Social Contribution Promotion System

Based on the established activity philosophy and approach, we established the Social Contribution Committee as one of the six committees under the CSR Committee, which was launched in 2005, and have been systematically implementing various activities after discussions. In fiscal 2021, the Social Contribution Promotion Project was launched under the CSR & Sustainability Committee to provide comprehensive guidance and promotion of the social contribution activities of the entire Sumitomo Riko Group, from policy formulation, monitoring, and strategic planning of activities to their deployment at each base.

At Sumitomo Riko, social contribution activities are broadly divided into "Employee Contributions" and "Company Contributions." There are two types of employee contributions: Human Contributions and Financial Contributions. In terms of human contribution, an organization called "Sumitomo Riko Attaka Club" has been established at Komaki, Fuji Susono, Matsusaka, Saitama Plants, and a group company, Tokai Chemical Industries to support employees' volunteer activities.

As for monetary contributions, the "Sumitomo Riko Attaka Fund" (incorporated as a general foundation in 2014) has been established, where registered employees can donate a maximum of 10 units, starting at 100 yen per unit, through monthly payroll deductions. The company matches this donation with a matching gift of the same amount.

As for the company's contribution, various social contribution programs are studied and formulated by the Social Contribution Promotion Project, and the CSR Promotion Office serves as the secretariat for each program. In addition, the "Attaka Club" and "Attaka Fund" support centers, which support the contributions of employees, are operated at each plant and group company to link the company's contributions with those of its employees.



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Employees, Local Communities



## Aiming for a society where people can live “as they are”

Sumitomo Riko is supporting the creation of a society where people can live "as they are" by making the most of their diversity and eliminating physical and mental barriers.

## School Preparatory School for Foreign Children



In cooperation with the Komaki International Association, Sumitomo Riko offers a "School Preparatory School (Preschool)" for children with foreign roots living in Komaki City, Aichi Prefecture, who are about to enter elementary school.

This is a preparatory school for preschool children with foreign parents, teaching them how to read and write Japanese and the rules of elementary school life so that they can quickly adapt to life at a Japanese elementary school. Classes are conducted by citizen volunteers, who learn how to teach and prepare teaching materials at instructor training courses held during the summer and winter.

In fiscal 2022, the 13th of its kind, 51 children participated in this school.

In order to contribute to the children's happy school life and healthy growth, Sumitomo Riko will continue to implement this activity that will bring smiles to the children's faces.



## Support for the Japanese Language Learning Support Fund

In Aichi Prefecture, where Sumitomo Riko's head office is located, the number of "foreign children in need of Japanese language instruction" is the highest in Japan. With the increasing number of children becoming multinational and living outside the catchment area, it continues to be difficult for schools alone to handle children who cannot speak Japanese, and Japanese language study supported by local NPOs and other organizations is playing an important role.

Sumitomo Riko sees its support for the creation of a system to support the Japanese language learning of children with foreign roots, who will be important future leaders of local communities, as an investment in the future, and is making a donation in support of this fund established by Aichi Prefecture.

## Support for Ai-Pic

As a sponsor, we support the Aichi Prefecture Sports Federation of Special Needs Schools (22 member schools) in organizing track and field, basketball, flying disc, and soccer tournaments (commonly known as "Ai-Pic").



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Employees, Local Communities



## Giving Valuable Experiences to the Generation who will Lead the Future

Sumitomo Riko supports the young people who will pave the way to the future by providing Experience-based Programs and awards in the hope that they will have as many valuable experiences as possible, which are meaningful to them while they are still young.

## SDGs Student Essay Award by Sumitomo Riko

The "SDGs Student Essay Award by Sumitomo Riko" is a program that began in 2015 as a new social contribution activity to commemorate the change of the company name to Sumitomo Riko, and is positioned as a "project to support young people who will lead the future." (The name of the program at the time of its establishment was "Sumitomo Riko Student Essay Award.")

The award is intended to provide a forum for students from all over Japan to learn about social issues, help with the creation of a sustainable society, discuss the results of their thinking, and to contribute to the growth of young people by broadening their perspectives.

[Related information](#)
[Stakeholder Dialogue](#)


# Cooperation with Nagaoka University of Technology

## Support for the international conference "7th STI-Gigaku2022"

We participated in, sponsored, and donated to the 7th International Conference on "Science of Technology Innovation" (7th STI-Gigaku 2022), an international conference organized by Nagaoka University of Technology in collaboration with technical colleges, companies, and local governments, with the aim of achieving the Sustainable Development Goals (SDGs).

The purpose of this initiative is to contribute to new technological innovation and problem solving that will contribute to the SDGs and, to a large extent, to foster human resources who will lead the future, in collaboration with Nagaoka University of Technology, which is strongly promoting the SDGs as the only hub university in East Asia appointed by the United Nations.

Based on the 2030 Development Agenda "Sustainable Development Goals (SDGs)" (17 goals and 169 targets), this international conference will discuss various goals for sustainable development such as energy, climate change, poverty and hunger, and discuss possible ways to solve these issues.

In the poster session, participants made poster and English presentations on activities that lead to solutions regarding the SDGs, and the results of joint research between the National College of Technology and Nagaoka University of Technology.

In FY2022, 10 "Best Poster Awards by Sumitomo Riko Company Limited" (Sumitomo Riko Award) were given to the best presentations to help promote students' efforts to achieve the SDGs.



STI-Gigaku2022 group photo (November 2022)



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Employees, Local Communities



As a company that coexists with local communities, Sumitomo Riko aims to "Create cities where everyone wants to live in" with local communities, and to conduct activities that contribute to local revitalization and support disaster-stricken areas.

## Support for Earthquake Relief in Turkey and Syria

Sumitomo Riko and General Incorporated Foundation "Attaka Fund" donated a total of 3 million yen through the Consulate General of the Republic of Turkey in Nagoya to support the victims of the earthquake that struck Turkey and Syria in February 2023.

## Support for Areas Affected by the Great East Japan

### Earthquake

## - The Attaka Ticket Project

Sumitomo Riko is providing ongoing support to the town of Minamisanriku in Miyagi Prefecture, which was devastated by the Great East Japan Earthquake.

The purpose of this service is to support the reconstruction of Minamisanriku Town and to foster the community. With the cooperation of the Minamisanriku Town Council of Social Welfare, this service delivery system targets groups and NPOs that are working to revitalize the local community, and provides support for their respective meetings and social gatherings.

Groups that receive the "Attaka Ticket" issued by Sumitomo Riko can receive delivered lunches. This service is provided by local residents whose businesses are working toward reconstruction. This initiative aims to revitalize local communities as well as improve their livelihoods in the face of protracted reconstruction efforts.

Under the Corona Pandemic, the "Attaka Ticket" is also helping the food and beverage industry, which is experiencing a decline in consumption. Some groups had suspended their activities, but we have received many thank-you notes from the local community, such as, "The 'Attaka Ticket' has provided us with the opportunity to plan new activity methods and resume activities."



## Support for the Matsusaka Concert of the Chubu Philharmonic Orchestra

Sumitomo Riko's Matsusaka Plant sponsors a concert by the Chubu Philharmonic Orchestra, a certified non-profit organization, held in Matsusaka City, which rarely hosts classical orchestra concerts.

We also invite residents living near our business sites to come and enjoy this concert.



## Contributing to Sustainable Community Development through Health Promotion

## Promoting Frailty Prevention

Based on the "Agreement on Comprehensive Cooperation for Advancement of Health Promotion" signed in January 2021 with Komaki City, which was selected as an SDGs Future City, Sumitomo Riko is collaborating with Komaki City to conduct "Frailty Check Measurement Sessions" using our products and systems. Through this event, we are promoting awareness of frailty and helping residents aged 60 and over living in Komaki City to become more aware of frailty.

Frailty refers to a state in which the body and cognitive functions weaken with age. Early detection and improvement of becoming frail can help prevent the need for nursing care in the future and extend healthy life expectancies. Through the Frail Project, we will continue to actively collaborate with local governments, universities, businesses, and civic groups to create healthy and sustainable communities.



## Contributing to the Realization of Prosperous Communities through Sports

### - Support for the PEARLS women's rugby team

Sumitomo Riko supports the PEARLS, a women's rugby team based in Mie Prefecture, where our production facilities are located. The PEARLS are working toward the goal of "a society where no one is left behind through rugby." The PEARLS are committed to delivering excitement and energy through rugby, fostering a culture where sports are part of everyday life, and contributing to the realization of a prosperous local community for the next generation. By supporting their activities, Sumitomo Riko will contribute to the creation of affluent local communities through sports.



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Employees, Local Communities



## Contributing to Society by Leveraging the Vitality of Citizen's Activities Organizations

There is a limit to how much we can do to directly address the key issues of our social contribution activities. Therefore, we will promote five activities by supporting citizen's activities through grant programs and other means, and will also contribute to the development of citizen's organizations. The grant system is intended to be a "network-type" system that is rooted in each region.

## Sumitomo Riko "Dream, Town, and People Development Grant" - SDGs Community Development Support Program

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Under the theme of "A city where everyone wants to live," we are implementing a grant program for organizations that are engaged in municipal (town) activities that will help achieve the SDGs in the five priority areas of Sumitomo Riko's social contribution activities.

Under this program, grants are awarded to four projects in the "Dream Building Start" category, which supports new or small-scale activities, and to two projects in the "Town and Human Development" category, which supports activities that are of public interest or of a large scale. The projects submitted to the program are reviewed by a panel of judges consisting of experts, non-profit organizations, and Sumitomo Riko.

This program was launched in 2010 in collaboration with a certified NPO, "Komaki Citizen Activity Network" in Komaki city, where the head office and Komaki Plant are located. Later, in 2014, the program was expanded to include "Dream, Town, and Human Development Grants in Kita Owari." Since 2020, we have been supporting citizen's activities in the five cities and two towns of Kita Owari (Komaki City, Kasugai City, Iwakura City, Konan City, Inuyama City, Oguchi Town, and Fuso Town) in cooperation with the NPO Machinetto Oguchi. Also, in 2012, in collaboration with M-Bridge, a specified NPO in Matsusaka City, we launched the same program for four cities and towns in the area surrounding the Matsusaka Plant (Matsusaka City, Meiwa Town, Taki Town, and Odaimachi Town). In addition, in September 2016, in cooperation with the Ayabe Volunteer Center, we began providing subsidies to civic activity groups based in Ayabe City. Then, in fiscal 2017, we began providing grants to the eastern part of Shizuoka Prefecture (Susono City, Gotemba City, and Nagaizumi Town) in the area surrounding the Fuji Susono Plant in cooperation with General Incorporated Asso Machi Terrace Works, expanding the number of grant areas to four. To date, a total of 183 grants have been awarded to projects applied for by organizations in each region. We plan to continue this program in the future in regions where Sumitomo Riko Group has production bases to further increase the scope of our support. We will announce grant applications either at our company or at the organizations with which we collaborate.



Public screening session held as a hybrid of on-site and online  
(November 26, 2022)



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Employees, Local Communities



## Activities that are valued by the local community and bring joy to the employees

Sumitomo Riko aims for activities in which each and every employee participates. By supporting the volunteer activities of our employees, we are creating a system in which they are valued by society and in which they can gain their own pleasure.

## Sumitomo Riko Attaka Club



The "Sumitomo Riko Attaka Club" is a volunteer organization that consists of current and former employees of the Sumitomo Riko Group. Throughout the year, the club conducts independent projects, participates in projects organized by other organizations, and performs volunteer activities for civil activities organizations.

Currently, the Komaki Club and six other regional clubs across Japan have more than 1,400 members (as of the end of April, 2023) engaged in a variety of activities.

Since it was first established, the Sumitomo Riko Attaka Club has been operating a points program as an incentive, with 20 points awarded for each volunteer activity its members participate in. Those who have collected 200 points become eligible to receive certification and make a donation to their preferred civil activities organization. One Attaka point is equivalent to 10 yen, which allows for various organizations to receive that donation every year.

Within the CSR Planning Office, there is the "Sumitomo Riko Attaka Support Center," which serves as a window role to support the activities of the Sumitomo Riko Attaka Club, a volunteer organization of employees. In addition, the "Sumitomo Riko Attaka Support Center Branch" has been set up within the general affairs section of each manufacturing plant to provide support for the volunteer activities of employees. Further, as an information system to support the volunteer activities of the "Sumitomo Riko Attaka Club," we have established the "Sumitomo Riko Attaka Net" website.

This website provides information about volunteer activities planned by the company, as well as information pertaining to the club. The website also includes information regarding external organizations, and also does matching.



## General Incorporated Foundation "The Sumitomo Riko Attaka Fund"

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The "Sumitomo Riko Attaka Fund" supports monetary donations by employees. Registered employees donate anywhere between one to ten "donation units". One "unit" is equivalent to 100 yen and a maximum of ten units can be deducted from their salaries. As a matching contribution, the Company donates the same amount to the Fund. The Fund is used to support the "Sumitomo Riko Attaka Club," organizations working to solve social issues and help disaster victims.

While we have supported various projects and activities in the past, since FY2021, "Attaka Fund" has been supporting the "Dream, Town, and Human Development Grant" (grant program started in 2010), which supports organizations working to solve social issues in areas where Sumitomo Riko Group sites are located. The number of employees registered with the Fund is approximately 500 (as of the end of May 2022). The Fund became a "General Incorporated Foundation" in November, 2014.

## Sumitomo Riko "Pro Bono" Program

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To further promote employee participation in society, Sumitomo Riko has been implementing the Sumitomo Riko "Pro Bono Program" since 2013.

"Pro bono" means volunteer work by professionals contributing to society by using their specific knowledge and skills acquired through their professions.

Under this program, participants receive six-time preliminary training sessions, jointly with those of other companies, for the purpose of providing consulting services to non-profit organizations (NPOs) in the Central Japan Area. Afterwards, members are selected and they can provide consulting services to NPOs. The program gives employees great opportunities for making exchanges with other departments within Sumitomo Riko and expanding their horizons to areas beyond the company.

This program entered its 10th year in 2022, and a total of 63 people from Sumitomo Riko have participated so far. Members received various preliminary training from lecturers of several companies, administrators, universities, and non-profit organizations (NPOs) who are active in the front-lines, and then provided consulting services for civil organizations such as NPOs. Sumitomo Riko will keep promoting this program as a corporate citizenship activity which returns working experience to societies, and actively supports employees' participation in society.



## Participation in the TABLE FOR TWO (TFT) Program

Of the world's 7 billion people, about 1 billion suffer from hunger and malnutrition, while nearly 2 billion are obese due to overeating. In order to solve this serious food imbalance, TABLE FOR TWO was established in Japan in the fall of 2007. When you eat a meal with fewer calories to prevent obesity and lifestyle-related diseases, 20 yen per meal will be donated to school lunches for children in developing countries through TFT. For every meal eaten in developed countries, one meal is given to a developing country under this system.

Sumitomo Riko endorsed this activity and started the program at their Komaki Plant in 2015 as part of the social contribution activities of its employees. Since then, Matsusaka Plant and Fuji-Susono Plant have joined the program, and the cafeterias at all three sites have been implementing the program. Thanks to the cooperation of many people, we have been able to deliver a total of 917,160 yen and 45,858 meals (as of March 2023). This initiative also contributes greatly to the "SDGs", the 17 sustainable development goals set by the United Nations to be achieved by 2030.



	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
<b>Amount of Money (yen)</b>	148,140	130,540	38,020	68,560	83,380
<b>Number of Meals</b>	7,407	6,527	1,901	3,249	4,169

# Volunteer Leave and Leave-of-absence System

Sumitomo Riko established a volunteer leave, and leave-of-absence system in 1999, in which employees can take up to 3 days volunteer leave and up to 3 years as a leave of absence.

We think that contributing to the development of society and culture through participation in social activities will establish attractive corporate culture and develop better professionalism by fostering citizenship, social skills and cultural awareness of employees.



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# Activities of Sumitomo Riko Group Overseas

Social Contribution

- [Management of Social Contribution Activities](#)
- [Contribution to Youth Development](#)
- [Contribution to Citizens' Activities](#)
- [Volunteer Activities by Sumitomo Riko Group Employees](#)
- [Activities of Sumitomo Riko Group Overseas](#)
- [Contribution to Diversity](#)
- [Contribution to Building Communities](#)

Employees, Local Communities



## Developing Unique Activities as a Global Company in each country based on Our Philosophy

In overseas offices, Sumitomo Riko is developing activities for each country in line with our corporate philosophy on corporate citizenship and activities policy.

## SRK-OH donates land

### - Land donated to local municipality for Soccer Stadium

As part of its 35th anniversary celebration, Sumitomo Riko Ohio, Inc. (SRK-OH), a group company headquartered in Ohio, USA, donated a portion of its land (approximately 25,000 m<sup>2</sup>) to the local government as a token of gratitude to its local employees and the community that has supported the company for 35 years.

The village of Bluffton, Ohio, where SRK-OH is located, is a small village with a population of about 4,000, yet the youth soccer population is as high as 200 and the soccer fever is extremely high. The existing site was not large enough to hold soccer tournaments, so they have been renting a site at a local university to hold the tournament. A new soccer stadium to be built on the donated land is being considered to be named after SRK-OH.



Ceremony of donation



Site to be turned into a soccer field

## Sustainability MENU

With the aim of contributing to the youth of the Sumitomo Riko Group in China and providing international support, we launched a scholarship program in 2011.

Tokai Rubber (Jiaxing) Co., Ltd. provides scholarships to students with excellent grades and financial difficulties at the Tongji Zhejiang College, which is a local university. In addition, Tokai Rubber (Tianjin) Co., Ltd. provides scholarships to 25 outstanding high school and middle school students with financial difficulties who are enrolled in the No. 1 Middle School, which is located in the locality of the plant.



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# Governance (G)



Corporate Governance



Compliance



Risk Management



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# Corporate Governance

Shareholders and Investors, Customers, Suppliers and Other  
Trade Partners, Employees, Local Communities



Our corporate governance recognizes our responsibility to all stakeholders and aims to achieve sustainable growth and increase corporate value over the medium to long term through efficient and sound management based on the Sumitomo Spirit with “Banji-nissei,” “Shinyo-kakujitsu,” and “Fusu-furi” as the guiding principles.

[Related information](#)   [Management System](#)

## Basic Philosophy of Corporate Governance

Sumitomo's business has been conducted based on the "Monjuin Shiigaki," the business principles written by Masatomo Sumitomo, the founder of the Sumitomo family about 400 years ago, and spiritual basis of the "Sumitomo Spirit," which has been deepened and developed by Sumitomo's predecessors over many generations.

In order to support sound risk-taking in response to changes in the business environment, Sumitomo Riko will strengthen its governance functions, focusing on enhancing the functions of the Board of Directors.

Based on our management strategy and management issues, we will disclose financial and non-financial information in a timely and appropriate manner to our shareholders and other stakeholders with whom we share growth opportunities and risks. We will also establish a system for management to engage in constructive dialogue with shareholders. In the governance of Sumitomo Riko, we will consider the common interests of shareholders and maintain a sound relationship with the parent company.

[Related information](#)   [The Sumitomo Spirit / Sumitomo Riko Group Management Philosophy](#)



# Outline of Corporate Governance Structure

[Corporate Governance Structure Chart >](#)

## Approach to the Structure of the Board of Directors

The composition of the Board of Directors is determined from the perspective of whether it can appropriately fulfill its management monitoring and supervisory functions based on Sumitomo Riko's business fields, business environment, and business scale.

Specifically, the Board of Directors shall appoint appropriate persons based on their expertise, independence, gender, and internationality.

The current Board of Directors consists of 8 Directors (including 3 Outside Directors) and 5 Audit & Supervisory Board Members (including 3 Outside Audit & Supervisory Board Members), and is of an appropriate size to enable substantive discussions while ensuring a balance between the number of internal and external Directors and the expertise required to cover all business fields.

The expertise and experience of each Director and Audit & Supervisory Board Member are listed below.

- Related information

[Governance Performance Data](#)
- Related information

[Executive Management](#)

### Expertise and Experience of Directors and Audit & Supervisory Board Members

Position and Name	Expertise and Experience					
	Management	Technology Development	Manufacturing/ MONOZUKURI	Finance/ Accounting	Legal/ Risk Management	Human Resources/ Diversity & Inclusion
Representative Director and President and CEO Kazushi Shimizu	○	○				○
Director Managing Executive Officer Shinichi Waku	○	○	○			
Director Managing Executive Officer Hideo Yamane	○			○	○	○
Director Managing Executive Officer Katsuhisa Yano	○	○	○			
Director Managing Executive Officer Hideyoshi Yasuda	○		○			○
Outside Director Masaaki Iritani	○				○	
Outside Director Shigeru Hanagata	○				○	

Outside Director Mariko Miyagi	○					○
Audit & Supervisory Board Member (Full-time) Takehiro Ohashi	○	○	○			
Audit & Supervisory Board Member (Full-time) Hirohisa Maeda	○			○	○	
Audit & Supervisory Board Member (Outside) Aiko Sekine	○			○		○
Audit & Supervisory Board Member (Outside) Hakaru Hyakushima	○			○	○	
Audit & Supervisory Board Member (Outside) Tatsuko Koike	○				○	○

## Procedures for Selection and Dismissal of Directors and Audit & Supervisory Board Members

Directors who execute operations shall be selected from among those who are well acquainted with Sumitomo Riko's management and business, and who are capable of performing their duties as members of Sumitomo Riko's management team to meet the expectations of shareholders. For Outside Directors and Audit & Supervisory Board Members, Sumitomo Riko appoints persons with advanced knowledge and abundant experience, such as lawyers, certified public accountants, experienced managers, academic experts, and government officials, as well as persons with knowledge in medium-term management issues (globalization or new business development). Since Sumitomo Riko is also a so-called "listed subsidiary," several highly independent persons shall be appointed as Outside Directors. In order to enhance objectivity, the Nomination and Remuneration Advisory Committee, an advisory body to the Board of Directors, reports on matters to be brought up for discussion at the General Meeting of Shareholders under the criteria for the election and dismissal of directors, and the Board of Directors respects these reports.

## Evaluation of Board of Directors' Effectiveness

At least once each year, the Board of Directors of Sumitomo Riko analyzes and evaluates the effectiveness of the Board of Directors at a Board of Directors meeting or other meetings.

Please refer to the Corporate Governance Report (\*Japanese) for the results of the evaluation.

Related information [Corporate Governance Report \(Japanese only\)](#).

## Compensation for Directors and Audit & Supervisory Board Members

Compensation for Directors is linked to shareholder returns so that it fully functions as an incentive to sustainably increase corporate value. And

in determining the compensation of individual Directors, our basic policy is to set an appropriate level based on the responsibilities of each position. Specifically, compensation for Directors (excluding Outside Directors) consists of base compensation as fixed compensation and bonuses as performance-linked compensation, etc. Outside directors are paid only base compensation as fixed compensation in order to ensure their independence.

Based on the resolution of the Board of Directors, the Chairperson of the Board (or Representative Director and President & CEO in the event of a vacancy in the office of the Chairperson of the Board) shall be delegated the authority to determine the amount of base compensation for each Director and the allocation of bonuses based on the evaluation of the performance of the businesses for which each Director (excluding Outside Directors) is responsible, and the amount thereof.

The Chairperson of the Board (or Representative Director and President & CEO in the event of a vacancy in the office of the Chairperson of the Board) shall consult with the Nomination and Remuneration Advisory Committee and obtain its report in order to exercise such authority appropriately, and shall decide these matters respecting the content of said report.



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# Compliance

Shareholders and Investors, Customers, Suppliers and Other  
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Environment



## Promoting Compliance

[Commitment](#)

### Message from the Chairperson of the Compliance Committee



The Sumitomo Riko Group has been adhering to the Sumitomo Spirit of "Banjinissei", "Shinyo-kakujitsu" and "Fusu-furi". We have positioned "compliance" as the basis of our manufacturing spirit and business operations, aiming to fulfill the Group's corporate social responsibility through activities based not only on legal compliance but also on a high corporate philosophy.

In order to promote compliance activities with the united efforts of the Group, we have established a Compliance Committee with the participation of business unit leaders as committee members. We are promoting measures such as global risk assessment, education, and monitoring to instill a spirit of legal compliance in each and every employee.

We believe that these activities will serve as the foundation for the Group's steady growth toward becoming a "Global Excellent Manufacturing Company" and will contribute to the "Creation of Social Value" for the Group by improving both "Corporate Value" and "Public Value" as stated in our long-term vision "2029 Sumitomo Riko Group Vision (2029V)".

We would like to ask all of our stakeholders for your understanding of our Group's compliance efforts and for your further support in the future.



Hideo Yamane  
Chairperson of Compliance Committee  
Director and Managing Executive Officer

Related information

[The Sumitomo Spirit / Sumitomo Riko Group Management Philosophy](#)

## Basic Approach to Compliance

The Sumitomo Riko Group is developing and operating a compliance structure based on the Sumitomo Spirit. We hope to fulfill the aim of practicing management that meets the expectations of all stakeholders by seeking "Creation of Social Value" with the enhancement of our "Corporate Value" and "Public Value." We are placing particular importance on responding to the risk of violating laws and regulations which accompany the globalization of business and development in new fields, and creating an open and transparent corporate culture that forms the foundation of compliance.

## Compliance Structure

The Sumitomo Riko Group has developed its compliance structure in accordance with its basic policy for internal control. The Compliance Committee, chaired by the Director and Managing Executive Officer, has been established and regularly reports its activities to the Board of Directors. In addition, general managers, managers, and supervisors at each workplace are appointed as compliance leaders (CL) to inculcate compliance awareness at workplaces.

Group companies are also developing their own compliance structures suited to their risk situations, based on the Basic Regulations on Group Compliance.

## Compliance Action Guidelines and Education

As a guideline for practicing compliance, we have established the Sumitomo Riko Group Global Compliance Conduct Guidelines (Code of Conduct)\* and are working to disseminate it through periodic education for all Group employees. The Conduct Guidelines have been revised periodically, and the most recent revisions include the following items that are important for the Group to fulfill its social responsibilities. These items include "S.E.C.Q. (Safety, Environment, Compliance, and Quality)," "Bad News First & Thanks" and "Ensuring Reliability of Records and Reports," which are the basis of our business operations, as well as the Tokyo Principles for Strengthening Anti-Corruption Practices (2018), and

we have added our efforts to prevent corruption in all its forms.

Our Group conducts systematic compliance education at the time of hiring and for all levels of employees, from general employees to directors. Concerning important laws and regulations such as competition law and anti-corruption law, we conduct annual training for managers of group companies around the world to respond to local conditions, and all managers at each site around the world have participated in the training.

#### **\* Content of the Sumitomo Group Global Compliance Conduct Guidelines**

The Sumitomo Spirit, Sumitomo Riko Group Management Philosophy, Sumitomo Riko Group Corporate Action Charter, Corporate ethics, Bad News First & Thanks, Fair Trade (compliance with antitrust laws), Prohibition of Money Laundering, Elimination of Antisocial Forces, Prevention of Bribery, Respect of Human Rights and Diversity, Prohibition of Conflict of Interest, Quality and Safety, Information Security, Co-existence and Co-prosperity with Communities and Society, Information on Hotlines, etc.

## Monitoring

If an important compliance problem arises, it must be promptly reported to the Compliance Committee and the departments concerned in accordance with the Compliance Regulations. We have a system in place to follow up on reported cases until corrective actions are completed. In addition, all departments of the Company and all Group companies worldwide (all of which are consolidated) report the status of compliance issues to the Committee on a quarterly basis. Under the slogan "Bad News First & Thanks,"\* the committee works to reduce legal violations and create an open corporate culture throughout the Group by promptly sharing information on compliance issues between the workplace and management.

The Committee has established a contact point for whistleblowing from within the Company. There are contact points for domestic Group companies at a law firm and within the Company, and a global hotline as a contact point for whistleblowing from overseas Group companies. We have also set up a contact point on our website that can be used by external parties such as our business partners. Whistleblowers will not suffer any disadvantages as a result of reporting.

Related information

[Compliance Consultation and Reporting Desk](#)

#### **\*Bad News First & Thanks**

The Sumitomo Group's slogan means that managerial personnel and managers should feel free to report bad news first and not fear repercussions because management and executives should appreciate swift reporting of bad news. In light of lessons learned from the problem at the Matsusaka Plant after-mentioned, Sumitomo Riko is working to inculcate this practice throughout the Group.

## Compliance Review Day Initiatives

On January 25, 2012, the Company and its employees were reported to the Public Prosecutor's Office on the grounds of violating the notification obligation under the Industrial Safety and Health Act at the Matsusaka Plant. The issues raised included prioritizing production over legal compliance, and delays in reporting and responding to violations of laws and regulations that were recognized in the worksite.

In order to keep the lessons learned from this experience alive, we have designated January 25 of every year since that incident as "Compliance Review Day," and have taken measures such as sending out a message from the President, lectures by outside experts, reporting the results of a compliance survey of all employees in Japan, and providing basic knowledge education.

In 2016, two subsidiaries of the Company were subject to suspension for three months by the Acquisition, Technology & Logistics Agency because of erroneous entries in the inspection record for hose products manufactured and processed by the two subsidiaries. This was identified by internal inspections triggered by an employee report. Sumitomo Riko reported to the Agency voluntarily.

In this issue, the lessons of "Bad News First & Thanks" were used to apply prompt reporting and response to the authorities. On the other hand, the problem of insufficient recognition by some employees of the need to ensure reliability of records and reports became apparent.

Therefore, since 2017, in addition to "S.E.C.Q. (Safety, Environment, Compliance, and Quality)" and "Bad News First & Thanks," which are the basics of our business operations, we have also made thoroughness in "reliability of records and reports" an objective of "Compliance Review Day" to strengthen efforts to learn from past incidents.

# Anti-corruption Initiatives

Having endorsed the United Nations Global Compact (UNGC) in 2014 and the Tokyo Principles for Strengthening Anti-Corruption Practices of the Global Compact Network Japan in 2018, Sumitomo Riko is implementing anti-corruption measures as the practical expression of our management's commitment. The details of anti-corruption activities are reported to the Board of Directors as part of the Compliance Committee's periodic activity report.

The Anti-Corruption Policy is clearly stated in the Sumitomo Riko Group Global Compliance Conduct Guidelines, and specific measures are made into Group-wide rules through regulations, which are disseminated through annual training programs conducted worldwide. When starting transactions with third parties such as agents and consultants, we check the appropriateness of their contents (due diligence), and also check the daily payment management process from the viewpoint of anti-corruption.



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# Risk Management

Shareholders and Investors, Customers, Suppliers and Other  
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## Risk Management Initiatives

We classify risks surrounding the company by category and implement an annual survey of domestic and overseas group companies to determine which risks have the greatest impact on management. The results of the survey are shared with the Risk Management Committee, and important risks that should be addressed by the entire group are selected and prioritized for action.

### Risk Categories List

Domain	Risk Categories
<b>Transactions and legal</b>	Violation of antitrust laws, unauthorized trade, bankruptcy of business partners, violation of subcontracting acts, contract troubles, trade restrictions, etc.
<b>Society and economy</b>	Change in market conditions and customer needs, fluctuation of interest rate, exchange rate and stock price, etc.
<b>Natural phenomenon</b>	Earthquakes, wind and flood damage, lightning strikes, land subsidence, etc.
<b>Politics</b>	War, terrorism, riots, stricter regulations, antisocial forces, etc.
<b>Technology</b>	Delay and obsolescence in technological innovation, etc.
 <b>Management and internal control</b>	Insider trading, tax evasion/underreporting, failure of business strategy, public relations failure, intellectual property infringement, shareholder derivative suits, etc.

<b>Finance</b>	Fictitious accounting, insufficient funds, etc.
<b>Products</b>	Product accidents, data impersonation, delay of delivery, insufficient performance, use of prohibited materials, ethical violations in the supply chain, delay in responding to claims, etc.
<b>Employment</b>	Human resource outflows/excesses, moral degeneration, harassment, illegal employment, scandals, labor-management problems/strikes, etc.
<b>Information</b>	System downtime, cyber-attacks, information leaks, etc.
<b>Environmental problems</b>	Pollutant leakage, noise/vibration, illegal dumping, violation of environmental laws and regulations, etc.
<b>Safety and health</b>	Disease/mental health of employees, traffic accidents, novel influenza, etc.
<b>Facilities and equipment</b>	Fire/explosion, equipment accident, theft/vandalism, trespassing, etc.
<b>Human rights</b>	Violation of human rights laws and regulations, etc.

The following are the key risks we are aware of and the measures we are taking (excerpts).

Related information

[Basic Approach to Risk Management and Risk Management Structure](#)

## Business Continuity Risk

### Large-Scale Disaster

We have formulated a Business Continuity Plan (BCP) in order to quickly return to normal business activities in the event of a large-scale disaster such as an earthquake. Starting with the Automotive Anti-Vibration Business Divisions in 2010, the formulation of BCPs has now been completed at all domestic bases, including all the group companies. Currently, we are checking the effectiveness of the BCPs, evaluating the linkage of each BCPs and conducting drills for further spiral improvement.

In 2018, we also began creating a disaster initial response plan focusing on initial measures in the event of a large-scale disaster. We are conducting drills based on the prepared plan to improve the effectiveness of the plan. Furthermore, we are collaborating with the purchasing division to share information on the status of procurement in the event of a disaster or accident.

### Infectious Diseases

Based on the knowledge gained from the countermeasures against the new coronavirus infection, we have formulated the "Sumitomo Riko Group Action Plan for Countermeasures against New Infectious Diseases" by completely revising the existing "Sumitomo Riko Group Action Plan for Countermeasures against Highly Virulent New Influenza". We are striving to expand our crisis management system including the measures for new coronaviruses and other infectious diseases in addition to seasonal influenza.

From now on, we will work to strengthen the Group's infectious disease countermeasures and business continuity by spreading the action plan throughout the Group, including overseas companies.

## Risks of Information Leakage

### Protection of Personal Information

In accordance with the "Personal Information Protection Policy" and "Basic Rules for the Protection of Personal Information," we handle the personal information of our customers, business partners, and employees in an appropriate manner while complying with the laws and other regulations regarding the protection of personal information.

In addition, in response to the EU General Data Protection Regulation (GDPR) and other global trends toward tighter regulations, we are working to respond to revisions of the legal systems in each country and region, and the entire Group is strengthening its personal information management system and addressing the risk of information leaks.

## Information Security Basic Policy

The Sumitomo Riko Group has established the Basic Policy on Information Security to maintain and improve information security, which is one of the most important issues in our business activities, in order to become a "Global Excellent Manufacturing Company" that is needed worldwide and to continue to be a company that is trusted by our customers and society.

### 1. Establishment of Rules for Information Security

The Group shall establish and comply with rules, guidelines, and other regulations in order to appropriately manage information assets in accordance with the risks they pose in the course of conducting business.

### 2. Information Security Management Structure

The Group shall promote organizational, personnel, technical, and physical information security measures by establishing a company-wide information security management system led by a director who is responsible for information security.

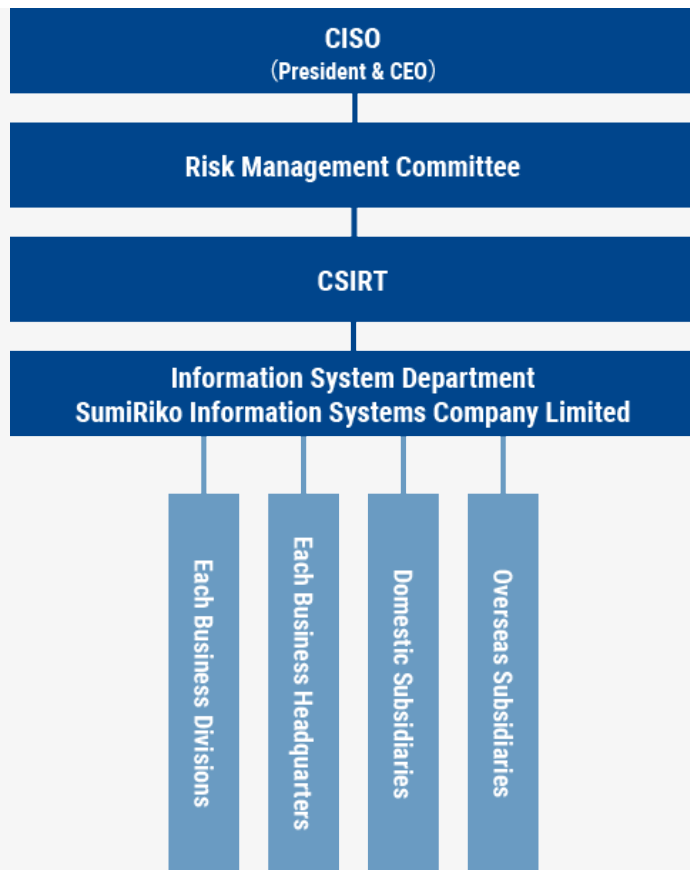
### 3. Information Security Education

The Group shall provide education on information security to directors and employees to improve their information security literacy.

### 4. Continuous Information Security Management

The Group shall strive to continuously improve and enhance information security in response to changes in laws and regulations, changes in the social environment, and changes in information security risks, as well as to maintain and improve security measures.

## Information Security Management System



In order to address information security measures on a company-wide basis, under the Chief Information Security Officer (CISO), who oversees information security measures, the Group has established a "Risk Management Committee" to determine and address management risks, and the "Computer Security Incident Response Team (CSIRT)" to respond to information security incidents such as data corruption and information leaks due to cyber-attacks, we have established a system to prepare for cyber risks.

## Implementation of Information Security Measures

In response to the demand for reform of the IT utilization environment, such as DX, work style reforms, and the use of cloud services, we are striving to improve employee IT literacy and reduce security risks.

### Main Activities:

- Establishment of rules and guidelines to maintain information security
- Information security education (group education, e-learning, etc.) and targeted e-mail training
- Vulnerability assessment of critical systems
- Training on how to respond to security incidents

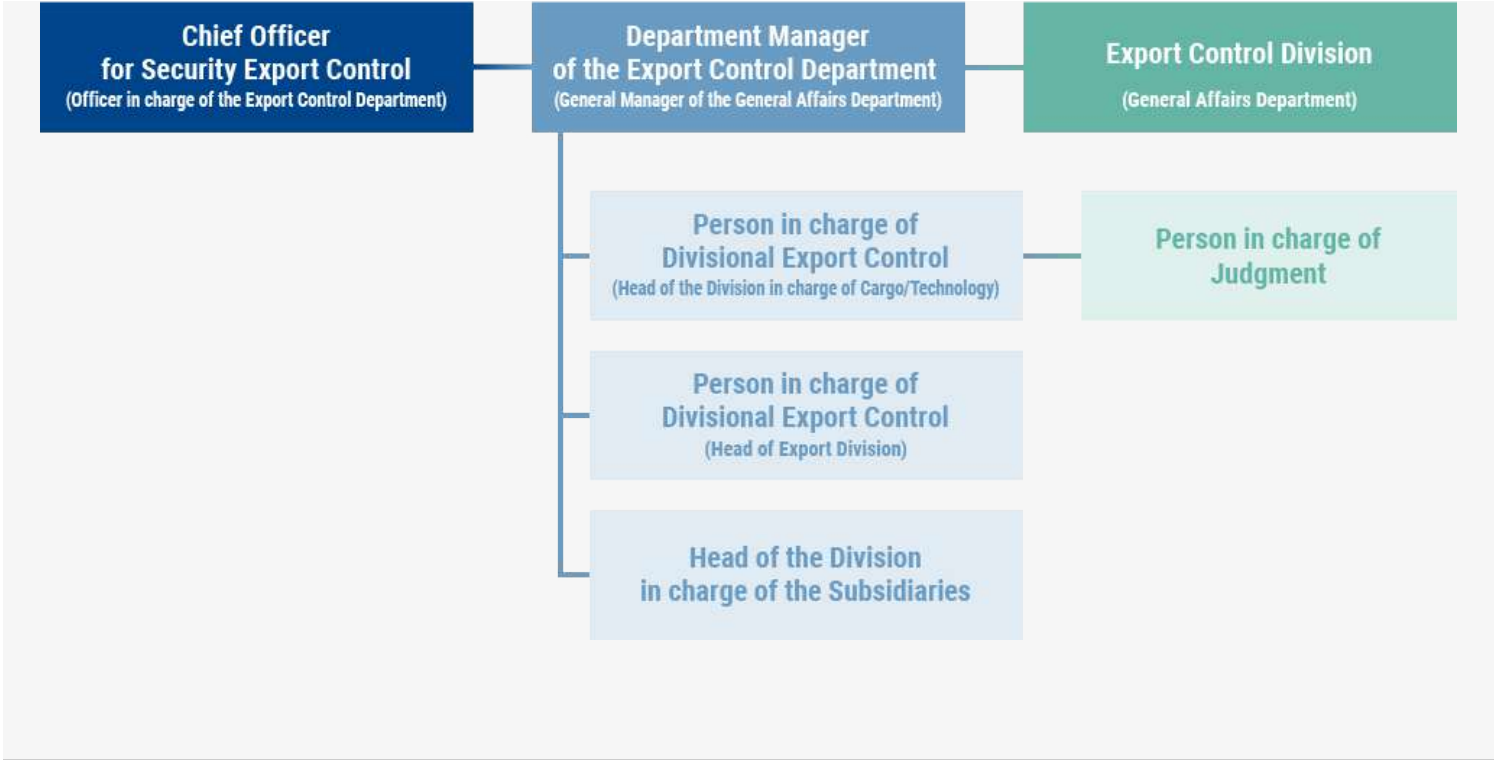
## Security Export Control Risks

In order to comply with export regulations for the purpose of international security, we have established internal rules for export control and an export control system with the Director as the Chief Officer.

When exporting, etc., we conduct appropriate screening of individual business negotiations and obtain individual export permits before conducting export activities.

For employees involved in export operations, mainly in internal departments, regular training based on the latest case studies is conducted to raise awareness and acquire knowledge of security export control. In fiscal 2021, a total of 220 employees participated in the training. In addition, we are constantly monitoring the appropriateness of activities by checking the management status within the company and at affiliates, and sharing information among internal departments and affiliates through the Risk Management Committee to reduce security export control risks for the entire Group.

## Export Control System



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## Sustainability MENU ▼

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Global Headquarters

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Aichi 450-6316, Japan  
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Komaki Head

1, Higashi 3-chome, Komaki-shi, Aichi 485-8550, Japan  
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# Environmental Performance Data

## Environmental Performance Data (FY2022)

\*The quantitative data in this section is assured by a third-party organization.

### Material Balance of Sumitomo Riko Group





Energy Type	Amount used (TJ)
Electricity	5,021
City gas	1,307
LNG	80
LPG	142
Heavy oil A	0.2
Heavy oil C	0.9
Diesel oil	12
Kerosene	1.1
Gasoline	0.7
Steam	287
Cold water	0.6
Hot water	0.6
Total	6,854

## GHG emissions in Scope 1, 2, and 3

			FY 2022	Calculation Method
Scope1	Scope1 total		79	Energy Consumption by Energy Type x Emission Factor <sup>*1</sup>
Scope2	Scope2 total	Market-based	237	Energy consumption by type x emission factor <sup>*1 and 2</sup>
Scope3	Category 1	Purchased Goods and services	1,914	Amount of raw materials procured by item (weight) x emission factor (average data) <sup>*3</sup> Amount of parts procured by item (value) x emission factor (data collected from suppliers)
	Category 2	Capital Goods	92	Capital investment x emission factor per capital goods price (average data) <sup>*4</sup>
	Category 3	Fuel- and energy-related activities not included in Scope 1 and 2	61	Energy consumption by type x emission factor (average data) <sup>*3</sup>
	Category 4	Upstream transportation and distribution	25	Activity by mode of transport (ton-kilometers) x emission factor (average data) <sup>*4</sup>
	Category 5	Waste generated in operations	12	Waste weight by treatment method x emission factor (average data) <sup>*4</sup>
	Category 6	Business travel	3	Number of employees x emission factor (average data) <sup>*4</sup>
	Category 7	Employee commuting	11	Number of employees x number of working days x emission factor by type of work and city category (average data) <sup>*4</sup>
	Category 8	Upstream leased assets	0	(Because emissions from leased assets are included in Scope 1 and 2)

	Category 9	Downstream transportation and distribution	6	Product shipments where our company is not the shipper (value) x emission factor (own scenario)
	Category 10	Processing of sold products	124	Amount of product shipped (value) x emission factor (own scenario)
	Category 11	Use of sold products	1,348	Product weight x emission factor by vehicle drive source <sup>*5</sup>
	Category 12	End-of-life treatment of sold products	10	Product weight x emission factor by waste type (average data) <sup>*4</sup>
	Category 13	Downstream leased assets	0	(Because there are no leased assets to be covered)
	Category 14	Franchises	-	(Because we do not engage in franchise business)
	Category 15	Investments	-	(Because we are not in the investment or financial business)
	Scope3 total		3,606	
<b>Total (Scope1+2+3)</b>			3,922	

(Thousand t-CO<sub>2</sub>eq/year)

The emission intensity databases used are as follows:

\*1 "Law Concerning the Promotion of the Measures to Cope with Global Warming" and "Law Concerning the Rational Use of Energy (Energy Conservation Law)", Japan

\*2 "Emissions Factors 2021", IEA

\*3 LCI Database IDEA v2.3, Sustainable Management Promotion Organization, Japan

\*4 "Emissions intensity database for calculating greenhouse gas emissions of organizations through supply chains (Ver. 3.3)", Ministry of the Environment, Japan

\*5 "JAPIA LCI Calculation Guidelines Second Edition," Japan Auto Parts Industries Association (JAPIA)

## Examples of Major Environmental Investments

Sumitomo Riko focuses on environmental conservation investment and environmental conservation benefits in its environmental accounting. We strive to ensure reliability by excluding calculations based on apportioning and estimating as much as possible.

Investment in Environmental Preservation			Economic benefits (Millions of yen)	Environmental Preservation Benefits
Item	Main contents	(Millions of yen)		
<b>Local environmental preservation</b>	Water pollution prevention, etc.	10	-	Air and water quality control, etc.
<b>Global environmental preservation</b>	Global warming prevention, etc.	213	54 <sup>*1</sup>	Reduction of GHG emissions
<b>Resource recycling</b>	Reduction of waste, recycling, etc.	6	40 <sup>*2</sup>	Reduction of waste and other emissions
<b>Total</b>		229	94	

\*1 Reductions due to GHG reduction activities × Average unit cost of GHGs calculated from energy costs

\*2 Amount of valuable resources sold

## Environmental Data of Each Plant

### Komaki Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Atmosphere (Main facilities)	Boiler	Soot and dust	g/Nm <sup>3</sup>	0.05	<0.004	<0.004	<0.004
		Sulfur oxides	K-value	9.0	0.004	0.004	0.004
		Nitrogen oxide concentration* <sup>1</sup>	ppm	600	140	100	118
Water quality	Discharged water	Hydrogen ion concentration	pH	5.8～8.6	7.6	7.3	7.4
		Biochemical oxygen demand	mg/L	25	5.0	0.2	2.4
		Suspended solids content	mg/L	30	16	2.0	6.0
		Content of n-hexane extracted substances	mg/L	5	<1	<1	<1
Amount of PRTR substances (discharged/transferred)			t/Year	–	118/7.6		

Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Aichi Prefectural Ordinance

\*1 Nitrogen oxide concentration (NOx) regulation values have been changed because CGS data is included.

### Matsusaka Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Atmosphere (Main facilities)	Boiler	Soot and dust	g/Nm <sup>3</sup>	0.10	<0.005	<0.005	<0.005
		Sulfur oxides	K-value	17.5	<0.1	<0.1	<0.1
		Nitrogen oxide concentration	ppm	150	36	18	26
Water quality	Discharged water	Hydrogen ion concentration	pH	5.8～8.6	7.5	7.0	7.2
		Biochemical oxygen demand	mg/L	130	53	1	26
		Suspended solids content	mg/L	130	41	<1	5
		Content of n-hexane extracted substances	mg/L	5	4	<1	2
Amount of PRTR substances (discharged/transferred)			t/Year	–	82.3/20.8		

Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Mie Prefectural Ordinance

### Fuji-Susono Plant

		Measurement Item	Unit	Regulatory standard	Actual performance values		
					Maximum value	Minimum value	Average value
Atmosphere (Main facilities)	Boiler	Soot and dust	g/Nm <sup>3</sup>	0.10	<0.01	<0.01	<0.01
		Sulfur oxides	Not applicable for gas-fired boilers only				
		Nitrogen oxide concentration	ppm	150	<10	<10	<10

Water quality	Discharged water	Hydrogen ion concentration	pH	5.8～8.6	7.9	7.4	7.6
		Biochemical oxygen demand	mg/L	25	4.5	0.6	1.7
		Suspended solids content	mg/L	50	1.0	<1.0	<1.0
		Content of n-hexane extracted substances	mg/L	5	<0.5	<0.5	<0.5
Amount of PRTR substances (discharged/transferred)			t/Year	－	0.7/0.9		

Applicable Laws and Regulations: Air Pollution Control Law, Water Pollution Control Law, Shizuoka Prefectural Ordinance

Saitama Plant

There are no emission facilities that fall under the Air Pollution Control Law or the Water Pollution Control Law, and there is no emission or transfer of PRTR substances.

ISO14001 Certification Status (list of certified companies)

Country of Residence		Trade name	Abbreviated name	Acquisition Status
Japan		Sumitomo Riko Company Limited	—	✓
		SumiRiko Yamagata Company Limited	SRK-YG	Under planning
		Tokai Chemical Industries, Ltd.	TCI	✓
		Sumitomo Riko Hosetex, Ltd.	—	✓
		SumiRiko Metex Company Limited	SRK-M	✓
		SumiRiko Engineering Company Limited	SRK-E	✓
		SumiRiko Creates Company Limited	SRK-C	✓
		SumiRiko Logitech Company Limited	SRK-L	✓
		SumiRiko Information Systems Company Limited	SRK-IS	✓
		SumiRiko Oita Advanced Elastomer Company Limited	SRK-AE	✓
		SumiRiko Kyushu Company Limited	SRK-K	✓
		Tokai Chemical Kyushu, Ltd.	TCIK	✓
Americas	United States of America	SumiRiko Ohio, Inc.	SRK-OH	✓
		SumiRiko Tennessee, Inc.	SRK-TN	✓
	Mexico	S-Riko Automotive Hose de Chihuahua, S.A.P.I. de C.V.	SRK-CHH	✓
		S-Riko de Querétaro, S.A.P.I. de C.V.	SRK-QRO	✓
	Brazil	SumiRiko do Brasil Indústria de Borrachas Ltda.	SRK-BI	✓
		S Riko Automotive Hose do Brasil Ltda.	SRK-HDB	✓
		S Riko Automotive Hose Tecalon Brasil S.A.	SRK-HTB	✓
	Russia	SumiRiko Automotive Hose RUS AO	SRK-HR	Under planning
	Poland	SumiRiko Poland Sp. z o.o.	SRK-P	✓
		SumiRiko Automotive Hose Poland Sp. z o.o.	SRK-HP	Under planning
	Germany	SumiRiko AVS Germany GmbH	SRK-GER	✓

Europe and others	Czech Republic	SumiRiko AVS Czech s.r.o.	SRK-CZ	✓
	France	SumiRiko Rubber Compounding France S.A.S.	SRK-RCF	✓
		SumiRiko SD France S.A.S.	SRK-SDF	✓
	Romania	SumiRiko AVS Romania SRL	SRK-RO	✓
	Italy	SumiRiko Italy S.p.A.	SRK-ITA	✓
	Spain	SumiRiko AVS Spain S.A.U.	SRK-ES	✓
	Turkey	SumiRiko Hose Otomotiv Sanayi Ticaret ve Pazarlama Limited Şirketi	SRK-HTR	✓
	Tunisia	SumiRiko Automotive Hose Tunisia Sarl	SRK-HTN	✓
		SumiRiko Metal Tube Tunisia Sarl	SRK-MTT	✓
Asia	China	Tokai Dalian Hose Co., Ltd.	TRD	✓
		Tokai Rubber (Tianjin) Co., Ltd.	TRT	✓
		Tokai Chemical (Tianjin) Auto Parts Co., Ltd.	TCT	✓
		Huanyu Tokai Rubber (Tianjin) Co., Ltd.	HTR	✓
		SumiRiko AVS Wuxi Co. Ltd.	SRK-WUX	✓
		SumiRiko Automotive Suzhou Co., Ltd.	SRK-SZ	✓
		TRFH Co., Ltd.	TRFH	✓
		Tokai TIP Automobile parts (Shanghai) Co., Ltd.	TTAS	✓
		Tokai Rubber (Jiaxing) Co., Ltd.	TRJ	✓
		Tokai Rubber (Guangzhou) Co., Ltd.	TRG	✓
		Tokai Rubber (Dongguan) Co., Ltd.	TRDG	✓
	India	Tokai Imperial Rubber India Pvt. Ltd.	TIR	✓
		Tokai Rubber Auto-Parts India Pvt. Ltd.	TRIN	✓
		Tokai Imperial Hydraulics India Pvt. Ltd.	TIH	Under planning
	Vietnam	SumiRiko Hose Vietnam Co., Ltd.	SRK-HV	✓
		SumiRiko Vietnam Co., Ltd.	SRK-V	Under planning
	Thailand	SumiRiko Eastern Rubber (Thailand) Ltd.	SRK-ER	✓
		Inoac Tokai (Thailand) Co., Ltd.	ITTC	✓
		SumiRiko Rubber Compounding (Thailand) Ltd.	SRK-RCT	✓
		SumiRiko Chemical and Plastic Products (Thailand) Ltd.	SRK-CP	✓
		SumiRiko Fine Elastomer (Thailand) Ltd.	SRK-FT	✓
	Indonesia	PT. Tokai Rubber Indonesia	TRID	✓
		PT. Tokai Rubber Auto Hose Indonesia	TRHI	✓



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# Social Performance Data

## Social Performance Data (FY2022)

### Number of employees (FY2022)

Item	Number of employees	Number of Temporary employees	Temporary staffing	Total Number of employees
Domestic total (persons)	5,278	999	1,200	7,477
Overseas total (persons)	19,767	882	2,865	23,514
Sumitomo Riko Group total (persons)	25,045	1,881	4,065	30,991

### Employee Composition by Age Group

Item	FY 2020		FY 2021		FY 2022	
	Male	Female	Male	Female	Male	Female
Under 30 years old (persons)	562	159	451	136	446	128
30 to 50 years old (persons)	1,907	400	1,803	396	1,681	385
51 years old or older (persons)	698	39	844	60	946	94
Total (persons)	3,167	598	3,098	592	3,073	607



\*Data covers regular employees of Sumitomo Riko (including those seconded to other companies).

## New Hires and Leavers

Item	FY 2020	FY 2021	FY 2022
Number of New Hires (persons)	120	80	122
Percentage of New Hires (%)	3.19	2.17	3.32
Number of Leavers (persons)	81	104	158
Turnover rate (%)	2.15	2.82	4.29

\*The figures are for Sumitomo Riko alone.

## Mid-Career Recruitment Rate

Item	FY 2020	FY 2021	FY 2022
Mid-Career Recruitment Rate (%)	21	22	49

\*The figures are for Sumitomo Riko alone.

## Ratio of Female Managers

Item	FY 2020	FY 2021	FY 2022
Sumitomo Riko (persons)	8	8	8
	1.1%	1.4%	1.4%
Global (including consolidated companies) (persons)	45	40	41
	10.4%	9.0%	9.3%

\*The number shows key positions in Sumitomo Riko, and globally, positions above the head of the department.

## Employment Rate of People with Disabilities

Item	FY 2020	FY 2021	FY 2022
Percentage of employees with disabilities	2.49%	2.51%	2.66%

\*The percentage of employees with disabilities is calculated for the Group (Sumitomo Riko, SumiRiko Joyful, and SumiRiko Creates).

## Status of System Utilization

### Support for Childcare

Program	FY 2020	FY 2021	FY 2022
On-Site Daycare Center (persons)	27	35	37
Percentage of employees taking childcare leave, etc.	Male: 6%	Male: 8%	Male: 21%
	Female: 100%	Female: 100%	Female: 100%
Percentage of employees taking childcare leave, etc. and leave for childcare purposes	Male: 73%	Male: 74%	Male: 87%
	Female: 100%	Female: 100%	Female: 100%
Shortened Working Hours / Shorter-Hours Flextime (persons)	43	55	68
Flextime for childcare (persons)	96	77	71
Child nursing leave (persons)	10	18	26
Childcare incentive leave (persons)	43	51	43

\*Data covers employees who are directly employed by Sumitomo Riko (excluding those seconded to other companies).

## Support for nursing care (available for employees with a family member certified nursing care need).

Item	FY 2020	FY 2021	FY 2022
Nursing Care Leave (persons)	6	2	4
Shortened Working Hours and Shorter-Hours Flextime (persons)	1	3	5
Short-term nursing care leave (persons)	6	6	4
Nursing Care Flextime (persons)	4	7	3
Use of Professional Consultation Service (cases)	2	2	1

\*Data covers employees who are directly employed by Sumitomo Riko (excluding those seconded to other companies).

## Number of Sumitomo Riko Labor Union members

Item	FY 2020	FY 2021	FY 2022
Number of Union Members/Total Number of Employees	3,102 / 3,765	2,958/3,690	2,927/3,680

\*Data covers regular employees of Sumitomo Riko (including those seconded to other companies, as of the end of each fiscal year).

\*Labor unions belong to the All Japan Federation of Rubber Workers Unions, etc.

## Number of Participants in Human Resource Development Programs (FY 2022)

Item	Basic and Regular Training	Training by Job Level	Training by Needs	Total
Number of Participants (persons)	72	1,304	19	1,395

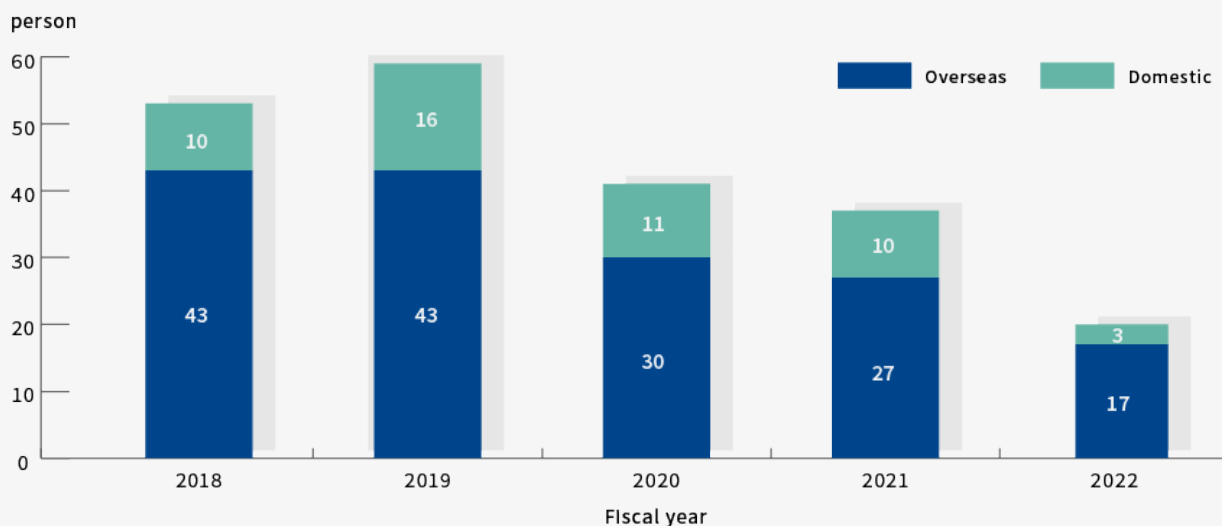
\*Data covers Sumitomo Riko and domestic group companies.

## Social Contribution Expenditure

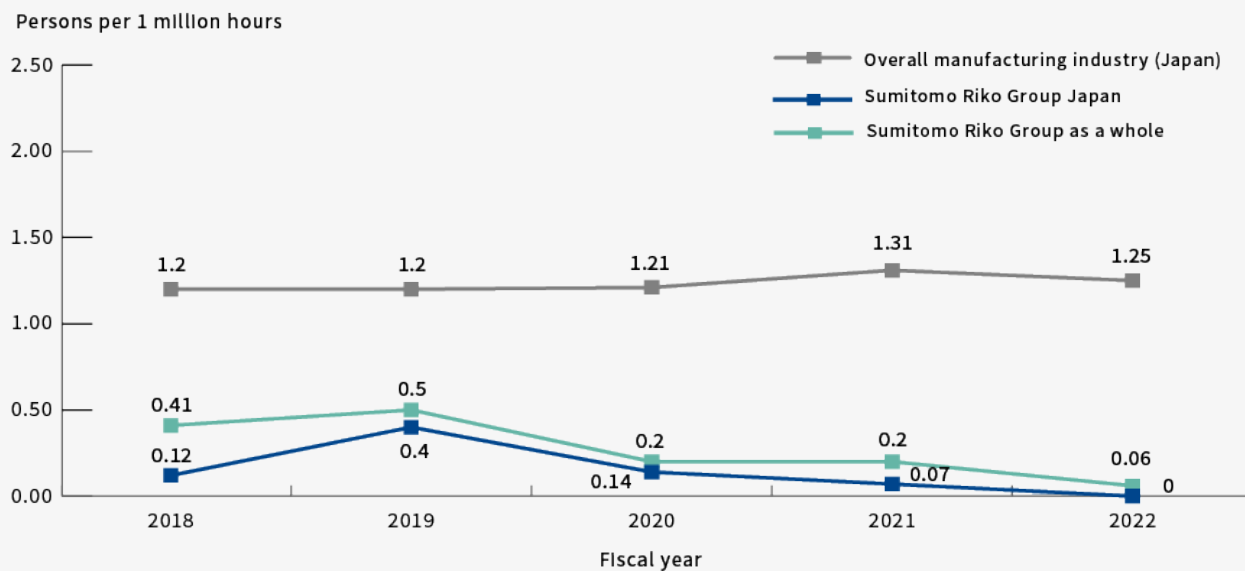
Item	FY 2020	FY 2021	FY 2022
Total Expenditures (million yen)	38	28	54
Of which, total amount Donations (million yen)	22	15	40

※The figures are for Sumitomo Riko alone.

## Number of Workers injured in Industrial Accidents



## Frequency Rate of Lost Worktime due to Industrial accidents



\*Lost time injury frequency rate...Number of lost worktime injuries per million total working hours

\*Data for the manufacturing industry (Japan) is from the Ministry of Health, Labour and Welfare's Occupational Accident Statistics.

## Health Policy Indicators

Item	FY 2020	FY 2021	FY 2022	FY 2023 Target
<b>Absenteeism</b> (Rate of days lost from work due to illness)	0.49	0.54	0.65	0.45
<b>Periodic Health Examination Receipt Rate</b>	100%	100%	100%	100%
<b>Receiving Retests Rate</b>	55%	80%	81.8%	80%
<b>Rate of Smokers</b>	30.9%	29.9%	28.9%	Less than 25%
<b>Rate of people with exercise habit (Note 1)</b>	21.8%	22.5%	24.4%	30% or more
<b>Number of Participants</b> <b>in Walking Events/year (persons)</b>	449	880	1,026	1,000 or more
<b>Number of Participants in Training on Health Promotion (persons)</b>	1,375	2,968	3,269	3,000 or more
<b>Stress check response rate</b>	88.5%	92.4%	94.2%	95%
<b>Health point system (Pep Up)</b> <b>registration rate</b>	23.6%	30.8%	36.6%	40%

(Note 1) Exercise habit is defined as light, sweaty exercise of 30 minutes or more at least twice a week for at least one year.

\*The figures are for Sumitomo Riko alone.



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## Universal Standards







<b>Statement of use</b>	Sumitomo Riko has reported the information cited in this GRI content index for the period 4/1/2022~3/31/2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
	2-1 Organizational details	<a href="#">Company Profile</a>
		<a href="#">Global Network</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Global Network</a>
	2-3 Reporting period, frequency and contact point	【Reporting period, frequency】 <a href="#">Disclosure Policy and Archives</a>
		【Contact point】 <a href="#">Inquiry</a>
	2-4 Restatements of information	-
	2-5 External assurance	<a href="#">Independent assurance</a> 






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	<a href="#">CSR Activities on Supply Chain</a>
2-7 Employees	<a href="#">Sumitomo Riko at a Glance</a>
	<a href="#">Securities Report for FY2022 (P.9, 33-34, Japanese only)</a> 
2-8 Workers who are not employees	-
2-9 Governance structure and composition	<a href="#">Integrated Report 2023 (P.47-48)</a> 
	<a href="#">Management System</a>
	<a href="#">Sustainability Management Structure</a>
	<a href="#">Corporate Governance Report (2023/6/30) (P.16, Japanese only)</a> 
2-10 Nomination and selection of the highest governance body	<a href="#">Integrated Report 2023 (P.48-49)</a> 
	<a href="#">Corporate Governance Report (2023/6/30) (P.2-3, Japanese only)</a> 
2-11 Chair of the highest governance body	<a href="#">Corporate Governance Report (2023/6/30) (P.6, Japanese only)</a> 
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Management Structure</a>
	<a href="#">Stakeholder Dialogue</a>
2-13 Delegation of responsibility for managing impacts	<a href="#">Sustainability Management Structure</a>
	<a href="#">Securities Report for FY2022 (P.40-42, Japanese only)</a> 
	<a href="#">Endorsement of TCFD (Task Force on Climate-related Financial Disclosures)</a>
2-14 Role of the highest governance body in sustainability reporting	<a href="#">Endorsement of TCFD (Task Force on Climate-related Financial Disclosures)</a>
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2-15 Conflicts of interest	<a href="#">Notice of Convocation of the 135th Ordinary General Meeting of Shareholders (P.46, Japanese only)</a> 
	<a href="#">Corporate Governance Report (2023/6/30) (P.14, Japanese only)</a> 
2-16 Communication of critical concerns	<a href="#">Management System</a> 
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2-17 Collective knowledge of the highest governance body	<a href="#">Integrated Report 2023 (P.49)</a> 
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2-18 Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance</a>
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	<a href="#">Corporate Governance Report (2023/6/30) (P.3-4, Japanese only)</a> 
2-19 Remuneration policies	<a href="#">Integrated Report 2023 (P.49)</a> 
	<a href="#">Securities Report for FY2022 (P.53-55, Japanese only)</a> 
	<a href="#">Corporate Governance Report (2023/6/30) (P.3-4, Japanese only)</a> 

	2-20 Process to determine remuneration	<a href="#">Securities Report for FY2022 (P.53-55, Japanese only)</a> 
		<a href="#">Corporate Governance Report (2023/6/30) (P.3-4, Japanese only)</a> 
	2-21 Annual total compensation ratio	—
	2-22 Statement on sustainable development strategy	<a href="#">Message from the President and CEO</a>
		<a href="#">Integrated Report 2023 (P.6-9)</a> 
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		<a href="#">Sumitomo Riko Group Corporate Action Charter</a>
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<b>GRI3: Material Topics 2021</b>	2-27 Compliance with laws and regulations	<a href="#">Promoting Compliance</a>
	2-28 Membership associations	<a href="#">Endorsement of External Initiatives</a>
	2-29 Approach to stakeholder engagement	<a href="#">Communication with Stakeholders</a>
	2-30 Collective bargaining agreements	<a href="#">Good Labor-Management Relations</a>
	3-1 Process to determine material topics	<a href="#">Integrated Report 2023 (P.22)</a> 
	3-2 List of material topics	<a href="#">Three Directions and Materiality toward 2029</a>
		<a href="#">Integrated Report 2023 (P.20)</a> 
	3-3 Management of material topics	<a href="#">Three Directions and Materiality toward 2029</a>
		<a href="#">Integrated Report 2023 (P.23-24, 27-43)</a> 

## Topic-specific Standards

### Economic

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Securities Report for FY2022 (Japanese only)</a> 
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Information Disclosure Based on TCFD Recommendations</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Securities Report for FY2022 (P.57-123, Japanese only)</a> 
	201-4 Financial assistance received from government	<a href="#">Securities Report for FY2022 (P.71-72, 122, Japanese only)</a> 
<b>GRI202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-
	202-2 Proportion of senior management hired from the local community	-

<b>GRI203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	<a href="#">Social Contribution</a>
	203-2 Significant indirect economic impacts	-
<b>GRI204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	-
<b>GRI205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">Monitoring</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Compliance Action Guidelines and Education</a>
	205-3 Confirmed incidents of corruption and actions taken	-
<b>GRI206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
<b>GRI207: Tax 2019</b>	207-1 Approach to tax	-
	207-2 Tax governance, control, and risk management	-
	207-3 Stakeholder engagement and management of concerns related to tax	-
	207-4 Country-by-country reporting	-

## Environment

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI301: Materials 2016</b>	301-1 Materials used by weight or volume	<a href="#">Sumitomo Riko Group's Material Balance</a>
	301-2 Recycled input materials used	-
	301-3 Reclaimed products and their packaging materials	-
<b>GRI302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">Sumitomo Riko Group's Material Balance</a>
		<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-2 Energy consumption outside of the organization	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-3 Energy intensity	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-4 Reduction of energy consumption	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Initiatives to Reduce GHG Emissions in Logistics</a>
<b>GRI303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">Efforts to Reduce Water Consumption</a>
	303-2 Management of water discharge-related impacts	<a href="#">Environmental Data of Each Plant</a>
	303-3 Water withdrawal	<a href="#">Efforts to Reduce Water Consumption</a>
	303-4 Water discharge	<a href="#">Efforts to Reduce Water</a>

		<a href="#">Consumption</a>
	303-5 Water consumption	<a href="#">Efforts to Reduce Water Consumption</a>
<b>GRI304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Contributing to a Society in Harmony with Nature</a>
	304-2 Significant impacts of activities, products, and services on biodiversity	-
	304-3 Habitats protected or restored	<a href="#">Contributing to a Society in Harmony with Nature</a>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Biodiversity Risk Assessment</a>
<b>GRI305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a>
		<a href="#">Environmental Performance Data</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">GHG Emissions in the Supply Chain (Sumitomo Riko Group)</a>
		<a href="#">Environmental Performance Data</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Initiatives to Reduce GHG Emissions in Logistics</a>
		<a href="#">Environmental Performance Data</a>
	305-4 GHG emissions intensity	<a href="#">Efforts to Reduce GHG Emissions in Business Activities</a>
	305-5 Reduction of GHG emissions	<a href="#">Examples of GHG Emission Reductions</a>
	305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">Proper Management of Ozone-Depleting Substances</a>
<b>GGRI306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">Sumitomo Riko Group's Material Balance</a>
	306-2 Management of significant waste-related impacts	<a href="#">Environment Management Structure</a>
	306-3 Waste generated	<a href="#">Waste Reduction Initiatives</a>
	306-4 Waste diverted from disposal	<a href="#">Waste Reduction Initiatives</a>
	306-5 Waste directed to disposal	<a href="#">Waste Reduction Initiatives</a>
<b>GRI307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	<a href="#">Compliance with Environmental Laws and Regulations</a>
<b>GRI308: Supplier</b>	308-1 New suppliers that were screened using environmental criteria	<a href="#">Environmentally Conscious Procurement</a>

**Environmental  
Assessment 2016**

308-2 Negative environmental impacts in the supply chain and actions taken

-

## Social

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">Data related to Human Resources</a>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
	401-3 Parental leave	<a href="#">Outline of Support Programs for Childcare and Nursing Care</a>
<b>GRI402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	-
<b>GRI403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">Safety and Health Activity Guidelines</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Safety and Health Activity Guidelines</a>
	403-3 Occupational health services	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Promotion Structure</a>
	403-5 Worker training on occupational health and safety	<a href="#">Safety and Health Activity Guidelines</a>
	403-6 Promotion of worker health	<a href="#">Health Management Initiatives</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	-
	403-9 Work-related injuries	<a href="#">Number of Workers injured in Industrial Accidents</a>
		<a href="#">Frequency Rate of Lost Worktime due to Industrial accidents</a>
	403-10 Work-related ill health	-
<b>GRI404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	-
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Human Resource Development</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	-
<b>GRI405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">Governance Performance Data</a>
		<a href="#">Social Performance Data</a>
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Securities Report for FY2022 (P.22, Japanese only)</a> PDF

<b>GRI406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	-
<b>GRI407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
<b>GRI408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Sustainable Procurement of Natural Rubber</a>
<b>GRI409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Sustainable Procurement of Natural Rubber</a>
<b>GRI410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	-
<b>GRI411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	-
<b>GRI412: Human Rights Assessment 2016</b>	412-1 Operations that have been subject to human rights reviews or impact assessments	-
	412-2 Employee training on human rights policies or procedures	<a href="#">Respect for Human Rights</a>
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
<b>GRI413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Social Contribution</a>
		<a href="#">Communication with Stakeholders</a>
		<a href="#">Environmental Communication</a>
	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">Appropriate Management of Chemical Substances</a>
<b>GRI414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<a href="#">Approach to Procurement</a>
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">Sustainable procurement of natural rubber</a>
<b>GRI415: Public Policy 2016</b>	415-1 Political contributions	-
<b>GRI416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-
<b>GRI417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	-
	417-3 Incidents of non-compliance concerning marketing communications	-
<b>GRI418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
<b>GRI419: Socioeconomic Compliance 2016</b>	419-1 Non-compliance with laws and regulations in the social and economic area	<a href="#">Compliance Review Day</a>

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# Disclosure Policy and Archives

Shareholders and Investors, Customers, Suppliers and Other  
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## Disclosure Policy

### The Purpose

To appropriately disclose information on public value (non-financial) to investors, customers, business partners, students, employees, and other stakeholders, so that they can understand and evaluate the company and enhance its corporate value.

### Page Structure

The page consists of 1) Message from the president and CEO, 2) Our Philosophy, 3) Sustainability Management, 4) Sustainability Activities, (ESG Activity Report); and 5) Sustainability information. As for 4), efforts are made to show the PDCA cycle of activities with reference to the GRI management approach (See GRI Content Index).

[Related information](#) [GRI Content Index](#)

### Scope of coverage

From April 1, 2022 to March 31, 2023 (FY2022). However, some of the information includes prior years and FY2023.

### Renewal Date



July 31, 2023

## Report Frequency

Year

## External Standards Reference

GRI (Global Reporting Initiative) and others

[Related information](#) [GRI Content Index](#)

## CSR Information Site Archives

[CSR Information Site 2022 \(14MB\)](#) 

[CSR Information Site 2021 \(10MB\)](#) 

[CSR Information Site 2020 \(7MB\)](#) 

[CSR Information Site 2019 \(8MB\)](#) 

[CSR Information Site 2018 \(5MB\)](#) 

## Integrated Report Archives

[Related information](#) [https://www.sumitomoriko.co.jp/english/ir/integrated\\_report.html](https://www.sumitomoriko.co.jp/english/ir/integrated_report.html)



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# Endorsement of External Initiatives

Shareholders and Investors, Customers, Suppliers and Other  
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## United Nations Global Compact

In October 2014, Sumitomo Riko signed the Global Compact proposed by the United Nations and is a member of the Global Compact Network Japan.

The UN Global Compact is an initiative advocated by Kofi Annan, then UN Secretary-General, in 1999 and launched in 2000 by the UN Headquarters. The UN Global Compact comprises ten principles in the four areas of human rights, labour, environment, and anti-corruption. We are ensuring compliance with these principles and are committed to fulfilling our responsibility in international society while endeavoring to promote and appreciate diversity.

We participated in the following working groups (WGs) of the Global Compact Network Japan (GCNJ) in fiscal 2022.

● ESG WG, Environment Management WG, Kansai WG, Supply Chain WG, Human Rights Training WG, Anti-corruption WG, Reporting WG, WEPs WG, Circular Economy WG, DRR (Disaster Risk Reduction) WG, CSV WG

In September 2020, we also endorsed the call of the United Nations Global Compact and signed the "Statement from Business Leaders for Renewed Global Collaboration." This is a statement of determination for all sectors to unite to reduce social divisions and achieve a sustainable future in the face of a range of serious crises, including climate change, economic uncertainty, and social inequality.


Related Information

[Press Release \(434KB\)](#) 

**WE SUPPORT**



## Amnesty International

We revised "the Sumitomo Riko Group Corporate Action Charter" in April 2019, and expressed our commitment to conduct "Business that ects the Human Rights of all Persons." To put this into practice, as a supporting member of Amnesty International Japan, a global human rights organization, we refer to and work with the UN Guiding Principles on Business and Human Rights.

## Tokyo Principles for Strengthening Anti-Corruption Practices

In July 2018, Sumitomo Riko signed and endorsed the Tokyo Principles for Strengthening Anti-Corruption Practices (Tokyo Principles) of Global Compact Network Japan. The Tokyo Principles are the materialization of the content of Principle 10 (Anti-Corruption) of the UN Global Compact. Having signed the Tokyo Principles, we will implement even stronger anti-corruption activities than before.

In fiscal 2018, we revised the Sumitomo Group Global Compliance Action Guidelines to reflect the Tokyo Principles.



腐敗防止コレクティブアクション

Related information

[Sumitomo Group Global Compliance Action Guidelines](#)

## Keidanren Charter of Corporate Behavior

As a member of the Japan Business Federation (Keidanren), Sumitomo Riko complies with and puts into practice the Charter of Corporate Behavior. In order to respond to changes of the recent trends in society, in light of the revision of Keidanren's Charter of Corporate Behavior, we revised the Sumitomo Riko Group Corporate Action Charter in April 2019 based on a resolution by the Board of Directors. We also participate in activities such as the Keidanren's "Committee on Responsible Business Conduct & SDGs Promotion".

Related information

[Sumitomo Riko Group Corporate Action Charter](#)

## Task Force on Climate-related Financial Disclosures (TCFD)

In June 2022, we shared our endorsement of the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB). Based on the TCFD recommendations, we disclose information on four areas regarding both climate change-related risks and opportunities: "Governance," "Strategy," "Risk Management," and "Metrics and Targets".



## Global Platform for Sustainable Natural Rubber (GPSNR)

In July 2022, we joined the Global Platform for Sustainable Natural Rubber (GPSNR\*). There are more than a dozen major raw rubber materials used by our group globally, of which natural rubber alone accounts for more than 40%. By endorsing the GPSNR policy, we will ensure the traceability and sustainability of our natural rubber procurement and aim to provide a stable supply of high-quality products into the future.

\*Global Platform for Sustainable Natural Rubber



Related information

[Press Release \(322KB\)](#) 

Related information

[CSR Activities on Supply Chain](#)



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# External Evaluation

## EcoVadis

Sumitomo Riko has been rated in the top 25%, or Silver, of EcoVadis' (headquartered in France) 2022 Sustainability Survey. More than 75,000 companies worldwide have been evaluated by EcoVadis on four non-financial themes: environment, labor and human rights, ethics, and sustainable procurement. We will continue to focus on sustainability initiatives to drive further performance improvement.

## CDP

CDP is an international non-governmental organization (NGO) that sends questionnaires to companies on climate change, forestry, and water security to evaluate their efforts. The final score is made on eight levels: leadership level (A, A-), management level (B, B-), recognition level (C, C-), and information disclosure level (D, D-). In FY2022, approximately 18,700 companies worldwide disclosed information, and 15,000 of them received scoring. Sumitomo Riko received a B score in both the climate change section and the water section of the fiscal 2022 evaluation, continuing on from last year. We will continue our efforts and information disclosure to realize a sustainable society.

## FTSE Blossom Japan Sector Relative Index Constituents



## FTSE Blossom Japan Sector Relative Index

We have been selected as a constituent of the FTSE Blossom Japan Sector Relative Index for fiscal year 2022. The FTSE Blossom Japan Sector Relative Index, created by global index provider FTSE Russell, reflects the relative performance of Japanese companies that excel in environmental, social and governance (ESG) performance in their respective sectors.

### SOMPO Sustainability Index Constituents

2023



Sompo Sustainability Index

Based on the results of the fiscal 2022 Sustainability Survey, we have been selected as a constituent of the SOMPO Sustainability Index for fiscal 2023, which was established by Sompo Asset Management Co., Ltd.

The SOMPO Sustainability Index consists of approximately 300 companies that excel in environmental (E), social (S), and governance (G) initiatives, and is used in SOMPO Sustainable Management, an ESG management product for pension funds and institutional investors that invests broadly in companies with high ESG ratings.

### Corporations with Excellent Health Management



In March 2023, we were certified as a "Corporation with Excellent Health Management" for the seventh consecutive year. We believe that employee health management is an important role of the company, and the Human Resources Business Support department and Health Care Office play a central role in working with health management personnel at each group company to create a vibrant organization and health activities for each and every employee.

### Women's Activity Promotion Companies : Eruboshi (☆☆ Futatsuboshi)





In March 2017, we received certification as a ☆☆Futatsuboshi as a company promoting women's activities. We are working toward certification as a ☆☆☆ Mitsuboshi company.

## Child Rearing Support Companies : Kurumin



In March 2016, we received certification as a "Child Rearing Support Company."

## Companies committed to achieving work-life balance: Aichi Family Friendly Companies



We are registered with Aichi Prefecture as a company committed to achieving work-life balance.

In 2009, we received the Aichi Prefecture Governor's Commendation as a company that is making excellent efforts to set a good example for others, for example by establishing an in-house childcare center.

## Companies that support balancing work and nursing care : TOMONIN



Since fiscal 2019, we have announced our efforts in the "Support for Balancing Work and Nursing Care" section of the Ministry of Health, Labour and Welfare as a company committed to promoting the development of a workplace environment that allows employees to balance work and nursing care. We are continuing to further improve the environment.

## Companies willing to enhance and utilize employees' benefit packages: Hataraku Yell



The "Hataraku Yell" program is implemented annually by the Executive Committee of the Employee Benefit Program Awards and Certification System, which is operated by companies that provide employee benefit services. The program recognizes and certifies corporations that provide benefits that support workers and are willing to enhance and utilize their benefits programs.

Sumitomo Riko has been certified as a "welfare promotion corporation" for two consecutive years.



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2023/05/30 [The formulation of "2029 Sumitomo Riko Group Vision" and "2025 Sumitomo Riko Group Mid-term Management Plan"](#)

2022/11/22 [Sumitomo Riko and LanzaTech enter into a joint-development agreement to reuse rubber, resin, and urethane waste, contributing to the creation of a circular economy](#)

2022/08/09 [Announcing Membership in the GPSNR for Sustainable Natural Rubber](#)

2022/06/24 [Announcing Sumitomo Riko's Commitment to the Task Force on Climate-related Financial Disclosures \(TCFD\) Recommendations](#)

2022/06/14 [Toyota to use Sumitomo Riko products for its all-new "bZ4X" BEV](#)

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2024/03/26 [Sumitomo Riko increases Solar Power Generation by 1.6 fold across the Group in FY2023 ~Solar Power Generation Facilities to be Installed at Seven Global Bases~](#) 



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